

LLB Meeting: May 2022 (Approved 6-27-2022)

Subject/Purpose: Regular monthly meeting

Date: Monday, June 6, 2022 [moved for Memorial Day]
Time: 5:30 PM
Place: Meeting Space 3, Christ Lincoln Sumner

Zoom connection: NA

Participants: ☒ indicates attendance

Members: ☐ Tom Lorenz (Chair), ☒ Jud Jesske (Vice-Chair), ☒ Rick Stowell (Secretary), ☒ Kyle Kaldahl (Treasurer)
 ☒ Chris Cox, ☒ Heidi Cuca, ☒ Jeff Lake, ☒ Gary Pickering, ☒ Kristy Plander, ☒ Shayla Reed

Executive staff: ☒ Michael Eckelkamp, ☒ Mike Milbourn

Invited staff: Josiah Janke, Coordinator of Communication

Guests: Pastor Jeff Scheich

Desired Outcomes of the meeting:

- COO and DoM have feedback and direction desired to advance highlighted ministry items
- Discussion of 2022-23 budget proposal(s) guides development of final budget for approval

Agenda items

Call to order / Opening prayer: Jud called the meeting to order at 5:30 p.m. [Tom was out of state for work-related business.] Josiah led devotion on service via communication.

Minutes from prior meeting:

Gary moved (Shayla 2nd) to approve the April meeting minutes. Motion carried wo/dissent.

Business Item: (Led by)	Purpose: Inform/Discuss/Decide	Notes provided prior to meeting	Expected Duration
1. Invited staff report (Josiah Janke)	Inform, update and obtain guidance		15 min

Discussion: Josiah updated us on progress on three main items:

- Web usage/stats – now able to get more detail
- New homepage coming online – entryways for ‘New to CL’, ‘Remote worshippers’, and ‘Regulars’
- Implementation of the ‘Orange wall’ for convening people at CL

He responded to questions about trends in website usage, posting of items, and a few other details.

Decision/Recommendations: NA

2. DoM report (Pastor E.)	Inform, update and obtain guidance	Separate report provided	35 min
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Discussion: Pastor E. highlighted items from his written report.

Pastor Hutton sent a letter of appreciation for CL support of his Ph.D. study

AIM: Pastor E. highlighted how African Immigrant Ministry functions have trended at CL and across Lincoln, along with his thoughts regarding AIM needing to become more accountable for its operations. He will keep LLB posted as he considers future direction for CL engagement with AIM.

Pastor Schnake: Pastor E. is working with Pastor Schnake on a transition plan for the lead pastor role of Sanctuary Worship.

Lincoln Lutheran support model: Our request for revision of the existing model was denied due to needing changes in Lincoln Lutheran’s (LL) bylaws. The context of the request is that the current funding rates for supporting LL and LL students place a disproportionately high burden on a couple of association member churches, including CL. He said that we will re-submit our request, which will force the matter to come before the Lincoln Lutheran Board. Discussion occurred and no opposition was voiced to this.

Church planting: A couple of small Lutheran (LCMC) missional worship communities are looking for worship space as they look to grow into their own space. Support was voiced to continue the conversation.

Decision/Recommendations: No official actions.

3. COO report (Mike)	Inform and update	Separate report provided	15 min
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Discussion: Mike highlighted a couple of items from his written report.

Security grant: Grant proposal was submitted, mainly for cameras and door locks.

Parking lot: Bryan East needs parking space during the week for ~6 weeks while construction occurs on their campus and has approached us about using our parking lot (west section). Bryan will provide a shuttle bus and measures will be put in place to address safety and liability concerns.

Decision/Recommendations: No official actions.

4. Policy updates (Shayla)	Update on call procedures		10 min
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Discussion: Shayla reported on feedback received from District President Snow.

Rostered pastors must be treated as called workers (approved by congregation), while non-rostered pastors are considered contracted workers. President Snow recommended that we not move away from the conventional call process used currently.

LLB comments aligned with prior discussion that – given CL’s size and number of called workers – the current process has become unwieldy, and a different process is needed for non-pastoral called workers and possibly non-rostered pastors.

Decision/Recommendations: Continue consideration of allowable policy revisions regarding called workers at CL.

5. Financial report (Kyle)	Inform and obtain direction for preferred budget model		60 min
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Discussion:

2022-23 Budget:

Mike presented factors considered in the budget-development process including:

- Traditions may need examination
- Inflation is exceeding the 2% cap on increases in director budgets
- Benefits increase of 8.6% so far in 2022
- Under-expending on maintaining facilities: \$2.30 vs. \$5 per sq. ft. best practice
- Campaigns have not met goals → loans needed
- Ministry affected by delayed filling of positions and other under-spending

A list of specific criteria were presented by ministry staff [in the report provided] as prioritized targets for the budget. Mike provided explanation and justification as needed.

Three budget options – each of which include loan payments – were presented and discussed:

- 1) **'All-in' budget:** Plan to achieve all target criteria. Would need a 40% increase in giving to achieve a balanced budget.
- 2) **Traditional approach:** Follow process used in the past with 6% annual growth in giving assumed. This approach would fail to address most of the target criteria.
- 3) **All resource engines:** Leverage use/allocation of revenues for more-optimal results. Could help meet more of the target criteria.

In the subsequent discussion, the following topics received noteworthy attention:

- Commitment to propose a balanced budget
- Managing loans vs. cash reserves
- Clarity on managing debt an ongoing need
- Conducting a personnel review is highly desirable [for transparency purposes regarding salaries]
- Changing the culture around and enhancing stewardship

LLB generally supports development of a balanced budget using an approach that combines a 6% growth in giving with utilization of all resource engines toward achieving several, if not most, of the target criteria. LLB recognized that a 6% increase in giving may not feasibly accommodate a balanced budget, but that should be the floor for FOC's budget discussions.

FOC Secretary: Kyle requested that FOC add Luke Kastner as an at-large member who serves as Secretary to assist in documenting activity and providing greater transparency and accountability. Gary moved (Shayla 2nd) to affirm addition of Luke Kastner as an at-large member and Secretary of FOC. Motion carried.

Decision/Recommendations:

- FOC directed to develop a balanced budget using an approach that combines ~6% growth in giving with measures that utilize all resource engines toward achieving several, if not most, of the target criteria
- Affirmed addition of Luke Kastner as an at-large member and Secretary of FOC

Adjourn / Closing prayer Adjourned at 7:45 PM