



Council Minutes April 21, 2022, 7:00 pm

- 1) Call to Order by Joe Zeigler at 7:00 pm via Zoom.
- 2) Quorum assessment
 - a) Members present: Rebecca Field, Joe Zeigler, Val Velde, Mary Peterson, Kevin Hansen, Kris Olsen, Linda Hanson, Heidi Larson
 - b) Members absent: Bill Metzger, Rebecca Bedner-Faris (staff), Diane Strandquist Sell (staff)
 - c) RLC staff present: David Booms, Lauren Wrightsman, Marty Wyatt, Laurel Hofeldt
- 3) Approval of current agenda
 - a) Motion to approve by Mary Peterson. Second. Approved.
- 4) Approval of prior month's minutes
 - a) Motion to approve by Rebecca Field. Second. Approved.
- 5) Monthly staff reports
 - a) Finance – Laurel Hofeldt [3]
 - b) Senior Pastor – Lauren Wrightsman [6]
 - Motion to approve a Call Committee to hire a CYF Deacon or Pastor. Moved by Val Velde. Second. Approved.
 - c) Associate Pastor – Marty Wyatt [7]
 - d) Church Administrator – David Booms [8]
 - e) Engagement and Care Ministries – Diane Sell [11]
 - f) Development – Rebecca Bedner-Faris [12]
- 6) Committee liaison reports
 - a) Mission & Outreach – Kris Olsen [13]
 - b) Endowment – Bill Metzger [14]
 - c) Children's – Mary Peterson [15]
 - d) Youth & Family – Kevin Hansen [16]
 - e) Adult Ed – Heidi Larson [17]
 - (f) Community Engagement – Linda Hanson
 - g) Nominating – Val Velde [18]
- 7) Organizational Task Force - Val Velde/ Pastor Lauren

Motion to use up to \$5,000 for Organizational Consultant by Rebecca Field. Second. Approved.
- 8) New Business
 - Motion to set the date for Annual Meeting, Aug. 28, 2022 at 11:30 am. Moved by Heidi Larson. Second. Approved.
- 9) Upcoming dates:
 - May 17 Exec via Zoom at 1 pm

- May 28 Council Meeting at RLC Room 40 at 6:30 pm
- Confirmation and Grad recognition Sundays - Sunday May 15 (10:30 a.m.) and Sunday May 22
- Slovak Sunday - Sunday, May 15 (9:00 a.m.)
- Celebration of Staff with 15+ years - Sunday, June 5
- New Member Class - Sunday, April 24 and Thursday, April 28

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

- Confirmation and Grad recognition Sundays - Sunday May 15 (10:30 a.m.) and Sunday May 22
- Slovak Sunday - Sunday, May 15 (9:00 a.m.)
- Celebration of Staff with 15+ years - Sunday, June 5
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11) Adjournment

a) Motion to adjourn by Kevin Hanson. Second. Approved.

12) Closing prayer by Pastor Lauren

Staff Report to Council

Ministry: Director of Finance and Data

Date: 04/20/2022

Prepared by: Laurel Hofeldt

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

- March Month-End Financial Summary and Statement of Operations are attached. Fiscal year-to-date receipts are \$231,179 below budget and YTD expenses are \$171,372 below budget, meaning we are \$59,807 behind our expected financial position as of March 31st, the end of the 3rd quarter of the fiscal year.

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?

- pRAISE RLC is quickly approaching, May 1-5 to raise \$100,000 in 100 hours. Spread the word and plan to participate in one or more of the scheduled activities. Thank you to all who have contributed seed or matching gifts! If you would still like to contribute visit:
<https://www.shelbygiving.com/App/Form/c2f1eee3-e664-4dec-a2c4-1a6b0f3aae21>
- Working to customize the Ministry One mobile app connected to our church membership database & financial software package. The app will allow users to make donations, register for some events, watch worship services, and submit prayer requests.
- Working with Rebecca B-F, Lauren and Daniel on database contact info update that was rolled out to the congregation in March. This effort will help update our database of active members and friends, add current pictures of active families, and purge inactive members and friends.

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? Nothing at this time.

SUSTAINING/BUSINESS MANAGEMENT

Stewardship & Development	8,259		19,537
Bank Fees, Insurance, Payroll Processing	28,714		35,495
Office Support, Computer/Network, Council	25,774		35,914
Communications, Printing, Publishing, Mailings	30,059		29,387
TOTAL BUSINESS MANAGEMENT	92,806	77%	120,333

PROPERTIES & BUILDINGS

Utilities	68,299		52,275
Cleaning & Maintenance	18,771		17,225
Grounds & Parking Lots	18,779		13,373
HVAC, Lighting & Security	8,602		7,536
Mortgage & Building Projects/Improvements	41,589		49,125
TOTAL PROPERTIES & BUILDINGS	156,040	112%	139,535

TOTAL SUSTAINING MINISTRIES

248,846	96%	259,867
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TOTAL EXPENSES

1,218,276	88%	1,389,648
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RECEIPTS OVER/UNDER EXPENSES

-227,498		-167,691
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Roseville Lutheran Church Statement of Operations FY 2021-2022
As of March 31, 2022

	Actual YTD	Var. Actual to YTD Budget %	YTD Budget
RECEIPTS			
Total Offerings	844,992	78%	1,086,303
Other Income & Receipts	145,787		135,654
TOTAL RECEIPTS	990,778	81%	1,221,957
BUSINESS EXPENSE & COMPENSATION			
Staff Salaries	711,219		792,914
Staff Benefits	133,701		153,228
Business Expense	9,874		7,530
TOTAL BUSINESS EXPENSES & COMPENSATION	854,794	90%	953,672
TOTAL WORSHIP & PRAYER	12,139	110%	11,012
TOTAL MISSION & OUTREACH	66,391	87%	76,000
TOTAL EDUCATION & CHILDREN	4,969	35%	14,022
TOTAL YOUTH & FAMILY MINISTRIES	1,338	8%	16,875
TOTAL CHRISTIAN LIFE	29,799	51%	58,200
TOTAL PROGRAM MINISTRIES	114,636	65%	176,109

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Roseville Lutheran Church
March 2022 Month-End Financial Summary

Church Operations 2021-2022							Prior Year Comparison	
	Mar <u>Actual</u>	Mar <u>Budget</u>	Mar <u>Variance</u>	YTD <u>Actual</u>	YTD <u>Budget</u>	YTD Variance to Budget	2020-2021 YTD <u>Actual</u>	Current YTD Actual vs Prior YTD Actual
Offering	76,648	124,020	-47,371	844,992	1,086,303	-241,312	974,775	-129,783
Other receipts	<u>18,063</u>	<u>11,682</u>	<u>6,381</u>	<u>145,787</u>	<u>135,654</u>	<u>10,132</u>	<u>20,676</u>	<u>125,111</u>
Total Receipts	94,711	135,702	-40,991	990,778	1,221,957	-231,179	995,451	-4,673
Compensation & Staff	100,297	107,681	-7,384	854,794	953,672	-98,878	781,130	73,664
Program Ministries	9,023	18,827	-9,804	114,636	176,109	-61,473	106,576	8,060
Business Management	10,508	12,674	-2,166	92,806	120,333	-27,527	96,759	-3,953
Property & Building	<u>33,494</u>	<u>16,288</u>	<u>17,207</u>	<u>156,040</u>	<u>139,535</u>	<u>16,505</u>	<u>128,403</u>	<u>27,636</u>
Total Expenses	153,322	155,470	-2,147	1,218,276	1,389,648	-171,372	1,112,869	105,407
Net	-58,611	-19,768	-38,844	-227,498	-167,691	-59,807	-117,418	

Number of Givers 2021-2022					Prior Year	
	<u>Mar</u>		<u>YTD through Mar</u>		<u>2020-21 YTD Thru Mar</u>	
	<u># Givers</u>	<u>Avg Giving</u>	<u># Givers</u>	<u>Avg Giving</u>	<u># Givers</u>	<u>Avg Giving</u>
General Fund	287	\$ 236	509	\$ 1,632	563	\$ 1,623
Bldg Designated	28	\$ 68	51	\$ 371	71	\$ 398
Spring Campaign	6	\$ 1,100	7	\$ 1,714	12	\$ 594
Lent/Easter Offering	33	\$ 54	37	\$ 50	45	\$ 83
Mission & Outreach	11	\$ 305	76	\$ 375	103	\$ 398
Memorials/Estate	7	\$ 54	68	\$ 162	31	\$ 100
Other Designated	56	\$ 116	142	\$ 218	106	\$ 312
Endowment Fund	2	\$ 45	82	\$ 245	50	\$ 305
All Other	0	\$ -	1	\$ 100	26	\$ 42
Total	326	\$ 271	595	\$ 1,608	654	\$ 1,601

Fund Balances 03/31/2022		
Available Cash & Short-Term Investments		564,042
Designated/Restricted Funds:		
Building Fund		32,772
Mission & Outreach		92,752
Kitchen Fund		25,760
Memorials		25,242
Matching Funds		3,000
Estate Gifts		87,787
Other Funds		195,923
Total Designated/Restricted		463,235
Child Care:	Current Yr	-3,096
Preschool:	Current Yr	6,958
Operating Fund:	Current Yr	-227,498

Endowment Fund		
	Cash	32
	<u>Investments</u>	<u>662,679</u>
	Total	662,711

Lauren J. Wrightsman

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

Staff Transitions

- CYF
- Childcare House
- Facilities

- ❖ **Organizational Task Force - Has begun its work**
- ❖ **Membership update - led by Rebecca BF, Laurel Hofeldt and Daniel Pederson**
- ❖ **Lent and Holy Week - so good to be back in person!**

Worship numbers:

Date	9:00	10:30	Youtube	Total
2-Jan	53	25	223	301
9-Jan	59	41	342	442
16-Jan	68	44	366	478
23-Jan	44	60	225	329
30-Jan	109	61	232	402
	333	231	1388	1952
6-Feb	107	78	204	389
13-Feb	111	70	206	387
20-Feb	141	103	156	400
27-Feb	136	90	244	470
	495	341	810	1646

6-Mar	73	78	239	390
13-Mar	101	53	142	296
20-Mar	125	99	183	407
27-Mar	137	104	232	473
	436	334	796	1566
3-Apr	144	79	173	396
10-Apr	241	177	252	670

Wednesday Services

	5:00	7:00	Youtube	Total
Mar 2 - AW	95	177	121	393
Wed Mar 9	57	79	106	242
Wed Mar 16	52	33	93	178
Wed Mar 23	53	105	244	402
Wed Mar 30	38	128	86	252

6-Apr	45	106	131	282

Maundy Thursday	225 (7:00 p.m.)	94 (Youtube)	TOTAL: 319
GF	40 (10:00)	137 (7:00 p.m.)	74 (Youtube)
			TOTAL: 251
Easter Vigil	25		TOTAL: 25
E. Sund	60 (7:30)	435 (9:00) 306 (10:30) 246 (Youtube)	TOTAL: 1047

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?

- **pRAISE RLC! - We are called to serve - May 1 - 5, 2022 - \$100,000 in 100 hours Please reach out to committees with plans for raising donations to the pRAISE campaign**
- **Inclusion Task Force - continuing its work.**
- **Consultant: Frances Consulting Company**
- **Confirmation and Grad recognition Sundays - Sunday May 15 (10:30 a.m.) and Sunday May 22**
- **Slovak Sunday - Sunday, May 15 (9:00 a.m.)**
- **Celebration of Staff with 15+ years - Sunday, June 5**
- **New Member Class - Sunday, April 24 and Thursday, April 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?

- **-Need council approval to move forward with staff transitions.**
- **Council approval for up to \$5000 for consulting for Organizational Task Force**

Staff Report to Council

Associate Pastor Report

Date: 4/20/22

Prepared by: Marty Wyatt

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

- Meeting with our various justice groups, getting on the same page with them
- Working with Diane Sell to establish the Festival for Change steering committee
- CYF-working closely with CYF staff to learn rhythms and support as needed
- First Communion workshop and meal were both huge successes-approximately 40 students took their first Communion and 150 people came to the sample Last Supper meal
- Holy Week and Easter-My first one at RLC-what a joy!

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?

- May will be busy with Confirmation Sunday, Grad Recognition Sunday, and pRAISE. VBS is June 13-17
- CYF is prepping for the end of school-year programming and gearing up for summer trips. We are still working on recruiting, especially for camp and high school trips.
- Justice groups (ONAM, Inclusion, and Immigration) are excited about their summer reading list for the Table. The hope is to engage with many in the congregation through the list

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**

BOOMS

Community Engagement and Care

Chair/Leader: Diane Sell

[Report date] 4/22

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" steering committee:** have met 2xs in April to discuss theme and focus for this event that will be held on RLC grounds September 9-10, 2022! also have made many connections with leaders in the city of Roseville in March and April.
- **Griefshare:** Our group is growing each week. Many needs to work through grief. total in class 14
- **Small Groups:** Met with 5 couples (with young families) and they are embarking on their first small group study together. This group is studying "Faith" with the Animate series for 7 gatherings that will last throughout the summer months. More to share in coming months

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?

- **PRAISE Campaign:** working on M&O day and Care and Hospitality Day as well as CYF party day
- **New Member Classes:** April 24th and 28th with a May 15 welcome Sunday. Partnering with Pastor Lauren.
- **New Project** Racial Justice Festival September 9-10th cooperative event with Roseville churches, Roseville city and Roseville schools equity directors. to be held on the grounds of RLC.
- **Music on the blacktop series coming this summer.** Working with John Helgen to engage our members and neighbors in a music series that promotes connection to each other. We have secured 3 music groups for our series. There will be more information about this in our summer Table. This event will ask folks to "tailgate" while they listen to local artists in RLC parking lot. This will happen

Development Director

4/19/22

Prepared by: Rebecca Bedner-Faris

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

- 2022 pRAISE RLC planning in full swing, more information below.

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 2022 pRAISE RLC campaign will take place May 1-5. Our theme is "We are called to serve!" Council members can help by participating, volunteering, and bringing friends and family along too! Here is a list of the events and volunteer opportunities:

Sunday May 1 - Worship and Music Ministry: We will kick off our campaign with RLC's Jazz Band leading us in worship at 9:00 and 10:30. RLC kids will be putting together cleaning kits for Bridging. Come back later that night for a RLC Jazz Concert at 7:00 pm.

Monday, May 2 - Congregational Care, Education and Hospitality: "RLC At Your Service"! Families and individuals are invited to deliver a meal (between 4-6 pm) prepared by RLC. This is an opportunity to be in service to our neighbors in the RLC community.

Tuesday, May 3 - Mission and Outreach Ministry: Volunteer at Keystone with other members and staff from 10-12. We will be packing non-perishable boxes of food for families in need.

Wednesday, May 4 - Children's, Youth & Family Ministry: Join us for our second annual Family Friendly Fun Night from 5-7! There will be food trucks, activities for children and adults, and free ice cream for everyone. All are invited and encouraged to attend!

Thursday, May 5 - We are... called to serve! Join the Lively Landscapers and other members and friends as we work together to clean up the RLC grounds and Bruce Russell Park from 4:30-7:00. Come by anytime!

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 join us May 1-5 throughout our pRAISE Campaign, and contact me if you are able to volunteer at any of the events listed above! Thank you in advance. Your participation and involvement is greatly appreciated!

Group: Mission & Outreach

Chair/Leader: Dave Tetzlaff

Date: April 18, 2022

Prepared by: Kris Olsen

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

- March 27/28 Rice pack for Keystone – could have packed more!

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?

- Food Drive with Keystone May 2nd
- Planning for Fall – Central Park Elementary School Supply drive/Roseville Scholls School supply drive

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 task force pulled together by Pastor Lauren How to make our website easier to navigate in terms of volunteers? Streamline our sign-ups across the board and all committees. This will be brought to Leadership – we will need to get more info.

Group: Endowment

Chair/Leader: Mike Dolan

Date: 4-20-22

Prepared by: Bill Metzger

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

- There were no Endowment meetings since the March Council meeting. However, Rebecca and a sub-committee, along with staff support, have been busy focusing on the following items:
 - Getting Announcement material out on EF grant applications with the request to meet a May 1 application date.
 - Rebecca and Daniel have made some changes to our website pages for Endowment and Ways to Give.
 - Rebecca and the sub-committee are underway to discuss revisions for an enhanced Endowment Video.

- Rebecca has penciled in an endowment education date for September 18th with the support of the adult education committee.

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 expect to have our recommendation for EF Grants ready for Council in May. We will be asking the Council to review and vote on our recommendations for Endowment Grant requests at our May council meeting.

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.

Children's Advisory Board:

Chair/Leader: Julie Hanson

Date: 4.19.22

Prepared by: Mary Peterson

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

- **First Communion Workshop** - 38 kids signed up. Baked bread & had Bible time with Marty. Abby led a grace activity.
- **Last Supper and Maundy Thursday Worship** - 150 people for the meal. Symbolic Passover meal. 1st since 2019. Those receiving 1st communion represented 1st through 8th grades. For next year: feedback from kids - try to use compostable dishes rather than plastic & real silverware. Try to have a zero waste event.
- **Family Good Friday** - 80 people participated. It was held in the Activity Center. ¾ of participants weren't members. Many young children (pre school) in attendance. Consider bringing back shadow play for next year.

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- **May 1st - Grades 1-6 assembling Cleaning Kits for Bridging, asking congregation to make at home and deliver 5/2.** We have a Thrivent grant to apply toward assembling 40 kits. There will also be time for kids to create notes/pictures for shut ins. This will occur during RLC Kids.
- **Wednesday, 5/4 is CYF focus-** Family Block Party 5:00-7:00 - Food trucks (El Burrito Mercado & Dee's Kitchen), games, photo booth for people and pets, hair coloring, crafts, plinko
- **May 22; Last Day of RLC Kids is** - Gena's littles will sing at each service. This is also Senior Recognition Sunday for RLC graduates.
- **VBS "Make Waves" registration is now open for June 13-16 9:00-noon.** 30 students have registered so far, with 11 volunteers.

Youth & Family Meeting

Chair/Leader: Audrey Dontje Lindell

Date: 3 April 2022

Attendees: Amy Schell, Audrey Donje Lindell, Chris Smedsrud, Lillian Wassell, Abby Matter, 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.

- The Red Envelope Campaign concluded; total raised was ~\$11,000; every camper will get a \$200 credit this summer and there is a robust scholarship fund for those campers who may need assistance
- Script card fundraiser is ongoing - contact Audrey for more details; sales are down, but seem to be as expected
- Lenten Mentors for 9th grade confirmation students wrapped up on Wednesday, April 6th
- Confirmation concludes after Easter Sunday with a fellowship night
- Confirmation Sunday for 9th grade students will be held INSIDE on May 15th
- May 22nd will be Graduate Recognition Sunday; all school year activities (RLC Youth, Bagels@Dawn) will end after that date
- Vacation Bible School is scheduled for the beginning of June; this will go back to the normal, pre-COVID format
- Update on summer trip opportunities for our youth this summer; numbers are improving for all of these activities:
 - o Amnicon Wilderness Adventure (9-12th graders) - July 10-15 - this is not BWCA but river canoeing
 - o Wapo Youth Leaders (10-12th graders) - July 17-22
 - o ~~ELCA Youth Gathering (9-12th graders) - July 24-28 - CANCELLED~~
 - o Audrey and Pastor Marty are putting plans together for a local high school service learning trip to take place at this time
- Welcome to the newest member of the Y&F Committee Michelle Swiglo!!

Adult Education

Chair/Leader: Sharon Swiglo

MM/DD/YY April 14, 2022

Prepared by: Heidi Larson

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

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

March 13 - Chris Gherz - 26 in attendance (Spiritual, but not religious. Charles Lindberg)

March 20 - Jim Boyce - 26 The Book of James

March 27 - Jim Boyce - 27

April 3 - Jim Boyce - 30

April 10 - Jim Boyce - 22

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.

April 24 - Jill Peterson - Reconciling in Christ

May 1 - Inclusion Task Force

May 8 and 15 - Mark Tranvik

May 22 - Inclusion Task Force

Next Fall, the 10:10 hour will become the "10 to 10 Hour", beginning at 9:50, to accomodate people who wish to attend the 10:30 service and also attend Adult Education. Adult Education sessions will be 40 minutes. The Adult Education will evaluate how this is going in December.

Nominating Committee Report

Chair/Leader: Randi Lundell

Date: 4.21.22

Prepared by: Val Velde

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

- Committee members are: Val Velde, Randi Lundell, and Dave Werner, Scott Roste.
- We advertised the following leadership needs at the Congregational Meeting on Feb 20, 2022.
 - Executive (VP)
 - Finance Committee (3) (1 will serve a 3 year term, 1 a 2 year term, and 1 a 1 year terms for this initial year)
 - Church Council (3)
 - Nominating Committee (2)
 - Endowment Committee (3 or 1?)*
 -
- The team met on March 7, 2022 via zoom and Val Velde sent notes after the call
- Randi is the Chair of the Committee and started reaching out to candidates. See summary below:
- During April 2022 the team made progress and candidates slatted in most open positions. See Excel [Council and Committee Positions.xlsx - Google Sheets](#) for what members we have asked to fill various roles.

More available on Google Docs:

[tps://docs.google.com/document/d/1znp8gs-7Fuo_t_GR9leX2l2wMaR0nAJr/edit?usp=sharing&oid=116829870869211741418&rtpof=true&sd=true](https://docs.google.com/document/d/1znp8gs-7Fuo_t_GR9leX2l2wMaR0nAJr/edit?usp=sharing&oid=116829870869211741418&rtpof=true&sd=true)

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 welcome nominee suggestions from the Council please email Val Velde with names; vavelde@landolakes.com

