

2020 SAINT LUKE STRATEGIC PLAN PROCESS

June 2020

The Ministry Board has received the Strategic Plan Draft, from the Vision Team, with recommendations and proposed Action Steps and moved to share this draft and recommendations with the congregation for your wisdom, questions, input, and prayers. We want to share with you some important **considerations** as you read this document, and to convey as strongly as possible that these are **recommendations, not decisions** and that your engagement is **welcome** and **essential**.

Context: The Vision Team and the development of a Strategic Plan was a process that engaged and involved the hopes and wisdom of all our members, as well as those we serve, and who staff these ministries. This process began with an undeniable reality: the retirement of a pastor who had served for forty years as pastor and CEO of each of the ministries; the downward trend in church attendance, Academy enrollments and offerings, and a structural imbalance in each of our ministries (spending more money than we take in). It was a trend that caused many to question the very survival of the congregation.

A Listening Season began with conversations with all Ministry Board members, community leaders, residents of Greenview Place, parents of Academy students, Saint Luke staff, and church members.

COVID 19 interrupted this process of information sharing and mutual discernment in personal gatherings and Voter's meetings at church. The process continued via Zoom with the Vision Team and separately with pastors of the Lakeview parish.

Continuing to move forward in our emerging vision is critical to our future. One of the most valuable results of this process had been the Vision Team members, *Valerie Bushey, Rebecca Butler, Kelly Faulstich, Timothy Colón-Geistlinger, Dennis Grabowski, Nancy Kapp, Robert Kleisch, Antonette Kulesza, Lisa Maggiore, Adam Mead, Victoria Merritt, Nick Terrell, Mark Van Scharrel, and Betsy Wassilak*, who have worked together, and are mutually accountable and confident in their leadership. This has not been "pastor-driven," but supported by the pastor as a fellow member of the team. We believe that the Holy Spirit is at work among us!

1. You can leave comments and questions using this email: visionteam@stlukechicago.org. A Ministry Board Member will share all communication with the Board, *Virginia White, Stephen Bouman, Dennis Grabowski, Paul Heltne, David Nelson, Mark Godecke, Lisa Maggiore, Linda Strohmayer, Betsy Wassilak, Nick Terrell, Nancy Stalder*, to discuss.
2. Zoom "Town Hall" meetings are scheduled for **Sunday, July 13 at 6 p.m. and Thursday, July 16 at 7 p.m.** to talk together about the Strategic Plan draft, pose questions, insights, critique.

A final word: this public and open conversation (and holy engagement) about the future of our church and its ministries is something new in the dynamics of how Saint Luke has operated. Leadership and decision-making styles over the past 80 years have blessed the mission of Saint Luke, **but we are in a different time**. This will be hard, and we should not be surprised if healthy conflict and disagreements arise. Can we trust the Spirit, and see them as birth pangs that something new is being born among us? The main call will always be the main call: our strong liturgical, Gospel-centered heartbeat.

The Ministry Board



Stephen Bouman is inviting you to a scheduled Zoom meeting.

Topic: St. Luke Town Hall Strategic Plan

Time: July 12, 2020 06:00 PM Central Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/84159347177?pwd=cWhxZmN4S0FvQjNKeWErNkZ2eDluUT09>

Meeting ID: 841 5934 7177

Password: 523598

Stephen Bouman is inviting you to a scheduled Zoom meeting.

Topic: St. Luke Town Hall Strategic Plan

Time: Jul 16, 2020 07:00 PM Central Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/87050439532?pwd=Q2UyWmdxU0YzODJNZXAzMU5sRWMwdz09>

Meeting ID: 870 5043 9532

Password: 264730



2020 Saint Luke Strategic Plan

as recommended by the Vision Team

June 2020



INTRODUCTION

In the fall of 2019, the Lutheran Church of Saint Luke initiated a strategic planning process. A consultant, Rev. David Nelson, was engaged and a Vision Team of 15 congregational leaders was formed. The Vision Team represented a broad cross section of the congregation and its many expressions of diversity. The Vision Team went through a training process and launched a targeted “listening season”, interviewing members of the congregation, its ministries, and key members of the Lakeview community.

The Vision Team processed what was heard in the listening season and identified a number of key ministry areas that it would address. The Vision Team sponsored regular engagements with the congregation, utilizing multiple platforms, to share progress, invite comment, and test new ideas. Working in a consensus manner, the Vision Team developed a “North Star” statement and a Welcoming Statement to guide its work. Each of these were shared with the congregation in an open manner.

Following are the North Star statement, the Welcoming Statement, and a set of strategic recommendations. These recommendations correspond to the key areas identified in the listening season and are organized with recommended action steps. The Vision Team recommends acceptance of this strategic plan by the Ministry Board and its immediate implementation. We envision the Ministry Board organizing key leaders to work on various recommendations and to exercise careful oversight of the implementation of this plan. We suggest the Ministry Board review reports on implementation progress at each of its meetings thereby making it the most important part of its work. We further suggest the Ministry Board consider its resources and the possible engagement of a consultant to guide the implementation process.



"NORTH STAR" STATEMENT

Saint Luke seeks to be a diverse
urban and global community
that shares Christ's love
as our foundation.



“WELCOMING STATEMENT”

Welcome!

It’s a blessing to have you worshipping here today. Whether you are a first-time visitor or long-time member, we welcome you joyfully, in the name of Christ.

Who are we?

Saint Luke seeks to be a diverse urban and global community that shares Christ’s love as our foundation.

What does this mean?

- We are Lutheran (ELCA). Our worship centers on the hearing of God’s Word, and participation in the life-giving sacraments of Holy Baptism and the Lord’s Supper. Our teaching and preaching is “justification by grace, through faith.”
- We are servants. By the Holy Spirit, we are empowered to help all those in need: in the pew, across the street, and around the world. We respond to needs of the community, as well as global issues.
- We are always learning. As Lutherans, we know that doubt and questioning are necessary for spiritual growth. We openly receive all questions, comments, criticisms, and conflict, in the spirit of beloved community.
- We celebrate diversity and difference. Our worship strives to reflect and embrace the full, complete, and wonderful variety of God’s people: all ages, family situations, classes, races, ethnicities, sexual orientations, and gender identities make up the Body of Christ, as we gather together around Word and Sacrament.

We give thanks that you are here today, and for the gifts that your presence brings to this community.



STRATEGIC RECOMMENDATIONS

PREFACE

After the procedures and methods outlined in the Introduction, the Vision Team worked together to develop the following Strategic Plan Recommendations and Action Plans. These Recommendations and Action Plans are based on tenets, listed below, which we propose should be the drivers for the future of Saint Luke. A future which is focused on what is needed *today* to be “a diverse urban and global community that shares Christ’s love as our foundation”, to continue the impactful Gospel legacy of Saint Luke, and to follow Christ’s Great Commission.

- ***Incarnation:*** We are a church re-rooting in our community. Our future is in Gospel presence with all our neighbors around the corner and across the world.
- ***Spiritual Solidarity:*** We have a huge vision which can only be engaged with the whole Body of Christ in our community. Our spiritual solidarity will strengthen our resolve to share Christ with as many neighbors as possible.
- ***Commitment to Growth:*** The Gospel is a profound gift to everyone. We must grow in order to share the Good News of the Resurrection of Jesus with more people, who will strengthen us to share the Gospel with even more people. Just as God meets us where we are, so we must meet our neighbors where they are by aligning our ministries to the current needs of the community.
- ***Transparency and Financial Stability:*** We want to be a strong partner to our neighboring congregations so that we can have maximum impact on sharing the love of Christ with our neighborhood.
- ***Sharing the Love of Christ around the World:*** Looking beyond our immediate community will strengthen our leadership and help us grow. People want to be a part of an entity that shows up in the world and makes things happen for the sake of God's love for the world.



Item One

SAINT LUKE MINISTRIES

A) Recommendation

We recommend that Saint Luke write (or commission to be written) a new Constitution and By-Laws for Saint Luke Ministries, Saint Luke Church, Saint Luke Academy, Saint Luke Cemetery, and Saint Luke Housing Ministries (its Entities), as needed.

Action Steps

1. Establish a Constitution Task Force (whose members will be appointed by, and whose number of members set by, the Saint Luke Ministry Board, under its authority to establish committees) whose first action is to review (or commission a review of) the current Constitution and By-Laws of Saint Luke and its Entities and identify those clauses which need to be retained, revised, eliminated, or added.
2. We recommend that Constitution Task Force utilize the 2019 Model Constitution of the ELCA, resources offered by the Metropolitan Chicago Synod of the ELCA, and the Constitutions of other ELCA Congregations as guides in their considerations and as a model for a new Constitution and By-Laws.
3. Task the Constitution Task Force to give a report of activities and recommendations to the Saint Luke Ministry Board at its regular meetings and also as a regular agenda item at all meetings of the Saint Luke Voters Assembly.
4. Task the Constitution Task Force to complete this process in a timely manner, in order to present a final version of these documents, with the final approval by the Saint Luke Ministry Board, at or before the May 2021 meeting of the Saint Luke Voters Assembly.



SAINT LUKE MINISTRIES

B) Recommendation

We recommend that Saint Luke commence the re-evaluation of all financial policies, procedures, and oversight; paying particular attention to the Annual Budgeting Process.

Action Steps

1. Establish a Financial Oversight Task Force (whose members will be appointed by, and whose number of members set by, the Saint Luke Ministry Board, under its authority to establish committees) whose first action is to review all current financial policies, procedures, and oversight and identify those items which need to be retained, revised, eliminated, or added.
2. Task the Financial Oversight Task Force to give priority to establishment of a definitive Annual Budgeting Process, which would include attention to improving the clarity and transparency of the Budget Process, to involve all Boards of the entities of Saint Luke Ministries, to involve all committees and ministries of Saint Luke Church, and to include involvement, education, and approval of the Congregation, through the Voters Assembly.
3. We suggest that the Financial Oversight Task Force weigh the value of a separate fiscal year (for example, “beginning of Q3 to end of Q2” or a “September 1 to August 31”) accounting versus the current calendar year (January 1 to December 31) accounting calendar. One critical result of this change would be to more accurately reflect the financial status of the Academy, which operates on a school year basis.
4. Task the Financial Oversight Task Force to give a report of activities and recommendations to the Saint Luke Ministry Board at its regular meetings and also as a regular agenda item at all meetings of the Saint Luke Voters Assembly.
5. Task the Financial Oversight Task Force to present their final report and recommendations at the December 2020 Saint Luke Voters Assembly.



Item Two

SAINT LUKE CHURCH

A) Recommendation

We recommend that Saint Luke begin a bold, new approach to interact with our immediate Lakeview Community (defined for this purpose only as an area bounded by Lincoln Avenue to the West and South, Addison Street to the North, and Southport Avenue to the East) as Saint Luke's primary, but not sole, Mission Field.

Action Steps

1. Establish a Neighborhood Outreach Task Force (whose members will be appointed by, and whose number of members set by, the Saint Luke Ministry Board, under its authority to establish committees) to find organizations, entities, and individuals within that area, to become partners in mutually beneficial programs and ministries.
2. Task the Neighborhood Outreach Task Force to develop a systematic plan to establish or deepen relational connections with the residents of Saint Luke Housing, parents and guardians of students in the Saint Luke Academy, and all people connected with programs and ministries housed at Saint Luke.
3. Task the Neighborhood Outreach Task Force to ascertain those organizations and entities within that area, and those outside that area, to which Saint Luke, any of its members, or its former Senior Pastor, is / was a member and to explore ways to establish / re-establish / continue a positive relationship or membership.
4. Task the Neighborhood Outreach Task Force to give a report of activities and recommendations to the Saint Luke Ministry Board at its regular meetings and also as a regular agenda item at all meetings of the Saint Luke Voters Assembly.



SAINT LUKE CHURCH

B) Recommendation

We recommend that Saint Luke reaffirm a wholehearted commitment to the growth of the Congregation via a substantial increase in Worship Service attendance and in Giving Unit (Regular Donors) numbers.

Action Steps

1. Establish an Evangelism Growth Task Force (whose members will be appointed by, and whose number of members set by, the Saint Luke Ministry Board, under its authority to establish committees) to determine and recommend specific evangelism and growth programs and strategies which will be sustainable and result in measurable outcomes. We recommend the Evangelism Growth Task Force embrace the principle that congregations measure what they value.
2. Task the Evangelism Growth Task Force to establish an increased weekly attendance goal, based on their recommended programs and strategies, with reports of progress to be shared with the Congregation on a monthly basis.
3. We recommend that a goal of a minimum combined services attendance of at least 150 Congregants (which is an 80% increase of the combined average attendance for the two Services in 2019) be set for Reformation Sunday 2021; roughly 16 months from now.
4. Task the Evangelism Growth Task Force to establish an increased Giving Units (Regular Donors) goal, based on their recommended programs and strategies, with reports of progress to be shared with the Congregation on a monthly basis.
5. We recommend an increase to 150 (which is an 80% increase of the Giving Units (Regular Donors) for 2019) be set for Reformation Sunday 2021; roughly 16 months from now.



SAINT LUKE CHURCH

B) Recommendation - Continued

6. Task the Evangelism Growth Task Force with exploring additional forms of, and times for, worship. We recommend the consideration of contemporary worship forms, expanded virtual worship, and creative worship collaborations with LLP congregations. We encourage an openness to piloting new worship opportunities, thoughtful evaluation, and the incorporation of new learning as the worship life of Saint Luke grows along with its membership.
7. Task the Evangelism Growth Task Force to give a report of activities and recommendations to the Saint Luke Ministry Board at its regular meetings and also as a regular agenda item at all meetings of the Saint Luke Voters Assembly.



SAINT LUKE CHURCH

C) Recommendation

We recommend the establishment of a formal 12-month financial stewardship program to encourage and promote an increased generosity of the Congregants and Community of Saint Luke. (This is not a special or extraordinary fundraising effort or campaign, as has been done in the past.)

Action Steps

1. Task the Saint Luke Ministry Board (or a committee of its appointment) to research and recommend a formal 12-month financial stewardship program to the Voters Assembly at its September 2020 meeting.
2. We suggest that such a financial stewardship program be based on a sustainable program of sincere, faith-based, and generous giving.
3. We suggest that incorporated into the financial stewardship program will be measurable outcomes goals (for example, a 50% increase in regular worship services offerings to be met by Reformation Sunday 2021; roughly 16 months from now).
4. We suggest that these outcome goals be reviewed, established, renewed, and approved annually by the Voters Assembly at its September meetings.
5. Task the Saint Luke Ministry Board (or a committee of its appointment) to give a report of activities and recommendations for the above items at its regular meetings and also as a regular agenda item at all meetings of the Saint Luke Voters Assembly.



SAINT LUKE CHURCH

D) Recommendation

We recommend the formation of a Mission Committee in order to grow into our North Star and Welcome Statement visions. We believe that if we help people to see what these ministries do and organize our efforts to support them, that it will renew our church and its evangelism as well.

Action Steps

1. Establish a Mission Committee (whose members will be appointed by, and whose number of members set by, the Saint Luke Ministry Board, under its authority to establish committees), who in partnership with the Neighborhood Outreach Task Force, will identify at least two local programs to support and partner.
2. We suggest that, in addition, the Mission Committee designate one or more wider ELCA and/or Metropolitan Chicago Synod ministries to support; to explore becoming a Domestic Hunger Fund supporting congregation; and to designate one or more global missions of the Metropolitan Synod to support.
3. We suggest that the Mission Committee will oversee the work of the recently inaugurated Mission Interpretation programs of our Budget.
4. We suggest that the Mission Committee hold an annual Mission Fair to host our mission partners, in order for them share their mission and organize support.
5. Task the Mission Committee to give a report of activities and recommendations to the Saint Luke Ministry Board at its regular meetings and also as a regular agenda item at all meetings of the Saint Luke Voters Assembly.



Item Three

SAINT LUKE ACADEMY

A) Recommendation

As Saint Luke recommits itself to Mission and the needs of its community, we recommend that it also recommits its focus and resources to its thriving early education programs.

Therefore, we recommend an orderly suspension of operations for designated Saint Luke Academy Grades and the refocusing of Saint Luke's education efforts to provide premier Pre-School, Kindergarten, After-School, Summer, Specialized, and Weekend programs.

Action Steps

1. Establish an Academy Task Force (whose members will be appointed by, and whose number of members set by, the Saint Luke Ministry Board, under its authority to establish committees) to determine, recommend, and implement specific procedures deemed necessary and appropriate to suspend operations for designated Academy Grades (for example Grades 1-8 or Grades 2-8) by June 2021.
2. Task the Academy Task Force to provide necessary notifications to all parties historically associated with the Academy; including but not limited to, Congregation, Students, Parents, Alumni, CLEF, Metro Chicago Synod, and any other groups believed to have an interest.
3. We suggest that the Academy Task Force sponsor a Jubilee Festival Service commemorating the 139 years of "Day School Education" at Saint Luke, on the Sunday following the "last day of school" in 2021.
4. Task the Academy Task Force to research and recommend premier after-school, summer, specialized, and weekend programs to match the current needs of the Congregation's and the Lakeview Neighborhood's elementary school- aged children, both in religious and secular topics and activities. We recommend this planning be done collaboratively with other congregations in the Lakeview Lutheran Parish.



Item Three: Continued

SAINT LUKE ACADEMY

5. Task the Academy Task Force to research and recommend formal Transition Programs to be offered to the Students, Faculty, and Staff of Saint Luke Academy who are impacted by the suspension of operations for designated Saint Luke Academy Grades.
6. Task the Academy Task Force to explore the possibilities of being a support community for families who home school and/or engage in distance learning.
6. Task the Academy Task Force to give a report of activities and recommendations to the Saint Luke Ministry Board at its regular meetings and also as a regular agenda item at all meetings of the Saint Luke Voters Assembly.



Item Four

SAINT LUKE ACADEMY: PRE-SCHOOL AND KINDERGARTEN

A) Recommendation

As stated in Item Three, we recommend the continuation and expansion of the current Pre-School and Kindergarten programs, after a review that all licensure and accreditation requirements are met and necessary for our purposes.

Action Steps

1. Task the current Academy Board, working with the input and recommendations of the Academy Task Force, to research and recommend specific actions (pertaining to teaching staff, administration, support, physical requirements, etc.) for a continued and expanded Pre-School and Kindergarten programs.
2. We recognize that a continuation and expansion of the Pre-School and Kindergarten programs might present unforeseen conflicts with the ultimate decisions made for the School Building. Therefore, we recommend that the Academy Board, the Academy Task Force, and the School Building Task Force work together in Christian fellowship, to find solutions should conflicts appear.
3. Task the Academy Board to give a report dealing Pre-School and Kindergarten activities and recommendations to the Saint Luke Ministry Board at its regular meetings and also as a regular agenda item at all meetings of the Saint Luke Voters Assembly.



Item Five

SAINT LUKE SCHOOL BUILDING

A) Recommendation

We recommend that Saint Luke explore the re-purposing of potential unused or under-used portions of the School Building, in light of the suspension of operations for designated Saint Luke Academy Grades.

Action Steps

1. Establish a School Building Task Force (whose members will be appointed by, and whose number of members set by, the Saint Luke Ministry Board, under its authority to establish committees) to determine highest and best use for the School Building proper.
 - a. Consideration of any and all uses for the School Building must take into consideration the physical requirements of the recommended continuation and expansion of the Early Education program.
 - b. All uses should be considered including but not limited to rental of portions of the School Building to a public or private school.
 - c. Also, consideration should be given to rental for a non-educational use of portions of the School Building by other Lutheran entities.
 - d. All other potential uses of the School Building should be evaluated and are not excluded by recommended considerations listed above.
2. We recommend that the School Building Task Force oversee the maintenance of the Saint Luke church and school buildings until a permanent Buildings Committee is established.



Item Five: Continued

SAINT LUKE SCHOOL BUILDING

3. We recommend that, if the School Building Task Force is not fully operational at the time, the Saint Luke Ministry Board, with the advice and counsel of the Interim Pastor, should receive, evaluate, negotiate, and accept (if appropriate) any valid offer received for the immediate rental and use of portions of the School Building by a public or private school or for a non-educational use of the School Building by other Lutheran entities, with the approval of the Voters Assembly at a regular or special meeting.
4. Task the School Building Task Force to give a report of activities and recommendations to the Saint Luke Ministry Board at its regular meetings and also as a regular agenda item at all meetings of the Saint Luke Voters Assembly.



Item Six

SAINT LUKE HOUSING MINISTRY

A) Recommendation

We recommend the continuation of the current Housing Ministry and its involvement with the Renaissance Saint Luke (1501 W Belmont) and Saint Luke Renaissance - Greenview Place (1501 W Melrose) buildings.

Action Steps

1. Task the current Saint Luke Housing Board to re-examine the Partnership Agreements with Renaissance Saint Luke (1501 W Belmont) and Saint Luke Renaissance - Greenview Place (1501 W Melrose) buildings to determine if all provisions of these Agreements relating to Saint Luke's obligations are being fully and completely maintained.
2. Should "non-compliance" be determined, the Saint Luke Housing Board should report these items along with a recommended plan for correction to the Ministry Board.
3. Task the Saint Luke Housing Board to give a report of activities and recommendations to the Saint Luke Ministry Board at its regular meetings and also as a regular agenda item at all meetings of the Saint Luke Voters Assembly.
4. Task the Saint Luke Housing Board to present their final report and recommendations at the December 2020 Saint Luke Voters Assembly.



Item Seven

SAINT LUKE CEMETERY

A) Recommendation

We recommend the initiation of an orderly sale process for Saint Luke Cemetery and the refocusing of our efforts to other tasks, including but not limited to consideration of Action Steps listed below.

Action Steps

1. Task the current Cemetery Board to research and recommend programs to be established or retained, such as a Grief Counselling program and the All Saints Day Remembrance Walk.
2. Establish a Cemetery Task Force (whose members will be appointed by, and whose number of members set by, the Saint Luke Ministry Board, under its authority to establish committees) to determine proper procedures and entities with which to enter into a contractual arrangement, in order to honorably sell the Cemetery in keeping with the highest traditions of Lutheran burial institutions.
 - a. All options, procedures, and entities should be explored and considered including, but not limited to, a direct sale to another Cemetery Association and a “listing and sales” contract with a firm specializing in cemetery sales.
 - b. Retention of a percentage of Ownership should be explored and evaluated, if deemed appropriate, and is not excluded by recommended considerations listed above.
3. We recommend that, if the Cemetery Task Force is not fully operational at the time, the Saint Luke Ministry Board, with the advice and counsel of the Interim Pastor, should receive, evaluate, negotiate, and accept (if appropriate) any valid offer received for the sale of the Cemetery with the approval of the Voters Assembly at a regular or special meeting.



Item Seven: Continued

SAINT LUKE CEMETERY

4. Task the Cemetery Board and the Cemetery Task Force to give a report of activities and recommendations to the Saint Luke Ministry Board at its regular meetings and also as a regular agenda item at all meetings of the Saint Luke Voters Assembly.
5. Task the Cemetery Task Force to present their final report and recommendations at or before the March 2021 Saint Luke Voters Assembly.



Item Eight

LAKEVIEW LUTHERAN PARISH

A) Recommendation

We recommend a full and complete commitment to the Lakeview Lutheran Parish (LLP) process as the context for a potentially historic turning-point in our individual churches' movement from "competitors" to "collaborators". The founding members of the LLP are Saint Luke, Holy Trinity, Resurrection, Lake View, and Concordia (Seeley).

Action Steps

1. Task the already named Saint Luke Representatives to the LLP to explore all options for mutual activities with the four other churches, including but not limited to, special worship services, after-school education, confirmation program, youth groups, young adult ministry, music ministry, special interest groups (for example, single adults, one parent households, gender identity support, homeless support, etc.) and adult cultural opportunities.
2. Beyond the options for mutual activities, including but not limited to those listed above, task the Saint Luke Representatives the ability to explore other corporate arrangements / structures, as proposed by representatives from the other LLP churches or by themselves. The options to be explored would specifically include collaborative staff and pastoral staff configurations.
3. Task the Saint Luke Representatives to give a report of activities and recommendations to the Saint Luke Ministry Board at its regular meetings and also as a regular agenda item at all meetings of the Saint Luke Voters Assembly.



Item Nine

CALL PROCESS FOR PASTOR

A) Recommendation

We recommend that the Saint Luke Ministry Board, in conjunction with, and guidance by, the Interim Pastor, formally initiate the Call Process for a new Pastor, as outlined by the guidance issued by the Metropolitan Chicago Synod ELCA, by July 1, 2020.

Action Steps

1. Task the Saint Luke Ministry Board with establishing a process to gather a wide variety of Saint Luke congregants (taking into consideration representation of ages, gender, length of membership, Officeholders and non-officeholders, Voting Members and non-Voting Members, professional staff members, and many other factors) to form a Call Committee.
2. We recommend that the Saint Luke Ministry Board review and reaffirm the current and on-going status, role, and duties of the Interim Pastor.
3. We recommend that the Saint Luke Ministry Board review the details of the current contract with the Pastor Emeritus, to reconcile it with the requirements of the Call Process.
4. Task the Call Committee, the Interim Pastor, and all other personnel and entities involved to follow the guidance issued by the Metropolitan Chicago Synod ELCA for the Call Process.
5. Task the Call Committee to, from the outset of the Call Process, take into consideration the possibility of taking collaborative actions with the Lakeview Lutheran Parish (LLP) and its Congregations and to consider LLP's expected work of exploration of new corporate arrangements and structures, during this Call Process.



Item Nine: Continued

CALL PROCESS FOR PASTOR

6. Make available to the Call Committee the Notes of the Vision Team's Listening Sessions and the work product of the Vision Team (the North Star Statement, the Welcoming Statement, and this Strategic Plan) as they outline the requirements to be included in the Call document.
7. Task the Call Committee to give a report of activities and recommendations to the Saint Luke Ministry Board at its regular meetings and also as a regular agenda item at all meetings of the Saint Luke Voters Assembly.
8. Task the Call Committee to present their final report and recommendations, which could include a candidate or path forward, at or before the March 2021 Voters Assembly.



EVALUATION

We strongly recommend the Ministry Board consider utilizing these strategic recommendations and action steps as the basis for its work in the coming year.

We think a Ministry Board process of evaluating these strategic recommendations and action steps on a regular and consistent basis is critically necessary and will enhance the likelihood of their successful implementation.



FINAL WORD

The Vision Team has been blessed to share a discernment process together and offer these strategic plan recommendations to the Ministry Board. We are happy to assist further as the Board may desire.

We offer these recommendations full of faith that our God is powerful and is with us today and in the days ahead. The miracles of Jesus mostly follow a blessed pattern. Whether it is on a hillside where there is nothing to eat or at a wedding reception where the wine has run out or at the very last supper among friends, the miracles of Jesus follow this pattern:

- See the need
- Take what is already present in the community
- Give it ALL to Jesus
- Jesus makes not only enough but more than enough—an abundance.

A boy on the hillside gave what was already there—a few loaves of bread and some fish. The wedding guests used the jars of water already in the hall. Jesus' friends used the bread and wine present at a last meal. And they gave ALL of these present gifts to Jesus.....not some but ALL. And Jesus made of them an abundance. In one case, Jesus made enough to feed 5,000 with baskets left over. In another case, He made the best of wine for all the guests to drink. And at the Last Supper, he made an enduring gift of the presence of His very body and blood.

We humbly suggest that Saint Luke follow the same pattern. With these recommendations and others, let us take what is already here in our community, offer it ALL to Jesus, and expect that our Lord will make of it not only enough but more than enough—an abundance right here in this place.



VISION TEAM MEMBERS

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Betsy Wassilak
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Rev. Stephen Bouman, Interim Pastor
Rev. David Nelson, Consultant

Soli Deo Gloria

