ROSEVILLE LUTHERAN CHURCH

Council Minutes

November 17, 2022, 7:00 PM

7:00 pm, October Council Meeting, Zoom

1) Call to Order by Rebecca Field, 7:02 PM.

2) Attendance – quorum established.

a) Members present: Rebecca Field, Erik Storlie, Kris Olsen, Linda Hanson, Nancy Brown, Linda Werner, Val Velde, Bill Metzger, Judy Kaufmann

b) Members absent:

c) RLC staff present: Tori Remer, David Booms, Laurel Hofeldt, Diane Strandquist Sell, Rebecca Bedner, Marty Wyatt

d) RLC staff absent: Lauren Wrightsman

e) Guests: Julie Henry

3) Approval of current agenda

a) Motion to approve by Kris Olsen. Second. Approved.

4) Approval of prior month's minutes

a) Motion to approve by Linda Hansen. Second. Approved.

5) Monthly staff report (see attached):

a) Finance - Laurel Hofeldt

- General discussion regarding budget shortfall and next steps.

6) Organ Task Force (OTF) Presentation (see attached)

a) Julie Henry

- Discussion regarding the excellent work of the Organ Task Force. Discussion regarding next steps.
- Motion: Organ Task Force to move forward to research specific used organs and return to Council with specific costs for possible purchase. Motion - Bill Metzger. Second - Linda Werner. Approved.

7) Resume monthly staff reports (see attached)

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

e) Engagement and Care Ministries – Diane Sell

f) Development – Rebecca Bedner

8) Committee liaison reports

a) Mission & Outreach – Kris Olsen

b) Endowment – Bill Metzger

c) Children's – Judy Kaufmann. A verbal report was submitted.

d) Youth & Family – Nancy Brown

e) Adult Ed – Linda Werner

f) Community Engagement – Linda Hanson

g) Nominating – Erik Storlie

h) Finance - Val Valde

9) New Business

10) Upcoming dates

a) Wednesday, November 23rd 7:00 pm Thanksgiving Eve Worship

b) Sunday, November 27th 10:00 a.m. - ONE Worship - 80th Anniversary

c) Thursday, December 1, 2022 1:00 p.m. Executive Committee

d) Sunday, December 11, 2022 - 10:30 a.m. Children's Christmas Program

e) Thursday, December 15, 2022 - 7:00 p.m. zoom council meeting

https://us02web.zoom.us/j/88012585646

Meeting ID: 880 1258 5646

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

12) Adjournment - motion - Erik Storlie. 2nd. Approved.

13) Closing prayer - Pastor Marty.

ROSEVILLE LUTHERAN CHURCH

Staff Report to Council

Director of Finance and Data

11/17/2022

Prepared by: Laurel Hofeldt

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

- October 2022 Month-End Financial Summary and Statement of Operations are attached:
    - Total Receipts YTD are $147,223 below budget.
    - Total Expenses YTD are $54,411 below budget, meaning that we are $92,812 below our expected budget position as of the end October, 4 months into the fiscal year.
- Why are we seeing this level of shortfall in the budget?
    - The pandemic has been hard on churches. We are not alone among larger churches seeing lower attendance and reductions in offering.
    - The PPP loan program has ended and this year we will not receive the same level of federal funding. I am still in the process of applying for Employee Retention Credits, however the budget expectation for this year is $100,000.
- How often do we find ourselves with this much of a shortfall? (See graph *Where are we compared to the operating budget?)*
    - A variance of $0-$50,000 above or below budget is fairly common. Variances greater than that are not common, and need to be addressed by Council in communication with staff.
    - Variances between $50,000-$100,000 have happened 2 other times since I began serving as your Finance Director in 2013:
        - In June 2014 RLC sold a strip of land between Bruce Russell Park and Lexington Avenue (the “Green Space”) to address the deficit
        - From June 2021-June 2022 RLC received almost $500,000 in PPP loan forgiveness to offset the offering deficit.

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?

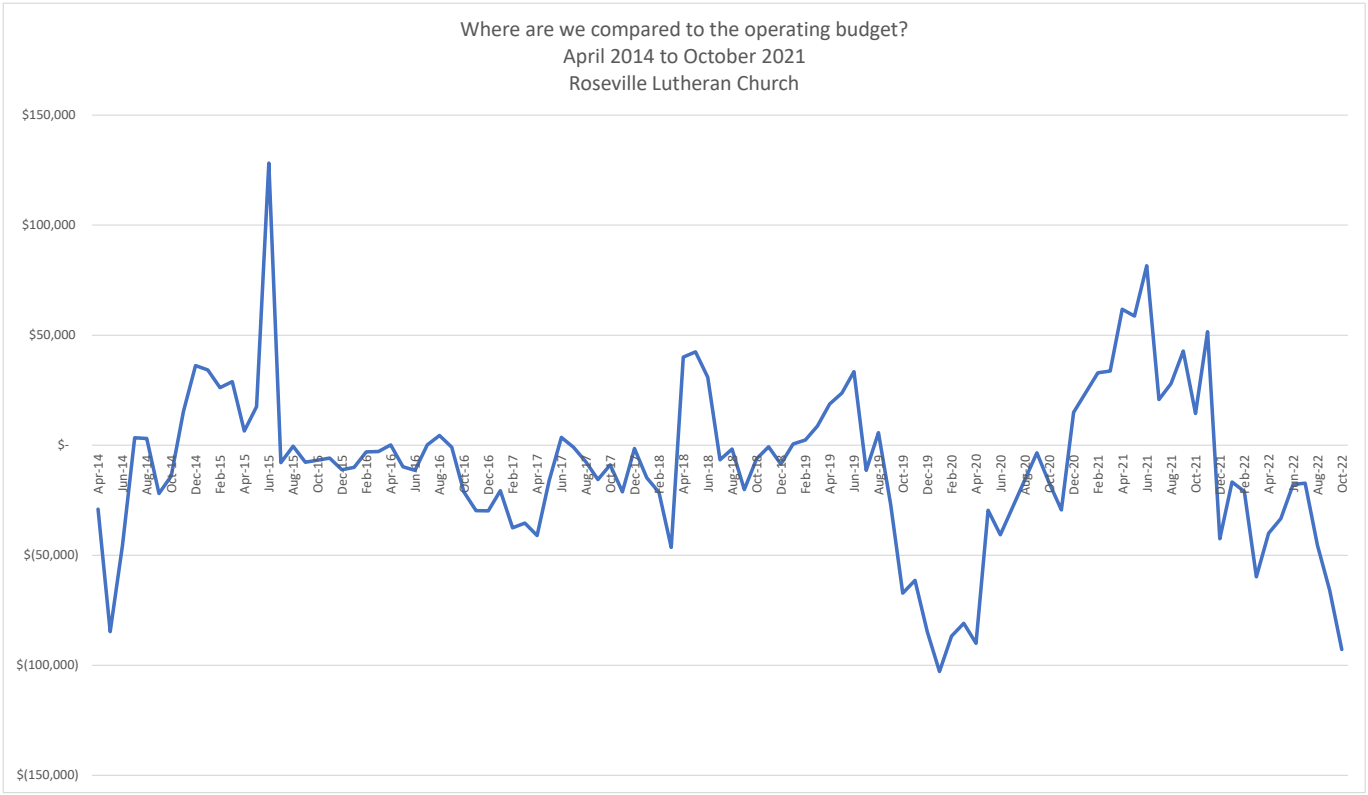
Initial steps to address the offering shortfall

- Meet with Exec & Finance Committee to apprise them of the situation
- Contact donors who gave a financial gift in 2021 but not yet in 2022. Invite them to donate while also addressing pastoral or other concerns. Lauren is sending out communication to this group next week.
- Communicate in a transparent way to the congregation that we are behind

- Focus Christmas/year-end giving on supporting general day-to-day ministry
- Re-evaluate and report to Finance Committee, Exec and Council after end-of-year. December is the highest giving month in the church.

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


Where are we compared to the operating budget?
April 2014 to October 2021
Roseville Lutheran Church
$150,000
$100,000
$50,000
$-
$(50,000)
$(100,000)
$(150,000)
Apr-14
Jun-14
Aug-14
Oct-14
Dec-14
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Roseville Lutheran Church
October 2022 Month-End Financial Summary

Church Operations 2022-2023							Prior Year Comparison	
	Oct Actual	Oct Budget	Oct Variance	YTD Actual	YTD Budget	YTD Variance to Budget	2021-2022 YTD Actual	Current YTD Actual vs Prior YTD Actual
Offering	84,103	128,170	-44,067	299,535	439,371	-139,836	339,665	-40,131
Other receipts	8,173	8,638	-464	32,763	40,150	-7,387	12,218	20,545
Total Receipts	92,276	136,808	-44,531	332,298	479,521	-147,223	351,883	-19,586
Compensation & Staff	85,787	95,452	-9,665	350,961	383,057	-32,095	373,505	-22,544
Program Ministries	16,239	17,284	-1,046	51,754	65,401	-13,646	45,571	6,184
Business Management	9,057	13,079	-4,021	43,259	52,460	-9,202	43,218	41
Property & Building	13,094	15,692	-2,598	62,867	62,335	532	49,831	13,036
Total Expenses	124,177	141,507	-17,330	508,841	563,253	-54,411	512,124	-3,283
Net	-31,901	-4,699	-27,202	**-176,544**	-83,732	-92,812	-160,241	

Number of Givers 2022-2023			Prior Year	
	YTD through Oct		2021-22 YTD Thru Oct	
	# Givers	Avg Giving	# Givers	Avg Giving
General Fund	339	$ 823	396	$ 862
Bldg Designated	34	$ 218	44	$ 219
Mission & Outreach	13	$ 331	16	$ 534
Memorials/Estate	13	$ 99	23	$ 62
Other Designated	14	$ 794	11	$ 265
Endowment Fund	43	$ 200	2	$ 160
All Other	0	$ -	1	$ 100
Total	414	$ 757	420	$ 867

Fund Balances 10/31/2022			
Available Cash & Short-Term Investments		324,019	
Designated/Restricted Funds:			
	Building Fund	26,834	
	Mission & Outreach	69,873	
	Kitchen Fund	23,387	
	Memorials	3,297	
	Estate Gifts	79,022	
	Organ Fund	60,509	
	Other Funds	221,679	
	Total Designated/Restricted	**484,602**	
Preschool/Child Care		Current Yr	**-20,125**
Operating Fund:		Current Yr	**-176,544**

Endowment Fund			
	Cash	15,047	
	Investments	552,462	
	Total		**567,509**

Roseville Lutheran Church Statement of Operations FY 2022-2023
As of October 31, 2022

	Actual YTD	Var. Actual to YTD Budget %	YTD Budget
RECEIPTS			
Total Offerings	299,535	68%	439,371
Other Income & Receipts	32,763		40,150
TOTAL RECEIPTS	**332,298**	**69%**	**479,521**
BUSINESS EXPENSE & COMPENSATION			
Staff Salaries	289,107		310,453
Staff Benefits	56,221		68,617
Business Expense	5,634		3,987
TOTAL BUSINESS EXPENSES & COMPENSATION	350,961	92%	383,057
TOTAL WORSHIP & PRAYER	3,030	65%	4,653
TOTAL MISSION & OUTREACH	19,431	63%	30,771
TOTAL EDUCATION & CHILDREN	1,585	63%	2,526
TOTAL YOUTH & FAMILY MINISTRIES	27	1%	2,283
TOTAL CHRISTIAN LIFE	27,681	110%	25,167
TOTAL PROGRAM MINISTRIES	**51,754**	**79%**	**65,401**
SUSTAINING/BUSINESS MANAGEMENT			
Stewardship & Development	3,657		9,923
Bank Fees, Insurance, Payroll Processing	12,527		13,167
Office Support, Computer/Network, Council	16,256		16,450
Communications, Printing, Publishing, Mailings	10,819		12,921
TOTAL BUSINESS MANAGEMENT	43,259	82%	52,460
PROPERTIES & BUILDINGS			
Utilities	24,079		26,550
Cleaning & Maintenance	8,529		8,157
Grounds & Parking Lots	2,819		1,704
HVAC, Lighting & Security	8,956		4,107
Mortgage & Building Projects/Improvements	18,484		21,817
TOTAL PROPERTIES & BUILDINGS	62,867	101%	62,335
TOTAL SUSTAINING MINISTRIES	106,126	92%	114,795
TOTAL EXPENSES	**508,841**	**90%**	**563,253**
RECEIPTS OVER/UNDER EXPENSES	**-176,544**		**-83,732**

Organ Task Force Update and Recommendation

November 17, 2022


Scott Henry, KJ Bach, Julie Henry.
Heidi Sneltjes, Martha Mutch.
John Helgen, Greg Peterson (consultant), Craig Sneltjes.

Background Information

- **May 2022** – Council approved the Charter to investigate repair of our pipe organ

- **June 2022** - Council approved recommendation to hold $30,000 designated for organ repair in the *Organ Fund* until a long-term solution is developed.

- **June-October 2022** - Task Force investigated long-term solutions, pros, cons and costs of the following options:
  - Do nothing
  - Refurbish our existing pipe organ
  - Purchase and refurbish a better-quality used pipe organ (multiple instruments available now)
  - Purchase a new pipe organ
  - Purchase a digital/electronic organ

- **November 17, 2022** – Present Task Force analysis of all options and recommendation to Council

Resources Leveraged

Grandall & Engen Organ Builders, Maple Grove, MN past recommendations / proposals

- To better understand the current state of our organ and options to refurbish

Discussion with the co-chair of Gloria Dei, St. Paul organ task force

- Faced nearly identical Möller organ problems

Organ Consultant – Dr. Greg Peterson

Visits to several area churches to hear a variety of organs

- Used pipe organs refurbished for their new homes, a new/custom pipe organ and a digital organ

Discussion with Gordon Schultz

- Long time RLC member; originally installed, moved and maintained our organ

Twin Cities chapter of the American Guild of Organists

- Knowledgeable resource for used instruments



Visit to Shepherd of the Valley Lutheran, Apple Valley, MN

Let's Take a Step Back…
Why Do We Need An Organ?

- The organ is integral to the quality and integrity of RLC's worship and music ministry.
  - It inspires congregational singing, guides our choirs and accompanies our other musical ensembles.
  - The organ is used for worship services, weddings, funerals, ordinations, and other celebrations.

- Scientific evidence shows that no single instrument is better equipped to support congregational singing than the pipe organ– it has breath like the human voice.

- The organ enhances our sanctuary as a place for music performance – concerts, recitals, hymn festivals – allowing RLC to reach out to a wider community.

If we do nothing and have no organ, RLC's future is at stake.

A new organ is an investment in our future and provides the opportunity to re-energize our congregation and our ministries.

Is There Still a Commitment to Pipe Organs?

Yes!!

Many local congregations have invested in their pipe organs.

Congregation	Type of Investment	Year
Gloria Dei Lutheran St. Paul	Used/Refurbished - Casavant slightly under $1 m	2022
Easter Lutheran Eagan	Used/Refurbished -1986 W. Zimmer & Sons organ from Prince of Peace Lutheran Church, St. Louis Park	2020
Church of Christ Lutheran Minneapolis	New Dobson with considerable repurposed pipes from the previous organ	2018
Messiah Lutheran Mounds View	Rebuild	2017
Mount Calvary Lutheran Eagan	New- Nordlie	2014
Shepherd of the Valley Lutheran Apple Valley	Used/Refurbished – Aeolian Skinner from Macalester College/Dobson	2011
Augustana Lutheran West St. Paul	New - Glatter-Götz /Rosales	2005
Normandale Lutheran Edina	Used/Refurbished – Schlicker/Dobson	2005 / voiced in 2018
St. Philip the Deacon Lutheran Plymouth	New -Schantz	2005
St. Andrew's Lutheran Mahtomedi	Used/Refurbished 1927 Casavant - Schantz	2001

Currently being installed. Ready by Christmas 2022?

Organ moved from Prince of Peace Lutheran, St. Louis Park

Organ moved from Macalester College

Host the Augustana Concert Series – concerts, recitals, hymn fests

Organ moved from Florida

Stored in a barn for 15 years-now a stand out organ in the area. Hosted the TC AGO annual member dinner & public gala organ concert in September 2022; annual concert series

Analysis of Options

	Do Nothing	Refurbish & Expand Our Existing Organ	Purchase Digital Organ	Purchase Quality Used Pipe Organ	Purchase New Pipe Organ
Pros	$0 cost	• functional, sized and voiced for our space = better sound	• Less expensive upfront costs • No pipes to install	• Sized and voiced for our space • Could be 40-60% less expensive than new • Updated features	• Custom built for our space • Updated features
Cons	• Piano and keyboard can not support our music ministry • Would lose musicians and membership	• Not a quality instrument to invest in • Will not attract talented musicians or guest artists	• Sound quality & longevity (life span 15-25 yrs) • Will not attract talented musicians or guest artists	• Still a considerable investment	• Most expensive option • Longer timeline to hand build
Cost	$0	$375K-$625K (2018 figures)	$250K-$350K	$500K-$700K	$1m-$1.5m
Fits RLC's vision	**No** An organ is integral to quality & integrity of RLC's worship & music ministry, musical culture & tradition of the Lutheran Church & community outreach ministry.	**No** Still not a quality pipe organ.	**No** Electronic organ in the '48 bldg. and went with a pipe organ in '78 because didn't sound like a real organ & needed replacing often.	**Yes** A grand organ that would support current/future needs, attract talented musicians and be a community asset. Could last 100+ years. Like new at a much reduced price = best value.	**Yes** A grand organ that would support current/future needs, attract talented musicians and be a community asset. Could last 100+ years.

Organ Task Force Recommendation

The Task Force recommends that our focus be narrowed to locate, purchase and refurbish a good-quality *used* pipe organ

- Meets our goals of acquiring an excellent instrument that is:
  - Sized and voiced for our worship center
  - Exciting to play by RLC and guest musicians and inspiring to hear
  - Able to support vibrant music and community outreach ministries
  - Comparable in quality and value to a new pipe organ at a lower price

Now is the time…

- The organ was deferred by the 1990s Building Committee
- The organ was deferred by the 2019 Worship Center Renewal Project
- The organ continues to deteriorate and we are on borrowed time







Funding and Congregational Support

This is a legacy project that will last for generations to come.
A good quality, well maintained pipe organ can last over 100 years!

11/08/22 Organ Fund Total: $60,500
11/08/22 Intent to Give Total: $193,400
$253,900

- We have the funds needed to purchase a used instrument ($0-$50,000) and get the project started
- Additional funds will be raised as specifics become available (an organ, builder, timeline, and final cost)
- We believe we can fund the project by donation without taking out a loan
- We firmly believe an organ fund raising effort will not effect general giving



Organ 101 information sessions – Sept 25, 2022



Next Steps and Estimated Timeline

- Locate an exceptional used pipe organ
- *Obtain Council/ Finance Committee approval to purchase*
- Identify organ builder(s) and receive installation bid(s)
- Sign contract with preferred builder
- Finalize a tonal and architectural design
- Refurbish and build components
- Prepare our space
  (remove current organ, structural changes as required)
- Transport and install pipe organ
- Tune and voice in RLC worship center
- Celebrate and sing praises!!



Estimated Timeline:

Approximately 1 year from when an organ is identified, purchased/taken over/moved to final completion.

Caveats:

- Things move more slowly these days
- Builder's schedule
- Supply chain issues

Summary: What the Organ Task Force is Requesting

After months of study, the Organ Task Force reaffirms the premise that a well-functioning pipe organ is essential for worship, our music ministry and our community outreach.
Guided by the principals of integrity, responsibility and cost-effectiveness, the Organ Task Force has given due consideration, research, consultation and discussion to the options to address our failing organ.
The Task Force concludes that a high quality used pipe organ refurbished for our worship center will best fulfill RLC's current and future requirements.

The Organ Task Force requests Council approval to:

Step 1: Narrow the focus of the Organ Task Force to move forward to locate a high quality used pipe organ appropriate for our worship center.

Once an exceptional organ is located, the Organ Task Force will provide Council and the Finance Committee with specific information about purchase and installation costs, process and timelines.

The Organ Task Force requests Council be ready for:

Step 2: A formal recommendation from the Organ Task Force for RLC to acquire such instrument.

Shared with permission from Alice and Leon Neve (Oct 2022)

Note: The Organ Task Force received this email from the Neves. It is a good example of the some of the comments we've received and articulates the importance of the organ.

We enjoyed the part of the organ presentation we were able to attend two Sundays ago and have read all the information on the website.

I want to share some thoughts that have come to mind. It can't be underestimated the power of a new and fabulous pipe organ as a possible outreach tool to bring people into our church building. Our building has accommodated many wonderful musical events including College Choir Concerts, (once also including RAHS music department), National Lutheran Choir, Christmas events and others that I can't even remember now. These gave people I know a chance to both perform and attend concerts in our beautiful building. Having a highly regarded pipe organ that is coveted by musical talent from around the area, an instrument on which they want to perform, to use as a recital or teaching tool, would be a great catalyst to get more talent into our community, neighborhood and church each year. (I also know that friends of mine have said they love a concert at RLC because we also have easy parking that is free.)

Leon and I have attended pipe organ recitals in the Twin Cities area and while traveling in the UK and elsewhere. Leon's Dad was a Professor of Music at Dana College, Blair, Nebraska for 42 years, teaching pipe organ and directing the college choir in which Leon and I both sang while students. So we have a passionate love of pipe organ and music in general. Colleges and Universities in Minnesota with strong music programs, both choral and instrumental, are many. Each year they graduate music majors and others with great interest in being part of churches with strong music programs.

Many parents search out music education programs outside of public and private k-12 schools where their children can experience high quality musical training for their students with developing musical talent. These parents are not looking for digital organs or old electronic organs. I have often remembered that many years ago one of the music directors at RLC had a small music school at RLC a few times a month to interest children.

All these opportunities bring families and the public into our church building. It is our hope that persons without much connection to our congregation or to regular worship anywhere, but who have attended a musical event in our building, might begin to think of our church as a place to go in a time of need. It is the same reason that we find it wonderful that RAS students do testing in our building from time to time. We hope that these students at least would feel comfortable coming back in a crisis or time of need to find caring adults in a building that they have been in before and found to be welcoming, even if it wasn't for a worship service.

We hope for an organ that will draw people into our building and into the love of our congregation!

The Neves have completed the Intent to Give form and stated:
We hope that the presentation on the 17th goes well and we are full speed ahead.

Senior Pastor Report- November 2022
Lauren J. Wrightsman

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

Staff Transitions

- Director of Children's Ministry - vacant, posted at ½ time, one candidate who is being considered

Community Conversations

- Conversations with Roseville Area Schools Superintendent, Jenny Loehke and Central Park Elementary Principal, Becky Sutten (with Diane Sell also in attendance)
- These conversations centered around how we can better partner with the area schools for communication, partnership and support
- The school district is eager to form more partnerships with us and we are excited about the possibilities to be a larger source of support, engagement and partnership with our area schools.

Larger ELCA pastors conversation regarding the pandemic

- I participated in conversations and a poll regarding the state of churches our size and larger with pastors of ELCA congregations across the nation. Here are some statistics I can share with you. The yellow highlighted areas are my response:

i. What is your current percentage of worship compared to your pre-Covid average attendance (not counting online)
   1. Less than a third (7%)
   2. 33-50% (11%)
   3. 50-66% (51%)
   4. 66-100% (33%)
   5. Over 100% (0)

ii. How are your finances?
   1. Tracking less than pre-covid (36%)
   2. About the same as pre-Covid (48%)
   3. More than pre-Covid (16%)

iii. How is your youth ministry?
   1. Right back to pre-Covid numbers: (20%)
   2. Decimated (27%)
   3. Bouncing back, but not quite as fast as expected (55%)
   4. Surging! (7%)

iv. How would you describe the attitude of your staff? *(respondents could choose more than one…. So numbers are a bit hard to decipher)*
   1. Optimistic about the future (66%)
   2. Weary and overworked (52%)
   3. Uncertain about the direction (32%)

4. Understaffed - can't find people (23%)
5. Other (14%)

v. How would you describe the attitude of your congregation? *(respondents could choose more than one…. So numbers are a bit hard to decipher)*
   1. Positive about being the remnant (59%)
   2. Choosing to attend less frequently (55%)
   3. General uneasiness and uncertainty (9%)
   4. Walking zombies - going through the motions (5%)
   5. Other (9%)

vi. How are you doing?
   1. Excited about the opportunities post-Covid brings (47%)
   2. Weary (40%)
   3. Strong vision for the future (26%)
   4. Sailing blindly in uncharted waters (30%)
   5. Other (21%)

Organ Task Force -Will be presenting recommendations to council next month (November

Inclusion Task Force - Welcome Statement presented at Annual Meeting. Conversations centered around this welcome statement will begin in January / February 2023

Emergency Preparedness
- Working with staff on responses to different needs

One Worship - Sunday, November 27 at 10:00 a.m. to celebrate RLC 80th anniversary

Guatemala - planning a trip with Pastor Marty in March 2023 to get ideas for how RLC can participate in this ministry

a. **Council, November 17 - 7:00 p.m. on zoom** https://us02web.zoom.us/j/89015819124 **Meeting ID: 890 1581 9124**
b. Council, December 15 - 7:00 p.m. - zoom
c. Council, January 19 - 7:00 p.m. - **zoom (**Lauren will not be there / on vacation)
d. February 16 - 7:00 p.m. - **in person**
e. March 23 - 7:00 p.m. - zoom
f. April 20 - 7:00 p.m. - zoom
g. May 18 - 7:00 p.m. - **in person**
h. June 15 - 7:00 p.m. - zoom
i. July 20 - 7:00 p.m - zoom
j. August 24 - 7:00 p.m. **in person**
   i. Annual meeting: Sunday, August 27th at 11:30 a.m.

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***

Roseville Lutheran Church

Staff Report to Council

Ministry: Associate Pastor, Marty Wyatt

Date: November 2022

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

- RLC Kids: We now have approximately 100 students registered. We are thankful for the volunteers who have stepped up to make this ministry possible. Registrations will continue to remain open. Kids are practicing music for the kids Christmas Program now. Speaking parts are rehearsing during the 10am hour-thanks to Diane Sell and Janice Stone for leading this!
- Inclusion Task Force: The Welcome Statement was introduced to the congregation at the Annual Meeting. The ITF has scheduled information sessions for January 29th at 9 and 10:30 am and February 2nd at 7pm (via zoom)
- Trunk or Treat on Saturday, Oct 29th was a huge success! There were approximately 200 children who attended and 15 trunks participated. Lots of children and families from church, preschool and the childcare house, and the community came and connected with each other and RLC.
- Attended the 7-8th grade Confirmation Retreat with Pastor Tori at Camp Wapo. She did an amazing job putting together and leading this for the youth. We had a great group of youth and adults who attended. It was a joy to see the community being built in that time and space.

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?

- Candy Cane Breakfast Saturday, Dec 3rd
- Kids Christmas Program Sunday Dec 11th 10:30am
- Ongoing-RLC Kids and Confirmation
- Justice Groups working on a joint pamphlet/brochure and meetings for a more cohesive feel between the different groups and also in an effort to engage the wider congregation in more ways and more broadly (this is currently on the back burner as attention has been on CYF-but would like it to move back to the front soon). We'll be meeting as a large group in January
- Inclusion Task Force - please take a moment to look at the Welcome Statement and surrounding literature found in the Commons and the Upper Lobby and plan on attending informational meeting(s) in January/February

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**

ROSEVILLE LUTHERAN CHURCH

Staff Report to Council

Pastor of Youth and Young Adult Engagement

November 2022

Tori Remer

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

- Trunk or Treat – Over 200 people
- Confirmation retreat at Wapo – 15 registered, 5 were sick,10 students participated
- All Saints Outdoor Worship Service
- Confirmation – weekly

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 – beginning to talk about 9th grade mentors
    - Still needing some help with pizza serving/activity center monitoring
- Candy Cane Breakfast – Dec. 3 9am-11am
    - If you want to volunteer or register, Nov. 27 is the deadline
- Young Adult Gathering – Thurs. Jan. 5 at 6pm
    - Don't have connections to many young adults at RLC, please just help pass along
- Dresser Build – Jan. 11 (confirmation) & Jan. 15 (Sunday morning)
- 9th Grade Confirmation Retreat – Jan. 27 & 28

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?

ROSEVILLE LUTHERAN CHURCH

Staff Report to Council

Ministry: Support Staff

Date: Nov 15, 2022

Prepared by: David Booms

Admin

- New Name Badges are here! This time I mean it!!!!
- Updated Emergency Response documentation
- Booking Winter/Spring events
    - Will be hosting Rsvl HS AP testing again next year
- Training Bob Zismer- Campus Lead
- Working with Insurance Co's
    - Accident reports
    - Worker Comp. cases
    - Follow-through on water damage
- Benevolence administration
- Vendor/Lease management
- Overseeing targeted & general mass mailings

Facilities

- Preparing for Thanksgiving/ Advent
- Repairs underway for
- Carpet replacement underway
- Winterizing the property/building

Communications

- Dec-Jan-Feb. TABLE newsletter to press.
- Veterans Day video presentation went live. Also broadcast on Channel 19 on Nov. 11, 12, 13, and 14.
- 80th Anniversary celebration is Sunday, Nov. 27. Supporting materials including "RLC through the decades" posters.
- Preparations for Advent/Christmas worship bulletins/themes, concert programs, Love Lights, Candy Cane Breakfast, Sharing Tree, etc. event support, website and event updates.
- Pastor's Christmas Letter to support year-end giving.
- Next Table Deadline is **Feb. 1** for the March-April-May issue.

ROSEVILLE LUTHERAN CHURCH

Staff Report to Council

Hospitality.

- These are the events that occurred in the month of October only
    - Council retreat luncheon
    - Presidents Dinner
    - U of M girls annual dinner and presentations award ceremony
    - ADK teachers dinner
    - Oktoberfest
    - St.Marys senior luncheon (Catered out)
- Preparation is in full swing for the 80th anniversary of the church with a dessert display and take away gift.
- A new twist I will be introducing is Charcuterie trays for purchase for the upcoming holiday season.

Community Engagement and Care

Chair/Leader: Diane Sell

[Report date] 11/22

Prepared by: D Sell

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

- **Festival for Change followup team: update: meeting again in January 2023**

Things to work on for ourselves

Question: Am I in this for the long haul? Are we looking for systemic change?

Immerse ourselves in "on-ramp" ways through study circles Multi racial groups as a "learners."

Antiracism Training in November option. Start looking now for opportunities to learn! We will never have full knowledge of race work. FREC conference on Overcoming Racism.

www.overcomingracism.org/programs/conference

ACTION GROUP

Rapid response team that would get a call-in time of racial crisis to "Stand With" at a moment's notice.

Rick King will work on connecting with this. Let Rick or Diane know if you are interested in being on this team.

(Racial Justice Network on FB)

https://www.facebook.comRacialJusticeNetwork1

As A Church or Racial Justice group in your congregation:

Seek out the BIPOC churches in Roseville and start making connections.

Many of our churches have additional churches worshipping in our buildings. Connect with them. Take them out for coffee and hear about their stories of faith and life in Roseville. Again, coming as a "learner".

- **All Saints Day outdoor Service on November 1**
  well attended once again. Lots of good feedback on this intimate outdoor service

- **Griefshare: continues** 5 non members of RLC are participating. This is now a closed group.

Roseville Lutheran Church

Council Liaison Report

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?

- **Dementia Friendly Congegration Worship services**: Wednesday's January11,, February 8 @ 10:30am Pastor Rolf and Pastor Lauren will be assisting me with this.
- **Children's Christmas Program Drama:** brought in a volunteer Janice Stone to help direct the childrens drama
- **January Resturant Month: hosts include:** Mary &Kevin Peterson, Rebecca Bedner, Tanner Wyatt, Mary & Jeff Johnson, Laurel & Dave Hofeldt, KJ & Bob Bach, Paul& Stacy Nealy

Roseville Lutheran Church

Staff Report to Council

Development Director

11/16//22

Prepared by:Rebecca Bedner

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

- Finished reaching out to those who participated in our Annual Appeal.
    - 122 phone calls (I talked with 54 people and left messages for 68 people who didn't answer)
    - 11 thank you notes were sent (for those who didn't have phone numbers and staff)
    - Laurel/Finance Office reached out to members requesting changes to giving levels

- I have been working with members of the Organ Task Force on the following items:
    - Reviewed materials created by the Task Force, worked with Laurel to create a Pipe Organ Intent to Give form, and requested updates for Daniel to make to the website.
    - Assisted the Task Force as they identified members to meet with to gauge their interest and support of a new(er) organ and prepared to communicate with them to ask for support.
    - Compiling all Pipe Organ Intent to Give forms. While the total number of supporters and amounts of gifts are shared with the task force and Council, the specific donor information is only shared with Laurel and Pastor Lauren.
    - I will be communicating updates via email to the entire list of potential donors as directed by the task force, or members of Council, as they arise.

- All Endowment Fund grant applicants have been notified of their application status.

- I met with members of the Endowment Committee to assemble Love Lights and Luminaries earlier this week. We are ready to go! Check out our webpage for more information. A mailing went out to supporters of Love Lights from 2019, 2020 and 2021.

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 will be sending out a year end appeal. Please prayerfully consider making a year end gift to RLC to support our shared ministries.

- The Endowment Committee will be selling Love Lights and Luminaries again this year for a suggested donation of $30. They are available for purchase online and at RLC on 11/27, 12/4 and 12/11. The stars will be highlighted at our Christmas Festival Concert on Saturday, December 17.

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?

- Please support the Endowment Fund's Love Lights and Luminaries fundraiser this year!

Roseville Lutheran Church

Council Liaison Report

Group: Mission & Outreach

Chair/Leader: Dave Tetzlaf

Date: November 17, 2022

Prepared by: Kris Olsen

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

- Winter clothing collection for Central Park Elementary wrapped up last weekend.

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?

- Sock drive for Dorothy Day started last weekend and runs through December 11th.
- Sharing Tree kicks off November 27th and runs through December 18th. Recipient organizations are Keystone Community Serv ices, Project t Home (Toys), Bridging and Central Park Elementary (Gift Cards).
- (Note: if you are gifting a gift card consider buying through RaiseRight.com that will benefit RLC Youth. Instructions will be on the lock box by on the lockbox stationed near the Sharing Tree.

- January M&O Adult Education Speakers:
  - January 8: Memorize the Movement – Lisa Kelly
  - January 15: Every meal – Courtney Leaon (introduction TBD)
  - January 22: Do Good Roseville – Kathy Ramundt
  - January 29: RAHS Mental Health Professionals – Jake Vonde Linde, Delon Smith (introduction TBD)
  -

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?

- Planning has begun to address organizational structure through the Organizational task force.

Roseville Lutheran Church

Council Liaison Report

Group:

Chair/Leader: Mike Dolan

Date 11-16-22

Prepared by: Bill Metzger

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

- A subset of the Endowment Committee and Rebecca met this past Monday 14th to review, organize and assemble Love Lights and Luminaries for our fund raising event starting 11/27.

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?

- In the coming weeks, please support and promote our Endowment Fund raising event for Love Lights and Luminaries. The fund raising well start Sunday 11/27 and end Sunday 12/11.This activity helps to grow our Endowment Fund.

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

Council Liaison Report

Group:

Chair/Leader: Sharon Swiglo

Date: November 10, 2022

Prepared by: Linda Werner

Members Present: Sharon Swiglo, Jim Boyce, Mary Schultz, Jim Roste, Rolf Olson

Absent: Pat Deery, Wanda Finglason, Eric Wolhowe

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

Attendance at Adult Ed hovered around 30 for the Sundays when Jim Boyce was explaining How the Bible Came to Be, along with much helpful information regarding the Dead Sea Scrolls and how their discovery aided in Biblical scholarship.

The next two Sundays are with Mary Jane Haemig and What Makes a Sermon Lutheran followed by What is Baptism to Lutherans.

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 schedule for December through February will appear in the next Table.

In March there will be a second session about the need for a replacement organ. Jim Boyce will follow that with four sessions prior to Easter on Atonement and Christus Victor. The Immigration Committee wants some time in April and Pastor Marty will do a couple of Sundays after that.

The committee will be thinking about who may present Psalms in June.

Discussion about time led to a request that the service be more closely timed to avoid having Adult Ed start at 10:15. Pastor Rolf is to talk with Pastor Lauren.

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

Roseville Lutheran Church

Council Liaison Report

Group: Finance Committee

Chair/Leader: Val Velde

Date: 11/8/22

Prepared by: Val Velde

Summary of Financial Committee:

- Committee Reviewed the Organ Task force recommendations. Impressive work done by this team. Overall, we don't want to lose momentum however are curious how regularly organs that meet our RLC specs are up for sale. i.e. if we pass on this one how likely are we to find another when ready?
- Team suggests we gather the overall congregation desire for having an organ (knowing the costs) via a well worded short electronic survey. Knowing the overall desire of the congregation may provide insight on the ease of fundraising the other half or so needed.
- There is concern regarding cost and the timing amid being currently 90K behind budget YTD.
- Should we consider doing the survey now, review that feedback and see where the budget is sitting in January?
- The task force has done an impressive job raising apx $250K or apx half the cost at this point.
- 60 or more key potential donors have already been reached out to, is there concern about being able to fund the other half without impacting general budget giving.

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?

- Not at this time.