

**ROSER MEMORIAL COMMUNITY CHURCH
COUNCIL MEETING
February 24, 2021**

In Attendance: Jim Akin, Glenda Beck, Jim & Joy Bennington, Beth Bernet, Cherrie Birkman, Jay Calhoun, David Cheshire, Rev. Neil Crowell, Doug & Dianne DeLong, Andy DeVries, Dan Divine, Barb Dohner, Nancian Hall, Gary Hickerson, Jean Knopp, Dan Luckinbill, Peggy Nash, Ron Piatt, Cass Robertson, Rev. Dirk Rodgers, Jeanette Rothberg, Darrel Shinn, John & Sharon Skladany, Lorna Smilde, Dick Walter, Alan Ward, Randy Zion.

Chair of the Congregation, Glenda Beck called the meeting to order at 7:02 pm. Meeting was held by Zoom. **Joys & Concerns** were shared. Pastor Neil Crowell opened the meeting in prayer.

APPROVAL OF COUNCIL MEETING MINUTES:

- **MOTION by Andy DeVries to approve the minutes from 1/27/21 as published.**
2nd Darrel Shinn
MOTION PASSED
- **MOTION by Andy DeVries to approve the minutes from the Special Council Meeting from 2/11/21 as published.**
2nd Joy Bennington
MOTION PASSED

ACTION ITEMS

- Approval from council on the recommendation of the search team to hire a full time Office Administrator at an annual salary of \$51K per year.
MOTION from Darrel Shinn to approve the recommendation of the Search Committee to hire the candidate for Office Administrator, as presented, with a start date of March 1, 2021.
2nd Jim Akin
MOTION PASSED
- Approval from council on the recommendation of the search team to hire a Video Production Specialist for 25 hours per week at \$20 per hour.
MOTION from Jim Bennington to approve the recommendation of the Search Committee to hire the candidate for Video Production Specialist as presented, with start date to be determined.
2nd Andy DeVries
MOTION PASSED
- Proposal from the church loft remodel team to authorize the architect to make final drawings based on initial drawings that have been reviewed. Drawings are required to obtain bids for the work.
MOTION by Jim Bennington to approve the recommendation of the Choir Loft Remodel Team, as presented, to authorize the architect to make final drawings based on initial drawings reviewed by the choir loft remodel team.
2nd Jeanette Rothberg

MOTION PASSED

- Change to Roser Policy Manual for employee time reporting – Dick Walter.
Motion from Dick Walter from Bylaws and Policies Committee in response to a request from Executive Committee that the following language for Weekly Time Reporting be added to the Roser Policy Manual as Policy number P60 in the in the “Policies Related to Employees” section of the Roser Policy Manual. Said policy to be effective immediately upon Roser Council approval.

“WEEKLY TIME REPORTING

All Staff of Roser Church, whether exempt or non-exempt, shall report time weekly to their designated supervisory person, who will then forward it to the Financial Administrator. **Exempt employees** shall report by day all vacation, sick, holiday, approved paid or unpaid time off, and other as may be necessary. All **non-exempt employees** shall report hours for the following categories: worked, vacation, sick, holiday, approved paid or unpaid time off, and other as may be necessary.

Any mid-course corrections will be addressed as circumstances dictate.”

2nd Darrel Shinn

MOTION PASSED

- Response to Mayor of the City of Anna Maria regarding Tarpon Street Extension – Dick Walter. Trustees requested through Glenda, that Dick Walter draft a letter addressed to the Mayor of the City of Anna Maria, in response to the encroachment agreement offered by the mayor. The letter has been reviewed by Exec Committee and is brought before Council for consideration. A lengthy discussion ensued.
MOTION from Exec Committee by Glenda Beck that the Chair of the Congregation Glenda Beck, and the Senior Pastor Rev. Dr. Dirk Rodgers be authorized to sign and have delivered to the Mayor of the City of Anna Maria, Dan Murphy, a letter as set forth in the discussion draft presented and modified encroachment agreement presented.

2nd Andy Devries

MOTION BY JIM BENNINGTON TO CALL THE QUESTION. 2nd by Randy Zion. MOTION TO CALL THE QUESTION PASSED

MOTION PASSED

REPORTS PRESENTED - IN ADDITION TO THE ATTACHED February 2021 B/C REPORTS

Senior Pastor – Rev. Dr. Dirk Rodgers

- Personal: Home in NH has sold. Dirk and Liz and puppies are here in Florida and seeking a new house to purchase.
- New Staff: Will be working with new staff.
- Membership: Working to refine the process for new members to join the church.
- Ministry & Outreach: Three outdoor events are planned. Banners and ads will be posted.
 - HymnFest Sunday 2/28/21,
 - Relative Harmony with Mary Deur will perform Sunday 3/7/21.
 - Island Praise with Neil Crowell and friends will perform 3/21/21

Associate Pastor – Rev. Neil Crowell

- Sermon series for Lent is in progress. Neil is preaching the next 2 services.
- On-line Bible study is going well.
- Dick Gilmore and Charles Wade would like to hold a virtual support group for those who have or have had Covid. Consensus was this is a good idea.

Trustees – Alan Ward

- Thanks to Mary Zion who has done an outstanding job replanting the Memorial Garden.
- Work on the remodel of the Thrift Shop is in progress. Trustees and Guild met today to discuss plans, which included problems found during demo of the building. They will need to invest in updating the HVAC system, windows, insulation, and electric at significant additional cost.
- Alan shared that Trustees have felt discouraged and disparaged by negative comments from outside the Trustees about their work on the Tarpon St Extension issue. Alan reported the history of how they had brought the matter before Exec Committee and Council many times over the past few years. Pastor Dirk Rodgers gave a word of encouragement noting that people on both sides of the issues are working very hard for God's Kingdom at Roser Church that and sometimes in the passion of being committed, we may step on each other's toes. Dirk said the Trustees passion to guard and safeguard the property of the church is commendable. In the end, we are a family of God, all working for the same One, the same goal, and he appreciates the Spirit here at Roser Church that allows each to do that as one church.

Altar Committee – Cass Robertson for Claire Quillen

- The Altar Committee has been busy discussing several projects. Gail Travis has found the help of a cabinet maker to add sliding doors to the back left Sanctuary cabinet. Mike is donating his talent and charging only for materials. They are very thankful!
- They are discussing new flower containers for the Altar or may paint the existing containers.
- They will meet with Rosier Upholstery to select fabric for the new Chapel pew cushions.
- They will add Easter décor soon with some new beautiful touches in the Narthex and Sanctuary.

Deacons – John Skladany

- Lent and Easter plans are progressing.
 - Good Friday Service is planned.
 - 2 services are planned for Easter.
 - Beth Bernet will coordinate the Crosses on Easter Sunday.
- Attendance is strong; have been able to maintain social distancing and educate visitors to the required safety protocol. Ushers have done a nice job; checking during the service to make sure parishioners are complying with Covid requirements.
- Volunteers for Scripture reading are desired, please contact John or Lorna. Readers are asked to just read the Scripture and not give personal comments.
- Communion for April will be the 2nd Sunday, April 11th due to Easter on the 1st Sunday.

Stephen Ministers – Lorna Smilde

- Met February 1st to review care receivers and others who are sick or isolated.
- Continuing Education next week will be done by Pastor Dirk.
- Plan to give a short presentation about Stephen Ministry during a Sunday service.

Guild - Cherrie Birkman

- The Thrift Shop sale this past Tuesday and a second on Saturday had proceeds of almost \$2700.
- They plan to have regular yard sales. These sales are a huge undertaking and they could use more volunteers for setting up and taking down – contact Peggy Nash, Cherrie Birkman or Nancian Hall if you can help.

BREd – Beth Bernet

- They have not met but plan some activities for Easter.

Membership - Sharon Skladany

- Met with Pastors to develop a procedure to meet with prospective new members during this time of Covid
- Discussed a membership program to have new members make connections with groups or existing members to help them get involved, according to their time and talent sheets.

Stewardship – Randy Zion

- Have developed forms for new members. Stewardship will follow up with new members to help them connect with programs they indicated on their time & talent sheets.
- The new Office Administrator will have a role in helping to implement the new membership procedures and follow up.

Music – Jeanette Rothberg

- Met Feb 8, 2021
- Received a \$1500 donation for their Specials account.
- Discussed care, cleaning and storage of the handbells.
- Positive feedback on the singing of the Apostles Creed was received.
- Continue to work on adjusting the piano microphone.
- They received a report from the Choir Loft Remodel Committee.

Financial Reports – David Cheshire, Jim Bennington, Gary Hickerson

- Jim Akin: Weekly receipts are able to be handled with Jim and Matt thanks to decreased volume.
- Gary reported that Roser is off to a good start and finances are in good shape, revenues were above budget and expenses were under budget with a positive net income of \$14K vs a budgeted loss of \$9200. Financial assets increased 63% over 2019 and 3.4% over YE 2020. There were no reported liabilities.
- Investments are up and down day by day, with a current down-trend for 2021. Dirk gave thanks to God for Mike Meehan and his advice which has greatly benefitted Roser.
- Increase to Matt Meehan's salary due to hiring new employees with higher salaries.

MOTION BY JIM BENNINGTON to raise Matt Meehan's annual salary to \$55,000.

2nd David Cheshire

MOTION PASSED

- New personnel salaries affect the budget and will increase the deficit by about \$6000.

- Investments –

	YE 2020	1/31/2021
Endowment Investments:	\$386.4K	\$391.5K
Oper / Emer Reserves	<u>\$329.8K</u>	<u>\$334.5K</u> (\$36.6K in cash)
	\$716.2K	\$726.0K
- Financials Report – As of January 31, 2021 (compiled from detail reports):

Executive Summary of YTD Operating Income and Expenses

	2021	2020
Operating Income	\$60,292	\$46,947
Unrestricted Memorials	<u>\$1,075</u>	<u>\$459</u>
Total Income	\$61,367	\$54,301
Operating Expenses	\$46,045	\$54,301
Capital Improvements	<u>\$1,268</u>	<u>\$0</u>
Total Expenses	<u>\$47,313</u>	<u>\$54,301</u>
Net Operating Income	\$14,054	-\$6,895

<u>Special Funds</u>	2021	2020
Income	\$18,420	\$16,498
Expenses	<u>\$9,787</u>	\$18,746
Net Special Income	\$8,633	-\$2,249

Statement of Financial Position:

Total Liabilities and Net Assets as of January 31, 2021:

	2021	2020
	\$1,098,307.31	\$673,019.03

Executive Committee - Glenda Beck

- Roser Food Pantry –
 - Roser has received new applications for funds from the Roser Food Pantry Sponsored Food Program. More funds are still available for those who need help.
MOTION BY RANDY ZION TO APPROVE THE ROSER FOOD PANTRY SPONSORED FOOD PROGRAM AND CONSTITUTION.
2nd Andy DeVries
MOTION PASSED
 - **MOTION BY JIM BENNINGTON for Roser Church Council to send a letter of thanks to Jack Brennen and the entire Food Pantry Team for the outstanding job they have done, and continue to do, in helping Island people in need of food.**
2nd Darrel Shinn
MOTION PASSED
Glenda will send the letter.

OLD BUSINESS

- Church Reopening - no changes to current policy were made. Outdoor services and programs are being planned.

NEW BUSINESS

- A request was received to hold a short private memorial service in the Chapel by a Roser member: Consensus was this was OK. The chapel will be closed to the public for a short time during the service.

Next Meeting: The next regular meeting of Council is scheduled for Wednesday, March 24, 2021 online at 7:00 PM.

Adjourn / Prayer: The meeting was adjourned at 8:56 PM, ending with prayer by Rev. Dirk Rodgers, and he asked for extra grace to be extended to one another and to be committed in love, as all are working because we love the Lord and are committed to doing God's will.

Minutes submitted by Cass Robertson, Clerk of Council