

RLC Council Meeting, July 29, 2020

Meeting was called to order at 6:35 p.m. The following members were present: Stephanie Thompson (President), Fabian Cordova (Treasurer), Melanie Franz (Secretary), Tim Bauer, Mary Joviak, Steve Poage, Ron Thames, Pastor Tim

Pastor Tim opened with prayer

Praise/reflections/prayer requests

Mary: prayers for friends Cari and Ryan (death of son)

Tim: prayers for Jim Jackson, member with cancer (at Mayo Clinic in Phoenix)

All: praise for staff and volunteers who made both services possible on Sunday, July 26

Pastor's report

Being able to gather has been wonderful and there's much gratitude for that. There has been a great cohesiveness and positivity among staff and also among council. A feeling of this is "our church" among the congregation is evident. Overall there has been less negative feedback. We have a lot of exciting things happening now and to look forward to in the near future. We're beginning to look at what's in store for this Fall and launching a new program, Family Room, when we can get back together in person. Pastor Tim would like to begin having memorial services again. Council to discuss this at this meeting.

Treasurer's report

Numbers update: over \$39,000 this week. \$7,500 on top of that came in the mail today. Stephanie/Fabian to reach out to Janet and get updated numbers for the Finance Committee.

President's report

- Talked to Chris Justesen about new AC unit (this was already approved by council via email).
- Bishop Hutterer had a Zoom with Stephanie and Pastor Tim earlier today. She has been praying for RLC and has some suggestions and a prayer request. She would like for all of the congregation to pray together: Romans 8: 26-28.
- Bishop Hutterer also suggests that RLC have outside leadership assistance. She has reached out to the ELCA for resources. Deacon MaryAnn Schwabe was recommended as someone who has been working with congregations such as ours on Family Systems. Deacon Schwabe, acting as an unbiased third party, would individually speak (via Zoom) with current and present pastoral and council leadership. The data would be compiled with an assessment of strengths and improvement areas for RLC. This info would be shared with current council for review. Council could then work with the congregation. Bishop acknowledged our

funds are limited and has negotiated a rate of \$500 that would be payable to the synod.

- Mary makes a motion to hire Deacon Schwabe to survey RLC leadership as we look to move forward. Ron seconds. Discussion opens around if information will be valued by the congregation, if staff should be involved, how it will be presented and what kind of follow-up we'll have. Stephanie called for a vote. All were in favor of moving forward.
- Council discussed writing an ACE with financial follow-up and much gratitude for all who have stepped up.

Reports and Minutes

Parish operations director report, staff reports, and prior council minutes were all previously sent via email and reviewed

Mary moved to approve all reports and minutes, Tim seconded. All approved.

New Business

- Stephanie reviewed the constitution and notes that a position can be called by proclamation. Mary offered to fill VP vacancy. Stephanie moved to vote by proclamation. All were in favor.
- Council recognized the need to have our Nominating Committee back up and running. Will reach out to current members to move forward.
- **Policy for memorial services during COVID**
 - There is currently a back log on services
 - Council discussed in-person and policies that will be in place to facilitate such as set number, social distancing, masks, by invite only
 - Stephanie proposed we begin holding memorial services. Mary so moves, Tim seconds.
 - Discussion included giving families location options: memorial plaza, columbarium service or in-person sanctuary; start of services as soon HVAC unit goes in the CDC (narthex is being used in the interim)
 - Motion passed unanimously
 - Ron to put together guidelines
- **Review of the rental policy during COVID**
 - Dave Amble proposed a review and to increase fees by \$5/hr. Three different categories; not for profit, youth and for profit
 - Mary moved to open our space for rental, Tim seconded.
 - Discussion followed with: we can't yet open for gym activities (Jazzercise); we can offer outdoor exercise options; all members of group renting are responsible for social distancing; rental groups would need informed consent and would sign a COVID waiver
 - Amendment of previous motion that "gym activities are suspended until order lifted by governor"
 - Stephanie opened motion for vote. All were in favor.

- Ron to send information regarding a COVID statement on policies to be followed while on campus. This will be a blanket statement available to place on all communications. It will be updated as policies change.
- Tim proposed we communicate our agenda to congregation. Stephanie stated that our agenda is our mission statement and one of shared leadership. Discussion included making all communications available online. As council minutes are already available online, council requested minutes to be shared via a link in the weekly newsletter.

Old Business

- HR Committee's study/analysis of policies and staff positions is in progress and a subcommittee of the Finance Committee is forming to work on this.
- Fabian reached out to an RLC member to help with an HR market assessment/analysis
- Fabian and Stephanie requested we wait until we have more info and resources – to be discussed at a later date

Video feedback

- Council discussed continuation of videos with ideas of sharing more stories of RLC, such as a tour of staff and what they do
- It was suggested that Kate Zimmerman and Luke Amble can take on this project of showing “the human side” of RLC
- Mary moved, Tim seconded. All approved.

Update on MMTF

- Mary and Ron are scrubbing the current list and then will go through and contact all candidates. They are also in the process of nominating a committee chair the committee
- A potential first meeting to be held via Zoom on Aug. 15 or 22
- Fabian recommended creating a written covenant for the group
- Tim B. agreed to create a first draft of the covenant
- All of council is to go back through Google docs list and update status

Closing prayer 8:41 p.m.

Mary moved to close the meeting, Steve seconded. All were in favor.

Next meeting is at Aug. 18 at 6:30 p.m. in Katie's Quarters

Meeting adjourned at 8:43 p.m.