

1) Call to Order by Jessica Henry at 7:00 pm.

2) Sound check, team building

3) Quorum established.

Members present: Heather Awad, Carrie Hefte Hanton, Kevin Hanson, Jessica Henry, Heidi Larson, Mary Peterson, Scott Roste, Joe Zeigler

Members absent: Rebecca Field

Others present: David Booms, Laurel Hofeldt, Diane Sell, Lauren Wrightsman

4) Approval of Agenda

Motion to approve by Mary Peterson. Second. Approved.

5) Approval of prior month's minutes

Motion to approve by Joe Zeigler. Second. Approved.

6) Monthly Staff Reports

a) Finance – Laurel Hofeldt [3]

b) Senior Pastor – Lauren Wrightsman [6]

Interim pastor Chris Hagen has been chosen for a term of approximately 12 to 15 months, to help temporarily fill the vacancy left by Sara Spohr's departure. Motion to support the hiring of pastor Hagen by Mary Peterson. Second. Approved unanimously.

- The interim pastor brings an excellent skill set, which will make him an immediate contributor on many current RLC initiatives, including assisting Lauren in examining long-term plans for pastoral leadership.

The safety of indoor worship with regard to the pandemic was discussed. Heather Awad, MD, presented current statistics and trends regarding COVID-19 in our area, and provided her perspective as a physician. Current reports for Ramsey County indicate a rising number of COVID cases and a high positivity rate for those tested for the virus.

- Due to current trends, it was agreed that the in-person worship for October 18 would be cancelled. Motion by Scott Roste. Second. Approved.
- In addition, any in-person indoor worship plans are canceled through at least November 30. Motion by Joe Zeigler. Second. Approved.
- A special Council meeting is scheduled for November 5, 7:00 pm, to assess the potential safety of indoor worship and community activities for December and for the foreseeable future.

c) Church Administrator – David Booms [18]

d) Volunteer and Care Ministries – Diane Sell [21]

7) Committee Reports

a) Mission & Outreach- Heather [22]

b) Endowment – Carrie [23]

Motion to approve grant requests of \$10,817.02 as presented in attachment by Carrie Hefte Hanton. Second. Approved.

- c) Children- Mary [25]
- d) Youth & Family- Kevin [27]
- e) Adult Ed- Heidi [29]
- f) Nominating- Rebecca

8) Items for Discussion**9) New Business**

- a) Girl Scouts seek RLC Council support in denouncing flavored tobacco. [30]

The Scouts of troop 56916 presented their case via video:
<https://spark.adobe.com/video/IMdmsliknZ5s5>

Motion to support Girl Scouts troop 56916 in requesting the Roseville City Council to ban flavored tobacco products by Jessica Henry. Second. Approved unanimously.

10) Upcoming dates

- a) CANCELED: October 18, 9:00 am – In-person worship
- b) October 22, 6:30 pm – Council orientation session
- c) November 5, 7:00 pm – Council special session to review COVID plans
- d) November 19, 7:00 pm – Council meeting

11) Headlines – Key messages from meeting

- a) Roseville Lutheran has finished Quarter 1 of its fiscal year; in addition to reviewing Laurel Hofeldt's monthly financial report, the Council determined no adjustments were needed for the Quarter 2 budget at this time.
- b) Council and staff discussed the growing rate of COVID-19 test positivity in our county and surrounding regions. Due to this increase, Council has recommended that there be no in-person, indoor worship through the month of November. Council will be meeting again in early November to assess the risks associated with meeting in-person. It is our hope that we can plan to meet for indoor, in-person worship when the test positivity rate drops below 5%, and the actual number of local cases bring meeting indoors to a lower risk level. We will continue to keep RLC members updated as to our plans moving forward.
- c) Pastor Lauren has announced the placement of an interim associate pastor, who will begin his role on November 1. Pastor Chris Hagen's experience with church constitutions and bylaws will be put to good use while he is at Roseville Lutheran!
- d) Join Pastor Lauren for a Community Conversation - these online conversations are held on the first Monday of every month at 6:30 pm. Sign up at rosevillelutheran.org.

12) Adjournment

Move to adjourn by Joe. Second. Approved.

13) Closing prayer

[#] Refers to page number of submitted report in attachments.

October 2020 Council Report

Laurel Hofeldt, Director of Finance and Data

- 1) Action Items in Progress / Pending
 - a. Annual financial reports for 2019-2020
 - b. PPP loan forgiveness application – on hold as new guidance keeps coming out
 - c. Fall stewardship campaign (November) following Stewardship for All Seasons process
 - d. Review of Finance Office staffing as one of my two part-time assistants has announced her resignation
- 2) September month-end financial summary
 - a. Comparison to the 1st Quarter of the 2019-2020 fiscal year
 - i. Offerings are 14% below last year
 - ii. Other receipts are 80% below last year (no hospitality income, Parents Morning Out, building rental fees)
 - iii. Expenses are 19% below last year
 - b. Comparison to the 1st Quarter Budget
 - i. YTD offering is \$30,566 below budget.
 - ii. YTD other receipts are \$9,016 below budget.
 - iii. YTD expenses are \$36,148 below budget.
 - iv. The budgeted net deficit (total receipts minus total expenses) as of September 30 is \$89,763. The actual net deficit is \$93,198, meaning we are only \$3,435 behind our projected deficit.
 - c. Note: The operating fund typically runs a deficit in all months except December and the month Easter occurs.
 - d. Do we need to make any adjustments to the 2020-2021 budget?
- 3) Council Action needed: None at this time

Roseville Lutheran Church
September 2020 Month-End Financial Summary

Church Operations 2020-2021						Prior Year	
	Sep <u>Actual</u>	Sep <u>Budget</u>	YTD <u>Actual</u>	YTD <u>Budget</u>	YTD <u>Variance</u>	2019 Sep <u>Actual</u>	2019-2020 YTD <u>Actual</u>
Offering	78,714	83,440	246,609	277,175	-30,566	91,844	287,555
<u>Other receipts</u>	<u>1,271</u>	<u>6,104</u>	<u>6,296</u>	<u>15,312</u>	<u>-9,016</u>	<u>9,186</u>	<u>31,705</u>
Total Receipts	79,985	89,544	252,905	292,487	-39,582	101,030	319,260
Expenses	108,452	127,915	346,104	382,251	-36,147	152,105	424,690
Net	-28,467	-38,371	-93,198	-89,763	-3,435	-51,075	-105,430

Number of Givers 2020-2021					Prior Year	
	Sep		YTD through Sep		2019-20 YTD Thru Sep	
	<u># Givers</u>	<u>Avg Giving</u>	<u># Givers</u>	<u>Avg Giving</u>	<u># Givers</u>	<u>Avg Giving</u>
General Fund*	330	\$ 225	427	\$ 544	510	\$ 547
Bldg Designated	46	\$ 74	53	\$ 162	78	\$ 176
Mission & Outreach	22	\$ 225	32	\$ 318	18	\$ 550
Memorials/Estate	0	\$ -	12	\$ 99	26	\$ 2,560
Other Designated	7	\$ 120	9	\$ 231	44	\$ 224
Endowment Fund	1	\$ 50	2	\$ 288	8	\$ 98
All Other	1	\$ 10	4	\$ 58	2	\$ 33
Total	345	\$ 242	458	\$ 557	545	\$ 697

*General Offering, Special Gifts to Budget, Loose Offering, Christmas Offering, Lent & Easter Offering, Initial Envelope Offering;
 does not include Spring Campaign, Building Fund Offering used to pay mortgage

Fund Balances 09/30/2020		
Available Cash & Short-Term Investments	490,769	
Designated/Restricted Funds:		
Building Fund	25,633	
Mission & Outreach	46,746	
Kitchen Fund	20,393	
Memorials	37,113	
Matching Funds	3,000	
Estate Gifts	105,992	
<u>Other Funds</u>	<u>119,271</u>	
Total Designated/Restricted	358,148	
Child Care:	Current Yr	-10,151
Preschool:	Current Yr	-6,966
Operating Fund:	Current Yr	-93,198

Endowment Fund		
Cash	659	
<u>Investments</u>	<u>568,338</u>	
Total		568,997

Roseville Lutheran Church Statement of Operations FY 2020-2021

As of September 30, 2020

	Actual YTD	Var. Actual to YTD Budget %	YTD Budget
RECEIPTS			
Total Offerings	246,609	88.97%	277,175
Other Income & Receipts	6,296		15,312
TOTAL RECEIPTS	252,905	86.47%	292,487
BUSINESS EXPENSE & COMPENSATION			
Staff Salaries	202,698		218,790
Staff Benefits	43,193		49,350
Business Expense	2,137		1,754
TOTAL BUSINESS EXPENSES & COMPENSATION	248,027	91.90%	269,894
TOTAL WORSHIP & PRAYER	7,924	82.43%	9,613
TOTAL MISSION & OUTREACH	14,500	99.78%	14,532
TOTAL EDUCATION & CHILDREN	999	29.78%	3,354
TOTAL YOUTH & FAMILY MINISTRIES	128	4.53%	2,825
TOTAL CHRISTIAN LIFE	6,188	102.29%	6,050
TOTAL PROGRAM MINISTRIES	29,740	81.76%	36,375
SUSTAINING/BUSINESS MANAGEMENT			
Stewardship & Online Giving	2,839		3,774
Bank Fees, Insurance, Payroll Processing	11,409		12,250
Office Support, Computer/Network, Council	7,146		9,142
Communications, Printing, Publishing, Mailings	10,329		10,435
TOTAL BUSINESS MANAGEMENT	31,722	89.10%	35,601
PROPERTIES & BUILDINGS			
Utilities	12,450		13,414
Cleaning & Maintenance	6,306		7,425
Grounds & Parking Lots	291		1,133
HVAC, Lighting & Security	2,867		2,535
Mortgage & Building Projects/Improvements	14,701		15,875
TOTAL PROPERTIES & BUILDINGS	36,615	90.67%	40,382
TOTAL SUSTAINING MINISTRIES	68,337	89.94%	75,982
TOTAL EXPENSES	346,104	90.54%	382,251
RECEIPTS OVER/UNDER EXPENSES	-93,198		-89,763

1) Staffing

- a) Associate Pastor / Interim Associate Pastor - update
- b) Director of Development - 7 resumes now being looked at by the interview team
- c) Transformational Life Coach - Jamey Johnson
 - Began his work this month. We are excited about the potential in this new ministry area

2) Committee and Task Force Work - updates

- a) Constitution and Bylaw Task Force
- b) Reconciled and Christ (RIC)
- c) Ministry Site Profile Committee (in preparation for Associate Pastor)

3) Communications - How is it going?

- a) Bi-weekly letter (and eblast) from my office
- b) Staff meeting updates being sent out to council, committee chairs and members
- c) Community Conversations - first Monday of the month at 6:30 p.m.

4) Podcast series

- We are in the middle of the series "Hope for the Healing" - it has been wonderful to hear people's responses to this series.

5) Endowment

- Approved grant for Development Director Position
- Have secured the remaining \$7500 for the position - it is now fully funded
- "Love Lights" - perhaps sell luminaries during the Advent Season

6) Stewardship - November 2020

- **Storehouses of Grace: Abundance - Blessing - Provision** - November 8, 15 and 22
- Will begin seeing items coming across in the mail / email, etc

Key Areas for Growth: Increase in \$160,000

- 1) **Young Adult Ministry - \$40,000**
- 2) **Increased partnership with local schools and hospitality for Project Home: \$60,000**
- 3) **Worship Communication support - \$60,000**

7) Worship planning / Covid

- Continuing with planning for online services through the end of the year **Council direction / recommendation would be beneficial for planning - do we offer in-person worship services?**
- Adding the following services to our worship schedule (online)
 - Preelection prayer service - Monday, November 2
 - Veterans Day Service - Wednesday, November 11
 - Thanksgiving Eve service
 - Christmas Day service
- Excited to be taping our Advent / Christmas services at Gibbs Farm

9) Annual Meeting

- a) Date of next annual meeting - **August 15th, 2021**

8) Sabbatical - Summer 2022

- Just received news that I didn't get the Lilly Grant for summer 2021
- Will begin working on a sabbatical grant request for summer 2022!
- If I don't receive the grant (grants are due April 2021 and announcement will be made August 2021) then I will just plan on a sabbatical without the grant. Will have to budget for pastoral support for the 2021-2022 budget just in case I don't receive the grant.

MEMORANDUM

To: Pastor Lauren Wrightsman and the Roseville Lutheran Church Council and Staff

From: Trupti Storlie, Task Force Lead for LGBTQIA+ Inclusion

Date: October 11, 2020

Re: Reconciling in Christ discernment process

Executive Summary

Roseville Lutheran Church (RLC) discussed same-sex marriage during the 2012-2013 ballot initiative, however, no comprehensive conversations have occurred regarding (1) the active inclusion of LGBTQIA+ people within our congregation or (2) an understanding of how inclusive church practices should manifest for LGBTQIA+ people. RLC should discern and create a congregational policy around human sexuality, utilize this policy as a basis for holding congregational discussions regarding inclusion practices within RLC, and then hold a vote to become a Reconciling in Christ congregation to affirm our support of the LGBTQIA+ community, to accept the congregational policy, and to enact the policy recommendations.

Analysis

- Theology: The mission of RLC utilizes the same scripture justification used by the ELCA in its 2009 social statement “Human Sexuality: Gift and Trust” which serves as the foundation for its policy and discernment regarding the LGBTQIA+ Community. Our congregation is in alignment with churchwide perspectives and discernment, therefore the social statement can be used as a guiding document.
- While RLC has employee policies regarding discrimination against employees of protected classes and we are employing people who self-identify as LGBTQIA+, there has not been discussion about the importance and benefits of leadership from this community and discernment about calling clergy from this community. (Roseville Lutheran Church 17)
- RLC has a youth inclusivity statement that speaks to sexual orientation, gender identity and gender expression. How this statement is communicated to our congregation and prospective families interested in youth programs is unclear.
- Since legislative change in Finland, same sex marriage has gained acceptance from younger age group who support that same sex couples should have the right to marry in the church; elder members who control the Evangelical Lutheran Church have not approved this decision. (Kimmo and Helander 1)
- Religious affiliation is a significant indicator of happiness of LGBT individuals within mainline Protestant churches. (Barringer and Gay 11)
- The importance of “valuing relationship” was significant in developing clergy’s supportive views on same sex marriage and a core process of “staying connected through

conflict” underpinned clergy attempts to change church policy while maintaining their membership. (Kirby i)

- The development of queer religious identities can happen in the context of religious community, demonstrating that religious communities provide social and emotional resources to facilitate the creation of queer religious identities and callings to religious leadership. (Minkin ix)

Recommendations

- Key policy areas addressed by historical church documents related to the inclusion of LGBTQIA+ community members are
 - Marriage
 - Familial relationships
 - Sexual education and sexuality
 - Gender identity
 - Social and emotional health of LGBTQIA+ people
 - Congregational advocacy of justice and human rights for the LGBTQIA+ community
- RLC should identify key stakeholders and champions with strong networked, relationships in our congregation to be part of LGBTQIA+ task force.
- The task force should discern a congregational policy on human sexuality building on the ELCA 2009 social statement “Human Sexuality: Gift and Trust” in conversation with congregational members.
- Using resources from ReconcilingWorks.org, the task force should: create concrete integrations, articulate what an inclusive LGBTQIA+ church would look like, and suggest inclusive language for our bylaws. A proposal that is 80% complete would be reviewed and accepted by the Council.
- The task force should lead community conversations around the congregational human sexuality policy, the inclusive church practices, and the voting process to become a Reconciling in Christ church. Goals of these conversations would be to garner support, address concerns, and fine tune the policies, practices, and bylaw language.
- The key milestone would be to vote to become a Reconciling in Christ church during the 2021 August annual meeting with implementation of inclusive LGBTQIA+ practices to follow.

ATTACHMENT A: HISTORICAL PERSPECTIVES AND CONTEXT

ATTACHMENT B: HUMAN SEXUALITY: GIFT AND TRUST, 2009 ELCA SOCIAL STATEMENT

ATTACHMENT C: LEGALIZED SAME-SEX MARRIAGE IN MINNESOTA

ATTACHMENT D: ROSEVILLE LUTHERAN CHURCH AND LGBTQIA+ DISCERNMENT

ATTACHMENT A: HISTORICAL PERSPECTIVES AND CONTEXT

The historical context of the Lutheran church and its perspectives on marriage, homosexuality and gender fluidity are important to help us understand how different generations of the church might approach current conversations regarding policies and practices of inclusion for the LGBTQIA+ community. These documents also provide context into what the church has regarded as important in discussing within congregations for the public good.

Founding of the ELCA

Roseville Lutheran Church is a part of the Evangelical Lutheran Church of America (ELCA). The ELCA formed the ELCA in 1988 with the merger of The American Lutheran Church (ALC), the Association of Evangelical Lutheran Churches and the Lutheran Church in America (LCA). The church was founded in the mid-17th century, when early Lutherans came to America from Europe and is based on the church reforms of Martin Luther in the 16th century. The Lutheran church considers itself a reforming church. (Evangelical Lutheran Church of America)

Covenant of Marriage

Marriage was an important construct for community stability and for the development of children in the Lutheran church. Much of the historical concern regarding the inclusion of LGBTQ community related to the potential impact on heterosexual marriage, relationships, and family practices.

Many of the early (1930 - 1956) documents speak to how the church can support marriage and the practices of the church to do so. Divorce and remarriage had norms as well, particularly around if and when a divorced person can be remarried in the church; attention was paid to the divorcee's ability to successfully maintain the second union. Authority was given to pastors to refuse to marry people if the pastor felt the union would not be successful; attention was paid to mixed religion and mixed race marriages. Documents through 1996 affirm marriage as between a man and woman.

The LCA also recognized "the effects of social environment and cultural traditions on human behavior" and sought to "respond understandingly to persons who enter relationships which do not demonstrate a covenant of fidelity." It provides an opening to relationships beyond traditional marriage (The Lutheran Church of America 3).

Theological Perspective on Homosexual Behavior and Relationships

In official writing, the LCA historically took a general stance, citing that "people engaged in homosexual behavior are sinners only as are all other persons - alienated from God and neighbor." (The Lutheran Church of America 3) This reference to sexuality first appears in a

1970 social statement and has similar language in subsequent ELCA documentation through 1996.

In a ALC 1980 statement, there is distinction between homosexual orientation and behavior, and a caveat that if homosexuality is not practiced, there is no violation of “Christian sexual behavior.” This document goes further by explicitly rejecting homosexual behavior as equal to heterosexual behavior. This document also gives Scriptural references for this judgement: Genesis 18:16 - 19:29, Leviticus 18:22 and 20:13, Romans 1:24 - 32, 1 Corinthians 6:9-10, 1 Timothy 1:10 and seeing no need to revise the traditional teaching on homosexuality. Interestingly, in the same section where the ALC does not condone homosexuality, it also does not condone “idolatry, pride, disrespect for parents, murder, adultery, theft, libel, gossip” as well. (American Lutheran Church 8)

Yet, both documents show willingness to be open to new theological insights in the future.

Justice on behalf the Homosexual Community

However, the LCA acknowledges that homosexual people

“are often the special and undeserving victims of prejudice and discrimination in law, law enforcement, cultural mores, and congregational life. In relation to this area of concern, the sexual behavior of freely consenting adults in private is not an appropriate subject for legislation of police action. It is essential to see such persons as entitled to understanding in church and community.” (The Lutheran Church of America 4)

The ALC specifically calls out its member churches to uphold laws that “most likely will assure justice and mercy, opportunity and rights” for all people and that the protection of civil liberties against discrimination should also include “affectional preference”. (American Lutheran Church 7-8)

Perspectives on Gender

The documents begin to include discussion on gender identity as well.

Whether one is male or female is far more complex to determine than most persons realize. Scientists tell us that one’s gender is determined by one’s [listing of biological features], gender assigned at birth, gender identity accepted by the person, and gender of person chosen as a sexual partner....both nature and nurture combine to shape us as male or female, masculine or feminine. How this happens, how our sexuality both separates us and draws us together, remains a mystery. We gladly accept and celebrate as one of God’s gifts this mystery of our sexuality. (American Lutheran Church 4)

ATTACHMENT B: HUMAN SEXUALITY: GIFT AND TRUST, 2009 ELCA SOCIAL STATEMENT

In 2009, the ELCA Churchwide Assembly had a historic convening. On Wednesday August 19, 2009 it adopted the social statement “Human Sexuality: Gift and Trust” as a teaching tool and a policy guide for the denomination; this is the most current social statement on human sexuality from the ELCA. Following this, the Assembly approved a resolution committing the church to find ways for congregations to voluntarily "recognize, support and hold publicly accountable life-long, monogamous, same gender relationships" specifically not using the word "marriage." On Friday August 21, 2009 the assembly voted to “open the ministry of the church to gay and lesbian pastors and other professional workers living in committed relationships” changing the previous policy that allowed gays and lesbians into the ordained ministry only if they remained celibate.

Important standards set by the adoption of the social statement “Human Sexuality: Gift and Trust” include:

Theological Basis

The love of God and neighbor, fulfilled by faith alone, are the two commandments by which Christ taught us to measure and interpret every other commandment in Scripture (Matthew 22:36–40). (ELCA 4)

Our Vocation as Church

Central to our vocation, in relation to human sexuality, is the building and protection of trust in relationships. As justified and forgiven sinners, our efforts to create trust are in response to God’s faithful (trustworthy) relationship of love for the world in Christ. We are called therefore to be trust-worthy in our human sexuality and to build social institutions and practices where trust and trustworthy relationships can thrive. (ELCA 2)

We also understand that creation is God’s ongoing activity and not yet complete. (ELCA 5)

...The ethics of sexuality is thus not purely a personal matter, but one that affects the witness of the Christian community and the well-being of the larger community (1 Corinthians 6:19; Galatians 6:20, Revelation 21:8). (ELCA 6)

We recognize that this church’s deliberations related to human sexuality require our best moral discernment and practical wisdom in the worldly realm, even though these matter are not central to determining our salvation. (ELCA 10)

...the challenge of establishing, maintaining, and fostering social trust involves more than private actions. It also requires shaping legal, commercial, technological, and civic structures for the common good. (ELCA 13)

Key ELCA Human Sexuality Policy Positions

- Marriage provides an accountable relationship that supports trust and familial and community thriving. Some in this church, though not all, conclude that marriage is the appropriate term to describe the similar benefits, protection, and support for same-gender couples entering lifelong, monogamous relationships. (ELCA 18)
- Familial relationships are central to nurturing and sustaining trust and security in human relationships. *The ELCA will advocate for public policies that support and protect families. This church commits itself to continued attention to and discernment about changing family configurations and the ways they serve to shelter and protect relationships of mutual trust. (ELCA 24)*
- Protecting children and youth in and for trusting relationships requires meaningful, healthy conversations about sexual education and sexuality and should be seen as a priority. It should avoid simply requiring compliance with approved or rejected behaviors and instead explore healthy behaviors vs. unhealthy behaviors on both an emotional and physical level. (ELCA 26)
- Gender identities develop at a very early age and there is complexity in sexual orientations and gender identities. Helping people affirm their physical bodies and human sexuality leads to better physical, emotional, relational, and spiritual wellness which leads to a lower incidence of at-risk behaviors, particularly for youth. (ELCA 29)
- Attend to the need for equal protection, equal opportunities, and equal responsibilities, under the law, and just treatment for those with varied sexual orientation and gender identity. (ELCA 33)

ATTACHMENT C: LEGALIZED SAME-SEX MARRIAGE IN MINNESOTA

Marriage in Minnesota is defined as “A civil marriage, so far as its validity in law is concerned, is a civil contract between two persons, to which the consent of the parties, capable in law of contracting, is essential.” It was passed by legislation on May 14, 2013 and became effective on August 1, 2013. Public opinion polling in favor of same sex marriage increased from 46% in 2011 to 67% in 2017. (Wikipedia)

ATTACHMENT D: ROSEVILLE LUTHERAN CHURCH AND PAST LGBTQIA+ DISCERNMENT

Ordination of LGBTQ+Pastors in Committed Relationships

With the acceptance of LGBTQ+ Pastors into ministry, RLC did have some discussion about leaving the ELCA but ultimately decided to stay. Membership may have been lost at this time (need to confirm with other people who were part of the decision, past council members?)

Same Sex Marriage Roundtables

Roseville Lutheran Church discussed same-sex marriage during the 2012-2013 ballot initiative to legalize same-sex marriage. The outcome was to allow the pastors to marry members of the congregation and family member, but not to marry people outside the membership, keeping with official policy for heterosexual couples. Membership may have been lost at this time (need to confirm with other people who were part of the decision, past council members?)

Roseville Lutheran Church Foundational Theology

Mission: Love God. Love Your Neighbor. Matthew 22: 37-39

Simply stated, but never complete. We humbly devote our lives, hoping through worship, to attain a glimpse of God's magnificence. We strive to serve others with love, every day. (Zeigler)

"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." This is the greatest and first commandment. And a second is like it: "You shall love your neighbor as yourself."

Vision: A Community United By Grace. Ephesians 2:8 VISION: EPHESIANS 2:8

Grace comes from God. Wherever people treat one another with compassion, kindness, generosity and love, God is there. (Zeigler)

"For by grace you have been saved through faith, and this is not your own doing; it is the gift of God."

Values (Zeigler)

- LOVE: Every person is a child of God
- HUMILITY: We do not possess the wisdom to judge others with impunity
- FAITHFULNESS: The Lord has a purpose for us here, in Roseville
- Together with nearly 10,000 congregations of the Evangelical Lutheran Church in America (ELCA), we profess: This is Christ's church. There is a place for everyone here.

Bibliography

- American Lutheran Church, editor. *Human Sexuality and Sexual Behavior*. The American Lutheran Church, 1980.
- Barringer, M. N., and David A. Gay. “Happily Religious: The Surprising Source of Happiness Among Lesbian, Gay, Bisexual, and Transgender Adults.” *Sociological Inquiry*, vol. 87, no. 1, 2017, pp. 75-96.
- ELCA. “ELCA Assembly Opens Ministry to Partnered Gay and Lesbian Lutherans.” *Evangelical Lutheran Church of America*, ELCA, 21 August 2009, <https://www.elca.org/News-and-Events/6587>. Accessed 07 October 2020.
- ELCA, editor. “Human Sexuality: Gift and Trust.” *ELCA Social Statement* [Minneapolis], 19 August 2009, <https://download.elca.org/ELCA%20Resource%20Repository/SexualitySS.pdf>.
- ELCA 1996, editor. *Sexuality: Some Common Convictions*. Evangelical Lutheran Church of America, 1996.
- Evangelical Lutheran Church of America. “History.” *Evangelical Lutheran Church of America*, 2020, <https://elca.org/About/History>. Accessed 09 October 2020.
- Hege, Brent. “A Reforming Tradition Struggles With Change.” *Religion Dispatches*, 25 May 2010, https://digitalcommons.butler.edu/cgi/viewcontent.cgi?article=1150&context=facsch_papers.
- Kimmo, Ketola, and Eila Helander. “Same-sex marriage and the Lutheran Church in Finland: How rapid change in values and norms challenges the church and its decision making.” *University of Finland*, 28 October 2019.
- Kirby, Andrew D. *Staying connected through conflict: Christian clergy who support same-sex marriage*. Auckland University of Technology, 2019.
- The Lutheran Church of America. *Social Statement on Sex, Marriage, and Family*. Minneapolis, MN, The Lutheran Church of America, 1970.
- Minkin, Margaret C. *Out in Front: How LGBTQ Women and Genderqueer Clergy Navigate Religious Communities*. Brandeis University, 2020.
- Roseville Lutheran Church. *Employee Handbook*. Roseville Lutheran Church, 2020.
- United Lutheran Church. *Marriage, Family, and Divorce*. United Lutheran Church of America, 1930-1956.

Wikipedia. "Same-sex Marriage in Minnesota." *Wikipedia*, 2013, https://en.wikipedia.org/wiki/Same-sex_marriage_in_Minnesota. Accessed 09 October 2020.

Zeigler, Joe. "About RLC." *Roseville Lutheran Church*, <https://www.rosevillelutheran.org/welcome/about-rlc/>.

October Monthly Council Report- Support Staff

Submitted by Dave Booms, Church Administrator

Administrative Staff

Activities since last report:

- Completed ID cards, barcodes, check-in/check-out procedures and database updates for RLC Preschool
- Monthly mailing the devotions and activity pages to a target group of Seniors.
- Setting up and managing registrations for events and programs
- Printing/labeling/stuffing/sealing of bi-monthly letters from Pastor Lauren
- Managing visitors to the office, directing calls, screening visitors for health and safety
- Assisting members with tech questions and registration issues
- Monitoring Covid check in sheets

Summary of upcoming events, or issues that the church council should be aware of:

- Preparing for the Stewardship Campaign
- Preparing for Veterans Day and Advent.

Facilities & Grounds

Activities since last report:

- Built and or installed Covid related signs and protective barriers
- Window panels for A/C in preschool were made and installed.
- A motor drive in the worship center HVAC unit failed. A temporary repair was made.
Needs a New controller. Vendor is locating a unit that will fit the space.
- Bruce took the Special Class Boiler Engineer test. PASSED.
- Some exterior painting being done, weather permitting.

October Monthly Council Report- Support Staff

Submitted by Dave Booms, Church Administrator

- Working with the Lively Landscapers regarding their work plans and designs.
- Began buildout for storage closet in worship center.
- Cabinetry and lighting were completed for upper lobby area.

Summary of upcoming events, or issues that the church council should be aware of:

- Planning the next steps for furniture for upper lobby with Design Team members.

Hospitality

Summary of activities that have occurred since the last report.

- I prepared and delivered dinners to individuals/families as part of the Care Ministry
- Delivery of 200 box lunches to St. Mays Catholic Church in White Bear
- Thank You lunch for a small group of regular volunteers.

Summary of upcoming events, or issues that the church council should be aware of:

- Working with the MN Department of Health to insure we are up to date on Covid protocols.
- Planning for meals on Veterans Day, First Sunday in Advent, as well as continuing to create meals for Care ministry needs.

Communications

Summary of activities that have occurred since the last monthly report.

- Worship video coordination with worship leaders, musicians, videographer, online resources of YouTube, FB, Website, and CTV Cable

October Monthly Council Report- Support Staff

Submitted by Dave Booms, Church Administrator

- Stewardship for All Seasons - Cohort meeting with consultant continues, development of brochure and multiple letters, mailings begin soon. November is the focus month for our Annual Appeal, "Storehouses of Grace: Abundance, Blessing, Provision"
- Pastor Lauren's Podcast, "Hope in the Healing" continues. Highly recommended! See www.rosevillelutheran.org/forum for all the available episodes.
- Support for Drive In Worship, and In Person worship.
- Continuing twice-monthly mailing for folks that may not be connecting online, update from Pastor Lauren.

Summary of upcoming events, or issues that the Church Council should be aware of:

- Twice-monthly Adult Education videos are going live this week.
- Planning begins for Nov. 11 Veterans day video program.
- Advent and Christmas plans are starting.
- Support for Tanzania scholarships, Keystone food Distribution, Giving Tree...
- Considering options for enhanced worship recording technology.
- Continuing research into website re-fresh, template update.

October 2020 Council Report Diane Sell Volunteer and Care Ministry

Small Groups update for October: We have 5 small groups currently meeting for the 6-week series “40 days of Community”. Out of this study we have all 5 groups participating in local outreach efforts as part of one of the goals .

GriefShare: RLC will be hosting 2 “Surviving the Holidays” 2-hour sessions on November 7th and December 5. I will be leading these. This session is open to the community; however, we will follow guidelines in place for the number of people allowed with Social Distancing.

Worship volunteers: October Outdoor Worship and LIVE Worship are gearing up. I am using Sign up Genius for getting the volunteers needed for these services. I have been working hard to get as many council members connected to this so they can greet and chat with the members during this uneasy time. Online and Live readings are still being organized under my leadership.

Keystone Food packing and Distribution October 24th

September event was very successful and so we will be doing this again in October. I currently have 15 volunteers but could use 5 more. As the staff lead I get to work with Kris Olsen to secure volunteers for this event. Keystone has received a large sum of money from the Care Act and is reaching out to feed our minority population with these \$. RLC is providing the volunteers to help with this event and our parking lot where families will pick up their food. This will benefit our LatiX community once again.

Meals being provided in coordination with hospitality. This Covid 19 ministry has reached out to 12 care facilities that our members are living in and serving over 350 employees. August 6th was our last delivery for now. This fall we are continuing to reach out to families who have lost loved ones and with the holidays coming up (Veterans Day/Thanksgiving) we are looking to send meals to those in need or those who have served our country.

I am partnering with CYF to participate in a community wide **LIVE Nativity**. More information will be coming next month.

Respectfully submitted,

Diane Sell

October 2020 M & O Report

1) Keystone:

September 26th debrief (Diane, Alicia and Heather) -- all went well; needed a few more volunteers for packing; families were very grateful and Keystone was organized. LatinX focused food.

October 24th event (Kris) -- likely will shorten the event (8-12:30 pm); pack indoors (need drop cloths or tarps to cover the floor); fill vestibule with items ready to pass along to cars (need tables); likely need interpreters again

2) December sharing tree updates--M & O contacting partners for needs. Daniel and Abby from staff are creating the online experience for signing up/donating.

3) January mission month - educational offerings exploring ideas

Council needs: none

Respectfully submitted,
Heather Awad

***ONAM hasn't met since last council meeting.

THE ENDOWMENT COMMITTEE
10/06/2020 report

As of 10/01/2020, the Endowment Fund was over \$_____. Amount available for grants as of 10/01/2020 was \$_____.

Summary of the October Grant Requests:

Grant #	Description	Requestor	\$ Amt Req	App'd (N/Y)	\$ Amt App'd	Notes	Chk #	
79	Roseville Lutheran Lively Landscapers	KJ Bach	\$2,000	Y	\$1,500	Discussion that the Lively Landscapers can request again in the spring		
80	The Design Team	RLC Design Cmte (Dot Probst)	\$6,117.02	Y	\$6,117.02			
81	Banyan Community	Joani Essenburg	\$2,000	N	\$0			
82	Director of Development position support	Lauren Wrightsman	\$3,200	Y	\$3,200			
	TOTALS		\$13,317.02		\$10,817.02	Approximately \$1,883 carry-over available for May 2021		

All Endowment Committee members were present: Dorothy Tostengard, Eric Anderson, Kathy Peters-Martell, Kevin Peterson, Judy Ekern, Bill Metzger, Greg Johnson, Mike Dolan plus Carrie Hefte Hanton, Church Council liaison.

The committee agreed that a staff suggestion to offer luminaries this year in leu of Love Lights was worth looking at. More information about what would be required will be requested from the staff. Also, there is a general desire to discuss areas where Endowment can assist in church support. The Endowment Committee is looking forward to discussing this with the new Director of Development.

THE ENDOWMENT COMMITTEE
10/06/2020 report

As of 10/01/2020, the Endowment Fund was over \$_____. Amount available for grants as of 10/01/2020 was \$_____.

Summary of the October Grant Requests:

Grant #	Description	Requestor	\$ Amt Req	App'd (N/Y)	\$ Amt App'd	Notes	Chk #	
79	Roseville Lutheran Lively Landscapers	KJ Bach	\$2,000	Y	\$1,500	Discussion that the Lively Landscapers can request again in the spring		
80	The Design Team	RLC Design Cmte (Dot Probst)	\$6,117.02	Y	\$6,117.02			
81	Banyan Community	Joani Essenburg	\$2,000	N	\$0			
82	Director of Development position support	Lauren Wrightsman	\$3,200	Y	\$3,200			
	TOTALS		\$13,317.02		\$10,817.02	Approximately \$1,883 carry-over available for May 2021		

All Endowment Committee members were present: Dorothy Tostengard, Eric Anderson, Kathy Peters-Martell, Kevin Peterson, Judy Ekern, Bill Metzger, Greg Johnson, Mike Dolan plus Carrie Hefte Hanton, Church Council liaison.

The committee agreed that a staff suggestion to offer luminaries this year in leu of Love Lights was worth looking at. More information about what would be required will be requested from the staff. Also, there is a general desire to discuss areas where Endowment can assist in church support. The Endowment Committee is looking forward to discussing this with the new Director of Development.

ROSEVILLE LUTHERAN CHURCH

MONTHLY MINISTRY TEAM AND COMMITTEE LIAISON REPORT

Ministry Team or Committee name	Children's Ministry
Members present	Gena Mickley, Kelli Hofmeister, Katie Engman, Julie Hanson
Date of Ministry Team or Committee meeting	10.8.2020
Report prepared by	Mary Peterson
Date of Council meeting this report will be shared	10.15.2020

Summary of topics discussed and activities that have occurred since the last Council meeting

- **RLC Kids registration and Worship Kits handed out:** 60 families, some families are waiting to get their Worship Kit when we can meet in person
- **Weekly Email started this fall to families on Tuesdays** - Following the lead of our middle and sr high leaders to give families the latest and greatest info It's new, so a lot of people don't realize it's a regular thing yet.
- **Google Slides – 2 weeks of Interactive activities to be sent out starting Oct 18th**
 - Music videos for young and older kids
 - Activities and crafts
 - Bible story read in Spark Story Bible, Adventure Bible and Rock Solid Faith Bible (student can read on their own)
 - Doing this for just 2 weeks as a trial run- ask if kids/parents like it
- **Serving our Community Partners**
 - Roseville Schools- School Supplies
 - Bridging-Kitchen Bundles – Made over 70 bundles and they are almost all handed out at Bridging. The need is great!

Summary of upcoming events or issues that the Council should be aware of

- **Pen Pal Project: 37 families have signed up to have a "senior pen pal"**
Some have gotten replies back, many have not. Diane Sell and Care Team to contact seniors that have been assigned and ask them to write back, and reassure them this is a legitimate project of RLC Need to encourage the elders that their response can be brief and doesn't have to be in their best penmanship, etc. Families just want to know their pen pal got their letter.
- **Advent Gift for families** Looking at the 12 Days of Nativity figures and readings to send out to families. CM team can meet at a distance to assemble the "Kits" and then deliver them to families. We would let families know ahead of time they were going to get a "delivery" from the CM team.
- **Christmas program plans: Pass It On!** Families will record their part of the Christmas story and our video person will put the different parts together for everyone to see.
- **Drive Thru Nativity:** A community event that is a collaboration of 3 other Roseville churches plus RLC; Calvary, Grace and Roseville Covenant. Each church will have a stand-alone scene involving people, music, possibly animals etc during the weekend of Dec 11-13.

Does the group have any questions or concerns to bring to the Council? Is there anything that the Council or RLC Staff can do to assist the group?

- Families are tired of being on screens and zoom meetings, etc. by the time the weekend arrives. Many are not even tuning in to watch online church anymore- it started great, but as the fall came and kids are on their tablets, etc. all day, Families want a break from media. How about we take a break from “teaching” a lesson with our Bible stories and instead be the Hands and Feet of Jesus by DOING activities and projects that can help others and our community partners. Like we did with the Kitchen Bundles for Bridging, schedule other service opportunities like tie blankets or dresser building (January). Other ideas for projects?

ROSEVILLE LUTHERAN CHURCH

MONTHLY MINISTRY TEAM AND COMMITTEE LIAISON REPORT

Ministry Team or Committee name	Youth and Family
Members present	Audrey Dontje Lindell, Abby Matter, Amy Schell, Steve Anderson, Kevin Hansen
Date of Ministry Team or Committee meeting	4 October 2020 11:00 am via Zoom
Report prepared by	Kevin Hansen
Date of Council meeting this report will be shared	15 October 2020

Summary of topics discussed and activities that have occurred since the last Council meeting

- Joey Heiple will be joining the Y&F team as a youth liaison. He was unable to attend this meeting, but will be joining us starting next month.
- Video meeting guidelines: these are similar to the guidelines we have for meeting with youth in person, but have been updated to address the differences in virtual meetings and other social media; for instance, the rule of 3 is still applicable for online meetings, private video chats with only one other youth is prohibited, and screenshots or videos of online meetings is prohibited. Audrey has sent this out for review. It was included in the Confirmation Leader guide, the Confirmation Parents Guide, and the Confirmation Student Handbook.
- Confirmation has begun and is going well under the circumstances. After the MEA break, the group will begin discussions of the book "Unafraid" by Adam Hamilton, which focuses on racial justice.

Comments from the first few Confirmation meetings has been that the 8th and 9th graders are happy to see their group and leaders again and get back to a sense of normalcy. It has been a little bit harder for the 7th grade groups and leaders compared to other years because of the distance meetings.

We are currently exploring ways to get the small groups back into the building on Wednesday nights, even if it is just a few small groups each week. It is not feasible to get all 150 kids and leaders in the church all at the same time.

Two options in discussion are continuing with two of the most popular large group activities, the dresser build and prayer stations. Instead of doing these all in one night with everyone in the building, we could hold these over the course of a month, with just a few of the small groups participating each week. The remaining groups would do confirmation via Zoom as normal.

- FLOCK has restarted this fall (weekly on Tuesdays from 7-8:30pm). Activities so far have been gathering at the church and walking to Dairy Queen and an indoor movie night. We are still looking for creative ways to meet in addition to online Zoom. These can be outdoor in the Sept/Oct/Nov timeframe depending on weather.
- Bagels at Dawn has been moved to Wednesdays from 9-11:00am in the upstairs lobby (off Ryan Ave). Wednesdays at Roseville Schools are the asynchronous days, so there are no scheduled online classes that day. Bagels will still be purchased from St Paul Bagelry but will be brought in the church. The kids will be able to have a bagel, work on homework, and then have a devo before leaving. We are asking for families to help cover the cost of bagels each week (roughly \$20 per week).

- Abby and Julie have been working on the Virtual Sunday School Room for young children. Check it out – it’s really impressive.
- Graduate Care Packaging for our first year college students is still a go. This will be done by individual families that signup to participate instead of as a large group at the church. Audrey will be sending out an email to the whole church so people will know how to sign up.
- Audrey informed the committee members of the Community Conversations, the podcasts available on the web site, the Inside Scoop emails, Jamie Johnson’s role as the new Transitional Life Coach for Young Adults, and the discussions about becoming a “Reconciling in Christ Congregation.”

Summary of upcoming events or issues that the Council should be aware of

- Flock continues to be held each Tuesday evening from 7-8:30pm.
- Bagels @ Dawn is held on Wednesdays from 9-11:00am.
- MEA weekend event: Youth can sign up to help with Fall yard cleanup on Saturday, October 17. After that, the groups will reconvene at the church for pumpkin carving and a bonfire.
- The next Y&F committee meeting will be at 11:00am on Sunday, November 8th via Zoom.
-
-
-

Does the group have any questions or concerns to bring to the Council? Is there anything that the Council or RLC Staff can do to assist the group?

-
-
-
-

ROSEVILLE LUTHERAN CHURCH

MONTHLY MINISTRY TEAM AND COMMITTEE LIAISON REPORT

Ministry Team or Committee name

Adult Ed

Members present

8

Date of Ministry Team or Committee meeting

10-8-20 2nd Thursday of each month

Report prepared by

Heidi Larson

Date of Council meeting this report will be shared

10-15-20

Summary of topics discussed and activities that have occurred since the last Council meeting

- Fall schedule of speakers confirmed
- All Adult Ed sessions online until further notice
- Adult Ed to be held 2 x month
- When Face-to-Face resumes, Adult Ed session at 10:30 am.
- Considering Zoom discussion for 10-20 minutes at close of online presentation with speaker
- Summer Psalms possibly done by Zoom.

Summary of upcoming events or issues that the Council should be aware of

- Working with organization of spring sessions – speakers confirmed

Does the group have any questions or concerns to bring to the Council? Is there anything that the Council or RLC Staff can do to assist the group?

-
-
-

City Council Emails:

Mayor Dan Roe: dan.roe@cityofroseville.com
Council Member Wayne Groff: wayne.groff@cityofroseville.com
Council Member Jason Etten jason.etten@gmail.com
Council Member Lisa Laliberte lisa4roseville@gmail.com
Council Member Robert Willmus rwillmus@msn.com
CC: Pat Trudgeon: pat.trudgeon@cityofroseville.com

General Format:

(Date)
Roseville City Council
2660 Civic Center Drive
Roseville, MN 55113

Dear Members of the Roseville City Council:

Roseville Lutheran Church (RLC) is writing in support of the proposed ordinance to ban flavored tobacco products in our city. Our mission is based on the book of MATTHEW 22: 37-39. Simply: LOVE GOD. LOVE YOUR NEIGHBOR. We are united in our community by Grace. Grace allows us to care for those most vulnerable.

We applaud the city council for considering banning the sale of all flavored tobacco products, including menthol. We care deeply about the health and safety of our children and those most impacted by targeting of the tobacco industry. The proposed ordinance is a response to address racial and health equity in Roseville.

The tobacco industry has intentionally destroyed the health and livelihood of the vulnerable among us, including youth and people of color. We are called to love and care for our neighbors, especially those most vulnerable, this is contrary to what the tobacco industry has been doing for decades.

Tobacco companies heavily marketed and promoted menthol cigarettes, one of the most deadliest products, to the young and poor. Uncovered in the tobacco settlement documents, we found this to be extremely intentional, with RJ Reynolds saying: "We reserve the right to smoke for the young, the poor, the black and the stupid." They also use cheap, kid-friendly fruit and candy flavored products to lure a younger generation to a lifetime of addiction and disease. Today, Black smokers use menthol at higher rates and experience greater disproportionate death and disease. According to the 2019 Minnesota Student Survey, data shows that 26% of high school juniors have used an e-cigarette in the last 30 days. That is a 54% increase since 2016.

We, as a church community, are committed to the health and safety of the most vulnerable among us including our children.

We support this step in creating a healthy and safe community

Sincerely,

Pastor Lauren Wrightsman
1215 Roselawn Ave. West
Roseville, MN 55114