

LLB Meeting Minutes: November/December 2021 (Approved 1-31-2022)

Subject/Purpose: Regular monthly meeting

Date: Monday, December 6, 2021

Time: 5:30 PM

Place: Pinnacle Bank Arena conference room

Zoom connection:

<https://us02web.zoom.us/j/85206316652?pwd=U0llejBweXFMcTRLbjJCOTluSGIBUT09>

Participants: indicates attendance

Members: Tom Lorenz (Chair), Vacant (Vice-Chair), Rick Stowell (Secretary), Kyle Kaldahl (Treasurer)

Chris Cox, Heidi Cuca, Jud Jesske, Jeff Lake, Gary Pickering, Kristy Plander, Shayla Reed

Executive staff: Michael Eckelkamp, Mike Milbourn

Invited staff: Mark L'Heureux (Executive Director of Schools & Elementary Principal)

Desired Outcomes of the meeting:

- Christ Schools, COO and DoM have feedback and direction desired to advance highlighted ministry items
- LLB has plan for moving forward on vacancies and member terms.

Agenda items

Call to order / Opening prayer: Tom opened the meeting at 5:30 p.m. Gary provided opening devotion.

Minutes from prior meeting:

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

Business Item:	Purpose: Inform/Discuss/Decide	Notes provided prior to meeting	Duration
1. Mask mandate	Decide on direction for Christ Schools to take on masks		25 min

Discussion: Mark highlighted:

Federal loan: Christ Schools applied for grants for Sumner (\$135k) and for YH (\$60k) programs to get Christ Schools through the staffing situation that resulted with Covid.

Mask mandate: Christ Schools has been following the county's Directed Health Measure (DHM) – current DHM has been in place since August. Lutheran Schools of Lincoln have been meeting with DHHS on the DHM. Christ Schools is considering an option of not mandating masks in the elementary school [only] beginning January 1st based upon a set of reasons provided – principally concern about a reduced level of learning taking place. Staff concerns include: will extra sick leave be offered and what will be the perspective created by not following the DHM?

LLB concerns included:

- Legal risks
- Teachers' responses
- Perceptions of going against local government policy
- Communication

Decision/Recommendations: Keep us informed.

2. Treasurer's report	Inform and update		15 min
<p>Discussion: Kyle highlighted the following:</p> <p><u>Financial report:</u> CL's net financial position for October was -26k, while November is +; CL is +46k for the year. FOC is working on some policies on gifts and debt for later consideration by LLB.</p> <p>Looking at a debt reduction campaign for remainder of fiscal year that would pre-empt any other campaign. Plan is being put in place as to what is included in our campaigns and an overall strategy.</p>			
<p>Decision/Recommendations: None made</p>			
3. COO report	Inform and update	Report provided	15 min
<p>Discussion: Mike provided highlights of his written report:</p> <p><u>Childcare positions:</u> Filling vacancies is a significant need and a priority.</p> <p><u>Org chart:</u> Rollout of organizational chart with pastors and staff went well.</p> <p><u>Tuition discount:</u> Not taxed for those teaching their own family members but is taxed if not. CL is looking to cover the ~\$800 in prospective aggregate tax liability. Shayla moved (Jud 2nd) to approve covering the prospective tax liability created by the tuition discount. Motion carried wo/dissent.</p> <p><u>Housing allowance forms:</u> Kristy moved (Chris 2nd) to delegate authority to the COO to approve these tax-related requests as they arise. Motion carried unanimously.</p> <p><u>Checks:</u> We discussed who needs to be able to sign checks and what requires two signatures. Kristy moved (Heidi 2nd) to assign check-signing authority to the COO, Treasurer & DoM. Motion carried wo/dissent.</p> <p><u>Financial position opening:</u> With Ken's resignation, Mike is looking at roles that should be changed. He will communicate with the Harger Group about this. Mike was given suggestions for resources to assist us [nonprofits] in fulfilling the roles of this position.</p> <p><u>Loans:</u> Mike visited with Pinnacle Bank (3.5% + \$250 fee to hold) and Bank of the West about restructuring our loans. Kristy moved (Gary 2nd) to authorize Mike to lock in the rate [only] with Pinnacle Bank. The construction loan has not closed yet, but he's aggressively trying to get this done.</p> <p><u>Fellowship Hall:</u> Better speakers have been installed.</p>			
<p>Decision/Recommendations:</p> <ul style="list-style-type: none"> • Approved covering the prospective tax liability created by the tuition discount offered to childcare staff • Delegated authority to the COO to approve housing allowance requests as they arise • Assigned check-signing authority to the COO, Treasurer & DoM • Authorized Mike to lock in the loan rate with Pinnacle Bank 			
4. DoM report	Discuss	Report provided	15 min
<p>Discussion: Pastor Eckelkamp highlighted:</p> <p><u>NE conference:</u> He proposed Shayla as CL delegate to the conference. Kristy moved (Heidi 2nd) to approve Shayla as our delegate. Motion carried unanimously.</p> <p><u>LL Assessment:</u> Letter was sent to Lincoln Lutheran to discuss the equitability of how the assessment is applied to our church. CL provides \$2,500 per student and is assessed about \$80 per member.</p> <p><u>Build for Christ:</u> He's weighing our interest in initiating a new capital campaign for facilities vs. maintenance needs, current debt, and other present needs.</p>			

November giving: Up \$52k – likely a result of better communication and transparency.

LL delegates: Can he approve them?

Faith Coalition of Lincoln: Met with reps to learn about vision and potential for collaboration.

City Impact: Bernadine is communicating with leaders there. He is reading there on Tuesdays.

Staff positions: Interviewing 7 candidates for open positions.

Dialog is occurring on the role of women in service roles [i.e. usher, greeter] and will continue with bible studies and discussions with leaders.

Decision/Recommendations: No actions taken. Continue discussions.

5. Voter's meeting

Follow-up and decide on plan.

25+ min

Discussion:

Follow-up is needed on our constitution and bylaws.

Current member terms ending:

2021: Jeff, Heidi and Rick

2022: Kristy, Gary and Chris

2023: Jud, Shayla (fill with 2-year term for Tom)

Appoint a VC (consider Jud as nominee to serve the second year of vacant term)

Bylaws changes:

- Allow two consecutive terms
- 'Due to extreme circumstances' clause → Facilitate a one-year extension of all terms
- Remove specification of officer terms, Facilitate LLB electing the LLB officers.

Hold off on changing restriction on women serving as Chair and VC.

Decision/Recommendations:

- Plan was laid out for essential changes to bylaws.
- Request approval of 1-year extension of current member terms.

Adjourn / Closing prayer Meeting adjourned at 7:40 p.m.

LLB Meeting Agreements and Assignments: December 2021

Who: Lead responsibility	What: Assignment	When: Timing
TBD	Lead devotion at next meeting	January Mtg.
Mike	Follow-up on covering the prospective tax liability created by the tuition discount offered to childcare staff, changing check-signing authority, and locking in rate with Pinnacle Bank.	At nearest opportunity
Policy committee, Tom	Follow-up on Bylaws changes and extending terms	By next meeting