**Parish Council Minutes Date: 11/19/2024**

Anne Marie Gavel, Chair

Beth Coleman

Maureen Mahowald

Casey Martin

Angeles Martinez

Jean Mielke

Angela Piram

Roma Lee Rasmussen

John Rimstad

“The parish is not an outdated institution; precisely because it possesses great flexibility, it can assume quite different contours depending on the openness and missionary creativity of the pastor and the community.”

― **Pope Francis, The Joy of the Gospel: Evangelii Gaudium**

Parish Council

**In Attendance:** Anne Marie Gavel, Chair, Maureen Mahowald, Roma Lee Rasmussen, John Rimstad, Angela Piram, Jeanne Mielke, Casey Martin, Angeles Martinez, Fr. Jim Liekhus, Fr. David Shaw, Beth Schorle.

**Absent:** Beth Coleman

**Reflection:** Led by Fr. Liekhus – The Council reflected on the reflection “Thirsty for Prayer.”

**Discussion**

The council reviewed two key factors to consider as we grow the new commission structure: stages of teams and the mindset of progress over perfection.

We will focus on progress, not perfection. We need to keep moving forward with the commission structure, adjusting along the way as we learn and see areas for improvement. Focusing on progress encourages us to take risks, learn from our mistakes, and adopt a flexible and productive mindset. Change is created with a focus on progress.

Bruce Tuckman proposed a team stage framework in 1965. All teams go through stages of development, forming, storming, norming and performing. Most of our commissions are either in the forming or storming phase, except for the Tri-fest ministry which is a high performing ministry who has experienced three years of success working together as a tri-parish.

* **Forming –** initial stage when groups are getting to know each other, there is excitement and uncertainty about how things will unfold.
* **Storming –** as teams begin to work together conflicts and disagreements arise. Different opinions, communication challenges, and power struggles occur. It is essential to address these issues constructively to move forward. The council outlined how we will constructively address issues.
* Listen to all sides
* Compromise
* Have an open mind
* Respect others live by and remind others of our values
* Mediator
* Consider are we focused on the Mission

**Commission activity.** The parish council heard updates and discussed recent commission activity.

* **Outreach --** Tri-fest and a new idea to consider, racial equity.
* **Administration –** One web site and composting
* **Fellowship** -- Commission will be meeting with the Funeral Ministry on 11/21/24.

Parish Council discussed the DRAFT commission meeting agenda. Reflection, education and sharing. A reminder invitation and communication will go out to commission participants in advance of the 12/4/24 meeting.

**Closing prayer:** Led by Fr. Liekhus

**Adjourned:** 8:30pm

*Respectfully submitted, Anne Marie Gavel*