

River Table Meeting Minutes

Tuesday, December 16, 2025, 5pm at the Event Center

1. Opening Devotion and welcome to New Members – Jim Schaefer

2. Introduction: one thing you like and dislike about the holiday season -

3. Election of Officers (President, VP, Secretary) and selection of Table representatives

President-Jim

VP-Geoff

Secretary-Sue

Faith Formation-Sue & Geoff

Vision-Ron & Jim

We Go Out-Kay

WAM- Sara

Parish Personnel-Jim

Gathering-Hans

Stewardship-Arlyn

4. Approved minutes from last month's River Table Meeting

5. Financial Report

Questions asked and answered Motion to approve-Geoff 2nd-Sue Approved

Discussion regarding a new Financial Software called Icon Systems. It will integrate the financial and membership directory. It will handle background checks and all emails. It will cover emailing the newsletter and have unlimited users. It will be more efficient, reduce errors, and produce a better workflow. It will significantly reduce Arlyn's workload and will make learning the system simple for the next treasurer. It will cost less overall, considering all the integrated tasks.

Motion to adopt the Icon Financial System-Kay 2nd-Ron Approved

6. Table Reports/Pastor Report

See table Minutes

Notes to Pastor Report: \$365 was raised for Global Refuge and will be used for our Somali family. There is a local immigrant family that needs support. Further discussion will be had on how RoH can assist.

The lease on the Event Center was renewed for 2026 at a \$150/mo. increase.

Notes to WGO- Cost for Headwaters meal was not paid by Thrivent. It was paid by RoH. The funds are in the budget.

Notes to WAM- Jim is purchasing more extension cords costing approx. \$300. The funds are in the budget.

7. Continuing Business/New Business

MN Paid leave law – what percentage will employees pay? River of Hope pay?

If RoH pays the employee portion it will cost an additional \$1,320.

Motion to have RoH pay both the Churches portion and the employee portion totaling 0.66% of the new

MN Paid Leave Law-Kay 2nd-Sue Approved

Clergy Financial will manage this payment

Motion to allow hourly employees to take leave by hourly increments & hourly employees to take leave

by day-Sara 2nd-Ron Approved

There was confusion regarding "topping-off" in regards to the MN FLL
Motion to delegate authority to Parish Personnel to decide if RoH will "top off" the MN FLL- Geoff
2nd-Sue Approved

We tabled IDS (Identify/Discuss/Solve) model due to time constraints.

Things to discuss: What is IDS? What are Action Items? Do we want to use a google doc to keep track? Who updates?

8. Retreat Jan 31 st 10am-2pm (2:30pm) Hans, Jim, and Sara will plan event.

9. Next meeting –Jan 13th 5-6:30 via Zoom

10. Closing – Lord's prayer