RLC Council Meeting 12/17/15

Present: Sara Mohn, Dave Hofeldt, Georgia Nygaard, Kevan Moultan, Jim Stark

Vanessa Anderson, Jake VonDelinde

Absent: Jeff Johnson, Heidi George

Pastors + Staff: Lauren Wrightsman, Laurel Hofeldt, Dave Booms

Absent: Sara Spohr

Call to order

Prayer and Devotional: Pr. Lauren

Approval of Agenda

Approval of August Minutes

Moved to approve with spelling error, and amend date. Motion seconded and approved.

Approval of November Minutes

Minutes will still need to be approved after changes. Amend to record attendees, and spelling of Steve's name and update of gifts policy.

Financial Update:

* + Giving and expenses very close to budget for November
	+ Net $5,839 behind budgeted, slight improvement from Oct.
	+ Still trending fewer givers but bigger gifts
	+ Both Preschool and Childcare are coming out better than previous year; they are ahead of budget year to date. Both went through more rigorous budget process this year.
	+ Question about outside audit- it's on finance committee radar, but finance committee felt the need to update policy manual. Discussion of last time we did one. Considering an outside review of books rather than full audit. Pastor Lauren suggested that fairly typical to have a full audit be done every two years. It will be recommended to finance committee to get finance policy up to date and get wheels in motion.

Update on Stewardship

* + 206 intent to give cards turned in to date, including 47 new cards, and 59 households that increased commitment.
	+ Total commitment $644,000; average commitment up from previous yr.
	+ Lauren is planning to circle back to encouraging commitment cards in Jan.
	+ Recent unrestricted estate gift of $71,000. Exec discussed several options, e.g. FMSC, bus, technology, etc. previously mentioned at Nov. council.
		- Dave suggested putting $15,000 towards M&O event like FMSC or Project Home if needed, else restoring to M&O budget
		- Decision to hold on spending plans for now until we have full status.
	+ Some discussion about upcoming special asks, e.g. Vision Slovakia, Project home, Feed My Starving Children, and how they fit in with giving/stewardship message. More discussion needed with staff, exec, stewardship committee, etc.
	+ January 24th will be finance updates at 10:10 hour and during the service

Staff Updates:

* + Lauren and Sara discussing process for prayer requests
	+ Acknowledgment for Pastor Sara’s hard work in November will be a thank you gift card from council.
	+ Housing allowance amounts to be declared by Pastor Sara and Pastor Lauren were stated to council as per IRS rules. Motion to accept, seconded, and unanimously approved.
	+ Processional cross was damaged beyond repair in accident. Dave Booms requested funds to replace. Motion made to do so using non-designated memorial funds. Seconded and unanimously approved.
	+ Freezer/refrigerator unit in kitchen is starting to fail. A motion was made to release up to $7,000 from the kitchen fund to replace as needed, Dave Booms will manage the timing. Motion was seconded and approved.
	+ Bus: needs to be replaced. Dave is exploring both lease and purchase options for 12-15-passenger transit style vans. He has gathered one bid and will gather two more.
	+ Water mitigation: Even with heavy rains this fall, it appears that the investment last spring in landscaping has been largely successful, with help from redone drainage path in parking lot. The ‘55 building has been completely dry. It would be safe to go ahead pursuing sealing and carpeting the floors. Room 40 and associated storeroom (right under the entryway from upper parking lot) still have relatively small leakage, but much reduced from prior levels (<1/3 previous levels). Steve Henry to explore targeted ways to deal with just that location further.

Staff Benefits Update:

* + The plan to move staff health insurance into market and not under Portico fell through, as Portico implemented new waiver requirements this year (not publicized) that effectively requires all-or-nothing coverage (with disability, pension, etc.) We had anticipated some savings relative to 10% increase in health insurance in Portico, but net will be about $10,000 increase in costs relative to budget. Council could consider leaving Portico completely and going “A la Carte” for 2017, but 2016 is a done deal. Lauren has heard that churches that have tried that option have returned to Portico, possibly as a result of this latest policy change, but also maybe because cost savings haven’t been as high as anticipated without substantial reductions in benefit levels.

Ministry team updates:

Youth and Family

* Met Sunday, several planning to attend a recharge workshop for leadership on January 9th.
* On January 6th Rollie Martinson will be a guest speaker at confirmation on the topic of relationships and making connections.
* Gift card fundraiser has netted $500 so far and the youth program will be part of the garage sale in the spring.
* Brochures about summer opportunities are ready and include a family mission trip to Duluth.
* They are conducting a survey of families to gather more information.

Adult Education

* Carol sing along will be this Sunday
* Committee is partnering with Mission and Outreach in January and hosting speakers connected to our mission
* Committee wants to be involved in 75th anniversary celebration in 2017
* Discussed marketing of RLC and adult education in general.

Life Ministries

* Winter family fun fest is planned

Nominating

* They have finalized list of needs and will begin identifying and contacting people in January. If council has names of people who would be strong lay leaders, please pass along the names.

Mission and Outreach

* Christmas and Advent projects have kept the committee busy: Warm Tummies/Warm Toes, Sharing Tree, and Loaves and Fishes. 270 meals and socks were given.

Endowment

* Library renovation is almost complete
* Funding grants not necessarily limited to $2,000

Next Council Meeting is January 21st.

Project Home will start in February