
RESURRECTION & LIFE LUTHERAN

Voters Meeting Summary - October 28, 2018

REVIEW AND ACCEPT MEMBERSHIP CHANGES

Voters reviewed and approved the listed member changes. Here is a summary of the overall totals:

- 21 Transferred In, 3 Transferred Out, 3 Profession of Faith, 6 Released
- 8 Children Confirmed, 2 Adults Confirmed
- 1 Baptism, 3 Deaths, 2 Weddings
- 703 Current Communicant Members and 945 Total Membership

MISSION STATEMENT AMENDMENT

During our last congregation meeting in May 2018, there was feedback request for a slight word change in our Mission Statement. The original Mission Statement stated to “win” and nurture souls for Christ. The Voters approved to change the word “win” to “reach”. Our revised Mission Statement now is: **To reach and nurture souls for Christ!**

ELECTIONS

The following are the members who were elected and/or approved to the open leadership positions:

- **President:** Daryl Schultz – Approved for a one-year extension
- **Vice President:** Danny Benedix – Approved for one year as VP; will become President after this one-year term
- **Council Secretary:** Martin Larson
- **Treasurer & Vice Treasurer:** *Both positions are still open. There are a couple potential candidates which we are providing more details and background on these financial positions.*
- **Elders** – Dale Lempke, Phil Strong, Peter Spittell, Peter Plagenz, Josh Behnken; *Dave Dryer will become Vice Chair*
- **School Board** - Paul Gronholz, Jason Berg, Steve Bradley, Jann Sarkaria; *Paul Gronholz will become Vice Chair*
- **Motion was made and approved by Council to official have a Financial Committee which will be chaired by Treasurer.** There used to be a Financial Committee which was associated with the Stewardship Committee; however, this Financial Committee had been disbanded a few years ago. Given the complexity of the financials, this Financial Committee will assist the Treasurer going forward. Financial Committee will consist of the Treasurer and Vice Treasurer, both which are elected. Additional committee members are not formally elected and is opened to all confirmed members of our congregation.

NEXT STEPS:

- Council will continue to work on filling the Treasurer positions
- Financial Committees roles and responsibilities will be formally documented and included with rest of the Boards and Committees in our church organization structure.

CURRENT FINANCIAL STATUS

During the Voters Meeting, an overview of the following financial status was provided.

- Church Offerings are down \$24,000 compared to last year at this time. This is a concern given that last year we needed to have a special shortfall financial appeal to ensure we did not exceed our fiscal year expenses.
- Reserve Account is currently at \$3,970. The Reserve Account is used to help cover monthly expenses in the event existing offerings and funding has not yet become available. This is sometime referred to as Cash Flow. Typically, a Reserve Account should have up to one-month amount of expenses. At the end of the fiscal year, any financials gains, more income than expenses, would be placed into the Reserve Account. When the fiscal year ends with a net loss, the Reserve Account is used to offset that loss and is not replenished.

- Debt Reduction & Capital Improvement fund is currently at \$5,850. This fund is used to pay Life mortgage, Life campus outlot fees and taxes. We need to maintain at least \$6,500 per month to continue payment of the Life campus expenses.
- A proposal was highlighted during the Voters meeting to launch a pledge drive to replenish the Reserve Account and the Debt Reduction & Capital Improvement fund. In addition to this, a request was listed to consider a pay down of our overall Life debt which is currently \$630,000. This is the remaining balance of the Life campus mortgage.

NEXT STEPS:

- At the November 13th Council Meeting, the Council will discuss a pledge drive to address the current funding needs as well as the paydown of our existing debt in preparation before any future facilities expansion.

VISION CONFIRMATION

During the Voters Meeting, a highlight of the following current year plans was presented:

- **Worship-Study-Serve** – Asking all members to be in 1. Worship, 1. Study, 1 Serve activity
- **Core Ministries at both Locations** – Conducting Core Ministries (Bible Study) at Life
- **More Outreach Events** – Continue to provide more opportunities to reach out to Community (at both sites!)
- **Strengthen Early Child Ministries Relationships** – Ensure current ministries are working together (Monkey Junction, Preschool, K-8 School) and building stronger family relationships
- **School Rebranding and Market Strategy Planning** – Working with Marketing Specialist to help build identify for school (and ECM) to be more visible and recognizable to the Rochester Community
- **Organization** – Putting in place a better management system for Congregation and ensuring it is communicated and understood across the congregation
- **Service Opportunities** – Work with Boards and Committees to understand Service Opportunities, Surveying Congregation for specific service interest areas, and connecting members to service opportunities and needs.
- **Rochester Area Events**– Partner with other area WELS Congregations to support community wide events and look for future opportunities to reach community together

An updated view of a proposal Three-Year Picture was presented to the Voters:

- **Early Child Learning Center** – Reaching out to young families by providing early child care
- **Early Childhood Ministries Director** – Call full time director to plan and enable us to launch Early Child Learning Center
- **School Rebranding and Marketing** – Reaching out to all elementary age school children in Rochester
- **School Support Model** – Restructure school support/tuition model to help enable growth, management and financial sustainability for future
- **Life Campus Study Space & Early Child Learning Center Facilities** – Expand space for Bible Study (*Sunday*) & Parenting Classes (*Monkey Junction*); Design space be used for Early Child Learning Center
- **Determine Long Term Direction for Resurrection Campus** – Hold off any remodel/expansion until known long term property direction

EARLY CHILD LEARNING CENTER

As part of the Three-Year Picture, a motion was made and approved by the Voters to call a full time Early Child Learning Center Director pending securing a grant to fund this position for three years.

What does this motion mean?

- The funding for this position would come from a Grant and not out of the Unified Budget. It is assumed that after three years this position would be absorbed into the Unified Budget, provided that the Early Child Learning Center is up and running.
- The Learning Center Director will be primarily responsible to initially plan for the Early Child Learning Center. This would include helping to determine type of Learning Center it would be (ages, capacity goals, staffing needs). The Director would outline Learning Center policies and procedures, as well as apply for required certifications. This role would also be instrumental in helping determine facility needs for the Learning Center.
- In addition to the Learning Center planning, we may consider this Director to be responsible for overseeing the existing Preschool. We currently have a part time Preschool Director. We may consider the existing Preschool Director role be absorbed into the Learning Center Director role. This would allow us to remove the existing Preschool Director compensation from our current unified budget.
- We may also consider having the Learning Center Director also oversee the other existing Early Child Ministries such as Monkey Junction and Jesus & Me programs. The goal will be to build stronger relationships between all the Early Child Ministries programs which would enable us to build strong relationships with unchurched families.
- The approval at the Voters Meeting did not include any specific funding yet for Facilities. We discussed looking at the Life Campus as the location to start the Early Child Learning Center, however, this not yet official. Once the Director is in place and the Council is ready to present any facilities expansion, another Voters meeting will be scheduled to discuss proposals and ask for approval by our Voters.

NEXT STEPS:

- Write up Grant for Director position and secure funding for the Grant. (November/December 2018)
- Call experienced Early Child Ministries Director from field (January-May 2019)
- Welcome new Early Child Ministries Director to congregation (July 2019)

SCHOOL REBRANDING

The second major focus area of the Three-Year Picture discussion was regarding rebranding the school. The Voters were provided an overview on the rebranding efforts. The rebranding effort included hiring a consulting firm to update the school website, streamline communication, identify one logo and market RLS better. The cost of this effort was donated by a generous member and did not come from the Unified Budget.

A name change was explored and determine whether it was feasible at this time. The purpose of considering a name change was to better tie together the school and the existing and future Early Childhood Ministries. A name change could help better reach the unchurch within the community as well as families looking for quality education. The name Cornerstone Academy was presented as a recommendation from the Rebranding committee and the Church Council. There were many comments and debate on the name change. There were some concerns on the Cornerstone name itself, discussion on Academy vs. School labeling, and whether we should consider removing Lutheran from the name. A portion of the members at the meeting felt strongly about keeping Resurrection name as it was a strong name that has served the congregation well over the past 50 years. There were just as strong feeling from other members who felt a name change would better help reach out to the Rochester community.

After the discussion on the rebranding, a motion was made to change the name of the school. The vote was very close. The result was to not change the name of the school at this time. The Rebranding committee will review the collected feedback from the meeting, and continue the focus on improving our website, streamlining communications and assessing one logo.

RESURRECTION CAMPUS – LONG TERM DIRECTION

During the Voters meeting, we discussed waiting to make any expansion decisions to the Resurrection Campus over the next three years. The main reason for waiting three years is to get a better view of our longer term needs between the Life campus and Resurrection Campus. The Resurrection Campus has limitations to expanding green space for school as well as limited parking spaces. If our goal is to grow the school and reach out more to the community, we want time to assess if that growth will greatly impact the needs to the Resurrection Campus. We also asked the Voters to consider listing the Resurrection Campus on a commercial real estate site to gauge if there would be any potential buyers in the coming years. Any sale would need to come before the Voters, however, this would only be to assess if it is even feasible to consider relocating the school and/or worship site to a different location. The Voters passed a motion to table any discussion on listing the property for sale at this time.

COMMUNICATIONS

Over the course of the Voters Meeting, there were several requests for more and better communications. Over the past year, there has been much more communications that has been put into place which we did not have. This includes the weekly Resurrection & Life Lutheran email which highlights the weekly activities as well as the upcoming Sunday worship theme. There has been a church blog created which we highlight the various monthly Leadership Meetings and key updates such as any significant capital improvement projects. We have also provided a printed off Council Meeting highlights each month and place them at the back of the Narthex at both campuses. Even with the new communications we have put into place, there is still more room for improvement. The Leadership Team will continue to look for ways to improve these communications and provide ways which we can reach all members.

If you currently do not receive the weekly email communications, please contact Daryl Schultz at dschultz@us.ibm.com. If you feel there is not enough communication, or we need to improve certain types of communication, we need your input. Please share your ideas on how to improve them. You may also direct this feedback to Daryl Schultz at the above email address.

SUMMARY & THANK-YOU

It was awesome to see one of the highest turnouts at a Voters Meeting. There was a lot of emotion and passion shown during the meeting. We encourage all members to attend the various Congregation meetings we have in the future. We also ask all members to use this same passion to further reach out to the Rochester community to share your faith and love of your Savior. As a congregation, we have various challenges and key decisions to make. Sometimes these challenges seem impossible to address. Fortunately, we know God is ultimately in control. He has blessed this congregation in so many ways over the past years, and we pray that he continues to bless us in his mission work here in Rochester.

Thank you members for Resurrection & Life Lutheran. We ask everyone to keep all these plans in your prayers!