

December 21, 2023, 7:00 pm

Virtual Council Meeting: Zoom

<https://us02web.zoom.us/j/85083273054?pwd=dGMzK2RqQ1hmQUI2Y0ZscVRvbGY3QT09>

Meeting ID: 850 8327 3054

Passcode: Council

Link to [Strategic Plan](#):

- 1) Call to Order - Val Velde
- 2) Attendance – establish quorum
- 3) Approval of current agenda
- 4) Approval of prior month's minutes
- 5) Organ Project Team Update - Erik
- 6) Love God Strategic Goal: *Children and Families, Youth and Young Adults Events* - Update
- 7) Love Neighbor Strategic Goal: *Community Engagement: Community Needs Assessment* Update
- 8) RLC Resource Strategic Goal: *Volunteer Management Project* Update
 - a) ask for Staff and Council members - if you entered a volunteer opportunity on the [Volunteer Opportunities](#) spreadsheet, please add a brief description of the Volunteer opportunity in column E (may include specifics about timing, etc) as well as include the column J Coordinator Contact Information
- 9) Nominating Committee Update - Jim Stark
 - a) Request for candidate names
 - b) Approval of Gayle Gedsted to finance committee
- 10) Discussion - Change in timing of posting council minutes
- 11) Finance Reports – Laurel Hofeldt
 - a) Approval of 2024 Housing Allowances for Pastors
- 12) Questions on Monthly staff reports (stand as written)
 - a) Senior Pastor – Lauren Wrightsman
 - b) Associate Pastor – Marty Wyatt
 - c) Pastor of Youth and Young Adult Engagement - Tori Remer
 - d) Church Administrator – David Booms
- 13) Questions on Committee liaison reports (stand as written)

December 21, 2023, 7:00 pm

- a) Mission & Outreach – Karen Rogers
- b) Endowment – Sarah Richter
- c) Justice & Congregational Learning - Andrew Olson
- d) Small Groups and Care Team - Pam McCulloch
- e) Children, Youth & Families - Nancy Brown
- f) Community Engagement – Linda Werner
- g) Finance Committee - Erik Storlie

14) New Business

15) Upcoming Meeting Dates:

- a) Thursday, January 18th - in person 7 pm
- b) Thursday, February 15th - zoom 7 pm
- c) Thursday, March 21st - zoom 7 pm
- d) Thursday, April 18th - in person 7 pm
- e) Thursday, May 16th - zoom 7 pm
- f) Thursday, June 20th - zoom 7 pm
- g) Thursday, July 18th - zoom 7 pm
- h) Thursday, August 22nd - in person (and run through of annual meeting). 6 pm

16) Headlines – Recap key communications messages for next 30 days

17) Adjournment

18) Closing prayer

Council Minutes

December 21, 2023, 7:00 pm

Minutes: Jim Stark- Draft Until approval of revision at the January 18 council meeting.

Virtual Council Meeting: Zoom

<https://us02web.zoom.us/j/85908597498>

Meeting ID:

Link to [Strategic Plan](#):

1. Call to Order - Val Velde
2. Attendance (establish quorum): Val Velde, Erik Storlie, Jim Stark, Pam McCulloch, Andrew Olsen, Nancy Brown, Sarah Richter, and Karen Rogers. Staff: David Booms, Laurel Hofeldt, Pastors Lauren, Marty and Tori. Absent: Linda Werner
3. Approval of current agenda: accepted by consensus.
4. Approval of prior month's minutes: Note council action in November: Minutes will be made available to council, and staff, within 48 hours of a council meeting. Corrections will be accepted for 7 days. At that time, the combined council document file will be sent to the church administrator for prompt posting on the church website. One change to minutes was suggested and approved. From Erk: The following statement is not accurate and should be removed from the discussion about the finance report: "The accounts are being drawn down, understanding that the drawdowns are being made for their intended purposes." m/s as amended. Erik/Jim. Approved without dissent.
5. Organ Project Team Update: Report as submitted. Pledge contributions have been positive. Positive acknowledgements to the organ team.
6. Love God Strategic Goal: *Small Group Formation Process – No Update. Working with a consultant to develop volunteer management process.*
7. Love God Strategic Goal: *Children and Families, Youth and Young Adults Events – see staff reports for progress.*
8. Love Neighbor Strategic Goal: Community Engagement: Community Needs Assessment: No Update
9. RLC Resource Strategic Goal: Volunteer Management Project Update - ask for Staff and Council members - if you entered a volunteer opportunity on the [Volunteer Opportunities](#) spreadsheet, please add a brief description of the Volunteer opportunity in column E (may include specifics about timing, etc.) as well as include the column J Coordinator Contact Information. Working with a consultant to develop volunteer management process. Discussion about the visibility of opportunities for volunteers.
10. **Nominating Committee Update:** Jim Stark: Discussion regarding request for candidate names. It is really important that we get council input. Some feel that they don't know the membership well enough to make suggestions. Call will go out to the congregation after the new year. Productive discussion about engaging leaders. Discussion about leadership training.
11. Finance Reports (See the full report for details) Some highlights-- November Financial Reports Month-End Financial Summary: Offerings were \$1,432 behind budget through November. Expenses were \$41,317 less than budget through November. Assets released from restricted funds are \$25,481 for the fiscal year-to-date, which is \$12,564 higher than the budgeted amount of \$12,917. Cashflow year-to-date \$50,975 better than budget (-\$88,954 actual versus - \$139,929 budgeted). This is because we plan for monthly variations in giving. Year to date

Council Minutes

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givers-- 370 actual versus 396 through November 2022. The average gift is higher. Organ Fund has \$298,444.02 in cash. **Designated/Restricted/Special Activities Fund:** Laurel and Erik met with Rebecca Field, CPA, regarding donor restricted funds. Recommended strategy to use restricted funds (funds given with a purpose restricted by the donors) for ongoing expenses that fit the donor's intent, rather than waiting for special projects/needs/asks. Example: Children's Ministry funds to be used to help pay the salary for the Children's Ministry Leader. Discussion point that donors don't give money with the hope that it will sit in a fund, unused, for years. It should be used for the intended purpose as the opportunity arises. It may be appropriate that these funds be released for the purposes designated. Designated funds should be discussed at Finance and brought to Council to consider best use for these funds on a regular basis. Not all funds have been reviewed. Laurel, Erik, and Rebecca Field will meet again in early January.

Preschool/Childcare Fund Deficit. The Preschool/Childcare Fund is at a deficit of -\$78,283.36 (as of end June 2023, there was a deficit of -\$56,285). A challenging start to the year due primarily to lack of staff. Finance has requested a projection for surplus/deficit for the remainder of the year. Discussion about the preschool will continue. The question of the importance of preschool, as a ministry, is important to understand. The council needs to better understand the mission of the preschool.

12. Approval for housing allowance for pastors (IRS requirement) m/s Karen/Pam: motion passed without dissent.

13. Questions on Monthly staff reports (see written reports unless noted below)

- Senior Pastor – Lauren Wrightsman
- Associate Pastor – Marty Wyatt (anti-racism education focus in the fall)
- Pastor of Youth and Young Adult Engagement - Tori Remer, (good news-confirmation program is growing, more leaders are needed)
- Church Administrator – David Booms (ransomware attack update—Dave is working with our insurance company for a forensic assessment and post audit—deductible cost would be \$2500 at this time. (More follow through may be needed?). Night custodian has been hired. Request made for additional fundraisers for preschools. Phone system is old and needs upgrading but this will require fiscal planning. The immediate problem has been solved.
- Questions on Committee liaison reports (stands as written unless noted below)
- Mission & Outreach – Karen Rogers: Looking for ways to make members aware of programs.
- Endowment – Sarah Richter
- Justice & Congregational Learning - Andrew Olson
- Small Groups and Care Team - Pam McCulloch
- Children, Youth & Families - Nancy Brown
- Community Engagement – Linda Werner
- Finance Committee - Erik Storlie

14. New Business:

15. Upcoming Meeting Dates:

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Headlines and Congregational Messages: (Recap key communications messages for next 30 days.

Communication and Outreach Points of Emphasis:

- Organ work is in progress. \$30K payments are required each month. Encourage those who have pledged to fulfill their pledges early in each of the years. Thanks to the contributors, staff and organ team.
Mention all the Christmas events.
- Uplift all the good works and ministry of the childcare program.
- Gratitude to Laurel, David, Daniel, and Joe Husby for extra efforts around the cyber attack

Adjournment Pam/Karen: passed without dissent.

Closing prayer: Pam

Senior Pastor Report- December 2023

Lauren J. Wrightsman

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns raised.

- 1) **Organ Project Team** - Please see Organ Project Team report
- 2) **Advent Bible Study** - this was well received with approximately 15 participants. Our next Thursday Pastor's Bible Study begins in Lent - February 15 at 9:00 a.m.
- 3) **Staff openings:**
 - a) **Hospitality Coordinator** - candidates are being interviewed
 - b) **Director of Development** - working on job description
- 4) **Pastoral calls and visitation** - the pastors met to create a more streamlined approach to care and visitation with our members
- 5) **Endowment** - Laurel and I are working with a donor to secure a substantial gift to RLC's Endowment

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

- 1) **Volunteer Engagement** - This project team is up and running
- 2) **Project Team Charters**

The council will begin work on project team charters at our January meeting (in person). This will help all teams align themselves with the mission and vision of the church in their areas of activity and engagement
- 3) **Signage for Reconciling in Christ** will begin to appear on signage both in and outside of the building

*Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time? **None at this time***

Associate Pastor, Marty Wyatt

December 2023

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns.

- GriefShare-Group has finished and we will not do another because we don't have the necessary staff support for it
- Guatemala Service Learning Trip
 - Much work going into getting this new ministry off the ground: partnership conversations, flights, getting congregational buy-in, educating congregation, arranging details, etc
 - Did an Adult Ed on the topic/trip in Dec-had good attendance and engagement
- RLC Kids Christmas Program-Over 60 kids participated in the program, great format this year where every student had a role/part-kids and families really seemed to like this format
- Sharing Tree-Super successful this year, supporting our Mission and Outreach Partners
- Riverside Innovation Hub Cultural Humility Learning event at Augsburg: I wasn't able to attend because I had Covid, but other team members reported that this was a very impactful experience, they left exhausted because of the amount of information, and are excited that we will have the presenters here at RLC for "Just Move" classes in the Fall of 2024.

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- Would like to start an email list of those members interested in the "love your neighbor" ministry teams so that we can send those who are interested more information in a concentrated way-like a concentrated e-blast
- Riverside Innovation Hub work continues with team meetings and Accompaniment Learning Event at Augsburg in January
- Children's Ministry Task Force: Just a reminder that this Task Force needs to continue their work into January and maybe February (instead of ending in December as originally planned)
- Roseville Area Schools Community Advisory Board- This group is highlighting faith communities and their relationships with schools in our January meeting and has asked RLC to lead this conversation. One of the focuses will be what our relationship with schools is (especially Central Park) and how other faith communities might replicate that relationship
- Immigration Project Team working on Refugee Donation Drive to take place in January
- JustMove w/ ONAM-this will be a 6 week education session offered to RLC members and friends and other faith communities as well. We will be working on publicizing and contacting other Roseville congregations to gauge interest and ask for financial support starting in January

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time? None at this time

Pastor of Youth and Young Adult Engagement

December 2023

Tori Kraus

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns.

- Candy Cane Breakfast – raised over \$700 for the 2024 ELCA National Youth Gathering
 - Will keep this as a youth fundraiser for the future
- Red Envelope – Raised the full funds for our general ministry budget
- 2024 ELCA National Youth Gathering
 - 7 youth attending, 3 adults (including Jenna & Tori)
 - 2 of those youth will be attending the pre-events of MYLE and tABLE
 - Partnering with Christus Victor in Apple Valley
 - Purchased flights
- Gift Card Fundraiser
 - Year-Round, but really promoted it for the Sharing Tree and Holidays
 - Raised over \$450 since Nov. 20, \$92.30 of that goes to individual family accounts
- Young Adults – 20's/30's
 - Few that regularly attend events, Bible Studies, and church.
 - Continuing Bible Study-ish and First Thursday events
 - GLOW Festival – 6 young adults attended
- Confirmation
 - Continue to grow our confirmation program. In the last 4 weeks, 4 new students have joined.
 - We are now getting students from smaller churches in the area who want a regularly structured program, but are still choosing to remain members at their congregations
 - We are in need of more Confirmation Leaders
 - We also need Lenten Mentors beginning Wed. Jan. 10.
- Families in Worship
 - Beginning to have some newer families sign-up to help Usher

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

- 20's/30's at Blackstack Brewing on Jan. 4
- Confirmation Lock-In Jan. 12-13

Staff / Ministry Report to Council

- Tori and Jenna at Extravaganza Jan. 16-21 for continuing ed.
- Dresser Build is Jan. 24 & Jan. 28
- Feb. 2 – Youth Snow Tubing Event

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time?

- Really are needing Lenten Mentors and Confirmation Leaders.

Ministry:

Date: 12/21/23

Prepared by: Jenna Baccam

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns.

- Children's Ministry Christmas program. It went really well and everyone seemed to enjoy it. Wanted to simplify it from years past and it turned out really well. Giving everyone a chance to have the spotlight helped keep the kids engaged and parents and families seemed to love how everyone was able to be in the front.
- The Candy Cane breakfast felt very similar to the Christmas program. We simplified it down a lot in order to accommodate staffing and volunteer changes, and families seemed to enjoy the more laid-back version. We changed it this year to be a youth fundraiser where they could volunteer and it was a great way to partner with others within CYF. Plus we were able to make money and not spend any due to Thrivent Action Grants!
-

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

- We are starting a new family event called Family Fellowship in January. This will be between services from 10-10:30. It is a time for families to get to know one another more and build community. There seems to be a big want for more community building events and we are hoping this will be a great way to deepen relationships within and outside our church. This is for both parents and children. This will be a (roughly) monthly event. Please spread the word, and if you are a part of our children's ministry please attend!
- We have a bulletin board! The bulletin board outside the worship center and right before the bathrooms has a lot of CYF information on it. It doesn't seem like a lot of families and kids are stopping by, is there a way we can increase this? It is difficult to get things to families if they don't regularly come to church, check their emails, etc. This seemed to be an obstacle while planning the Christmas program as well. Any advice or suggestions would be super helpful!
-

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time?

How can we advertise communion serving and ushering to families? We have some families who volunteer, but it always seems to be the same ones. How do we bring more people in?

Ministry: Shared Services

Date: Dec 20, 2023

Prepared by: David Booms

Shared Services Administration

- Overseeing post ransomware attack analysis
 - Church Mutual/ Beazley are our insurance contacts
 - Constangy & Booz Allen Hamilton Inc. are the firms I recommend moving forward with for Forensics and assessing legal obligations.
- Managing daily operations and maintaining office supplies and records.
- Oversee security system
- Coordinating, planning, and executing church events.
- Participate in Project Teams, pay bills and oversee staff payroll.
- Working on Hospitality transition
- H.R.>Posting/monitoring positions for
 - Night Custodian - **Hired**
 - Hospitality lead
- Managing Vendor relations
- Booking Winter/Spring events

Communications - Nov. 2023

- Website “Critical Path” meetings are taking place. It is good to have lay leadership involved with staff and clergy. This process is revealing some opportunities in our current systems (or lack thereof) and will be a useful way to help focus our efforts (ie... volunteer management, new members/welcoming, small groups, etc.).
- December-January-February TABLE is out.
- Volunteer Management system meetings continue. Exploring the capabilities of Shelby This work is in tandem with the website update.
- RIC/Reconciling in Christ/Inclusion = working to incorporate into the website, building, signage/display of certificate and RIC Logos, welcome statement, etc.
- Many Christmas events to support: Christmas Festival Concert, Christmas Eve/Day, Sharing Tree, etc.
- Live Stream scheduling out through January. (Special livestreams on Sunday Dec. 24 at 10:00 am and 9:00 pm Candlelight. Thankful to Nick Clausen and Scout, Casey, and Jeff for their work in keeping our broadcast running smoothly.

Hospitality

- Events:
 - ADK
 - Christmas Concert treats and drink
 - 2 Funerals
- Hiring new Hospitality Coordinator

Building & Grounds

Facility Projects

- November Facility Projects
 - Installed Community Events bulletin board
 - Made repairs on various pieces of furniture
 - Setups for events and place festive lighting indoors/outdoors
 - Assemble Christmas trees, replace lights as needed, hang Christmas wreaths on north and south walls of building
 - Removed parking lot handicap signage,
 - prep sign holders for painting
 - Recap of 2023 Budget
 - Expenditures-from July 2023 through and including December 12, 2023 for 80 Sustaining Properties & Building accounts beginning with 58510 (refuge removal) through and 58575
 - (Fire Sprinkler Extinguisher).
 - Approved Budget total was for accounts noted above is \$ 58,325. This amount excludes utilities -gas, electric, water, etc. and represents charges tracked through invoices, CC statements by myself.
 - Amount spent to date. \$ 10,865.
 - Difference. \$ 47,460.
 - Significant Expenses
 - \$ 1600.00 for new air compressor pump and, HVAC technician service call to realign air flow at a cost of
 - \$ 1100.00.
 - Inventory Savings
 - Savings from facilities consumables has almost expired. Replenishment stock will need to be purchased at minimal inventory levels resulting in a cost of about \$ 300.00 a month going forward.
 - Future expenses that could impact the 80 Sustaining Properties and Building accounts

- Snow plowing-arrangements are in place that allow discretionary judgment (by RLC) to supersede contract language. RLC can (without penalty) bypass a snow event, modify the areas to be snow plowed, and frequency of visits. This arrangement originally went into place the previous winter of 2023.
 - Mechanical failures to RTU's (roof top units), McQuay heating and cooling unit and boilers which can result from aging and, wear and tear.
 - Continued Savings for RLC
 - Continued management of snow plowing contractor, inhouse lawn mowing and landscape care, inventory levels not to exceed one month. Monitoring water used for irrigation. Use of set-back thermostats and all set point temps on thermostats are set.
- Site Improvements
 - Design, engineer, install solar light panel for monument on Roselawn Ave.

Staff / Ministry: Preschool and Childcare

Date: 12/5/23

Prepared by: Sher Noot

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns.

- School started November 1 st after a brief pause
- Staffing is a solid team
- Families are pleased with the program and the changes that occurred
- Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation?
- We are having our RLC Preschool Christmas Program and Gingerbread House Making event on Wednesday, December 13 th.
- Improved visuals for the outside of the preschool area. Lively Landscapers will be doing a garden and I have purchased a sign for the preschool window, but we really need more pizzazz to let the community know that we exist!

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time?

- It would be beneficial to the program if RLC Preschool and Childcare were able to have more fundraisers that we could open up to church members. We only have 2 fundraisers that we can let the church know about, Parkway Pizza and Gertens which brings in on average \$2,000 total.

Ministry: Mission and Outreach Partnership (MOP)

Date: 12/21/23

Prepared by: Karen Rogers

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns.

- **Sharing Tree - enormous success! Over 230 tags were added to the two Christmas trees for ways people could donate. Four overflowing bins, plus other carts full of bags were received. Thank you to all for your generous spirit.**

a. Bridging - Two carloads full of items were delivered this week- sheets, blankets, kitchenware, silverware, etc. Bridging was very appreciative of this huge drive.

b. Keystone - dropped off part of the items this week which included items with expiration dates and items in high demand as well as bigger items due to space issues. The rest of the items will be delivered after January 8th when Keystone moves to their new location. These items are currently being stored in Room 43.

c. Every Meal - Laurel will mail a check on behalf of RLC t for any donations received.

d. Central Park Elementary - M&O will connect with Jill Lund for any gift cards donated.

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Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

- **Dresser Build at RLC** – Put Wed. 1/24/24 and Sun. 1/28/24 on your calendar for volunteer opportunities to assist with forty dressers. Youth will complete twenty dressers and then the church will have opportunity to help build twenty dressers on Sunday.
- **January Adult Ed.**

- Jan. 7: Pastor Marty: Who are our neighbors?
- Jan. 14: Lyngblomsten (this is more Care Team; Jan Able)
- Jan. 21: ELCA Synod (Rolf Lowenberg-DeBoer speaking)
- Jan. 28: None – dresser build

Is the group in need of resources, in addition to the plan budget, to help achieve their goals?
What might Council provide to help support their efforts at this time?

M&O is asking for ways to find project team leaders. We need to make it easier to help people find us! One idea: more videos before worship or on the screens throughout the church?
Another idea: weekly email with invitations or recaps about all the things our church has done in the community or Table Article to focus on our volunteer opportunities. M&O is focusing on how we can provide opportunities for families and young adults to get involved

Our ongoing opportunities:

Every Meal (on-site?)

Dorothy Day

Bridging

FMSC

Central Park tutors



Staff Report to Council

Director of Finance

12/21/2023

Prepared by: Laurel Hofeldt

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns.

- November Month-End Financial Summary is attached for your review. Please refer to Finance Committee Report submitted by Erik Storlie for details.
- Ransomware Attack 11/20/2023:
 - Closed and opened all new accounts at North Star Bank
 - Ordered new checks for new accounts
 - Cancelled and reissued all corporate Visa cards
 - Verified security of employee banking information, donor credit card/bank account information, investment account security. None of this information is stored on the RLC server shared drive. Church Management software (Shelby Systems) is hosted/not kept on our server and uses PCI compliant payment processing.

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

- 2023 tax year reporting to happen in January
 - Employee W-2s and contractor 1099s to be issued
 - Calendar year-end giving statements to be mailed to all donors of \$100 or more

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time?

- Approval of 2024 Housing Allowances must be documented in December's Council Minutes

Roseville Lutheran Church

November 2023 Month-End Financial Summary

Church Operations 2023-2024							Prior Year Comparison	
	Nov Actual	Nov Budget	Nov Variance	YTD Actual	YTD Budget	YTD Variance to Budget	2022-2023 YTD Actual	Current YTD Comparison to Prior YTD Actual
Offering	111,106	101,324	9,782	394,754	396,186	-1,432	388,246	6,508
Other receipts	7,658	6,142	1,517	31,235	32,708	-1,473	33,899	-2,664
Assets Released from R	20,117	2,583	17,534	25,481	12,917	12,564	7,000	18,481
Total Receipts	138,881	110,049	28,833	451,469	441,811	9,658	429,144	22,325
Compensation & Staff	74,665	82,902	-8,236	403,765	417,384	-13,620	440,046	-36,281
Program Ministries	13,491	9,127	4,365	41,678	53,690	-12,012	64,416	-22,738
Business Management	10,408	11,631	-1,223	55,776	56,891	-1,115	51,945	3,831
Property & Building	5,318	14,945	-9,627	39,205	53,775	-14,570	76,801	-37,596
Total Expenses	103,883	118,604	-14,721	540,424	581,740	-41,317	633,208	-92,784
Net	34,998	-8,556	43,554	-88,954	-139,929	50,975	-204,064	

Number of Givers 2023-2024			Prior Year	
	YTD through Nov		2022-23 YTD Thru Nov	
	# Givers	Avg Giving	# Givers	Avg Giving
General Fund	370	\$ 1,039	396	\$ 914
Total All Funds	405	\$ 1,868	438	\$ 959

Fund Balances:

Available Cash & Short-Term Investments	426,810
Organ Fund	298,444
Other Designated/Restricted/Special Activities	311,673
Preschool/Child Care Fund	(78,283)
Operating Fund	(105,023)

Endowment Fund

Cash	7,471
Investment	624,157
Total	631,628

Staff / Ministry: Endowment Committee

Date: 12/20/23

Prepared by: Sarah Richter

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns.

- The Love Lights fundraiser concluded. Results are still being counted, but anecdotally, we estimate that contribution proceeds will total between \$3000-\$4000.
- The purpose of the Love Lights fundraiser is both to raise money and awareness about the RLC endowment.
- As of Sept 30th, the balance in our Vanguard Mutual Fund was \$594,149, but the market has increased since then so we estimate it is over \$600k now.

Group: Children, Youth & Family

Chair/Leader: Tori Kraus & Jenna Baccam

Date: 12/21/23

Prepared by: Nancy Brown

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns raised.

- RLC Kids celebrated Christmas with a Christmas party on December 17th. They ate snacks, played bingo and other games to celebrate the birth of Jesus.
- The RLC Christmas Program on December 10th was a huge success! There was lots of positive feedback from families. There was a high level of participation among the kids registered for RLC kids.
- Our Confirmation students finished learning about the Apostles Creed while studying Luther's Small Catechism.
- The 9th graders and their families spent time in December learning about Lenton Mentors, Faith Statements, and other information related to being confirmed in May.

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

- Confirmation students will have a Fellowship night in January. They will also start learning about the Lord's Prayer. Our 9th grade students will meet with their Mentors in January also.
- The Confirmation Lock-In is Friday, January 12 to Saturday January 13. It is an all night event with food, games, and fellowship. Students are welcome to bring friends and should register by January 5th.
- There is a Snow Tubing event at Green Acres on February 2nd for any youth in 7th - 12th grade. Students need to register by Wednesday January 31.
- RLC kids starts back up on January 7th.
- We are continuing the Crash Course in January for our upper elementary students and families. It will be Wednesday January 10th.
- We have a new event for our children's ministry program. It is called Family Fellowship, and it will be on Sunday January 7th. It is intended to meet other parents and families at church and make more connections. This will be between services from 10:00-10:30 in room 40.

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time?

- None at this time.

Staff / Ministry: Nominating Committee

Date: 12/8/2023

Prepared by: Jim Stark

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns.

- Elizabeth Jacobson <jacobsoe@csp.edu>; Kevin Miller<kevin.j.miller@comcast.net>; Abell Jan <tk005@gmail.com>; David Werner (chair) <werne012@gmail.com> and Jim Stark <jim.stark@lcc.mn.gov> (ex-eficio)
- The committee did not meet this month. The committee met on September 22 to discuss a vacancy on the finance committee after the resignation of Steve Mumm. We discussed a candidate who has just completed his term with the committee (Erik Wolhowe). Erik is willing to serve again. However, the constitution does not allow a committee member to serve again immediately after fulfilling a term. The executive committee is discussing this and wants to thank Erik for his willingness to serve again. In November, Gayle Gedsted agreed to serve and was affirmed by Council in November.
- Council and staff were asked to submit names for potential church leaders. Sarah Richter submitted the following names: Sam Holsen, Brian Engman, Kyle Rudser, Damian McConn, Chris Gertz (he's been involved in confirmation, is a professor at Bethel)

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time?

- The committee members request that each council member submit the names of RLC members who would be recommended for leadership roles. Please bring them to the next council meeting or email them to the committee chair.
- Some council members have indicated that they don't know the membership well enough to make recommendations. This is a problem that should be addressed. Do we need leadership training? Suggestions and comments

Ministry: Organ Project Team

Date: 11/20/2023

Prepared by: Erik Storlie

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns.

- Fundraising: Total Support as of 12/8/2023: \$715,043.48.
- Coin collection organ pipe completed and will be in church lobby during services.
- Planning for mission trip to deinstall organ from St. Luke's in Alabama is going well. All volunteer spots filled.

Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

- Ongoing fundraising activities - hoping to close fundraising by the end of this year!!
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Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time? No.

Staff / Ministry: Small Groups and Care Ministry

Date: 12/19/23

Prepared by: Pam McCulloch

Highlight results of key programs or activities from the last 30 days. Share major lessons learned or concerns.

- Service of Hope and Joy held on 12/6/23. This service is on hiatus during the winter and will resume in the spring perhaps in a different format
- Prayer Shawl Ministry highlighted in the exhibit in the hallway off of the Commons
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Highlight programs and activities that will support the RLC mission and vision in the coming 30 to 60 days. Are there opportunities to engage the broader congregation? Are there any obstacles to success that Council might help remove?

- The Quilters will be the next exhibit to be highlighted
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Is the group in need of resources, in addition to the plan budget, to help achieve their goals? What might Council provide to help support their efforts at this time?