

LLB Meeting Minutes: April 2023 (As approved 6-5-2023)

Subject/Purpose: Regular monthly meeting

Date: Monday, April 24, 2023

Time: 5:30 PM

Place: Meeting Space 3, Christ Lincoln Sumner

Zoom connection: NA

Participants: indicates attendance

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

Executive staff: Michael Eckelkamp, Mike Milbourn

Invited staff: Mark L'Heureux (Executive Director of Schools), Autumn Crable (Director of Staff Engagement), and James Moseman (Director of Generosity and Advancement)

Invited guest: David Mueller [prospective LLB member]

Desired Outcomes of the meeting:

- 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 Pastor E. gave a short devotion.

Minutes from prior meeting: Shayla moved (Lori 2nd) to approve the March meeting minutes with revision. Motion carried.

Business Item:	Purpose: Inform/Discuss/Decide	Material provided prior to meeting	Duration
1. Lincoln Lutheran	Inform; Set direction	Overview document provided.	40 min

Mark highlighted background and then outlined the two main options we have going forward:

- 1) Stay in the association and hope a more sustainable relationship and funding model develops; and
- 2) Begin the process of negotiating an improved relationship by submitting an "Intent to leave the association" notification letter.

Discussion: Lengthy discussion on the matter took place. Little optimism was conveyed that anything would change without some action being taken – that is, option 1 seems untenable. Prior to moving forward with option 2, there were requests for assurance that the following priorities have been addressed:

- Reasonable good-faith efforts have been made to meet with Lincoln Lutheran leadership about our concerns; and
- A plan is in place for communicating with CL membership.

Pastor Eckelkamp and Mark each stated that multiple requests have been extended to meet with Lincoln Lutheran leadership to discuss this matter without success. There was general consensus that communication would be especially important and a number of ideas were discussed.

This topic has been discussed at multiple meetings over the span of a few years, with clear points rising to the forefront: action is necessary to initiate change [toward an improved, sustainable relationship with LL] and communication with CL membership – especially families with ties to LL – is very important.

Recommendation: Present to the congregation [and LL families] to address anticipated concerns and proceed toward providing July notice to LL association.

2. Financial report	Inform		15 min
<p><u>Making Room Campaign:</u> James reported that lead gift meetings are going well and silent phase commitments thus far total \$570k.</p> <p><u>Budget update:</u> James reported that the budget process is moving forward according to schedule. The staff is working diligently to address challenges in meeting personnel, facilities, student support needs, etc. Kyle reported that FOC is meeting soon to review finances and the projected 2023-24 budget.</p>			
<p>Decision/Recommendation: NA</p>			
3. DoM report	Update and discuss	Organizational chart made available	40 min
<p><u>Organizational chart:</u> Autumn walked us through the draft new organizational chart, including main areas of redistribution, new/revised positions. She noted that Jeremiah Majorins is the new Elementary School Principal.</p> <p>The most significant changes relate to the parsing out of Chief Operating Officer (COO) responsibilities to executive director positions, which increased in number to five. The tier below the Director of Ministries was shown to transition from COO, Exec. Pastor, Exec. Dir. of Family Ministry, and Exec. Dir. of Schools to Executive Directors of Engagement, Finance & Generosity, Worship Arts, Family Ministry, and Schools & Facilities.</p> <p>Discussion: The scope of the proposed changes elicited many questions and subsequent discussion. Pastor Eckelkamp commented that the draft organizational chart communicates many of the realities of how operations have come to be managed during Mike’s extended absence and follows from discussions and decisions made at prior LLB meetings, specifically related to schools, facilities and finances.</p> <ul style="list-style-type: none"> - Background was provided behind the creation of the new executive director roles over engagement and worship arts, which had not been discussed previously. These two growing areas need additional attention for sustaining a healthy congregation. - Pastor E addressed concern about campus pastors being shown as under a non-pastoral executive director – theological matters would all go to the DoM. - Questions arose about whether the workload under the executive directors was even, suitability of qualifications of transitioning personnel, and alignment of roles with individuals’ strengths. Some variation in workload was acknowledged to exist. To some extent the variation accounts for differences in leadership experience and transitioning of individuals into newly formed roles, but the variation was anticipated to eventually fall within an expected range for the level of position. - Concerns arose related to being able to hire and retain qualified individuals in these roles in the future, and whether this was feasible given budgetary constraints. It was generally acknowledged that this would likely be a challenge regardless of the organizational structure. There was also recognition that the responsibilities of the COO had grown to be extensive/overwhelming, thus, the new flatter structure should offer added resilience for maintaining future operations. - Discussion of some individual roles and position alignment occurred. It was generally acknowledged that some fine-tuning of the full organizational structure will be needed. <p><u>Deferred maintenance:</u> Gary reported that clear progress is being made on deferred maintenance, with a number of projects currently underway.</p> <p>Discussion: A couple of questions were raised about sufficient funds being available. In the short-term, maintenance is occurring within the previously approved amount.</p> <p><u>Desired outcomes:</u> Kristy is crafting desired outcomes for engaging staff.</p>			
<p>Recommendation: Continue to flesh out the organizational structure and fill positions with consideration given to meeting current and future needs, providing equitable compensation based upon responsibilities and qualifications, and working within reasonable budgetary constraints.</p>			

4. LLB roster	Inform, fill vacancies	Committee roster provided	15 min
<p>{At the beginning of the meeting, members and guests introduced ourselves. During this exchange, we learned about David Mueller’s extensive background in Lutheran education.}</p> <p><i>Shayla moved (Kristy 2nd) to appoint David Mueller to fill the [vice-Chris Cox] vacancy on LLB. Motion carried.</i></p> <p>Jud highlighted the LLB roster with related committees. He noted that discussion of committee participation and engagement will occur at upcoming meeting.</p> <p><u>Policy update:</u> Shayla is going to work with Kyle on policy defining Treasurer’s duties in our Bylaws. Budget development currently is the higher priority for Kyle and FOC.</p>			
<p>Decision: David Mueller was appointed to fill the LLB member vacancy.</p>			
<p>Meeting adjourned at 7:25 p.m.</p>			