

The Visitor

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October 2007
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*University Lutheran Church of Hope
is a welcoming, Christian community of faith
centered in God's grace and
called to demonstrate God's love for the world.*

Shirley's Share

Comings and Goings and—

Change happens around us all the time, but it still doesn't come easy. There are changes in our staff at University Lutheran Church of Hope. Pastor Kwanza Yu has departed for northern Minnesota and her new call as Pastor of Moe Lutheran Church in Roseau. From what she has told us, it sounds like a warm and challenging congregation where the members will open up their hearts to her even as she opens hers to them. It has been a pleasure to work with Kwanza over the past six years. We keep her and her family in our prayers, even as we move forward to put in place more of the recommended staffing changes.

Those changes include finding a quarter-time visitation minister. This could be an ordained or non-ordained person. The first steps are to create a job description for this position and then to begin to find out who may be available and interested in it. I'm sure the Vision and Governance Board will keep the congregation apprised.

The other change in staff is also connected to our new staffing structure. That structure specifies that we should have a 3/4-time position for Youth and Young Adult ministry. We welcome Megan Koepnick to that position for the next two academic years. She is a Master of Divinity student at Luther Seminary and has written more about herself elsewhere in *The Visitor*. She is only half-time in this position, and there will be discussion about how we might increase our outreach to the age group of young adults.

A Special Opportunity

I serve on the Lutheran/Catholic Covenant Commission of the two Evangelical Lutheran Church in America synods in the Twin Cities and the Archdiocese of St. Paul & Minneapolis. In our community, it has been a tradition for more than 25 years to annually sign the covenant between us that celebrates our community as Christians. This year, the signing will be part of a larger celebration that will be held on **Sunday, November 4**. It begins at **1:30 p.m.** at the Basilica of St. Mary in downtown Minneapolis. Well-known author and theologian Dr. Martin Marty (University of Chicago) will speak on "A Christian Perspective on Electing a President." Following the presentation we are invited to join the regular Basilica community in Evening Prayer.

During the service, the covenant will be signed and there will be a rededication of stained glass windows that have been refurbished. These windows were in a church building on the near north side of Minneapolis that was torn down to make way for affordable housing in the neighborhood. This building served both a Roman Catholic and a Lutheran congregation, and so it is very apropos that we would be together as Lutherans and Catholics to celebrate this occasion. The service will be followed by a coffee time. We plan that the whole program—presentation, Evening Prayer, signing, and dedication, will move along quickly and be finished by 3:30. Please plan to come and be a part of this special occasion. Pax

—Pastor Craig Shirley

Hope Book Club



Year of the Classics!

Join us on Sunday, October 14, at 7:00 p.m. in the Lounge to discuss the book

1984, by George Orwell.

The classics we will be discussing for the rest of the year are:

November 11, *The Scarlet Letter*,
by Nathaniel Hawthorne

December 9, *Winter of Our Discontent*,
by John Steinbeck

If you have questions, please call Sonja Peterson at (612) 789-0397.

Lowell & Carol Erdahl to Receive Peace and Justice Award

Lowell Erdahl, bishop emeritus of the Saint Paul Area Synod of the Evangelical Lutheran Church in America, and his wife, bookstore owner Carol Erdahl, have been selected to receive the 2007 Honorary Award of the Vincent L. Hawkinson Foundation for Peace and Justice.



Given annually to individuals demonstrating outstanding dedication to the cause of peace and social justice, the Honorary Award is aimed at furthering the work of the late Rev. Vincent

L. Hawkinson, who served as pastor of Grace University Lutheran Church in Minneapolis for 30 years.

The 2007 award will be presented on Sunday, October 7, 2007, 4:00 p.m., at University Lutheran Church of Hope. The presentation is open to the public and will be followed by a reception.

Further information is available at www.ulch.org/images/HawkinsonNewsRelease.pdf.

October Fellowship Meal

Plan now to join your family and friends for the October 14 University Lutheran Church of Hope Fellowship Meal, in Fellowship Hall at 11:30 following the 10:30 worship service.

There will be delicious food prepared by some of Hope's great cooks and, in addition, wonderful company! Suggested contribution will be \$5 for adults, \$3 for children, and free for students.

Hope Senior Club

All seniors and friends are cordially invited to the Senior Club luncheon and program on **Wednesday, October 17**, at 12:00 noon in Fellowship Hall. Reservations for the \$5.00 meal should be made by **Thursday, October 11**, with your caller or by contacting Diane Shallue at (612) 331-5988, ext. 19.

"**Keeping Your Brain Healthy**" will be the topic of the program at 1:00 p.m. in Heritage Hall. Mary Ann Schoenberger, Director of the Volunteers of America Southwest Senior Center, will share some fun activities to keep your brain healthy and to improve memory loss, as well as how to relate to someone who has a memory loss. Come, learn about the latest research in keeping a strong, healthy mind!

Please know that if you are unable to attend the luncheon, you are always welcome to the program. If you need transportation, do not hesitate to phone Leona Reyelts at (612) 378-2444 and a ride will be arranged.

President's Page: Staffing Changes at Hope

We at University Lutheran Church of Hope give thanks for the work of Pastor Kwanza Yu in our congregation, and we wish God's blessings upon her in the new location to which God has called her, Moe Lutheran in Roseau, Minnesota. Kwanza's many gifts will not easily be replaced, and we will feel her loss for some time. Kwanza's departure brings us to a critical juncture for our staffing structure. As part of our Mission Renewal process, the Board voted to adopt a strategic plan for staffing that called for some changes in our pastoral structure upon the departure of one of our full-time pastors. The new structure calls for a 1/4-time Visitation Minister and a 3/4-time Youth and Young Adult Director, in lieu of calling another full-time pastor. A small group has been formed to develop a job description for the Visitation Minister position, with the hopes that we will have someone in place before the end of the year.

As many of you know, we recently hired a new Youth Director, Megan Koepnick. Megan works 1/2-time while she pursues her degree at Luther Seminary. We are excited about Megan's arrival, and we will honor our two-year commitment to her and to the Seminary. We will also explore other staffing options for the currently unallocated 1/4-time role for youth and young adult ministry remaining under the strategic plan.

It is with a mixture of sadness, trepidation, and excitement that we bravely move forward with our new staffing structure. We ask that you keep our staffing situation in your prayers, and, as always, the Board and the Personnel Committee welcome your comments during this critical time.

—Karmi Anna Mattson, Congregation President

Opinion Corner: Commentary on the University of Minnesota Workers' Strike

Editor's Note: This article contains excerpts from a recent email message from Senator John Marty. Senator Marty's message was submitted to The Visitor by Donna Neste, on behalf of the Social Justice Committee, to promote discussion on a subject that affects many members of University Lutheran Church of Hope. Readers of The Visitor are invited to email responses to: visitor@ulch.org

The current University of Minnesota strike is typical of labor disputes around the country. The workers say they need and deserve better wages, management says they cannot afford them.

As in every strike, management and labor see things differently. The University wants to count existing seniority pay adjustments as part of the increase that they are negotiating. AFSCME, the union representing the striking workers, points out that the seniority increases are already in their current contract, and that level of pay is already owed them. They say that the University, like the state, has always negotiated pay increases on top of the seniority increases and that the U of M did so again for another union just a few weeks ago.

Regardless of how one talks about the increases, when

inflation is factored in, a new clerical worker starting at the University today makes about 5% less than someone taking the identical job in 2003. These are not highly paid employees; they include some of the lowest paid workers at the University. The average clerical, technical, and health care worker makes \$34,000 per year. That is the average; starting workers make much less.

The employees point out that the legislature appropriated funding for 3.25% increases, but the University says that it cannot afford that much for the AFSCME workers. President Robert Bruininks said, "We believe we have a fair offer out there, and we believe we have to run the University in a way that is responsible to all of its employees."

Last year, the university president's salary was \$384,000. That is more than the average striking worker makes in a decade. On top of that, his compensation package included an additional \$150,000 that he receives in deferred compensation, for a total of \$539,000. Everybody expects the University President to receive good compensation. But this year, his salary increased by \$39 thousand, and his deferred compensation jumped an additional \$25 thousand, bringing his total compensation to \$598,000. That works out to be a 12% increase this year. Just the increase in his compensation, \$64,000, is almost double what the average striking worker makes in a year.

The growing income gap between workers and management is certainly not unique to the University. People know this is happening in Corporate America. But we expect better from the University of Minnesota.

—Senator John Marty



FAITH FORMATION NEWS



Sunday Morning Programs — 9:15 – 10:15 a.m.

This once-a-month program held in the nursery is for children from birth through age 3 and their parents. October 21 — “Faith Play for Families” — How can you play with your children and also encourage their faith development? Come to find out and to **play!** Contact Diane Shallue with any questions: dianes@ulch.org or (612) 331-5988, ext 19.

Date	Godly Play Lesson Topics	Faith Weaver Lesson Topics
	<i>For ages 4 - grade one</i>	<i>For grades 2-6</i>
Oct. 7	The birth of Isaac	Absalom rebels: 2 Samuel 15:1-12
Oct. 14	Jacob & Esau	Solomon asks for wisdom: 1 Kings 2:1-4
Oct. 21	Jacob wrestles with God	Solomon writes proverbs: 1 Kings 4:29-34
Oct. 28	Joseph	Solomon turns from God: 1 Kings 11:1-13

Godly Play Curriculum encourages children to wonder. Deeply spiritual and highly creative, Godly Play is used in churches across many denominations. Children learn the art of using religious language—parable, sacred story, silence, and liturgical action—to become more fully aware of the mystery of God’s presence in their lives and the surrounding world.

Faith Weavers teaches Bible stories by revealing God’s character and helping children know, love, and follow Jesus. Each lesson concentrates on one important idea from the Bible. The lessons are designed to keep children moving and active, with a focus on building relationships between the students and between them and God.

Confirmation Sunday morning classes

Grade 7 will meet in Room 107. Bob Moluf is the instructor.

Grade 8 will meet in Room 104. Adam Morton is the instructor.

High School Discussion will begin in the Youth Room with Jack Dant, Ann Agrimson, and Megan Koepnick.

Adult Forums in Heritage Hall

- October 7** “Meet Megan Koepnick” — Megan, our new youth director, will speak about herself, about the Dream Team, and about the Youth Ministry program at University Lutheran Church of Hope.
- October 14** “Children’s Sabbath” with Ruth Fingerson. How can we care for and protect our children at a state and national level?
- October 21** “Come Sojourn with Us” by Andrew Anderson from Mt. Olive Lutheran
Using some biblical images and stories of sojourners, or people journeying, this session will explore ways of looking at welcome and hospitality. H. Andrew Andersen is a 14-year member at Mount Olive Lutheran Church in South Minneapolis. His background in food service in Las Vegas, as a parish pastor, a law firm administrator, a community and political organizer, an apartment rental agent, and as an active lay parish leader all inform his presentation.
- October 28** **Confirmation Sunday — No Adult Forum**
-

From the Director of Christian Education

“I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you.” (Philippians 1:3-4)

This passage came to mind as I sat down to write this article. I was thinking of the Festival of Hope on September 9. It was a joyful day, but could not have happened without the efforts of many people. Thanks to Lisa Morse who provided inspiration and lots of perspiration as she worked to put together this event. Thanks to the people who volunteered to be in the “Dip in the Nile” dunk tank. Thanks to those who worked on the food and the games and the ticket sales; to those who donated items for the raffles and silent auction; and to the Quilting group for the two lovely quilts for the raffle. Thanks to all of you who came to celebrate. Two new families joined Sunday School that day. Many people got better acquainted with old friends and new. The energy of many people created this festive time.

Now the journey continues as we study, plan, work, and play together as a congregation. I pray that each of you will be filled with joy and laughter.

Your partner in ministry,

—Diane E. Shallue

New Books in the Church Library

After This, by Alice McDermott

This story of Mary and John Keane and their four children from just after World War II to just after the Vietnam War captures the religious, ethnic, and class relationships of Irish Catholics in America. The characters are “sweetly and painfully real...carved of bone and sweat,” and the scenes “exquisitely drawn.” This is McDermott’s sixth novel. Her fourth, *Charming Billy*, won the National Book Award.

The Attack, by Yasmina Khadra

Amin Jaafari is a Palestinian surgeon living with his beautiful Palestinian wife Sihem in the best neighborhood of Tel Aviv. Amin and Sihem are nominally Muslim, but all of their friends are Jewish. When a suicide bomber strikes in a nearby restaurant, killing 19 people, Amin is at the hospital, trying to save the lives of the wounded. He believes that his wife is in Nazareth visiting her grandmother. Then he is summoned to the morgue to view Sihem’s body and learns that she was the bomber and that he never truly knew her. He begins a quest to understand how she could have done what she did. This is a suspenseful and psychologically probing novel.

Excerpts from Minutes of Vision & Governance Board Meeting

September 12, 2007

Present: Pastor Craig Shirley, Administrator Craig Wiester, Worship's James Hlavka, President Karmi Mattson, Youth & Young Adults' Jack Dant, Past-President Garvin Davenport, Relational Ministries' Sharla Aaseng, Education's Lisa Morse, Hope in the World's Karen Westwood, Treasurer Norris Waalen, Vice President Bob Moluf, & Pastor Kwanza Yu.

The proposed Code of Conduct for Staff and Elected Leaders was discussed. Karmi explained the changes made by the Personnel Committee in response to last month's Board meeting. There was some discussion. She moved approval of the proposed document as modified by the Board. This was seconded and carried. The Code of Conduct is now adopted.

Lisa Morse, with help from Administrator Craig Wiester and Sharla Aaseng, reported just over \$3,000 in receipts from the Festival of Hope, but we have not done a complete accounting; some expenses may not have been accounted for as well. Lisa asked for, and received, some feedback on what went well and what went less well. Overall opinions were positive.

President Karmi Mattson reported we are having a farewell luncheon for Kwanza on September 23 right after worship. Her final day in the office will be September 28.

At 6:30 p.m., Daryl Hintz and Marge Halvorsen arrived to discuss the Credit Union. Daryl indicated they are looking at alternatives. As they are a volunteer group, if more volunteers come forth to work the credit union, they could keep it going.

They have contacted four other credit unions to discuss mergers. They have had three responses and one proposal; that offer is not particularly good. There are a number of other options also. Daryl fielded a number of queries. The Credit Union Board has no particular recommendation right now, but is exploring options.

We suggested, and are hoping, that Credit Union board members are able to make an Adult Forum presentation during education hour September 30. Pastor Craig Shirley mentioned the continuing need of young couples for help in financial management.

Lisa Morse discussed charters for the various ministry areas in our new organizational model. Lisa distributed a handout of guidelines entitled, "Establishing a Team or Task Force Charter." She observed that, when the charter is clear, and when volunteers understand their tasks more clearly, one finds better work and happier volunteers. She led us in a discussion of her guidelines. Lisa's ideas were well-received by the group.

We briefly hit on the topic of receipts for in-kind gifts, particularly for the imminent rummage sale. Administrator Craig Wiester reported that we do have receipts available; it was observed that this piece of information has not been well publicized. The rummage sale was discussed for a few minutes.

Pastor Craig Shirley reported Pledge Sunday will be November 11. The stewardship group is considering a number of possibilities, including a special speaker and a meal with entertainment and pledging.

Treasurer Norris Waalen led us through the August financial reports. Income was down fairly dramatically in August; we're still running behind plan for the year to-date. He went on through the expense portions by commission. Norris feels we have cut expenses to the bare bones. We may have some benefit from the impending reduction in staff expenses, but Pastor Craig Shirley cautions us that we expect to be hiring staff as soon as we can.

Jack Dant asked about the structure of the general ledger, now organized by Commission. Treasurer Norris Waalen replied that we have discussed this but are not yet ready to do that reorganization. He also mentioned the Youth Worker Bridge Fund, which will be used for partial offset of Youth Director Megan Koepnick's salary. He moved acceptance of the August financial reports as published; this was seconded and carried.

Sharla Aaseng reminded us that Fellowship Meals will be on second Sundays through the year.

We adjourned with the Lord's Prayer at 8:00 p.m.

Correction

In the August issue of *The Visitor*, in the article "Hope Member Receives Justice in Housing Award," it was incorrectly stated that Mercy Das-Sulc has worked in the Minneapolis School District.

Instead, the article should have stated that Mercy has worked in the Hopkins School District.

Thank YOU for making Rally Day's Festival of Hope a success!

In planning this event, we set out to launch Fall 2007 with spirit and enthusiasm, to highlight Hope's recently adopted Mission & Values, to communicate what's going on at Hope, to provide something fun to invite others to join in, and to earn some additional revenue toward the 2007 budget.



Sounds like a lot to accomplish... but given your support, we did it!
Many thanks to those of you who contributed to the day (and many of you took on multiple tasks)...

Ticket Takers	Raffle Item Donators	Balloon Blowers
Food Servers	Face Painters	Dunk Tank Dunkees
Ticket Buyers	Set-Uppers	Food Preparers
Set-Uppers	Food Preparers	Silent Auction Contributors
Dunk Tank Dunkers	Ministry Lane Scavengers	
Raffle Ticket Purchasers	Popcorn Poppers	Game Supervisors
Massagers	Clean-Uppers	
Photographers	Face Painters	Ice Cream Scoopers
Ticket Sellers	Musical Performers	
		And... Festival Attendees!!

STAFF

Pastors: **Craig Shirley, Kwanza Yu**
Cantor: **Timothy Strand**
Director of Education: **Diane Shallue**
Youth Director: **Megan Koepnick**
Administrator: **Craig Wiester**
Custodian: **Robert Bailey**
Working in partnership with Lutheran Campus
Ministry Staff: **Jerie Smith**

LEADERSHIP

President: **Karmi Mattson**
Vice President: **Bob Moluf**
Past-President: **Garvin Davenport**
Secretary-Treasurer: **Norris Waalen**

VISION & GOVERNANCE BOARD

Operations: **Norris Waalen; Garvin Davenport**
Leadership Development & Communications:
Bob Moluf; Karmi Mattson
Worship & Music Ministry: **James Hlavka**
Youth & Young Adult Ministry: **Jack Dant**
Education Ministry: **Lisa Morse**
Hope in the World Ministries: **Karen Westwood**
Relational Ministries: **Sharla Aaseng**

THE VISITOR

The Visitor is published monthly by University Lutheran Church of Hope, located at 601 13th Ave. SE, Minneapolis, MN 55414-1437.

Articles for *The Visitor* may be submitted via email or in the church office. They must be signed. Electronic submissions in either Microsoft® Word or plain text format are preferred. Articles may be edited for length. Contributors are responsible for clearly identifying any material that is from published sources and for obtaining appropriate permissions. Send submissions and correspondence to: visitor@ulch.org.

The deadline for submitting articles is the 15th of every month (for the following month's issue).

The current issue of *The Visitor* is always available at www.ulch.org/images/TheVisitor.pdf. Back issues are available by contacting the church office.



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