

Resurrection Lutheran Church Council Meeting

January 21, 2023, 12:45 p.m. – Luther's Lair

Council members present: Lorene Faulkner (2024) President; Mary Joviak (2024) Vice President; Chuck Roehrick (2023) Treasurer; Melanie Franz (2025) Secretary; Ron Thames (2023); Bill Smith (2023); J.T. Wagoner (2024); Steve Huffman (2025); Pastor Tim Nybroten; Pastor Erin Morris. Not present: Intern Wyatt Linde, Jordyn Carter

Opening Prayer/Devotional

Pastor Tim

Officer Selection

Lorene

Ron moves that all current officers remain in their roles. **J.T.** seconds. No discussion, all were in favor. Motion carries.

Council Installation

Lorene

Discussed having this take place early this year and the logistics. The pastors decided to incorporate it into next week's service.

Treasurer's Report

Chuck

- Employee retention tax credit – have a contact who can assist with this, Melissa Tomlinson. She's agreed to do the work (\$2,500 is estimate).
- 2022 results: We had a wonderful December. About 30K ahead in giving with \$113K in bequests. With comp expense that brings us to a 125K positive budget. \$191K positive in income at end of year. We're in a strong financial position.
- CD investments: 4.3% for 6 months, 4.65% for year. Chuck is suggesting CDs of 3/6/9 and 12 months laddered. Discussed with Janet Singler. Three categories where this could be useful and is being suggested: With building and mortgage; in retained earnings; and in the Wenske endowment. For building and mortgage: 3 months of payment would be conservative – which is about 80K to put into the CDs. In retained earnings: of 620K, put 400K into CDs. The Wenske endowment is 151K (a stipulation is this can't spend beyond the earnings). Will work with the finance committee on this.

Mary moves to approve investing as presented. **Ron** seconds. All were in favor. Motion carries.

Mary moves to hire Melissa Tomlinson to work on the employee retention tax credit. **Bill** seconds. All were in favor. Motion carries.

HR Process Discussion

Mary

The HR committee has been working on performance review/employee appraisals process moving to the anniversary of their hire date. Forms are in process and Mary shared these with council. Pastor Erin suggests that we incorporate the mission and core values of RLC into the wording of the review evaluations. HR committee has agreed to update once strategic planning and mission is complete.

Melanie moves to accept the process presented from the HR committee in moving evaluations to an anniversary date cycle. **Chuck** seconds. All were in favor. Motion carries.

Committee Reporting

PE

How we'll proceed:

- 6 reports are to come to Council monthly:
HR, Technology, CYF, Property, Stewardship and Finance
- 5 reports are to come to Council quarterly:
Art by Heart, Life Groups, Social/Outreach, Worship and Music, CDC
- Nova Hinrichs will be the collector of all reports and she will then send them to Council as one group.
- PE to reach out to the report authors regarding the new process and schedule.

Call Committee Selection Process

Lorene

- Council looked at the call process as stated in the "Congregations in Transition" policy from Synod and discussed the options of how to proceed with forming the committee (appoint, openly announce or a combination of the two).
- Council reviewed the initial call description.
- Discussed having a member of the previous Call committee serve on this call and the plan to have 6 people on committee with 2 alternates.
- Council discussed potential candidates for the committee who have shown interest/have pertinent experience as related to the needs addressed for this call.

Other Matters Not Discussed

PT

Strategic plan: looking at timeline and current stage in the process, perhaps we consider having a consultant. Kairos and associates was mentioned.

Melanie moves to support pastors in reaching out to consultant firm(s) for additional information and estimate on a calendared strategic plan. **Mary** seconds. No discussion followed. All approved, motion carries.

Motion to Close Meeting

Melanie moves to close today's meeting. **Bill** seconds. All approved, motion carries.

Closing prayer

Pastor Erin

Next Council meeting: February 21 at 7 p.m. – Luther's Lair