

LLB Meeting Minutes: January 2023 (Approved 2-27-2023)

Subject/Purpose: Regular monthly meeting

Date: Monday, January 30, 2023

Time: 5:30 PM

Place: Meeting Space 3, Christ Lincoln Sumner

Zoom connection: Not utilized

Participants: ☑ indicates attendance

Members: ☑ Jud Jesske (Chair), ☑ Jeff Lake (Vice-Chair), ☑ Rick Stowell (Secretary), ☑ Lori Johnson,
☑ Kyle Kaldahl (Treasurer), ☑ Gary Pickering, ☑ Kristy Plander, ☐ Shayla Reed, ☑ Cole Weihe

Executive staff: ☑ Michael Eckelkamp, ☑ Mike Milbourn

Invited staff: Autumn Crable (Director of Staff Engagement)

Desired Outcomes of the meeting:

- New LLB members are welcomed onto board and direction is set for the new year.
- DoM and other leaders have feedback and direction desired to advance highlighted ministry items.

Agenda items

Call to order / Opening prayer: Jud opened the meeting at 5:30 p.m. and Autumn gave a short devotion.

Minutes from prior meeting: Kristy moved (Gary 2nd) to approve the November/December meeting minutes. Motion carried wo/dissent.

Business Item:	Purpose: Inform/Discuss/Decide	Material provided prior to meeting	Duration
1. LLB Roster (Jud)	Inform; Set direction		15 min

Introductions: Lori and Cole were welcomed as new members and all members introduced themselves. All should look for communications from Autumn (staff) regarding access to Google Drive folders, etc.

Board vacancy: A potential candidate has been identified to fill the current open slot [vacated by Chris Cox].

Discussion: A few voiced encouragements that we step back and consider asset gaps and/or needs on the board before appointing a replacement. Consideration of needs and nominations of candidates should be brought forward [to Jeff or Pastor Eckelkamp] at the nearest opportunity.

Recommendations: Consider skillsets desired of candidate for filling LLB vacancy and identify candidate(s).

2. Financial report	Inform		25 min
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Kyle reported that we are \$50k in the black [vs. budgeted expenses] through the end of 2022 (+3%).

Finance positions: Autumn described our predicament in finding someone to work as Finance Coordinator. After pursuing several alternatives, including a temp service, Sarah Batenhorst agreed to step into this role temporarily. This is not a solution, however, due to the temporary nature of her commitment and recurring gaps in overall responsibilities [from being at least a staff-person short]. FOC has recommended that we revise the position to be a Director of Finance – a new position with a commensurate salary [higher than that for the previously approved coordinator position].

Discussion: Considerable discussion occurred on:

- Nature of the revised role and gaps that might exist. What workload will be performed vs. remain to be picked up by someone else? How does Kim fit in with this plan?
- Pay and competitiveness. The market for accountants is very competitive. Salary ranges scale up and down relative to position titles.
- The unique situation we are in relative to serving a large ministry with paid and volunteer staff. Pastor E. noted that CL grew by 350 members during the past year. Challenges exist in supporting staff and meeting the wide ranges of needs.

Kristy moved that we revise the Finance Coordinator position to an Executive Director / Director of Finance position – with the title and compensation to be based upon the capabilities of candidates. Motion carried.

Decision: Revise our search to seek to hire an Executive Director / Director of Finance

3. DoM report

Inform

10 min

Pastor Eckelkamp updated the board on:

- Ongoing discussion regarding sustainable funding models for supporting Lincoln Lutheran
- Pastoral team is discussing future of what membership looks like – need to clean up membership roster
- District’s response to Constitutional changes – the response was much more broadly encompassing than the specific changes proposed and will take some time for us to appropriately address

Recommendation: NA

4. COO report

Update and discuss

Separate written report available

5 min

Strategic Planning Mtg. Mike reported that this meeting has been set for Saturday, March 4th, at YH. He said leadership will conduct a SWOT (Strengths, weaknesses, opportunities and threats) analysis and set direction for developing and implementing plans.

Decision/Recommendations: NA

Adjourn / Closing prayer Meeting adjourned at 6:40 p.m.