

## Resurrection Lutheran Church, Council meeting minutes

August 17, 7 p.m. 2021 – Katie's Qtrs/Luther's Lair

Meeting start time: 7:01 p.m.

Council members present: Stephanie Thompson (2022) President; Ron Thames (2023) Vice President; Fabian Cordova (2023) Treasurer; Melanie Franz (2022) Secretary; Tim Bauer (2022); Lorene Faulkner (2021); Mary Joviak (2021); Bill Smith (2023); J.T. Wagoner (2021); Reagan Blanchard; Pastor Tim Nybroten; Pastor Greg Wenhold

Not present: Mark Andricopoulos, Pastor Jackie Bloom

### Call to order; roll call Opening Prayer

Stephanie  
Pr. Tim

### Praise/Reflections/Prayer Requests

All

Tim B: good news from his doctors, praise and prayers for continued healing  
Stephanie's nephew: got to ring the bell for cancer free  
JT: mother has dementia, prayers for his father as caretaker  
Bill: Lorene's mother diagnosed with Covid (Nelly)  
Prayers for students going back to school

### President's report

Stephanie

- Call Meeting logistics: start at noon. Luke to help with sound. Bill, Loraine, Ron and Lorene to help with IT and counting. All voting to be done by ballot. Ballots to be counted by council members. Stephanie will announce final outcome. Sue Jensen will be present at the meeting. The excitement from the Synod has been shared and is appreciated.

### Pastor's report

Pr.Tim/Pr. Greg

### Outlook for 2022 and 2023: the following was discussed

What does this church look like going forward?

**Step 1** – Where are we?

What is our staff makeup? --- What is being accomplished? --- What is the financial cost?

**Step 2** – Where do we want to be?

What is the need? --- What is the financial cost? --- When can it happen based on projected income?

There's a lot of momentum now and if we can build on the vision, we can get there. What do we project for next year for income and how can we stage what is approved in the budget.

**NOW:**

Senior Pastor, Part Time Pastoral Support (Pr. Greg's role will shift once a Sr. Pastor is called), Director of Parish Life, Parish Bookkeeper, Administrative Support Specialist, Graphic Designer/Media Specialist, Director of Music & Arts: Contemporary Band Leader (4 musicians paid); organist; accompanist (2); Audio/Visual Technician, Co-Director Children & Family Ministry, Youth Music Director; Co-Director Children & Family Ministry, Director of Child Development Center; Property Manager, Custodian  
Saddlebrooke: Accompanist; Hospitality; Choir Director; Audio/Tech

**NEED:**

Additional Pastor, Saddlebrooke Campus Pastor, Preaching Pastor, Director of Youth Ministry, Additional Custodial Support, Director of Technology (Oversee IT, Communications, Audio/Video), HR Consultant

Congregational and staff suggestions received and discussed were for a Parish Nurse and Bell Choir Director. Discussion followed.

Discussion included how leadership team identified another full-time pastor as a need and a Pastor at SaddleBrooke due to Pastor Wayne's passing (currently have pulpit supply working, but not for the longer term). Will also be looking for a preaching pastor (someone who has the ability to come and preach, but not have other responsibilities.) The new pastors could be called pastors, but do not have to be. Called pastors would allow for consistency.

Additional conversation included current and upcoming gaps in where we know positions are opening, IT, HR, Office Support/Manager.

## Next steps

Interview (traditional review process) all current staff: assess where they have succeeded and areas for growth; discuss dreams/needs/wants – what they might need for staffing or program Information from interviews drives salary increases and also possible staffing additions; create first draft of budget; determine project giving; project where the additional funds will be allocated.

Fabian brought up the question from the finance committee regarding either a part time or fulltime position for the custodial position.

**Mary** motions to move forward with hiring/opening a fulltime custodial position. **Lorene** seconds. Discussion follows. All approve, motion carries. Next steps include sending job description to ADP and setting up interviews with senior leadership and current custodial staff.

Discussion continues about additional details on the process after the results of the vote.

### Treasurer's report

Fabian

The financial results are strong we're showing (excluding CDC) we have 64K in income. If we subtract out the 78K made to the mortgage we have a 14k loss from January to August. Donations are down but expenses have been handled nicely. All discretionary spending is still on hold. We're currently standing strong as of the reporting through end of July. We currently have 261K in net cash (7K less than what we had in January) Considering what we've gotten through the past seven months, this is good. Through July we're at 744K in giving and were at 739K at same time in 2020. Not much to be concerned about financially at this point. CDC is also operating in the black. If we approach the next few months with being careful in discretionary spending, it would be prudent and helpful for the bigger needs. In the next month or so, we'll likely have info from Chase Bank regarding forgiveness for our PPP loan.

Fabian continued with discussion on his plan to transition out of his role as a treasurer.

### COVID Protocols report

Ron

Ron has been following the numbers in Pima county, we're managing as best as we can and continuing to follow protocols.

### SaddleBrooke report

Bill

Trial run on Thursday for the Zoom call at SaddleBrooke for the congregational vote. Service is back, the door repair has been completed.

### Communications Task Force

Lorene/Mary

- Mary shared that a communication has been crafted regarding the vote and logistics for this week's *The Vision*.
- Mary and Lorene will meet after the vote with Pr. Tim regarding future communications
- Upgrade for the infrastructure for the internet and network – we're moving forward and should have an estimate and can get started very soon
- Already started on the grant process to fund several projects

Staff Reports – Youth & Family

As received

Music & Worship

As received

Council Minutes – July 20, 2021

As received

Standing Committee Reports: Property & Safe Campus Report

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

**Mary** motions to approve Pastors' report, Treasurer's report, staff reports and July 2021 minutes. **Bill** seconds. All approve, motion carries.

Old Business/New Business

All hands on deck for the voting on Sunday, August 22.

Closing Prayer

Pr. Tim/Pr Greg

**Tim** motions to adjourn meeting. **JT** seconds. All approve, motion carries. Meeting adjourned at 9:10 p.m.

Next Council Meeting: Sept 21st, 7pm – Katie's Qtrs/Luther's Lair