

Dear RLC Members and Friends,

During the last six months we have faced significant challenges not only within our congregation, but within the community and the world. No congregation, staff, or council could have easily dealt with all the change and turmoil we have endured. Council has tried its very best to lead during this crisis. Many have voiced their concern over the lack of communication and we hear you. We will strive to be more open and transparent going forward and ask for your constructive participation keeping the success of RLC and the love of Christ at the center of our interactions.

We have three immediate and three near-term priorities (in order of priority):

- 1) Stabilize the leadership at both the council and pastoral level
- 2) Establish a productive way to answer member's questions in a safe manner
- 3) Restart weekly worship for those who are comfortable returning and stream live worship for those who are unable to return
- 4) Launch a shared leadership model which involves staff, council, and congregation members that is organized around various pillars rooted in the RLC mission
- 5) Move forward with the Mission Ministry Task Force (MMTF), the precursor to the Senior Pastor Call Committee.
- 6) Form a committee to evaluate and recommend changes to the RLC constitution and by-laws.

Stabilize Leadership

We all feel the impact of the significant changes in RLC leadership and staff. While we understand the honest desire to have answers about "why", it is difficult to provide answers without violating confidentiality of the individuals involved. Please trust that council has taken all of these changes seriously. In the last week alone we have spent over 14 hours meeting with staff and pastors individually as well as in council sessions. Council commits to providing resources to help improve the working relationships among all individuals and remaining more engaged in assessing the effectiveness of leadership. While we know that we will miss the contributions of recently departed staff, we believe our current staff is very well positioned to help move RLC forward. The staff and council recently met and agreed to hit the reset button and put the past behind us, looking forward to future growth and renewal. We ask you to fully support the current Oro Valley and SaddleBrooke staff and pastors.

Responding to Questions

The council has received a significant number of questions over the last few weeks. We appreciate the congregation's desire to understand the changes and be involved with the future strategy. Given our constraints on gathering as a single large community, we plan to collect questions and respond to those we can answer in a recorded video format. **By June 1, we will distribute a survey via email and on our website to collect questions and then generate video responses by June 15.**

Restart Worship

A reopening task force has been meeting for the last two weeks to establish a safe way for us to reopen worship on the weekend of June 6. **An email was sent on May 28th containing details of the reopening plan.** Oro Valley worship services will continue to be streamed for those who are uncomfortable returning. SaddleBrooke will also be producing a weekly worship service which will be available on the church website. Watch for more information regarding service options in *The Vision*.

Shared Leadership

At the council meeting before COVID forced us to cease gathering as a community to worship, Pastor Tim discussed a new vision for shared leadership. In the shared leadership model, a committee structure is comprised of staff, council members, and congregational volunteers with a passion for a particular service area. This model is a wonderful way to engage people and provide lay leadership opportunities for many. We are excited to start rolling it out. **Watch for more information by mid-July.**

Mission Ministry Task Force (MMTF)

Council has been reaching out to congregation members about serving on the MMTF which is the first step in initiating a call process for a Senior Pastor. **We intend to have the MMTF launched by the end of summer,** but first want to ensure we have stabilized staff and leadership, safely reopened worship, and responded to congregational questions. Once we have addressed the issues needed to stabilize and reunite the congregation, we will launch the MMTF.

RLC Constitution and By-Laws

In the Bishop's December report to the congregation, she recommended a review of RLC's constitution and by-laws. Council would like to solicit volunteers from the congregation with knowledge of governance best practices to perform this review and recommend changes if needed. **Watch for more information in *The Vision* by mid-June.**

We appreciate your passion for RLC and look forward to engaging with you in productive ways to address questions that you may still have. Council is committed to creating opportunities for two-way communication with the congregation. We want all of us to confidently hit the reset button so RLC can look forward to brighter days and put the past behind us.

Together in Mission and Ministry,

The RLC Elected Congregational Council

Carolyn Nichols, President

Stephanie Thompson, Vice President

Katie Maxwell, Secretary

Fabian Cordova, Treasurer

Tim Bauer, Melanie Franz, Steve Poage, and Bill Smith