

7:00 pm, December 2022 Council Meeting

Join Zoom Meeting

<https://us02web.zoom.us/j/82879592332>

Meeting ID: 828 7959 2332

- 1) Call to Order 7:03pm, Rebecca Field.
- 2) Attendance – quorum established
 - a) Members present: Rebecca Field, Erik Storlie, Kris Olsen, Linda Werner, Val Velde, Bill Metzger, Judy Kaufmann
 - b) Members absent: Nancy Brown, Linda Hanson
 - c) RLC staff present: Lauren Wrightsman, Marty Wyatt, Tori Remer, David Booms, Laurel Hofeldt, Diane Strandquist Sell, Rebecca Bedner
 - d) RLC staff absent:
 - e) Guest: Trupti Storlie
- 3) Approval of current agenda. Motion - Val Velde. 2nd. Approved.
- 4) Approval of prior month's minutes. Motion - Kris Olsen. 2nd. Approved.
- 5) Welcome Statement Update - Trupti Storlie.
 - a) See attached report, Page 3.
 - b) Discussion regarding work to date of the Inclusion Task Force.
 - c) Will plan to revisit in February, after congregational meetings, regarding scheduling a congregational vote for RIC at the annual meeting.
- 6) Organ Task Force Update - Rebecca Field
 - a) Brief update on the progress of the Organ Task Force. No actions needed by Council at this time.
- 7) Council Goals - Rebecca Field
 - a) Discussion regarding goals and assignments.
- 8) Monthly staff report:
 - a) Finance - Laurel Hofeldt. Page 8.
 - Approve 2023 Housing Allowances for pastors. Motion - Linda Werner. 2nd - Val Velde. Approved.
 - b) Senior Pastor – Lauren Wrightsman. Page 11.
 - c) Associate Pastor – Marty Wyatt. Page 12.
 - d) Pastor of Youth and Young Adult Engagement - Tori Remer. Page 13.

- e) Church Administrator – David Booms. Page 14.
- f) Engagement and Care Ministries – Diane Sell. Page 19.
- g) Development – Rebecca Bedner. Page 21.

9) Committee liaison reports

- a) Mission & Outreach – Kris Olsen. Page 22.
- b) Endowment – Bill Metzger. Page 23.
- c) Children's – Judy Kaufmann. Page 24.
- d) Youth & Family – Nancy Brown. No report.
- e) Adult Ed – Linda Werner. Page 26.
- f) Community Engagement – Linda Hanson
- g) Nominating – Erik Storlie. No report.
- h) Finance - Val Velde. No report.

10) New Business - none

11) Upcoming dates

- a) Saturday,, December 24th - 3 , 4:30, 9 pm Christmas Eve Services
- b) Sunday, December 25th - 10 am Christmas Day Service
- c) December 31 @ 7 pm - RLC Jazz Concert
- d) Sunday, January 1 - 10 am ONE Worship Service
- e) Tuesday, January 31 - 7:00 p.m. zoom council meeting

12) Headlines – Recap key communications messages for next 30 days

- a) End of year offering gifts
- b) Welcoming Jenna
- c) Restaurant month

13) Adjournment. Motion - Bill Metzger. 2nd. Approved.

14) Closing prayer

Inclusion Task Force Report

Welcome Statement dialogue sessions are scheduled for January 29th (live) and February 2 (zoom). The Inclusion Task Force is currently preparing for these sessions. We have not heard any opposition to the affirmation and inclusion of LGBTQ+ people in our congregation, but concerns have been raised about the welcome statement. We have written the statement to be meaningful for the people whom we are inviting into a relationship with our congregation. A priority at this stage for the Inclusion Task Force is transparency and participation, and maintaining the momentum to an official RIC vote.

Discussion Questions for 12/22 Council Meeting

- Do you have questions about the next steps or council involvement requested? (see below)
- Do you have any questions about the supplementary information? (pps. 2 - 5)
- What additional information does Council need to feel confident calling an RIC vote? How do you envision this next step?

Next Steps:

- Videos in service on January 8, January 15, January 22, January 29
- Table and Task Force Members in the Commons on January 8, 15, 22, 29
- Welcome Statement Meetings on January 29th and February 2nd
- Google form to ask questions or express concerns
- Updates on the Website, on Facebook, in e-Blast.
- Staff support to respond to Inclusion@rosevillelutheran.org messages quickly

Council Involvement Requested:

- Use the supplementary materials and talk about the Reconciling in Christ process at your next Committee meeting (e.g. M&O, Children's Advisory, etc.) as well as with your church friends.
- Sign up for one weekend (January 8, January 15, January 22, January 29) to talk to members at the Inclusion Table in the commons.
- Be a table host at the January 29th welcome statement meeting.

Key Activities from 2020-2022

Our Task Force has done research, engaged with members of the congregation and staff, and held Adult Education classes:

- Fall 2020: Met with past Council leadership to get perspectives on congregational readiness (8 people)
- Fall 2020: Researched the history of RLC, the Synod, and the ELCA with the LGBTQ community
- Winter/Spring 2021: Task force met to discern how this history relates to who we are as a congregation now and what welcoming and inclusion involves.
- May 2021: Ministry Site Profile Committee- survey questions about our willingness as congregation to welcome and include LGBTQ+ people into our congregation (roughly 200 people responded supportively)
- Summer 2021: Small groups discussing LGBTQ+ inclusion and what that means to the life of our congregation (20 people)
- Fall 2021: Jim Boyce “Welcoming people of diverse sexual orientations, gender identities, and gender expressions” (60 people)
- Fall 2021: Confirmation groups discussed welcoming and including LGBTQ+ people (45 youth and adult leaders)
- Spring 2022: Jenny Mason and Javen Swanson on the “Challenges, Joys, and Blessings of Living Authentically” (10 -15 people)
- Spring 2022: Trupti Storlie and the Inclusion Task “What is Reconciling in Christ?” (10 people)
- Spring 2022: Marissa Sotos and Roseville Area Youth: “Welcoming LGBTQ+ youth” (10 -15 people)
- Summer 2022: Development of Welcome Statement and feedback from small groups (3 groups, roughly 20 people)
- August 2022: Council Approval of Welcome Statement and presentation at the Congregational Meeting
- Winter 2023: Welcome Statement Roundtables (Next Step)

While there is some overlap in participation in meetings, it was very little. A handful of current or past Council members attended 2-3 events, but in general these are individual counts.

RIC Partner Commitments

The partner commitments of a Reconciling in Christ church include:

- Allow community space/sanctuary to be used for LGBTQIA+ weddings and blessings (2012)
- Be open to calling an LGBTQIA+ and Black, Brown, Indigenous, Person of Color (BIPOC) Rostered Leader (2022)
- Explicitly state a welcome to people of “all sexual orientations, gender identities, and gender expressions” or “LGBTQIA+” and name its commitment to "racial equity" or "anti-racism" in its welcome statement. (In process)
- Make a meaningful contribution annually to support the national RIC program.

Key Messages

- **The Inclusion Task force believes that the designation, Reconciling in Christ (RIC), is an important part of how we affirm LGBTQ+ people and communicate that we are a safe place for them to worship**
 - Reconciling in Christ is a process for congregations “to welcome, include, celebrate, and advocate for people of all sexual orientations, gender identities, and gender expressions” in a way that fits a congregation.
 - ReconcilingWorks: Lutherans for Full Participation formalized the RIC process in 1983. This organization began in the early 1970’s because of the **harmful** relationship the Lutheran church had with the LGBTQ+ community. It is independent of the church structure.
 - No one is mandating this change: the synod and national church do not require this designation. Note: the National ELCA and the St. Paul Synod are RIC by choice; 50 congregations within a 25 mile radius of us are RIC.
- **In today’s society, it is not enough to say we welcome all. If we are welcoming, we need to show explicit signage and messages to let the community know that we are a LGBTQ+ affirming congregation.**
 - Spring 2022 panelists shared that entering a church without explicit markers feels unsafe and causes worry and fear. If ordained Lutheran pastors feel this way, we cannot expect lay people to feel “welcome” and we cannot expect people, who want a church that loves their family and friends unconditionally (a modern norm), to “know” we are welcoming.
 - Community includes those outside of our walls whom we are inviting to join us newly and the LGBTQ+ people inside our congregation with whom we already worship: Members, Youth, Staff.

- **Roseville Lutheran congregation has been evolving into a welcoming congregation over the last 15 years.**
 - In 2009, we stayed in the ELCA when it finally let gay pastors openly serve
 - Our 2015 senior pastor call committee specifically sought a pastor (Lauren) who would marry same gender people
 - Our 2017 strategic vision/mission task force prioritized being a welcoming congregation.
 - Church Council convened the Inclusion Task Force in 2020 (2 years before Pastor Marty's call)
- **The Inclusion Task force is multi-generational and has engaged people across the church through its activities: education hours, lay leaders with relationships across the congregation, and past/present Council members.**
 - While we feel like we have been communicating: we acknowledge that there are people who have not heard about the process. We appreciate the opportunity to listen to concerns and answer questions individually or in small friend groups.
- **Reconciling in Christ will not be the only process through which we live our congregational mission; our congregation values all the ways we love God and love neighbor: worship, Christian education, mission and outreach, care ministry, etc.**
 - RIC changes our church for the people who need this change to be their authentic selves here. It is a signal for those looking for it, much like a sign pointing out the restrooms for newcomers.
- **We are all at different starting points in understanding LGBTQ+ inclusion, the RIC designation is our commitment to do this work together as a congregation. We will make mistakes together, we will learn together, and we will grow together.**

Welcome Statement and Annotations

Welcome!

Called by Jesus, Roseville Lutheran Church welcomes you with open arms, minds, and hearts. We are all beloved children of God, and we celebrate each other completely: all ages, abilities, races and ethnicities; all sexualities, gender identities and expressions; all family circumstances, and experiences.

RLC pledges our authentic welcome and hospitality. We commit to learn, to grow, and to undo oppressive norms that divide us, while we humbly strive to dismantle barriers to racial, social, and economic justice.

Following Christ's example, let us love God and our neighbor together.

Annotated version of the RIC welcome statement for Roseville Lutheran Church:

Welcome! We invite everyone as our friends to join us, Christians and non-Christians alike.

Called by Jesus, Roseville Lutheran Church welcomes you with open arms, minds, and hearts.

This statement grounds us in our faith and states that we are inviting faith-seekers to our church with the open arms, minds, and hearts of a loving family. Because we are speaking to faith seekers new to our church, we use “you” to speak directly to them.

We are all beloved children of God, and we celebrate each other completely This is a core belief expressed in our congregation and worship and is something our pastors have consistently woven through all their messages for the last six years. The pronoun “we” is used because we want faith seekers to know that they already belong because of God’s grace and because Jesus taught us to love our neighbor as ourselves; “celebrate” echoes this intention.

all ages, abilities, races and ethnicities; all sexualities, gender identities and expressions; all family circumstances, and experiences. We explicitly list the many ways people are different so that faith seekers understand that we have spent time discerning that “all” means all people in all their diversity.

RLC pledges our authentic welcome and hospitality. This statement is about committing ourselves to being a church that follows Christ’s example of a true and non-judgmental welcome. Authentic welcome can be as subtle as including pronouns on name tags and enthusiastically greeting an unfamiliar face sitting next to us.

We commit to learn, to grow, and to undo oppressive norms that divide us, while we humbly strive to dismantle barriers to racial, social, and economic justice.

We understand our everyday social norms can be used to discriminate: before the 2013 Marriage Equality Act, defining marriage as only between a man and a woman resulted in denying same-gender couples rights and protections. Before 2009, the ELCA, to which we belong, denied pastors who were in same gender marriages jobs as rostered clergy. The word “oppressive” reflects how marginalized people experience barriers created because of social norms.

Additionally, as Christians, we are sent into the world to act. What that means for each person is going to be different. For some people, it may mean developing a deeper understanding of people with different backgrounds and experiences and to grow in relationship with them. We underestimate the power of relationship to provide opportunities for people. For others, the understanding of one another we develop may result in changes at their workplace, or taking part in a charitable or advocacy group. How we are called to act will be different given our individual, spiritual gifts.

Following Christ’s example, let us love God and our neighbor together. These final words reinforce that we are on a faith and life journey together in Christ.

Roseville Lutheran Church
November 2022 Month-End Financial Summary

Church Operations 2022-2023							Prior Year Comparison	
	Nov <u>Actual</u>	Nov <u>Budget</u>	Nov <u>Variance</u>	YTD <u>Actual</u>	YTD <u>Budget</u>	YTD Variance to Budget	2021-2022 YTD <u>Actual</u>	Current YTD Prior YTD Actual
Offering	88,711	103,606	-14,895	388,246	542,977	-154,732	431,446	-43,200
Other receipts	<u>8,135</u>	<u>8,638</u>	<u>-502</u>	<u>40,899</u>	<u>48,787</u>	<u>-7,889</u>	<u>111,161</u>	<u>-70,262</u>
Total Receipts	96,847	112,244	-15,397	429,144	591,765	-162,620	542,607	-113,462
Compensation & Staff	89,085	95,452	-6,367	440,046	478,508	-38,462	467,469	-27,423
Program Ministries	12,662	15,258	-2,596	64,416	80,659	-16,243	59,774	4,642
Business Management	8,686	11,458	-2,772	51,945	63,919	-11,974	54,957	-3,012
Property & Building	<u>13,934</u>	<u>16,779</u>	<u>-2,845</u>	<u>76,801</u>	<u>79,114</u>	<u>-2,313</u>	<u>66,241</u>	<u>10,560</u>
Total Expenses	124,367	138,948	-14,581	633,208	702,200	-68,992	648,441	-15,233
Net	-27,520	-26,704	-816	-204,064	-110,436	-93,628	-105,834	

Number of Givers 2022-2023			Prior Year	
	YTD through Nov		2021-22 YTD Thru Nov	
	# Givers	Avg Giving	# Givers	Avg Giving
General Fund	374	\$ 748	412	\$ 1,048
Bldg Designated	35	\$ 248	45	\$ 249
Thanksgiving	27	\$ 41	19	\$ 67
Mission & Outreach	15	\$ 444	19	\$ 673
Memorials/Estate	13	\$ 105	25	\$ 101
Other Designated	19	\$ 1,628	18	\$ 494
EF/Love Lights	67	\$ 156	37	\$ 419
All Other	0	\$ -	1	\$ 100
Total	440	\$ 954	445	\$ 1,088

Fund Balances 11/30/2022		
Available Cash & Short-Term Investments		274,728
Designated/Restricted Funds:		
Building Fund		23,446
Mission & Outreach		74,996
Kitchen Fund		23,874
Memorials		3,372
Estate Gifts		79,022
Organ Fund		79,639
Other Funds		<u>178,121</u>
Total Designated/Restricted		462,472
Preschool/Child Care	Current Yr	-17,911
Operating Fund:	Current Yr	-204,064

Endowment Fund		
Cash		12,327
<u>Investments</u>		<u>578,010</u>
Total		590,337

Roseville Lutheran Church Statement of Operations FY 2022-2023
As of November 30, 2022

	Actual YTD	Var. Actual to YTD Budget %	YTD Budget
RECEIPTS			
Total Offerings	388,246	72%	542,977
Other Income & Receipts	40,899		48,787
TOTAL RECEIPTS	429,144	73%	591,765
BUSINESS EXPENSE & COMPENSATION			
Staff Salaries	363,605		387,754
Staff Benefits	70,469		85,772
Business Expense	5,972		4,983
TOTAL BUSINESS EXPENSES & COMPENSATION	440,046	92%	478,508
TOTAL WORSHIP & PRAYER	5,207	75%	6,904
TOTAL MISSION & OUTREACH	25,235	67%	37,774
TOTAL EDUCATION & CHILDREN	2,358	73%	3,248
TOTAL YOUTH & FAMILY MINISTRIES	336	12%	2,775
TOTAL CHRISTIAN LIFE	31,280	104%	29,958
TOTAL PROGRAM MINISTRIES	64,416	80%	80,659
SUSTAINING/BUSINESS MANAGEMENT			
Stewardship & Development	5,359		11,057
Bank Fees, Insurance, Payroll Processing	15,483		16,458
Office Support, Computer/Network, Council	17,877		19,375
Communications, Printing, Publishing, Mailings	13,226		17,029
TOTAL BUSINESS MANAGEMENT	51,945	81%	63,919
PROPERTIES & BUILDINGS			
Utilities	28,600		32,350
Cleaning & Maintenance	10,967		11,196
Grounds & Parking Lots	3,115		2,313
HVAC, Lighting & Security	11,014		5,984
Mortgage & Building Projects/Improvements	23,105		27,272
TOTAL PROPERTIES & BUILDINGS	76,801	97%	79,114
TOTAL SUSTAINING MINISTRIES	128,746	90%	143,033
TOTAL EXPENSES	633,208	90%	702,200
RECEIPTS OVER/UNDER EXPENSES	-204,064		-110,436

Director of Finance and Data

12/21/2022

Prepared by: Laurel Hofeldt

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns.

- November 2022 Month-End Financial Summary and Statement of Operations are attached:
 - Total Receipts YTD are \$162,620 below budget.
 - Total Expenses YTD are \$68,992 below budget, meaning that we are \$93,628 below our expected budget position as of the end November, 5 months into the fiscal year.

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

Continued steps to address the offering shortfall

- Contact donors who gave a financial gift in 2021 but not yet in 2022. Invite them to donate while also addressing pastoral or other concerns. Letters mailed to this group and Lauren is making phone calls.
- Communicate in a transparent way to the congregation that we are behind
- Focus Christmas/year-end giving on supporting general day-to-day ministry
- Re-evaluate and report to Finance Committee, Exec and Council after end-of-year. December is the highest giving month in the church.
- 16 donors gave a total of \$15,526 in year-end gifts from 12/1 to 12/11/22

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time?

- Approval of 2023 pastoral housing allowance requests

Senior Pastor Report- December 2022

Lauren J. Wrightsman

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns raised.

Staff Transitions

- Jenna Baccam has accepted the role as Director of Children's and Family Ministry (½ time)
- Jenna is sharing her full time employment as ½ time at RLC and ½ time as a para at Central Park Elementary
- We will be officially welcoming Jenna on Sunday, January 8th at both services.

Organ Task Force -Ongoing conversations and interest

Inclusion Task Force - Slated to discuss with congregation on Sunday, January 29th 2023 at both service hours

Organizational Task Force - Will be discussing with congregation on Sunday, January 15, 2023 at both service hours

Guatemala - planning a trip with Pastor Marty in March 2023 to get ideas for how RLC can participate in this ministry

Town Hall forums

- An opportunity to ask questions
- Provide budget information
- Town Hall forums- SOCIAL HALL
 - ~~— Saturday, February 4th at 9:00 – 11:00 a.m. (bagels and coffee)~~
 - Sunday, February 5th at 5:00 - 7:00 p.m. (Spaghetti supper)
 - Saturday, February 18th 9:00 -11:00 a.m. (bagels and coffee)
 - Sunday, February 19th at 5:00 - 7:00 p.m. (Spaghetti supper)

Calendar

- Council, Tuesday, January 31st - 7:00 p.m. - zoom ++++ note change in date**
- February 16 - 7:00 p.m. - **in person**
- March 23 - 7:00 p.m. - zoom
- April 20 - 7:00 p.m. - zoom
- May 18 - 7:00 p.m. - **in person**
- June 15 - 7:00 p.m. - zoom
- July 20 - 7:00 p.m. - zoom
- August 24 - 7:00 p.m. **in person**
 - Annual meeting: Sunday, August 27th at 11:30 a.m.

*Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time? **None***

Ministry: Associate Pastor, Marty Wyatt

Date: December 2022

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns.

- Candy Cane Breakfast Saturday, Dec 3rd-80 people attended-full event and we were turning people away because of capacity limit!
- Kids Christmas Program Sunday Dec 11th 10:30am-60 children participated, worship attendance was great.
- Work with the Inclusion Task Force on preparation for upcoming information sessions
- Ongoing work with Mission & Outreach, Immigration, and ONAM on their areas of focus and passion

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

- Ongoing-RLC Kids-Prepping for continuation in January with new curriculum and volunteer structure
- Ongoing-Confirmation-Support and presence
- Preparing for Jenna Baccam's start on January 3-Please come to church on January 8th, her first Sunday, and introduce yourself!
- Inclusion Task Force - welcome statement and Reconciling in Christ information sessions on January 29th and February 2nd
- Justice Groups working on joint meetings for a more cohesive feel between the different groups and also in an effort to engage the wider congregation in more ways and more broadly. We'll be meeting as a large group on January 22 to do some planning together.

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time? **None**

Pastor of Youth and Young Adult Engagement – Tori Remer

December 2022

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns.

- 80th Celebration
- Candy Cane Breakfast
 - Had over 80 people attend & 8 youth volunteer
- Christmas Program
 - Over 60 kids participate & 4 youth volunteer
- Confirmation
 - Halfway through the year
 - Ended with prayer stations and many students found it meaningful
 - We have 55 students registered, 16 leaders

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

- Confirmation
 - 9th grade mentors – if you are interested in being one please let me know!
 - 9th Grade Retreat – Jan. 27-28
 - Need weekly pizza and activity center volunteers
- Young Adult Service & Gathering – Jan. 5
 - Connect young adults to this
- Dresser Build – Jan. 11 (confirmation) & Jan. 15 (Sunday morning)
- Red Envelope Fundraiser – Sunday, February 12

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time?

- Looking for people who could participate with a Thrivent Action Grant

Support Staff

12/21/22

Prepared/Edited by: David Booms Church Administrator

Department: Campus Management

Prepared by: Bob Sizmer

Installation of new carpet in hallways and office locations that were damaged from broken sprinkler pipe are complete.

Day care center is now equipped with a new keyless entry that allows tighter entry access control to dwelling entry-way.

Elevator punch list from DOLI inspection has been completed. Ready for reinspection.

Exhaust collection box situated in the plenum located across from the activity center where sprinkler pipe froze has had the intake tubes (11) sealed so inside air (warm) won't escape through roof opening and; downdrafts of cold air won't reach sprinkler pipes located in plenum. While no direct cause to the frozen sprinkler pipe was noted in the insurance report, cold air most likely came from one of the exhaust roof top louvers that had not closed properly. The louver possibly got hung-up on a rivet used as part of a repair. This has been corrected.

Fire door replacement quotes has been approved and submitted to Twin City Hardware. Installation lead-time is approximately 8 weeks. Replacement cost covered by insurance.

Cost Savings

Selection of a new rental equipment vendor (RMS) saved \$384.25 over previous year's install and removal of mural.

Comparative pricing options between current cleaning supply vendor (Dalco) and Costco are in process. Savings will be itemized and included in January's report.

Energy Cost Savings initiatives under way:

Phase 1: Audit of thermostat temperature settings throughout

RLC facility has been completed and recorded on XLS sheet. Recommended changes to set point temperatures and setback temperatures have reviewed and implementation begun.

Status: Changes in reductions to thermostat

settings are 70% complete with remaining to be completed before Christmas

Phase 2: Install set back thermostats in applicable areas for regulating year-round temperatures.

Status: Cost and benefit proposal will be submitted no later than end of January 2023

Phase 3: Install locking covers over thermostats-pending outcome of phase 2

Met with Matt from BrightView snow plowing company to review plowing contract and discussed parameters for plowing after snow events have occurred. Eliminated all hand shoveling currently covered by plow company, (RLC handles) and unnecessary cleanup of parking lots between snow fall events unless requested by RLC. Pricing clarification requested and invoices are itemized with number of inches (which determine pricing) are verified before approval is made for payment.

Inventory Reduction-facility supplies. Some items like paper products have inventory levels extending over several months. With availability on demand, levels will be minimized no longer than one to two weeks supply. Reduction to all supplies for cleaning and waxing of floors, soaps, etc.

Suppliers, local to the area who charge for delivery will be placed on will-call status and pickup and delivery to RLC will be made free of mileage charges within 15-mile radius. E.G.

Dalco

Grainger

Norsan-Northern Sanitary Products

HVAC supplies, belts and filters

Walters Recycling and Refuse:

Beginning December 1 of this year, our waste disposal rate will be reduced with an adjusted savings after % 70 tax that comes to \$ 55.00 mo.

Spring Projects:

Globe lights by door # 2 -repairs to lighting house similar to adjacent light

Repairs to monument light located off Roselawn.

Power feed was severed during landscaping projects:

Solution: KJ and facilities will come up with a suitable marking device that will identify supply lines to irrigation system, and underground power feed between flag pole light and monument

Repairs to roof gutter east side of 48 bldg.

Projects non-seasonal:

Clean dimmer components and cabinet in worship center.

Department: Administration

Prepared by David Booms

- Manage Human Resource needs
 - Portico
 - Staff
 - Helping Pastors and Staff post covid
 - <https://nccumc.org/coronavirus/support/>
 - Awareness: make an effort to learn what demands are on your pastor or church staff.
 - Expectations: adjust expectations based on awareness of how church, family, and other needs might have changed.
 - Boundaries and Flexibility: develop plans to set boundaries and offer flexibility to address changing needs and priorities.
 - Support and Encouragement: offer words and resources to lighten the load of competing demands.
 - Communication: communicate well and often with pastors and others about competing needs and adaptive ministry plans.
- Support Finance
- Coordinate Funerals
- Purchesor
- Manage IT
- Manage Church Calendar
 - In the process of moving to a new platform

- Booking Winter/Spring events
- Training Bob Zismer- Campus Lead
- Working with Insurance Co's
 - Accident reports
 - Worker Comp. cases
 - Follow-through on water damage
- Benevolence administration
- Vendor/Lease management
- Overseeing targeted & general mass mailings

Department: Communication

Prepared by: Daniel Pederson

- Calendar-year-end mailing coordinated.
- Advent and Christmas Worship, programs, concerts supported; graphics, signage, FB/website events, advertising. Outdoor 4x4 sandwich boards (NEW this year on Lexington... great work, David Booms in connecting with the property owners!)
- Supporting Inclusion Task Force Update in Jan.-Feb. with video.
- Planning begins now for pRAISE RLC (set for May 7-11)
- Next Table Deadline is **12 noon, Wednesday, January 25th** for March-April-May issue. **THIS IS A CHANGE!** (We want to get this issue out before Ash Wednesday, Feb. 22)

Department: Hospitality

Prepared by: Connie Marchio

- Notable events that have occurred in the Month of November:
 - ADK continues its annual meeting and dinner in the social hall Bible study
 - 80th anniversary of the church. This event drew 320 guests for a dessert buffet in the commons, after the Sunday service
 - Candy cane Breakfast was a great success that sold out. Next year we may need to move it up to the activity center.
 - Charcuterie trays have been selling and this point we are at 31 sold.
 - Coco trays have been purchased from an outside group as well.
- Upcoming events:
 - Selling of more charcuterie trays
 - ADK
 - upcoming Christmas concert for 500, this will be a dessert buffet starting at 9:15 pm till 10:30pm

Monthly Support Staff_Council Report

- Conversations about Lenten suppers have started and will be put into place with menu options and volunteer sheets.

Community Engagement and Care

Chair/Leader: Diane Sell

[Report date] 12/22

Prepared by: D Sell

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns raised

- **Festival for Change followup team: update: meeting again in January 2023**

Things to work on for ourselves

Question: Am I in this for the long haul? Are we looking for systemic change?

Immerse ourselves in “on-ramp” ways through study circles Multi racial groups as a “learners.”

Antiracism Training in November option. Start looking now for opportunities to learn! We will never have full knowledge of race work. FREC conference on Overcoming Racism.

www.overcomingracism.org/programs/conference

ACTION GROUP

Rapid response team that would get a call-in time of racial crisis to “Stand With” at a moment’s notice.

Rick King will work on connecting with this. Let Rick or Diane know if you are interested in being on this team.

(Racial Justice Network on FB)

<https://www.facebook.comRacialJusticeNetwork1>

As A Church or Racial Justice group in your congregation:

Seek out the BIPOC churches in Roseville and start making connections.

Many of our churches have additional churches worshipping in our buildings. Connect with them. Take them out for coffee and hear about their stories of faith and life in Roseville. Again, coming as a “learner”.

- **Griefshare: concluded** for 2022
- **Children’s Christmas Program Drama:** brought in a volunteer Janice Stone to help direct the childrens drama. We are pleased with the turn out and the production. Pastor Marty, Pastor Tori and I will meet in January to debrief this more and set goals for 2023

- RLC was given an "impact of community" Award from Memorialize the Movement organization. Diane and Marty were invited to an awards night in MPS to accept and be recognized for our work during Festival for Change at RLC.

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

- **Worship of Hope and Joy (dementia friendly service):** Wednesday's January 11, February 8 @ 10:30am Pastor Rolf and Pastor Lauren will be assisting me with this.
- **Children's Christmas Program Drama:** brought in a volunteer Janice Stone to help direct the children's drama
- **January Restaurant Month: hosts include:** Mary & Kevin Peterson, Rebecca Bedner, Tanner Wyatt, Mary & Jeff Johnson, Laurel & Dave Hofeldt, KJ & Bob Bach, Paul & Stacy Nealy

Development Director

12/21/22

Prepared by: Rebecca Bedner

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns.

- Love Lights and Luminaries had a successful season raising \$4615 after expenses compared to \$4291 in 2021, \$3456 in 2020, and \$2655 in 2019. A similar amount of Love Lights and Luminaries were sold over the last three years (in the the 140's each year), and changing the suggested donation from \$25 to \$30 in 2021 was the biggest factor in our 24% increase in funds raised in 2021.
 - Personalized thank you notes were mailed to 68 individuals and families on 12/19.
- Annual Appeal Intent to Give forms continue to trickle in, and each person is called to confirm receipt and to show appreciation for their support.. While the campaign officially closed in October, members and friends may complete the Intent to Give at any time. New members are also encouraged to do so at new member classes.
- Organ Task Force:
 - Compiling a master list of all people who have completed the Pipe Organ Intent to Give form or gave a gift for the Organ Fund. Updating the list as intents and gifts (whole and partial) come in.
 - Personal communication to acknowledge Intent to Give form or gift, and to explain the work and process of the Organ Task Force moving forward:
 - 25 phone calls (conversations with 12 people, left messages for 13)
 - 6 in person conversations about their support for the organ
 - 11 individual emails
 - Communicating with everyone on the master list, on behalf of the Organ Task Force, with an update after the last council meeting.
- Continue to meet with RLC members and friends.

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

- Please prayerfully consider making a year end gift to RLC to support our shared ministries. Thank you to those who have already done so.

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time?

- I hope you are all able to participate in Restaurant month this January. There are many great hosts and restaurant choices. Join me for lunch at 11:30 at Good Earth on January 25th!

Group: Mission & Outreach

Chair/Leader: Dave Tetzlaff

Date: December 22, 2022

Prepared by: Kris Olsen

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns raised.

Sharing Tree Collections for five organizations: Keystone, Central Park Element, Project Home, Bridging, Every Meal plus Warm Tummies, Warm Toes sock drive for Dorothy Day. Once again great generosity shown by our members. Kris dropped off 450 pounds of food to Keystone. Jill Lund noted \$1300 in gift cards for CPE were given. Bridging and Project Home also major donations.

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

- January M&O Adult Education Speakers:
 - January 8: Memorize the Movement – Leesa Kelly
 - January 15: Every meal – Courtney Leao (introduction TBD)
 - January 22: Do Good Roseville – Kathy Ramundt
 - January 29: RAHS Mental Health Professionals – Jake Vonde Linde, Delon Smith (introduction TBD)
-

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time?

- Planning has begun to address organizational structure through the Organizational task force.

Group:

Chair/Leader: Mike Dolan

Date 12-21-22

Prepared by: Bill Metzger

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns raised.

- The Love Lights and Luminaries fund raising event was completed on Sunday 12/11. The Lights were lite at the Christmas Concert Saturday evening 12/17. Rebecca B did a very nice job introducing the lighting of the love lights. She also led development of the insert for love lights and the endowment fund contained in the Christmas Festival Concert brochure.
- Love Lights and Luminaries had a successful season raising \$4615 after expenses compared to \$4291 in 2021, \$3456 in 2020, and \$2655 in 2019. A similar amount of Love Lights and Luminaries were sold over the last three years (in the 140's each year) and changing the suggested donation from \$25 to \$30 in 2021 was the biggest factor in our 24% increase in funds raised in 2021.
 - Personalized thank you notes were mailed to 68 individuals and families on 12/19.
- The Endowment Committee is very thankful and appreciative of all the organizing, support, involvement and work that Rebecca provided our team for this event!

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

- Wednesday March 8th the Endowment committee has volunteer to help with serving at the Lenten meal.

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time? None at this time

Group:

Chair/Leader: Judy Kaufmann

Date: 12-22-2022

Prepared by: Judy Kaufmann

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns raised.

The Candy Cane Breakfast hosted 39 children and their accompanying adults for an incredible breakfast and engaging activities, ranging from a popsicle Christmas Tree to make your own bag of hot cocoa mix to decorating an Advent Candle. Thank you to everyone involved in making this such an enjoyable event for all. Special thanks to Connie for the countless hours of food preparation, e.g. the candy cane merengue pops were a creation almost too cute to eat and the willing volunteers who served the breakfast and assisted the young ones with activities. Children's Ministry continues in a state of flux, comments from parents included a deep appreciation of the efforts by all in organizing the breakfast, along with wonderings about programming, specifically the effectiveness in having such a brief time on Sunday mornings for their children to learn the lessons embedded in Bible stories and to sing praises. Other wonderings by parents suggested that learning needs to be engaging, hands-on and with their peers, more organized and structured for learning. Additional congregational comments continue around the desire to support traditional RLC ministry activities (e.g. Advent Sunday children's projects; Christmas Nativity program; etc), the tone is one of comfort and stability coming back from the trauma and isolation of Covid, it is not a desire to not grow, to not be open to trying new activities or to resist changes in creatively designing additional children's ministry in the future, it is a desire to all heal together and catch our breath as we come back together to worship.

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

Children's Ministry along with the depth and breadth of RLC's musical talents have always been stand out hallmarks of the rich ministry of our church. As we look toward restoring ourselves as a place where we can successfully support the upcoming generations in learning the lessons of Christianity, I would strongly recommend two courses of action:

- 1) To help ensure the successful onboarding of the new half-time Children's Ministry person, I would advocate for Gena to have a series of exploratory conversations with the new hire as soon as possible, not in an evaluative nature, rather a foundational experience whereby you give both the new hire and a person already embedded in the program a space to explore the possibilities, the history, the hopes and dreams in an atmosphere that brings out a vital connection that answers questions the new person didn't even know they had throughout the interviewing process. In my experience, this practice had netted more confident and connected hires who feel fully supported in the work by an awareness of both the strengths and challenges ahead. In addition, onboarding should include setting up a number of focus groups in order for the new person to get to know and value the community that she will be an integral part of, as well as allowing space for the desires and needs of the congregation to be heard. Then it's about enlisting the help and support of the congregation in re-establishing everyone working together to serve the ministry needs of our collective children and youth.

2) This task is only successful when we garner enough resources to support the goal of Children's Ministry, to educate and grow upcoming generations in living each day the lessons they have learned through Christian education, inspiring our children and youth to be their best selves in service to others in their daily lives. In this vein, I would propose that we search for an additional ½ time Children's Ministry candidate who seamlessly collaborated with the person who we are fortunate to be able to start work with in January.

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time?

Please refer to additional resources previously mentioned above. The Council needs to assist in the process of healing and transitioning our congregation back to a productive, engaged community, re-creating the joy of worshiping and doing God's work each and every day in our lives and communities.

Having just been delighted by the message, singing, smiles and hard-work of the Children's Christmas Program, it is with a heart full of love and appreciation that I put before you the breath of work that needs to be done to re-establish, motivate and include ALL members of our church in the work of educating our youngest members. All voices need to be heard, and all of us collectively are responsible for the work to be done.

Group:

Chair/Leader: Sharon Swiglo

Date: December 8, 2022

Prepared by: Linda Werner

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns raised.

Attendance for the last two sessions of November were 31 and 18, with the December 4 Advent Hymn presentation having 28. There are no Adult Ed presentations scheduled for December 18, 25, or January 1.

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

The Adult Ed committee is to help with Lenten Suppers on March 8. Mike Dolan's Endowment Committee is scheduled to work with us at that time.

Pastor Rolf has talked with Pastor Lauren about the length of services. She is aware of the problem. Wanda reported about the three sessions on mental health, one in January and the others in February. The conclusion is that it should work and not duplicate too much. Because there is to be another One Service on May 7, Pastor Marty may either split his presentation or do May 14 and 21. We still have one Sunday in the spring not filled. Some names as possible Psalm presenters were given. Pat Derry has volunteered to do one. Sharon will ask another person and Jim Boyce will contact one other

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time?

None