

Our Redeemers Lutheran Church  
Church Council Minutes  
5/5/08

**Members Present:** Karen Erickson, Gene Doscher, Eric Ose, Don Wilcox, Paul Kittelson, Deb Moorse

**Staff:** Pastor David Andert, Pastor Art Montgomery

**Guests:** Bishop Jon Anderson, Pastor Linda Peterson, Justin LeClair

**Discussion:**

1. Opening Prayer, and subsequent prayer
  - a. Anyone may stop the meeting at any time for prayer
  - b. Together, through God's grace, we have what we need
  - c. The Synod pastoral team will defend the gospel
  
2. Conversation about who should be in the room during this discussion
  - a. Linda Peterson from the Synod office has been at some previous meetings
  - b. Justin LeClair as former Chair of council for accurate history
  - c. Pastor Art Montgomery to obtain background/history of situation
  
3. Appreciative Inquiry
  - a. Apology—even at this date may help resolve
  - b. Finding dignity
  - c. Willingness to confront a problem
  - d. Willingness to move off your own position and not be rigid
  - e. Name the issue, so it can be dealt with
  - f. Be willing to know what is important and what is not
  - g. Think of the better good
  - h. Why did the mutual ministry team complete the exit interview, and not the Personnel Committee?
  
4. How to bring this relationship to health
  - a. How to develop a more satisfactory relationship with Anne
  - b. Review the time study process, if it was done in the middle of the financial cuts
  - c. There were no recommendations regarding what she should not do, with the cut in time
  
5. Anne's Requests/Statements
  - a. We are moving ahead too quickly in the call process, we should not be allowed to move ahead until she is treated fairly
  - b. For the benefit of the congregation, are we ready to fix our broken system?
  - c. Request for an apology, people specific, as part of t journey
  - d. Mileage and resources for spiritual director
    - i. The Synod is offering to fund 6 sessions

- e. Are we willing to hold the staff and congregation accountable for their conversations?
  - f. She did agree to the cut in time for 6-9 months, and to have the situation re-evaluated, and it was not.
6. Ideas to resolve, gain satisfactory relationship with the congregation
- a. Resource list was handed out
  - b. Proximate justice—getting something you can live with, not just what you want
  - c. Resolution—don't just consider what you are doing, look at what you are gaining
  - d. What might not have been considered yet, that may help with resolution?