

Resurrection Lutheran Church Council Meeting, October 20, 2020

Council members present: Stephanie Thompson (2022) President; Fabian Cordova (2020) Treasurer; Melanie Franz (2022) Secretary; Tim Bauer (2022) – via zoom; Mary Joviak (2020); Steve Poage (2020) – via Zoom; Bill Smith (2020) - via Zoom; Ron Thames (2020); Pastor Tim Nybrotten.

Meeting called to order at 6:32 p.m.

Opening Prayer

Pastor Tim

Ephesians 2

(all of council is urged to watch *Luther*)

Praise/Reflections/Prayer Requests

All

Prayers for Richard Thompson and David Franz for surgeries this week.

Praise for First Holy Communion service on Sunday, Oct. 18.

Pastor's Report

Pastor Tim

Worship is going well – in person service added this past month. Arise and Shine service is also going well and still well attended. Pastor Jackie Bloom is interested in helping us going forward as needed.

New equipment has been ordered and is on the way. A gift has been received from a Saddlebrook member for the camera there. We are looking into use of funds from the Action Cards through Thrivent Financial – there is a potential of \$45,000 and are only using \$6,000. Donna Maxwell will take this responsibility over.

An outreach video and media kit proposal has been received. Discussion follows about packages available and what is needed now and going forward. **Mary** suggested we look to Thrivent regarding how they may be able to help with this effort.

Mary moves to accept the media proposal and look towards how we can pull together the financials, **Ron** seconds. **All were in favor.**

President's Report

Stephanie

Thank-you messages were shared from staff, community food bank and Lutheran Social Services. Benevolence started again last month. Two members stepped up asking about fulfilling volunteer positions – possibly call committee and council.

Continue to be helpful, prayerful, and thankful for what has happened and is coming in.

Finalizing the last one/two job descriptions of RLC positions. The review process is in progress with Pam Brant.

Treasurer's Report

Fabian

See "New Business" section below

Parish Operations Director Report

Dave Amble (or emailed)

Dave Amble is looking at projectors and the 11K gift that came in to help with the Saddlebrook tech purchase.

Staff Reports – Youth & Family

As received

Council minutes – Sept 22nd

As received

Mary moves to approve all of the reports and council minutes as given; **Fabian and Bill** second. All were in favor.

Wellness Committee: Proposal for parish nurse – part time position. Council discussed the benefit of this program, but that it will likely not be an addition in 2021 due to concerns of adding a significant expense to the budget.

Old Business

- MSP review – two final reports received. How do we move forward?
- Dave Amble to work with Pam Brant regarding social media. Policies to be reviewed by all involved.
- ~~Setting up Strategic Planning Committee~~ (table for next meeting)
- ~~Setting up Stewardship/Generosity Committee~~ (table for next meeting)

New Business

- Pastor Greg Wenhold meeting – council discussed how he can work with RLC and contacting synod regarding our interest to move forward.

Mary motions to bring Pastor Greg onboard in the capacity of a temporary pastor (title to be determined once discussed with Pastor Tim); **Tim** seconded. **All were in favor.**

- **Pastor Tim** to send out a message/video on where we are
- Proposed budget review/approval presented by **Fabian**

There have been two meetings for the proposed budget and approval of said budget. One was very detailed going almost line by line. Budget built from specific areas for those accountable to the budget rather than being pushed down from the Finance Committee. Process moving forward: Once approved, the budget will be sent via email to RLC members with a Q&A attached. The aim is to get it out in the next couple weeks and then present in person at the congregation meeting in December. The CDC is budgeted to break even. As it relates to the RLC operating budget, the area of concern is the "giving levels". At the moment, we are steady, but not strong. For 2021, giving levels would have to be greater than giving levels of 2019 in order for us to break-even. We want to be realistic. Projection our revenues back to 2019 levels give us a better, more realistic budget. By setting revenues at 2019 levels, the 2021 budget reflects a \$100,000 deficit. The deficit would be managed as follows: 1) Surplus cash from 2020 could be used to cover the deficit. Going into 2021, our operating funds should have an estimated balance of \$275,000/\$300,000 of unrestricted funds. These surplus funds could assist in covering a 2021

deficit. 2) The budget includes approximately \$90,000 in property expenses. These expenditures can be 100% halted if giving levels drop significantly. Not incurring these expenses would mean that the operating budget would reflect a \$10,000 deficit (\$100k deficit less \$90k property expenditures that can be halted). 3) As part of the budgeting process, conservatism was built-in throughout the budget, so as to accommodate unexpected expenditures. **Mary** adds that the HR review on salaries and job descriptions will dictate any increases. There are some projects in the budget that are option/reach. The variable costs are the only things we can shift to attain balance – we need to recognize and share with all members that one of these variable cost is salaries and that the PPP loan allowed us to keep RLC staff during the pandemic and that this type of assistance may not be coming again.

Mary moves to pass the 2021 budget with the inclusion that the 3% increase to staff is not across the board and will be one based on merit; **Steve** seconded. **All were in favor.**

Discussion continued with numbers regarding new part-time staff salary and any 2020 adjustments necessary.

- Annual meeting reports/location – to be filtered through Dave Amble and then a council highlights to be created separate from that. Further discussion continued about having the annual meeting in the gym and how we can offer early voting. Members would need to come in and drop off at their regularly attended service the week before.

Tim moves that we have an early ballot emailed to Saddlebrook; **Fabian** seconds;

Pastor Tim moves to discussion.

Fabian amends to include ballot on website for all
Motion carries

Closing prayer, Luther's evening prayer

Pastor Tim

Adjourn meeting

Stephanie

Fabian motions to adjourn; **Meanie** seconded; All in favor.

Meeting adjourned at 9:23 p.m.

Next council meeting: Tuesday, Nov. 17 at 6:30 PM in Katie's Quarters