

RLC Council Meeting

May 21, 2020

All members were present at the meeting: Jeff Kraus, Carolyn Nichols, Fabian Cordova, Katie Maxwell, Tim Bauer, Melanie Franz, Bill Smith, Steve Poage, Stephanie Thompson.

The purpose of the meeting was to process and discuss the output from the six hours of staff listening sessions held on Monday and Tuesday.

Council's Expectations of Pastors & Staff:

- Hit reset button to put the past in the past
- Be respectful to each other
- Give everyone a chance to contribute equally to the success of RLC
- Present and receive new ideas willingly and openly
- Move forward with the 12 pillars and shared leadership model
- Work towards a common goal of serving Christ

Pastor Focus Areas:

- Administrative and organizational modeling will be led by Pastor Terri
- 12 pillars and shared leadership model will be led by Pastor Tim
- Designing and delivering worship will be jointly led by Pastor Terri and Pastor Tim

How Council will support Pastors and Staff:

- Team building activities to help improve working relationships
- Provide mediator to facilitate resolution of conflict between individuals
- Ensure that staff meetings are occurring on a regular basis
- Council members want to be engaged in supporting your role within RLC

How Council will connect with the Congregation:

- Own that the challenges of the last few months resulted in us not communicating as we should have
- Create an efficient way to capture congregational questions with video message responses
- Responses to email messages will be sent to all Council members and we will create a way to respond in a timely manner
- Get the MMTF initiated so we can move forward in the call process

Specific expectations to be completed within 30 days:

- Organizational Chart
- Job Descriptions for each role

Jeff will email the pastors tonight saying that the Council supports both of you in your role at RLC. Our vision of shared leadership includes (focus areas above). We will ask for their reflection and prayer and response to us in agreement of this path forward. Council would like to further discuss this with you on Monday at 10am if possible.

Jeff will send Katie his draft of the congregational communication and she will edit and send back to the Council members. If council approves, then it will be sent out on Friday. If not, we will send a short message saying "meetings and discussions continue and we ask for your prayers and patience. We will send more information by Tuesday".