

RLC Council Meeting April 21, 2020

The meeting was called to order at 7:02 with a roll call and all members were present (Jeff Kraus, Carolyn Nichols, Katie Maxwell, Tim Bauer, Melanie Franz, Bill Smith, Steve Poage, Stephanie Thompson, Pastor Terri and Pastor Tim). Craig Barker was absent. Pastor Terri opened with a prayer.

Praise/Reflections and Prayer Requests

The group shared prayer requests and updates with each other.

Interim Pastor's Report

Pastor Tim and Terri have been trading off preaching sermons, daily devotions, and newsletter articles which is working well and positive feedback has been received. Call tree activity has been very positive. Worked with Janyce Lundstrom on rewriting the job description for the community nurse position. Frequent pastoral phone calls which has been the most difficult since in person visits are much more meaningful.

Pastor Tim's Report

Echoed Pastor Terri's comments on phone calls and added how lonely people are in the current situation. Many cannot even leave their room if in a nursing home or care facility. Requested prayers to all of those isolated. Also working closely with the youth team regarding a fall worship opportunity (one Sunday a month for youth and families (including CDC). It will be intergenerational, message, song, skits, fellowship meal).

Treasurer's Report

Jeff provided the Treasurer's report using Janet's report to the finance committee. The month of March was positive however we have some full year concerns associated with higher than budgeted salary expense as well as financial risks with the CDC being closed (no tuition revenue but salary expense for teachers).

Staff Reports

Youth & family submitted a report via email but we did not receive reports from any other staff.

Council Minutes March 17th, 2020

No comments from the Council on the prior minutes.

Katie moved and Bill seconded the motion to approve Pastors, Treasurer, and Staff reports and prior meeting minutes as presented. The motion passed.

Standing Committee Reports

HR report was shared with the Council in advance and no questions were raised.

The Property & Safe Campus committee requested approval for the resealing of the parking lot at an estimated cost of \$15,000 (same contractor and same cost as when the work was done in 2016). When equity accounts were cleaned up last summer, the \$34K of ARRA funds were transferred to the Chase Building Checking account. Katie will work with Janet and Craig to confirm the accounting for this expenditure. Bill moved and Stephanie seconded the motion to authorize spending of funds. Motion passed.

Carolyn reported on the call tree activities. We have about 50 members who are participating in the Call tree and over 600 names have been called. Although people are hesitant to volunteer at first, they come back and ask for more names because they have a positive experience. Many people were not aware of the streaming service option. We hope this practice will become a permanent practice, rather than a way of connecting during COVID-19.

New Business

- A. HR Standing Resolutions. Stephanie moved and Melanie seconded the motion to approve and we moved into discussion. See discussion notes below. Vote was taken and motion was passed with edits to B10.
 - 1. A9: Change in Charter – No edits
 - 2. B10: Conflict of Interest - Council edited the document with minor changes (deleted one sentence and added paragraph breaks).
 - 3. B11: Outside Employment – No edits other than B11 (not B111)
 - 4. Annual Statement of Actual or Potential Conflicts of Interest – No edits
- B. HR Policy Manual. Bill moved and Katie seconded the motion to approve and we moved into discussion. We greatly appreciate the efforts of the HR Committee as well as the outside lawyer review to ensure the document is ready to approve. Steve asked about Tim's questions on the weapons policy and those questions were resolved. Vote was taken and motion was passed.
- C. Extension of Temporary Pay and Work Policy – request to extend our approval of this policy for both the church and CDC through April 30th. The group voted to approve the current policy through April 30th. We will have another meeting next Tuesday to discuss policy beyond April 30th with participation from the Chris J, Jenna (CDC Board Chair), Mike Lowe, Bob Asbell, and Dave Amble. The CDC Board is meeting tomorrow and Pastor Tim will carry the message that we are looking for a recommendation & impact estimate from the CDC Board. Katie also sent an email to Chris and the CDC board chair with a specific request from Council.
- D. Corporate Business Card Authorizing Officer – Katie moved and Jeff seconded that Carolyn take the card authorizing officer from Craig Barker. Vote was taken and the motion passed.
- E. Authorization of Finders Fee for Temp Agency on Graphics Design position – Bill moved and Stephanie seconded the approval. Discussion occurred and ultimately the vote was taken and motion passed.
- F. Worship Service Approvals – The Council had a lengthy discussion about recent staff activities associated planning worship services (Easter Sunrise & 10:45 sending). According to RLC By-laws section 6, Pastors need to approve worship related plans. Pastor Tim will reach out to related staff and ensure they know that worship related activities (including song choice) need pastoral approval. The Council appreciates Pastor Tim taking on that responsibility.
- G. MMTF Selections – The Council review a list of individuals to consider for service on the MMTF. Tim B. will create a Google doc with contact information to help us keep track of responses.

The meeting closed with a prayer by Pastor Tim. Meeting was adjourned at 9:46. The next meeting is on Tuesday, April 28th at 7pm on Zoom.

Notes for the Vision

The Church Council carried out a lengthy agenda during the April 21st meeting.

- Approved expenditure for resealing the RLC Main Campus parking lot.
- The Call Tree Ministry has been incredibly impactful during this COVID-19 crisis and Council is grateful for the 50+ volunteers that have been reaching out to congregational members.
- Approved a number of employment related policies, including the HR manual, conflict of interest, outside employment, and HR committee charter.
- Extended the Temporary Pay and Work policy until April 30th for RLC and the CDC. Council will meet again next Tuesday to discuss extension of this policy beyond April 30th.
- Confirmed intention to make all planned Benevolence payments (Synod and local organizations) for the month of April.
- Established a plan to reach out to potential members about serving on the Mission & Ministry Task Force.