

RLC Council Minutes

January 17, 2012 7 pm

Present :

Chris Ayers

Mark Scott

Kelly Malinowski

Pastor David

Patti Niehm

Mandy Fischer

Kelly Vesper

Pastor Mary

Kathy Eckert

Carolyn Bojarowicz

Nikki Houseman

Absent: Mark Bohl, Paul Augsburgsburger

Prayer and Devotion- Mandy Fischer, Dwelling in the Word Ephesians 3:14-20

Approval of Minutes : December Council Minutes approved with addition of the Amendment proposed by BBB team. See Mission Proposal for full discussion of amendment.

Staff Reports (Staff reports can be found on the website under "Council Minutes" and on the alcove bulletin board.)

Reports from Pastors David and Mary, and Kathy Eckert received and reviewed.

Staff Report from Nikki Houseman - Personnel Team's work with format standardization of job descriptions will be finished by next week. The job descriptions will be sent out over email for council review. If you see something you want to discuss, let Nikki know you would like it on next month agenda. (Be specific) Silence will be construed as consent. Included in these will be a job description for Nikki effective April 1st. This will outline what the new position will do. The position will be titled Administrator. The MLFA description has not been changed but left intact in case we decide to go back to this type of position in the future. If we do go back to this position in the future, it is Nikki's suggestion that we clarify whether this is a leadership role or more of a gather , pull together , and support position. It could be either but just need to clarify and set expectations for what we really want/need.

Treasurer's report

Financial reports can be viewed in full at www.reslutheran.org/finances.html or on the alcove bulletin board.

Treasurer's report including budget update- Mark Scott

Debbie Whelton submitted a proposal from BBB shortly after December Council meeting that outlined a reallocation of funds from BBB that would allow for support for the Nursery position in the upcoming year. All Council members received this proposed amendment over email. Executive Team gave temporary approval to this

amendment with the agreement that the recommended amendment would come to full council for review and approval before the Congregational Meeting in January. The Mission Proposal included in the Annual Report reflects this amendment.

Motion by Executive Team to accept the BBB proposed amendment to the Mission Proposal.

Motion second by Mandy Fischer

Vote: All approved.

Mission proposal presentation for congregation reviewed.

Clarification on actual amount needed for transition funding for MLFA position. \$6,250 is the full sum we will need to fund with transition dollars and includes the difference in pay for the first 3 months of 2012 as well as unpaid vacation time.

Thrivent directed giving and PMC costs both not in budget. Noted here and in previous minutes that Thrivent directed giving will be used to fund PMC for the following 2 year of our commitment.

Question from congregation member regarding non – Synod giving. What is in this category? Why are LYO work trip funds in this category? Does the way we are defining it “pad” benevolence? How does this affect tax deductions?

Answer : Every effort is given to show what comes in and what goes out. By defining and consistent use, accurate comparison can be made.

The following examples are given to further help define: FOTCOH auction funds do not go on the giving statement as there is a product purchased. Direct giving to FOTCOH does go on the giving statement. Similarly yard sale monies do not go on the giving statement since there is a product purchased.

Partnership for Missional Church updates

Listening Team met several times and consists of 5-8 Listening Leaders who will engage selected individuals from the congregation in one- on- one interviews during the month of February (may start as early as the last week in January). The selection process for interviews involved suggestions from Listening Team and Pastors with Listening Team Leader Ashley Davis and Karen Dahlstrom confidentially making the final selections. These interviews are considered confidential but information is summarized and shared by permission of the interviewee in an anonymous fashion. Results are then entered into the Church Future Finder – a data base that is compared with national results and feedback is given from Church Innovations to help with interpretation .

The Timeline Event was originally slated to occur concurrently with the Congregational Meeting and Chili Cook- Off. On further review and recommendation of the PMC Steering Team, this Timeline Event was moved to Feb 19th noon- 2:15 pm. Steering Team recommends the Chili- Event and Dwelling in the Word be still

considered as a part of the Annual Congregational Meeting. The announcements for the Annual meeting do include these expectations.

The Timeline Event on the 19th of Feb will include a lunch and Mardi Gras festivities as well time to share our past and examine how God is active in our past, present, and future.

Nominating Team Formation –

Debbie Whelton, Rhonda Augsburger, Marcia Fetzer, Mandy Fischer, and Kelly Malinowski have all agreed to serve as Nominating Team. Nominating Team functions to nominate individuals to serve in council positions for the upcoming term. (5-6 open council positions for upcoming term) Individuals nominated by the team are then voted on by the congregation in the March congregational meeting.

*Motion by Chris Ayers to affirm Nominating team of Debbie Whelton, Rhonda Augsburger, Marcia Fetzer, Mandy Fischer, and Kelly Malinowski
Motion second by Mark Scott
Vote: All affirmed these individuals to serve as nominating Team.*

A special thanks to all who are serving on nominating team. These names will be carried forward to the Annual Congregational Meeting for vote.

Audit Team formation –

Don McAuley has agreed to participate on audit Team. Council is not to serve on this team.. We will need to recruit another 1-2 people to serve in this capacity. Council will need to approve this team. (Congregational approval is not necessary. We do not need to have this team approved at the Annual Congregational Meeting this January.) Goal is to form team and meet with Nikki before April 1st.

Communication and supports for proposed staffing changes

Transition Financial Support- Chris A. and Mark S. anticipate talking with individual members concerning this need. If need is not met, we will bring this before council again to evaluate approach.

Support Team revitalization - Kelly Vesper and Nikki H. will plan meeting with members who have indicated interest in participating on support team. Will need also to work through administration aspects. If something happens, who gets the call? If Marcia receives the call, then what happens.

Permission for Civil Union Blessing Service

Shannon and Julie are requesting permission to have their Civil Union Blessing Service at RLC on July 8th, 2012. The legal civil union has already been completed. Pastors Mary and David will be unavailable that weekend so the service will not be

led by them. As it stands in the ELCA/CSIS currently, these types of decisions are to be made by the councils in local congregations as questions arise. Shannon and Julie are active members in this congregation.

Motion: To approve Shannon's and Julie's request for building use for the Civil Union Blessing Ceremony on July 8th, 2012

Vote: passed by majority.

Council quarterly meeting forum 1-22-12

Decision on topics for quarterly forum agenda include:

Mission proposal presentation led by Mark Scott

PMC updates for congregation

Time for questions and any topics important to congregation.

Presidential FYI's

a. PowerPoint Position - Bryan hired to replace John Kline doing tech assistance for services. Bryan substitutes for Chris when Chris is unavailable (every other Sat) Council needs to be aware and affirm this new staff member.

Motion by Kelly Vesper to affirm Bryan in this position

All Approved.

b. PMC Contract – Actual contract we signed differed from draft we voted on in two ways . One, a statement that we would owe balance of the total payment (for 3 years) if we quit for any reason was added. Secondly, a statement indicating that if one of our partnering churches quit , our contract would be void and we would need to re-negotiate was added. This contract is not legally binding but is entered into with good faith on all sides.

c. Roofing Team – Team meetings are moving forward. Bids expected by Feb 15th.

d. Employee Goal Setting – Kelly Vesper, Mark Bohl, Chris Ayers, and Kelly Malinowski met with 3 individuals in our 2 rostered positions and established goals. Chris will email out the goals to all council members.

Date Setting:

Council Retreat date April 13-14

February Council Meeting date – Feb 7th Ex T. 7pm , and 21st Council 7pm

March tentative Council dates- 6th at 7 pm for Ex T. and 13th at 7pm for council.

Contact Chris if issues with this date.

Counting Assignments for February, March, and April – contact Patti with dates available or unavailable as soon as possible.

Action Items:

1. Council Quarterly Forum

Team/Persons Responsible: Council, Mark Scott, Kelly Malinowski
Follow Up Date: January 21st, 2012

2 Annual Congregational Meeting and Chili Cook-Off

Team/Persons Responsible: Council, Chris Ayers, PMC Steering Team
Follow Up Date: January 29th, 2012

3 Audit Team Formation

Team/Persons Responsible: Chris Ayers
Follow Up Date: February 21st, 2012

4 MLFA Transition Financial Support

Team/Persons Responsible: Chris Ayers , Mark Scott
Follow Up Date: February 21st, 2012

5 Support Team Revitalization

Team/Persons Responsible: Kelly Vesper, Nikki Houseman
Follow Up Date: February 21st, 2012

6 Roofing Team update

Team/Persons Responsible: Mark Scott, Nikki Houseman
Follow Up Date: February 21st, 2012

7 Ways and Means to Explore Sustainable Futures

Team/Persons Responsible: Executive Team
Follow Up Date: February 7st, 2012

8 Treasurer Candidate

Team /Persons Responsible: Council
Follow Up Date: February 21st, 2012

9 Policy Development regarding building use by non- profit organization.

Team/Persons Responsible: Nikki Houseman
Follow Up Date: February 21st, 2012

10 MLFA transitioning of responsibilities by April 1st,2012

Team/Persons Responsible : Nikki , Pastor David, Mark Scott,
Follow Up Date: February 21st, 2012

11 Mardi Gras Timeline Event February 19th, 2012

Team/Persons Responsible: PMC Steering Team (Council to attend!)
Follow Up Date: February 19th , 2012