

- 1) Call to Order by Joe Zeigler at 7:05 pm
- 2) Quorum assessment
 - a) Members present: Rebecca Field, Joe Zeigler, Heidi Larson, Mary Peterson, Kevin Hansen, Bill Metzger, Kris Olsen, Linda Hanson
 - b) Members absent: Val Velde
 - c) RLC staff present: David Booms, Lauren Wrightsman, Rebecca Bedner-Faris, Chris Hagen, Diane Strandquist Sell
 - d) Others present: KJ Bach, Carrie Hefte Hanton
- 3) Approval of current agenda
 - a) Motion to approve by Mary Peterson. Second. Approved.
- 4) Approval of prior month's minutes
 - a) September 16, 2021
 - b) October 14, 2021
 - 1 Motion to approve by Bill Metzger. Second. Approved.
- 5) Constitution & Bylaws — Review proposed draft
 - a) 1 Motion to make edits and bring forth updated version to congregation approved by Mary Peterson. Second. Approved.
- 6) Monthly staff reports
 - a) Finance – Laurel Hofeldt [3]
 - b) Senior Pastor – Lauren Wrightsman [6]
 - c) Associate Pastor – Chris Hagen [9]
 - d) Church Administrator – David Booms [10]
 - e) Engagement and Care Ministries – Diane Sell
 - f) Development – Rebecca Bedner-Faris [12]
- 7) Associate Pastor Call Committee update — Mary Peterson
- 8) Committee liaison reports
 - a) Mission & Outreach – Kris Olsen [13]
 - b) Endowment – Bill Metzger [14]
 - c) Children's – Mary Peterson [16]
 - d) Youth & Family – Kevin Hansen [17]
 - e) Adult Ed – Heidi Larson [18]
 - f) Community Engagement – Linda Hanson
 - g) Nominating – Val Velde
- 9) Items for Discussion



Roseville Lutheran Church
elawn Ave West, Roseville, Minnesota 55113

Council Minutes

November 18, 2021, 7:00 pm

10) New Business

11) Upcoming dates

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

13) Adjournment
a) Motion to adjourn by Mary Peterson. Second. Approved

14) Closing prayer

Roseville Lutheran Church
1215 Roselawn Ave West, Roseville, Minnesota 55113



Staff Report to Council

Ministry: Director of Finance and Data

Date: 11/17/2021

Prepared by: Laurel Hofeldt (will not be present at the November Council meeting)

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

- October Month-End Financial Summary and Statement of Operations attached. Fiscal year-to-date receipts are \$74,784 below budget and YTD expenses are \$89,259 below budget, meaning we are \$14,475 ahead of our expected financial position as of October 31. Reminder that RLC traditionally runs a deficit 10 months of the year, with surpluses expected in December and the month Easter occurs.
- The first Employee Retention Credit was submitted in October with the 2021 Q3 Employer Payroll Tax Return (Form 941). The credit was calculated as \$131,665 with the assistance of Larry Adams at CliftonLarsonAllen. Reports indicate that it will take anywhere from 5 weeks to 5 months to receive these credits due to the current IRS backlog.

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 finance staff is assisting with all year-end giving opportunities, including Love Lights, Christmas Garden, Sharing Tree, special year-end gifts to support ongoing ministry (including stock gifts, qualified charitable distributions from IRAs, grants from donor-advised funds, and cash gifts). December is the largest month of the year for charitable giving to RLC and other non-profits. Information is included in the Pastor's Christmas letter to be mailed next week.
- Did you know? If you do not itemize deductions, the law permits taxpayers to claim a limited deduction on their 2021 federal income tax returns for cash contributions made to qualifying charitable organizations. Taxpayers can claim a deduction of up to \$300 for individuals, or up to a maximum of \$600 for married individuals filing joint returns.

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?

- Request for Council to make a motion and vote to accept the 2022 Pastor's Housing Allowance designation.
 - This does not affect total compensation, but does provide a significant tax benefit to pastors.
 - Pastor Lauren has submitted her housing allowance request for 2022.
 - The IRS requires approval of housing allowances to be recorded in the minutes of the governing board each year prior to January 1.

ROSEVILLE LUTHERAN CHURCH
1215 ROSELAWN AVE WEST, ROSEVILLE, MINNESOTA 55113

Roseville Lutheran Church
October 2021 Month-End Financial Summary

Church Operations 2021-2022 Prior Year Comparison YTD 2020-2021 Current YTD

	Oct	Oct	Oct	YTD	YTD	Variance	YTD	Actual vs
	Actual	Budget	Variance	Actual	Budget	to Budget	Actual	Prior YTD Actual
Offering	98,000	133,254	-35,254	339,665	394,057	-54,392	331,802	7,864
Other receipts	2,880	8,446	-5,566	12,218	32,610	-20,392	6,721	5,497
Total Receipts	100,880	141,699	-40,819	351,883	426,667	-74,784	338,523	13,360
Compensation & Staff	106,444	104,897	1,547	373,505	420,835	-47,330	331,417	42,088
Program Ministries	14,885	20,562	-5,677	45,571	66,883	-21,313	38,628	6,942
Business Management	10,742	17,264	-6,522	43,218	54,847	-11,629	45,390	-2,172
Property & Building	13,327	15,195	-1,868	49,831	58,818	-8,987	56,888	-7,057
Total Expenses	145,398	157,918	-12,520	512,124	601,383	-89,259	472,323	39,801
Net	-44,518	-16,218	-28,300	-160,241	-174,716	14,475	-133,800	

Prior Year

Number of Givers 2021-2022

Oct YTD through Oct 2020-21 YTD Thru Oct
Givers Avg Giving # Givers Avg Giving # Givers Avg Giving

General Fund 320 \$ 313 396 \$ 862 428 \$ 729 Bldg Designated 32 \$ 61 44 \$ 219 54 \$ 218 M&O
 Iringa 6 \$ 740 6 \$ 740 30 \$ 484 M&O Other 9 \$ 92 11 \$ 373 34 \$ 289 Memorials/Estate 16 \$ 70 23 \$
 62 13 \$ 95 Other Designated 6 \$ 81 11 \$ 265 15 \$ 832 Endowment Fund 0 \$ - 2 \$ 160 3 \$ 4,192 All
 Other 0 \$ - 1 \$ 100 4 \$ 60

Total 340 \$ 320 420 \$ 867 470 \$ 797

Fund Balances 10/31/2021

Available Cash & Short-Term Investments 576,067

Designated/Restricted Funds:

Building Fund 26,767
 Mission & Outreach 72,381
 Kitchen Fund 24,954
 Memorials 40,553
 Matching Funds 3,000
 Estate Gifts 87,787
Other Funds 171,322
 Total Designated/Restricted 426,764

Child Care: Current Yr -10,038 Preschool: Current Yr -10,098 Operating Fund:

Current Yr -160,241

Endowment Fund

Cash 14,327
Investments 658,271
 Total 672,598

Roseville Lutheran Church Statement of Operations FY 2021-2022

As of October 31, 2021

Var. Actual
 Actual to YTD YTD
 YTD Budget % Budget

RECEIPTS

Total Offerings 339,665 86% 394,057 Other Income & Receipts 12,218 32,610 TOTAL RECEIPTS 351,883
 82% 426,667

BUSINESS EXPENSE & COMPENSATION

Staff Salaries 311,766 353,101 Staff Benefits 58,785 64,521 Business Expense 2,954 3,213 TOTAL
 BUSINESS EXPENSES & COMPENSATION 373,505 89% 420,835

TOTAL WORSHIP & PRAYER 4,375 88% 4,989 TOTAL MISSION & OUTREACH 23,697 86% 27,500

TOTAL EDUCATION & CHILDREN 1,523 27% 5,653 TOTAL YOUTH & FAMILY MINISTRIES 389 9%

4,325 TOTAL CHRISTIAN LIFE 15,586 64% 24,417

TOTAL PROGRAM MINISTRIES 45,571 68% 66,883

SUSTAINING/BUSINESS MANAGEMENT

Stewardship & Development 3,471 11,625 Bank Fees, Insurance, Payroll Processing 15,742 15,490
 Office Support, Computer/Network, Council 10,107 14,861 Communications, Printing, Publishing,
 Mailings 13,898 12,871 TOTAL BUSINESS MANAGEMENT 43,218 79% 54,847

PROPERTIES & BUILDINGS

Utilities 20,532 24,233 Cleaning & Maintenance 5,013 7,433 Grounds & Parking Lots 1,522 1,694 HVAC, Lighting & Security 4,280 3,624 Mortgage & Building Projects/Improvements 18,484 21,833 TOTAL PROPERTIES & BUILDINGS 49,831 85% 58,818

TOTAL SUSTAINING MINISTRIES 93,049 82% 113,665 TOTAL EXPENSES 512,124 85% 601,383

RECEIPTS OVER/UNDER EXPENSES -160,241 -174,716



Senior Pastor Report

Pastor Lauren J. Wrightsman

November 2021

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

● **Staffing:**

- o **Director of Preschool / Childcare House** - Sher Noot accepted the position and began her employment with us in November 2021. Please take the opportunity to send Sher a welcome email at snoot@rosevillelutheran.org
- o **Office Secretary / Receptionist** - we are currently in the process of filling this now vacant position
- o **Interim Associate Pastor Chris Hagen** - Chris' last Sunday will be on Sunday, November 28th. Please join us for a Farewell Reception between services on Sunday, November 28th. Chris has been an absolute joy to work with and we wish him continued blessings as he begins another interim call.
- o **Associate Pastor** - The Call Committee is hard at work. We had a congregational conversation with Bishop Lull on Sunday, November 11. Next step is interviews.

RLC Associate Pastor Call Committee Timeline



ROSEVILLE LUTHERAN CHURCH
1215 ROSELAWN AVE WEST, ROSEVILLE, MINNESOTA 55113



Senior Pastor 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?

- Advent / Christmas -

- o Service / activity schedule:

- **Nov 28** - First Sunday of Advent - Pajama Day for RLC Kids
- **Dec 3** - Pathway to Christmas: caroling groups, lights, silhouette nativity, dry hot cocoa cups with white chocolate pretzels will be given out in place of cider, as hot liquid in the drive through may cause a problem. this narration of a Christmas story for people to hear via their phone or car radio?
- **Saturday, Dec 4 - 9:00 - 11:00 am**, Candy Cane Breakfast: Kid focused brunch, faith, fun with a touch of fancy
- **Sunday, Dec 5** - Second Sunday of Advent
- **Saturday, Dec 11** - Dress rehearsal for RLC Kids Christmas program 8:30-10:30 in Worship Center
- **Sunday Dec 12** -Third Sunday of Advent - RLC Kids Christmas program at 10:30 service
- **Sun. Dec 12** - Vocal Essence concert at RLC 4:00 (tickets required) Masks, Vaccination Required

- **Sat. Dec. 18** - Festival Christmas Concert 7:30 - **(tickets required) Masks, Vaccination Required**
- **Sun. Dec. 19** - Fourth Sunday of Advent
- **Fri. Dec 24 - Christmas Eve services:** times - 3:00 and 4:30 (family services) 9:00 p.m. Candlelight with Communion, Choir
- **Sat. Dec. 25 - Christmas Day worship - 10:00 a.m.**
- **Dec 26 - Sunday Worship and Carols -**
 - **Fri. Dec 31 - New Year's Eve with RLC Jazz 7:30 (tickets required) Masks, Vaccination Required**
- **Jan. 2 Sunday Worship services (9:00 and 10:30)**

- **Global Missions**

- o Guatemala: 4 individuals will be participating in a global mission trip to Guatemala January 22 - 31. Participants include: Pastor Lauren Wrightsman, Audrey Dontje Lindell (Youth Director), Val Velde (Vice President) and James Velde (son of Val). This team is going with a group from Christ Lutheran Church, Lake Elmo, and will be exploring two possible future partnerships: 1) Community service with partnerships through Christ Lake Elmo and 2) ILAG, St. Paul Area Synod sponsored partnerships.

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ROSEVILLE LUTHERAN CHURCH
1215 ROSELAWN AVE WEST, ROSEVILLE, MINNESOTA 55113



Senior Pastor Report

- o Slovakia: We are “sunsetting” our congregational involvement with Vision Slovakia. We are planning an event in January 2022 to celebrate the long partnership with Slovakia.

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
1215 ROSELAWN AVE WEST, ROSEVILLE, MINNESOTA 55113



Staff Report to Council

Ministry: Interim Associate Pastor

Date: 11/18/2021

Prepared by: Chris Hagen

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

- Adult Bible Study on Praying the Psalms began Oct 18 and concludes Nov 22.
 - Rather than a survey of psalms, we read the psalms from different perspectives, addressing emotion, literary devices, historical references, psychology, theological themes and uses in Lutheran worship.
- The Great Northern Union decided not to partner with RLC for a Christmas event.
 - RLC should continue to seek such ministry partnerships in the future to augment its ministry scope and to expand its visibility.

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?

- Please note that I have offered my resignation to Pastor Lauren. My last Sunday will be Nov. 28th.
 - I start mid-December at Christ the King Lutheran Church in Bloomington as interim associate pastor, moving into the senior pastor position next spring.
 - Although I intended to stay to the calling of the next pastor, my goals at RLC have been largely achieved and new challenges await me at Christ the King.

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?

- Recognize that Pastor Lauren will have a larger work load during these coming months.

ROSEVILLE LUTHERAN CHURCH
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Staff Report to Council

Support Staff

Date: 11/15/21

Prepared by: David Booms

Highlight results of key programs or activities from the last 30 days.

Admin

- Hired new Director of Preschool and ChildCare
 - Onboarding in progress
 - While acting as temp Administrative lead of the under 5yro programs worked through the notification and temporary closure of both programs
 - CCH house is still closed with 7 active cases of Covid
- Covering duties of the Receptionist. Many Thanks to staff members who are assisting with phone coverage.
 - Position is posted.
- Covering all Building and Grounds needs that are not covered by the contact with the Maintenance Team.

Communications

- TABLE Newsletter is sent off to the printers!
- Preparing for all the print and online support materials for various concerts, programs, worship services, activities in December.
- The Worship Center camera system is installed and operational.
- Met with the Design Team regarding Worship Center and Commons visuals that support worship themes, video broadcasts, and fit our look/color palette.
- Exploring alternative printing options for the TABLE Newsletter (including paper size and quality, print quality, consolidating printing and mailing services, etc.)
- Supporting temporary office staffing needs.
- Next TABLE Deadline is Feb. 1 for March-April-May issue.

Building & Grounds

Return to indoor Services.

- Worship Center cleaned and prepped for socially distanced return.
- Completed Elevator repair pricing research.
 - Bids submitted by Schindler, Metro, and
- Worked with AV Avenue to generate a service program proposal.

ROSEVILLE LUTHERAN CHURCH

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Staff Report to Council

- Complete a T&M service request for A/V issues with Social Hall and Room 40 Projectors.
- Boiler inspected and cleaned By Arlen, week of 10/18.
 - Boiler start completed on 10/25. Functioning normally through the remainder of Month.
 - Low call for heat given higher than average outside air temps.
- Bldg Engineer tested positive Covid test. Out indefinitely

- Continued phone conversations with the engineer regarding boiler monitoring.
- Prepared the “Ushers Closet” for construction of wall, shelf, and table top.

Hospitality

- Dive by Dinner for Veterans & families
 - luncheons also provided for Roseville Police Dept and the US Recruiting office
- Catered meal for U of Mn LDP Sorority.
- Installed Worship theme related decorations, inside & out.

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?

- All departments are in preparation for upgoing events, Advent & Christmas
 - Thanksgiving Eve “pie to go.”
 - Candy Cane Breakfast
 - Mural
 - Drive through Advent event
 - Manger
 - Trees
 - Lighting
 - Decorations
 - Christmas Garden
 - Love Lights
 - Festival Concert

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
1215 ROSELAWN AVE WEST, ROSEVILLE, MINNESOTA 55113



Staff Report to Council

Development Director

11/18/21

Prepared by: Rebecca Bedner-Faris

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

- Annual Appeal has ended. Everyone that completed an intent to give form or made a verbal or email commitment was sent a thank you note from me.
- I am putting together packets for council members to help write thank notes for our members and friends who have donated. We are focusing on everyone who gave in the month of October, 2021.
- Worked with the Endowment Committee to plan the Love Lights and Luminaries fundraiser. • I helped create and starred in the [Lively Landscapers Video](#) with KJ Back and Julie Wendland.

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?

- [Love Lights and Luminaries](#) are being offered now for a suggested donation of \$30. More information can be found [here](#). Mailing to past Love Lights and Luminary supporters will be sent tomorrow.
- Letter from the Pastor shares multiple ways to give, including year end giving and Love Lights and Luminaries.
- Table article outlines tax smart gifting strategies for year end 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?

- Your help in spreading the word about the Love Lights and Luminaries is greatly appreciated. We will be selling them in-person on Sunday, November 28, December 5 and 12. You can also order online.
- Your assistance with writing thank you notes to current RLC donors is also greatly appreciated. I will mail the packets to you.

ROSEVILLE LUTHERAN CHURCH
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Council Liaison Report

Mission & Outreach

Chair/Leader: Shared

11/18/2021

Prepared by: Kris Olsen

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

- New Guatemala Mission: M&O reps met with both Christ Lutheran, Lake Elmo and St. Paul Area Synod to learn more about their Guatemala missions. This in response to a request by Pastor Lauren to consider a new Guatemala Mission focus at RLC. M&O provided their recommendation to Lauren Nov. 9th and approved funds for an exploratory trip to experience both Programs. The trip is scheduled for January for Pastor Lauren and Audrey Lindell. Two other RLC members are going as well at their own expense.
- Just completed a collection for winter clothing for students at Central Park Elementary. • Sharing Tree organized as both a virtual and physical giving tree. Members can provide items and gift cards for Keystone, Project Home, Bridging, Every Meal and Central Park school. Also will again be collecting socks for Loaves and Fishes.
- January is M&O month to provide content for the 10:10 hour - these topics and speakers secured.

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?

- How does Mission & Outreach fit into the long term ministry plan and bylaws? How is it organized with respect to like work such as ONAM and more recently Immigration - should it be the umbrella organization for all outreach related ministry?
-
-

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, not at this time.

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ROSEVILLE LUTHERAN CHURCH

MONTHLY REPORT TO COUNCIL FROM ENDOWMENT COMMITTEE

Ministry Team or Committee name Endowment Committee

Members present Mike Dolan, Judy Ekern, Audra Engebretson, Carrie Hefte, Greg Johnson, Bill Metzger, Kevin Peterson, Dave Risinger, Sarah Richter, Rebecca Bednar-Faris – Director of Development
Date of Ministry Team or Committee meeting Meeting held 10/28/2021 at 6:30 PM
Report prepared by Bill Metzger
Date of Council meeting this report will be shared 11/18/2021

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

We met on October 28th to introduce our newest member Sarah Richter to the committee and discussed our December Endowment Fund raising event. We reviewed what we had done for Love Lights and Luminaries in past years including the money raised. We also discussed the concerns expressed at Council about the potential cancellation of the Christmas Concert because of COVID. We decided as a committee to offer a combination of Love Lights and Luminaries as our December fund raising event so that the congregation could have something to honor loved ones if the Concert needed to be canceled. We will be increasing the donation for the Love Lights and Luminaries to \$30 from \$25 in previous years. The committee agreed to work on the detailed plan by email with Rebecca taking the organizing lead and Sarah volunteering to help with announcement material. We met on November 17 to Assemble Love Lights and Luminaries and discuss any remaining details so we can begin our Love Lights and Luminary campaign. The campaign will start online with the E- newsletter on 11/18 and Rebecca and the Endowment Committee will staff tables each Sunday for people to order their Love Lights and Luminaries either before or after services from 11/28 to 12/12. This will allow us to have the Love Lights ready by December 18th for the Christmas Concert.

Forward Focus:

Our goal is to have a very successful event. Please spread the word about this important endowment event allowing the congregation to recognize loved ones and special people in their lives.

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?

None at this time.

ROSEVILLE LUTHERAN CHURCH

MONTHLY MINISTRY TEAM AND COMMITTEE LIAISON REPORT

Ministry Team or Committee name Children's Ministry Advisory Board
Members present Julie Hanson, Mary Peterson, Kristin Shardlow, Kelli Hofmeister
Date of Ministry Team or Committee meeting 11-16-21
Report prepared by Julie
Date of Council meeting this report will be shared 11.18.21

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

- Updated RLC Kids numbers for Sunday mornings- more are coming back but still very low compared to 2019. Many are very cautious about returning with their kids.
- Format of RLC Kids has gotten a positive response from parents for the most part.

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?

- Sunday, Nov. 28th is Pajama Day for kids to wear their jammies to church and bring a new pair to share with others. Pajamas going to Project Home and Shelton's church
- Pathway to Christmas, Dec 3 5:30-7:30 - a drive by experience similar to last year, except this will be only RLC, no other churches involved. Need volunteers to welcome and wish Merry Christmas as they leave.
- Candy Cane Breakfast, Sat. Dec. 4th 9-11, a downscaled version with seating by family group, masks required except when eating. Giving joy to kids and the special adults in their lives. ● Upcoming Family Blessing Services on Wed. nights 5:30-6:30 to start Jan. 12th. Simple kid friendly meal served, a brief recap of the previous Sunday's message, an activity and service project offered.
- Talked about starting our preschool and Kindergarten kids in worship too mid-January and having them join us for Storytime and then go with Ms. Gena to their classroom and have parents pick them up at the end of worship.
- Kids Choir to start Jan 12 from 6:30-7, to coincide with the Family Blessing Service. Joe Husby to direct it. Parents can wait for kids in the Commons and connect there.

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 meet the families where they are, in terms of those not wanting to come back in the building yet? CM to do a phone bank evening to call those that we have not heard from and leave a message that we miss them and want them to know we are praying for them. How do we encourage connecting with others during this time?
- Which families have left the church vs wanting to continue to worship online at home.



Council Liaison Report

Chair/Leader: Audrey Dontje Lindell

Date: 18 November 2021

Attendees: Chris Smedsrud, Audrey Donje Lindell, Abby Matter, Lillian Wassel, Amy Schell, Kevin Hansen

Prepared by: Kevin Hansen

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

- Confirmation: continuing a series on LGBTQ+ topics; this was high on the list of answers to the “what do you wish we would talk more about?” question on last year’s end of the year survey; the topic is proving to be more of a learning curve for the small group leaders
- RLC Youth Group/FLOCK continues to meet on Wednesday nights
- Bagels@Dawn: has been put on hold because of weather; we had been holding these outdoors on Thursday mornings from 6:45-7:45am; open to all RLC high schoolers and their friends; these meetings were put on hold because of the weather turning colder; this will resume when the COVID restrictions are loosened to allowed food to be consumed indoors (see below)
- Grad Packages: care packages were packed this week as a part of Serve Sunday in the North parking lot; these were sent to our recent high school graduates
- MEA Getaway weekend: scheduled for the MEA weekend, obviously; have been struggling as to whether to take a group to this, but we have decided not to because this gathering is open to all denominations and the sponsors are not requiring masks or vaccinations;
- Confirmation Retreat has been cancelled; there were only 7 kids signed up; most likely due to COVID-related concerns
- 7th & 8th Grade Lock In is being planned; change will be noted that if a student is signed up and gets sick, we will provide a full refund; considering opening this up to high school students as well

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?

- Continued sponsorships necessary for Bagels@Dawn; approximately \$35/day (when this restarts) ●

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?

- Question to the Council: is there an update on the COVID restriction for consuming food indoors? This relates directly to Bagels@Dawn
- Question to the Council: what is the policy for vaccinations for small group leaders/volunteers? We discussed potentially not asking to see vaccination cards, but potentially have them sign a statement attesting to vaccination status. If a person is not vaccinated or prefers not to say, then we may require a weekly negative test. We do not want to lose any confirmation leaders over this, but this is the same policy that the Roseville schools have in place.

ROSEVILLE LUTHERAN CHURCH
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Adult Education

Chair/Leader: Sharon Swiglo

MM/DD/YY November 11, 2021

Prepared by: Heidi Larson

Members present: Sharon Swiglo, Jim Boyce, Mary Schultz, Wanda Fingalson, Heidi Larson, Rolf Olson

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

- Oct. 17 - Marc Prokosch, Immigration lawyer - 28 in attendance
- Oct. 24 - Nancy Olson, Immigration - 32 in attendance
- Oct. 31 - LGBTQ+ Jim Boyce - 45 in attendance
- Nov. 7 - Mary Jane Haemig - Martin Luther - 24 in attendance
 - The committee discussed concerns about reaching a broader segment of our congregation in order for them to grow more deeply in their faith. Rolf Olson shared some information about an article that he read titled “The Evangelical Church is Breaking Apart”, from the Atlantic. The concern is that people are being more influenced by the media they consume than the time they are spending in studying and reflecting on their faith at church. The committee talked about contacting Julie Hanson to find out what topics might interest young parents in the church.

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 committee approved a request by Sharon Boyce to purchase a copy of “Lake Street Speaks” for the church library. Another copy has been donated by a member.
- November 14, 21 and 28 - Dr. Mary Jane Haemig
- December 5 - John Helgen
- December 12 - Mary Schultz - Gratitude

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?