

## Resurrection Lutheran Church Council Minutes Jan. 18, 2022 at 7 PM via Zoom

Council members present: Lorene Faulkner (2024) President; Ron Thames (2023) Vice President; Chuck Roehrick (2023) Treasurer; Melanie Franz (2022) Secretary; Tim Bauer (2022); Stephanie Thompson (2022); Bill Smith (2023); Mary Joviak (2024); J.T. Wagoner (2024); Pastor Tim Nybrotten; Pastor Jackie Bloom,

Special guest: Elizabeth Spengler

Not present: Mark Andricopoulos, Reagan Blanchard, Pastor Roger Pierce

### Call to order; roll call

Lorene

### Opening Prayer

Pr Tim

### Praise/Reflections/Prayer Requests

All

- Prayers to all treating/suffering with COVID

### President's report

Lorene

- Feb. 5 date secured for Council Retreat.
- Call Committee update: no applicant names received yet. Pastor Pat Reed confirmed they would come in groupings of three and it would be about 4-6 weeks until names come in.  
Still meeting weekly and are working on the interview questions.  
Candidates are slow to come by especially for Associate roles. Additional discussion included process/steps for a candidate coming out of seminary.

### Prayer Room Proposal

Elizabeth Spengler

Pastor Jackie introduced Elizabeth Spengler to share with council current design and plans for the prayer room. Council was shown CAD 3D renders of the space and all had the opportunity to ask questions regarding access, size, materials and a general timeframe estimate for completion.

Money was put into a special fund at the end of 2021 and has been earmarked for the prayer room. Brenda O'Conner has been given the funds from this project she will need to repurpose storage/space this prayer room will now occupy.

**Stephanie** motions to accept the plans for the prayer room and to proceed with building. **Ron** seconds. No discussions followed, all approved and motion carries.

## Pastor's Report

Pr Tim /Pr Jackie

Pastor Tim reported on the staff meeting and the start of 2022. New ideas were shared as all move forward. New procedures include weekly employee status reports and catch ups, an employee covenant was presented and will be signed by all in the next week or two. Some office location changes were introduced to better coordinate communication between staff – encouraging one another, coming up with creative ideas and having fun. Excited about how the year ended financially – we had a great response by the congregation in giving.

Pastor Jackie reported on creative ways to provide pastoral care and navigate preaching schedules due to COVID. Prayer groups are on a bit of hiatus as all five are working on projects. Not looking to start anything new as we head into Lent. She is working with the Drama Team on new projects for Lent and Holy Week.

## Treasurer's Report

Chuck

- December results were terrific following a wonderful November. December we came in with 150K of current fund revenue, which was 30K ahead of budget. Still behind on the YTD (about 92K behind original budget) but when factoring in some of the restricted contributions to the property fund, we end the year 36K ahead. That brings our projected 10% increase in budget for the next year closer to 7% and easier to achieve. Net income, before counting the 286K in PPP loan forgiveness, we had a relatively small 28K loss for the year. We ended the year in over 1M in cash.
- Boy Scouts update: we had tabled a decision to include fundraising efforts in our RLC calendar in fall of 2021. After following up with our insurer, we have found that we would not be liable financially if we are put as a named insured on their policy. Once we do so, we can get a certificate from them showing they have insurance coverage.
- Feed My Starving Children update: Smaller number of people have signed up likely due to the latest spike occurrences of COVID. If we can't fill the allotted slots (240) OVCN will open our session to others.

## COVID Protocols Report

Ron

Mask mandate is still in place to the end of the month. Attendance for in person services has gone down, but online has gone up. All protocols are in place and members seem to be following them. Further discussion included outside service if necessary or at some point becoming a more regular part of our schedule as many enjoyed the experience.

## HR Report

Mary

Lots of involvement and meetings from this committee so far, much good work.

Some updates: employee covenant and interview process were among the first things to be addressed. A new covenant was provided to the staff today. The committee is also looking at all of the current job descriptions. Through this discovery process, some of the current HR policies in place also need to be changed. The first to have council vote on is the policy concerning approved leave of absence and insurance premiums.

**Stephanie** moves to change our policy so that the church will continue to pay for premiums for the first four month of an approved leave of absence. **JT** seconds. Discussion follows regarding what type of situations we think that will entail. All were in favor, motions carries.

Additional policies discussed regarded potentially rewording severance and signature required on release for wrongful termination.

**Chuck** moves to accept formation of the HR charter. **JT** seconds. All were in favor, motion carries.

### **SaddleBrooke Report**

Bill

Happy to know Pastor Jim is coming back. Nothing more to report at this time.

### **Church Wish List**

Tim B.

Discussion on this included how we would like to proceed with creation of this Wish List and next steps. All agreed that we should keep this list updated as extra (non-budget approved) items are “wished” for by our staff or for the betterment of any of the ministries who are active at RLC. Chuck shared that discussion with the Finance committee recommends that we wait until mid-year before we move on anything big, but we can start looking. Though the items on this wish list would be something that members could donate towards the purchase of these as gifts, council could also designate unrestricted funds especially for capital expenditures to keep it on the balance sheet.

Next steps include collecting items for this list from the staff via email. Once collected, we can place it in The Vision.

### **Technology**

Mary

Connectivity in Memorial Plaza is being checked.

Cameras for new TVs we have that can zoom and move for better remote meeting experiences.

### **Staff reports as received**

– Youth & Family

- Music & Worship
- Council Minutes – Dec 2021

Motion to approve Pastors', Treasurer's, Staff Reports, and December 2021 Minutes

**Mary** motions to approve reports as received, **JT** seconds. All were in favor, motion carries.

**Closing Prayer**

Pr. Jackie

**Adjourn Meeting**

Lorene

**Stephanie** moves to close the meeting, **JT** seconds. All were in favor. Meeting adjourned at 9:08 PM.

Next Council meeting: Feb 15, 7pm – Katie's Qtrs/Luther's Lair