

River Table Meeting
Tuesday, April 14, 2026, 5pm – In Person

1. Highs/Lows/Opening Devotion Jim – 5mns
2. A reminder of the Principles and Group Norms – 3mn

God's purpose for River of Hope

We go out to transform lives through Jesus Christ.

Guiding Principles

God is God and we are not.

We are called to grow together as disciples: to forgive, to teach, to love

Disciples are inspired by the Holy Spirit to take risks.

Disciples work for God's justice.

Disciples serve with no strings attached.

Disciples invite and welcome through loving acceptance.

We meet you where you are.

3. **GROUP NORMS**

Show grace to each other.

Participate with honesty and respect.

Ask for clarification.

Assume the best intentions of others.

Offer own thoughts honestly and listen carefully to others.

4. Discussion/Approval of minutes from last month's River Table Meeting – 5 mns
5. Financial Report – 5 mns
6. Table Reports/Pastor Report – 10 mns
7. Continuing Business/New Business using IDS (Identify/Discuss/Solve) model from the following – 35 minutes
 - IDS How are we keeping track of Action Items? Put them in the minutes?
 - Constitution Update
 - Safety Plan
 - Who is backup treasurer for Arlyn?
 - Anything from Tables/Pastor Report
 - Delegates for Synod Assembly June 5-6
 - River of Hope Goals for 2026: Increased Visibility. Increased Member and Targeted Group Participation
8. Next regular meeting: Tuesday, May 12th 5pm at the Event Center
9. Closing – Lord's prayer – 2 mn

River Table Meeting Minutes 3/17/26

Tuesday, March 17, 2026, 5pm via Zoom

Present: Geof, Jim, Sue, Sara, Ron, Paster Hans

1. Highs/Lows and Opening Devotion – Pastor Hans
2. Approved minutes from last month's River Table Meeting..
Motion to approve: Ron Second: Sara
3. Financial Report: Shared via email, Arlyn not present
4. Looking for any table members or other to participate in Synod Assembly Juen 5-6. Agenda will include some constitutional changes. Other updates, River Table ok'd a temporary "Publicity Folding Table" which will meet on April 15th. Participants include Angie Elton, Louie Bedard, Jim Nelson, Sue Peters, Pastor to reach out to a few others, including Jill Bloemke. Purpose to raise awareness, spread the word on ROH in media and other "free" and personal channels.

Update included information on Mark Charles, Indigenous speaker upcoming in partnership with New Journey and ROH.

Discussion on identifying protocols and mapping out duties of Treasurer. Consideration of having a position to shadow Arlyn and learn new system. Pastor to pursue conversations. Aylyn's time and expertise is very appreciated, and consideration of proactively identifying a second person to learn those duties.

No questions from other table minutes.
7. Continuing Business/New Business
Consideration of creating guidelines for service and event cancellations, as well as notification protocol to be developed and communicated. This will provide consistency in process moving forward.
9. Next meeting – April 14th at 5pm, live not virtual at Event Center
Motion to adjourn: Jim 2nd: Sue
10. Closing – Lord's prayer

Parish Personnel Table Meeting Agenda –March 23rd, 2026

2:00 p.m. – Event Center

Reforming Still – Transforming Always

Our purpose: We go out to transform lives through Jesus Christ.

Guiding Principles

[disciple = learn]

+God is God and we are not.

+We are called to grow together as disciples: to forgive, to teach, to love.

+Disciples are inspired by the Holy Spirit to take risks.

+Disciples work for God's justice.

+Disciples serve with no strings attached

+Disciples invite and welcome through loving acceptance.

+We meet you where you are.

- Share highs and lows
- Prayer or reflection
- Pastor Hans General Update
 - Church staff will email pastor to request time off and the pastor will keep track of days taken off per year. This information will be stored in hard copy in folders in Lisa's drawer.
 - Personnel Table proposes the equivalent of four weeks of unpaid time off per year for office assistant position (8 days for Lisa, Emily TBD)
- Top 3 Topics
- CE and Vacation Time requests- Pastor Hans-
 - Approved off Sunday, March 29th for Hans to go to nephew's basketball game in Chicago.
 - Approved additional vacation and CE time for Pastor Hans as listed below
- **Pastor Hans Vacation/Continuing Ed 2026**
 - **Vacation**
 - March 8 Sunday gone vacation day
 - March 29-31 Vacation days - March Madness/Chicago (3 includes a Sunday)
 - June 9-18 Ashville, NC Visit Nelson (10 days includes a Sunday)
 - July 14-19 Alaska 40th reunion (6 days includes a Sunday)
 - August 4-7 Camping up north (4 days)

- 24 days including 4 Sundays
- **Continuing Ed**
 - July 21-22 Conference on Worship, Theology and the Arts - St. Olaf
 - Cohort Preaching that goes beyond the pulpit AM Lititz, PA on Oct 14-16
- **River of Hope related**
 - April 10-12 Sr. High youth overnight Redwood, Falls
 - June 5-6 SW MN Synod Assembly - St. Peter, MN
 - June 21-26 Camp of the Cross, Garrison, ND
- MN Paid Leave
 - Clergy are not automatically enrolled. Pastor Hans can choose to enroll, and the church can choose to compensate him for the tax amount (0.66% of income).
 - Gathering more information and conferring with the River Table on how to provide this benefit for Pastor Hans as he would like to receive it.
 - Finalize Employee manual entry regarding MN Paid leave- will do at future meeting after more information gathered.
- Discuss filling the position on the Personnel Table vacated by Brian Pollman
 - Pastor Hans has reached out to a couple of people and will continue to discuss with congregation members.
- Review Employee Handbook Updates :
 - Reviewing section 1-3 today- Reviewed and Approved (See Below)
 - Next meeting we will review sections 4-5
 - Choose sections to review next meeting
- What has been learned about Earned Safe and Sick Time Policy at ROH?
 - Ongoing agenda item – still more to learn
- Update on Job Reviews and Job Descriptions – summaries filed in employee files
 - Angie – Lisa- Complete
 - Emily- Need to schedule
 - Nancy- Katie- Complete
 - Jeannette – Jim- Complete
- Next Meeting –at the Event Center: Tuesday, June 30th at 2:00

Sections 1-3 of Employee Manual as of March 2026:

EMPLOYEE HANDBOOK

RIVER OF HOPE LUTHERAN CHURCH

1005 Hwy 15 S

PO Box 608

Hutchinson, MN 55350

320-587-4414

Website – <http://www.riverofhopehutchinson.org>

E-mail – office@riverofhopehutchison.org

Last Updated March 2026

INTRODUCTORY STATEMENT

Welcome to the staff of River of Hope Lutheran Church (the Church) – *“We go out to transform lives through Jesus Christ.”*

We aspire to achieve within the family of our staff a true sense of Christian community. Our occupation at various aspects of our common tasks calls for a sense of partnership, which can be enriched and enhanced, as our fellowship, one with another, becomes more meaningful and genuine.

We believe that these policies approved by the Personnel Table, will enable us to deal fairly with all employees and will prevent preferential treatment or discrimination. To the extent that they accomplish this, they will have served in building openness, confidence, and trust between the Church, as employer, and the persons who serve in its employ.

Questions regarding the interpretation of specific policy statements or their application in a specific instance should be directed to the Personnel Table

This document is available for distribution to inform all staff members of personnel policies. Each new employee shall receive a copy at the time of employment. Copies are available from the Church office.

Again, WELCOME! We look forward to getting to know you better as we work together for the glory of God through the ministry at River of Hope Lutheran Church.

Parish Personnel Table
River of Hope Lutheran Church

PARISH PERSONNEL TABLE

Members in January 2026:

Angie Pfeiffer Bedard

Jeannette Krommenhoek

Nancy Redetzke

1. GENERAL

1.1 Authority

Adoption of these personnel policies is by the action of the River of Hope Lutheran Church Parish Personnel Table

1.2 These policies do not create, imply or express promise of continued employment of any employee of River of Hope Lutheran Church ("Church"). These policies are applicable to all employees of the Church unless otherwise covered by a separate employment agreement.

2. **EMPLOYEE CLASSIFICATIONS.** Employees may be classified as either full-time or part-time.

3. RECRUITMENT AND EMPLOYMENT

3.1 Non-Discrimination in Employment

It is the continuing policy of the Church to afford equal employment opportunity to qualified individuals regardless of their race, color, national origin, age, sex, sexual orientation and marital status, status with regard to public assistance and disability to conform to applicable laws and regulations.

• Personnel Records

The Pastor shall maintain a confidential personnel file on all employees of the Church and shall make available for review these documents upon request by the employee and/or Parish Personnel Table.

3.3 Call of Employment Procedures

3.3.1 Ordained Pastors

When chartered, the Pastors shall be called according to the Constitution and Bylaws of the Church with a "Letter of Call" of the Evangelical Lutheran Church in America ("ELCA"). This will be done only after being recommended by the Call Table and approved by the congregation.

3.3.2 Full or Part Time Program and Administrative Staff

Employees in this class shall be employed by the Church and hired by the Parish Personnel Table, subject to availability of budgeted funds.

Month	Tasks	Assigned To
Dec-March	Annual Review of Job Descriptions	Table Meeting
	Self-Reviews to Staff Member prior to Reviews	Pastor Hans
April/May	Staff Performance Reviews	Table Members, Pastor Hans
	Are all staff and volunteer background checks current in last 3 years? Discuss with Lisa	Angie, Pastor Hans, Lisa
August	Review Staff eligible for 5-yr anniversary recognition at Riverpalooza	Table Meeting
September	Check SWMN Synod website for compensation guidelines	Dan Watts
	Review Pastor's health insurance choices	Dan Watts
	10 names drawn for surveys regarding Pastor Hans and given to Emily to distribute.	Nancy
	Distribution of surveys regarding Pastor Hans	Emily
October	Staff and Pastor Compensation Review-submit to River Table to approve budget prior to Riverpalooza	Table Meeting
	Emily compiles survey results for Pastor Hans and are distributed to Personnel Table and River Table	Table Meeting
	Angie will give survey results to Pastor Hans ahead of meeting.	Angie
November	Review Pastor Survey Results	Table Meeting

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Faith Formation Meeting
3/24/2026

Present: Pastor Hans, Kris Hartman, Sue Peters, Krista Picha, Katie Weisenberger, Geoff Davis, Josh Wendland

1. Highs/Lows
2. Date Night Fundraiser
 - a. Tentative reschedule date of Fri., April 17 or Sat., April 18
 - b. Katie will email parents to see if there is a majority for one of the dates, and then contact FF Table members for more planning.
 - c. Changing the time: 5:00-7:30pm (ending a little earlier will allow for clean up time)
 - d. Food: leftover hotdogs and burgers from Headwaters dinner; chips, fruit, PBJ, oreos?
3. Other Fundraising
 - a. Cashwise Hotdog Stand (possibly May 29/30 or June 12/13)
 - b. Sue is contact for this with Cashwise
 - c. Hans will set up families of youth needing fundraising to work in the stand
4. VBS Update: Katie
 - a. Gethsemane in Dassel is no longer partnering with us
 - b. We will continue to work with Vineyard (although Pr. Alison is leaving)
 - c. August 10-13 from 5:00-7:30pm
 - d. "Farmyard Faith" theme
 - e. Emily Heilman and Kevin Elton will be helping
5. Discussion on involvement with HAY Ministries
 - a. Consensus that we will choose a couple of HAY activities to focus on RoH involvement
 - b. Trick or Treat for Food Shelf, and Snow Tubing at Powder Ridge
6. Headwaters
 - a. 2 dates left this year (mid and end of April)
 - b. Encourage families to invite others more in the fall (for next year)
 - c. Update church website with Headwaters information: Katie will talk with Emily about this. Also, make sure it's in the Facebook groups (announcements)

NEXT MEETING: Tues., June 30 @6:30pmns

Pastor's Report March 2026

Synod Assembly

The SW MN Synod Assembly is June 5-6 at Gustavus. Thanks to Ron Johnson and Jim Schaefer for representing River of Hope as voting delegates.

Sr. High Youth Gathering April 10-11

At the time of this writing, I am getting ready to take youth to the Sr. High Gathering in Redwood Falls. The SW MN Synod does a great job of involving youth in both the planning and leadership of the youth overnights. 2 or 3 youth will speak personally about how their story connects with God's story. I look forward to our own youth hearing other youth speak about their faith and how Jesus makes a difference in their lives. Thanks to Jodi Kleindl for being another chaperone with whom I can bond about staying up until 1 am!

Publicity Folding Table meeting April 15

One of River of Hope's goals this year is to have our church be more visible in the community. The following people will join me for our first temporary folding Publicity folding (as in temporary) Table meeting: Jim Schaefer, Sue Peters, Louis Bedard, Angie Elton, Kellie Wendland. Our first meeting date is Wed, April 15 at 5:05pm. If you have ideas about publicity for River of Hope or know of people who you think would be a good fit for this table, please anyone on the table know.

Parents Night Out Friday, April 17 5pm-7:30pm

Thanks to Stacey Bern-Schumann, Kris Hartman, Jodi Kleindl, and Katie Weisenberger who are leading this servant event/fundraiser with our older youth for our youngest youth. There will be crafts, games, food, and activities to give young families a chance for a night out.

June 28 noon-3pm Mark Charles *confirmed to speak at the Event Center*

The primary author of *Unsettling Truths: The Ongoing, Dehumanizing Legacy of the Doctrine of Discovery*, Mark Charles is now confirmed to speak in Hutchinson in June. Mark will be at New Journey for worship on Sunday, June 28. He will be at River of Hope from 12pm-3pm. At noon there will be a free meal (we are still seeking someone to donate a Thrivent card to help provide a light lunch) followed by a book talk and discussion. Mark is an author, activist, and Reformed pastor. He is the son of an American woman of Dutch heritage and a Navajo man. Mark is a founding partner of a national conference for Native students called "Would Jesus Eat Frybread?" Here's a link to a Ted Talks by Charles titled '*We the People*' - *the three most misunderstood words in US history*: <https://www.youtube.com/watch?v=HOkqY5wY4A>