

Minutes of 2023 Congregational Meeting

Sunday, November 19th, 12:15 p.m.

Sanctuary Worship Space, Sumner Campus

Members signed in upon entry, with attendance (117) easily satisfying quorum. A slide presentation addressing agenda items was displayed and provided to attendees as a handout (attached).

Chairman Jesske opened the meeting at 12:25 p.m. Prayer was given by Pastor Eckelkamp.

Minutes from June voters meeting:

Secretary Stowell highlighted outcomes of the June meeting, which was held to approve extending two calls to teachers at Christ Schools. **Joel Rodencal moved (Michael Jank 2nd) to approve the minutes for the June voter's meeting.** No discussion occurred. **Motion passed.**

Old Business - none

New Business

1. Pastoral call – Rev. Daniel Potts

Call committee members presented. Paul Peter described the background for the call of a pastor for Sanctuary worship. Jeremiah Majorins described his impressions of Pastor Potts – highlighting his being ‘very relational’. Karen Schaeffer described Rev. Potts’ current role and capacities that should translate to the role as Sanctuary Worship Pastor.

Allan Lierman moved (Shawn Schulenberg 2nd) to approve extending a call to Rev. Daniel Potts as Pastor of Sanctuary Worship. No further discussion. **Motion passed without dissent.**

2. Amendments to Constitution & Bylaws

Shayla Reed, Policy Committee Chair, highlighted the process followed for proposing and approving changes and introduced individual resolutions.

a. Constitutional resolutions

1C: Agent of service

Shayla moved (Heidi Cuca 2nd) to approve the resolution to delete ARTICLE 9: REGISTERED AGENT AND OFFICE in its entirety. No discussion occurred. **Motion passed; 105 in favor, 0 against.**

2C: Notice of proposed amendments

Shayla moved (Josiah Janke 2nd) to approve the proposed revision of the wording of ARTICLE 11: AMENDMENTS to read as follows within the affected section:

“...and the wording of the amendments proposed, shall be presented in writing, including in electronic form, to the voters at least ten (10) and not more than sixty (60) days before the date of the meeting.”

A number of concerns about the proposed change were raised including:

- The congregation needs to retain personal contact with the LLB, and this change would not help that.
- We may miss some folks for the sake of convenience.
- LLB needs to consider the visually / hearing impaired and those who don't have and/or use e-media.
- 10 days of notice may only mean one Sunday, which may mean members could miss the notice if they are not in attendance the Sunday prior to the meeting.

Dan Lovercheck moved (Matthew Greenwood 2nd) to amend the resolution to include "provision of paper copy and video announcements" in the resolution. Following further discussion, Shayla noted that it may be better to force a thorough revision of the original resolution than to try and resolve multiple stated concerns through amending it on the fly. **Andrew Loudon moved (Matthew Greenwood 2nd) to table the amendment to the amendment. Motion to table passed by hand vote.**

The original resolution failed by a tally of 64 in favor, 42 against.

3C: Non-pastoral called workers

Shayla moved (Jane Grant 2nd) to grant the LLB authority to extend calls to non-pastoral called workers via the following proposed wording in ARTICLE 5: ORGANIZATION:

"The Congregation hereby delegates its power to the Lay Leadership Board (the "LLB"), except in the following designated areas:

1. *The calling and removal of a pastor or **the removal of a non-pastoral Called Worker;**"*

Concerns expressed during discussion included:

- The need to ensure that notice is given about such calls being extended.
- Question as to whether there is an actual need for this change since we are currently hiring non-pastoral workers prior to extending calls to them. While this has been the case in some situations (e.g., teachers hired from the local area), staff members also noted that a number of situations have arisen where delays in receiving calls have presented significant challenges in hiring desirable candidates and this is expected to become more of a concern with increasingly tighter candidate pools.

Motion passed; 96 in favor, 12 against.

4C: Add Treasurer as officer

Shayla moved (Josiah Janke 2nd) to approve adding Treasurer as an officer in ARTICLE 5: ORGANIZATION with the following revised wording:

"C. Officers.

*The officers of the Congregation shall consist of the Chair, Vice-Chair, Secretary, **and Treasurer.**"*

A question was raised, will this position be elected and operate like all other LLB members? The response from Jud and Shayla was, yes, this would be the case.

Motion passed; 117 in favor, 1 against.

5C: Foundational articles

Shayla moved (Ryan Burger 2nd) to approve the proposed rewording of ARTICLE 11: AMENDMENTS to read as follows:

“B. Amendments to Articles 2, 3, 4, 6, 7, and 11.B shall not alter or destroy their essential meaning.”

No discussion occurred. **Motion passed; 104 in favor, 3 against.**

b. Bylaws resolutions

6B: Notice of proposed amendments

Shayla moved (Josiah Janke 2nd) to approve the proposed rewording in ARTICLE IX: AMENDMENT to read as follows in the affected section:

“... Proposed amendments shall be presented in writing to each member of the Congregation by mail, email, or in the body of the church’s e-Newsletter and shall include the proposed wording of each such amendment.”

No discussion occurred. **Motion passed; 105 in favor, 0 against.**

10: Include Treasurer as officer

Allan Lierman moved (Josiah Janke 2nd) to approve the inclusion of Treasurer as an officer within ARTICLE I. The proposed wording in the affected section is as follows:

“7. Election or Removal of Officers. The election or removal of the Chairman, Vice-Chairman, Secretary, and Treasurer of the Congregation...”

No discussion occurred. **Motion passed; 107 in favor, 0 against.**

11: Notice of voters meetings

Shayla moved (Don Sheets 2nd) to approve the proposed revision of ARTICLE II: MEETINGS OF THE CONGREGATION to have the affected wording read as follows:

“2 Special Meetings. The LLB, ...the Director of Ministries of the Church.) Notice of special meetings and Annual Meetings shall be provided in writing to each member of the Congregation by mail, email, or in the body of the church’s e-Newsletter and shall include the date, time and location of the meeting. Such notice must be provided at least ten (10) days and not more than sixty (60) days before the date of the meeting. In general, for purposes of order, Roberts’ Rules of Order shall prevail.”

No discussion occurred. **Motion passed; 100 in favor, 5 against.**

12: Majority vote for amending of Bylaws

Shayla moved (Allan Lierman 2nd) to approve the proposed revision of ARTICLE II: MEETINGS OF THE CONGREGATION to include the amendment of Bylaws among the list of actions needing a 2/3 majority vote. The revised wording in the affected section was proposed as follows:

“3 Quorum; Vote Required; Minutes. Whenever a meeting has been properly called... All decisions shall be by majority vote of the voting members present with the exception of the amendment of the Constitution and these Bylaws, the removal of a Pastor or Called Workers, and the merger or dissolution of the Church as a corporation, which shall be by two-thirds majority vote...”

No discussion occurred. **Motion passed; 105 in favor, 1 against.**

13: Add Treasurer as officer

Shayla (Heidi Cuca 2nd) moved to approve adding Treasurer as an officer within ARTICLE IV: OFFICERS OF THE CONGREGATION via the proposed wording as follows:

“The Officers of the Congregation shall consist of a Chairman, Vice-Chairman, Secretary, and Treasurer.”

No discussion occurred. **Motion passed; 107 in favor, 0 against.**

15B: Names of District and Synod

Shayla moved (Korinna Rodencal 2nd) to approve inserting minor editorial corrections to the official name of the LCMS in ARTICLE I. The pertinent revised wording is as follows:

*“1. Call or removal of any Pastor or removal of any Called Worker. Only such candidates shall be called and elected to serve as pastor(s) (ministers of religion ordained) or as ministers of religion commissioned as are eligible for a call in **The Lutheran Church – Missouri Synod** and profess... The LLB, after consultation with the appropriate officers of The Nebraska District of The Lutheran Church – Missouri Synod, shall notify the Congregation of the matter and shall submit the matter for action at a special meeting of the Congregation.”*

No discussion occurred. **Motion passed; 107 in favor, 0 against.**

16B: Clerical errors in wording

Shayla (Karen Schaefer 2nd) to approve the proposed correction of two clerical errors within ARTICLE III: ACCEPTANCE INTO AND TERMINATION OF COMMUNICANT MEMBERSHIP. The revised wording of the affected section is as follows:

*“1. Termination of Membership. Communicant membership shall be terminated and the member removed from the Church’s membership **roll**, with the recommendation of the LLB, only for one of the following reasons:”*

No discussion occurred. **Motion passed; 106 in favor, 0 against.**

17B: Nominees for LLB

Shayla moved (Karen Schaefer 2nd) to approve proposed revisions to ARTICLE VI: NOMINATION AND ELECTION OF OFFICERS AND MEMBERS OF THE LLB. The revised wording of the affected section is as follows:

*“1. Nominating Procedure. The Chairman of the Congregation will select a Nominating Committee of not less than five (5) voting members of the Congregation consisting of the Vice-Chairman of the Congregation, one additional member of the LLB, and three (3) members at large, plus the Senior Pastor as an ex-officio **voting** member. The Nominating Committee shall be chaired by the Vice-Chairman of the Congregation. The Nominating Committee will prepare a single slate of candidates drawn from communicant members, **nineteen (19)** years of age or older... At least two (2) weeks prior to the date of the election, the Nominating Committee shall provide the Congregation with notification of the nominees by **video** announcement at Sunday worship services for at least two (2) consecutive Sundays prior to the date of the Annual Meeting.”*

A question was raised, why change the age requirement? Shayla replied that District recommended this change to comply with state law concerning the legal age of adulthood.

Motion passed; 100 in favor, 7 against.

18: Treasurer's duties

Shayla moved (Allan Lierman 2nd) to approve adding duties of the Treasurer to those listed in ARTICLE VII: DUTIES OF OFFICERS as proposed. Proposed wording is as follows:

"4. Treasurer. The Treasurer shall serve as the leader of the Financial Oversight Committee, assist as needed with generation of monthly financial reports and bank statement reconciliation, provide updates to the Lay Leadership Board concerning financial matters of the church, assist with development and approval of the budget, and provide guidance and recommendations regarding budgeting best practices."

No discussion occurred. **Motion passed; 106 in favor, 0 against.**

19B: Excommunication vs. self-exclusion

Shayla moved (Ryan Burger 2nd) to approve amending section 2E of ARTICLE III: ACCEPTANCE INTO AND TERMINATION OF COMMICANT MEMBERSHIP to separate ex-communication and self-exclusion as distinct means of termination of membership. The proposed new wording within the affected section is as follows:

"E. Self-exclusion. When a member of the Church has not attended worship services and communed for at least twelve (12) consecutive months, after encouragement to do so, the member's name **may** be transferred to the mission file of the Congregation. The individual shall be notified of such action by mail or email and **may** be declared to have excluded himself or herself from the Congregation..."

No discussion occurred. **Motion passed; 106 in favor, 0 against.**

20B: Excommunication process

Shayla moved (Allan Lierman 2nd) to approve amending section 2F of ARTICLE III: ACCEPTANCE INTO AND TERMINATION OF COMMICANT MEMBERSHIP to delete the term "Discipline" and specify the voting requirement to excommunicate. The proposed wording is as follows:

"F. Excommunication. Excommunication is to be applied to any member who conducts himself or herself in an unchristian manner, i.e. openly adheres to false doctrine, evidences an immoral life, or willfully despises the preaching of the Gospel and the Lord's Supper. The Committee on Lay Eldership of the LLB, in conjunction with the Senior Pastor, shall administer church discipline on behalf of the Congregation, and if necessary, recommend to the Congregation the excommunication of a member. **Excommunication of a member requires a 3/4^{ths} vote at a Congregational meeting.**"

No discussion occurred. **Motion passed; 105 in favor, 0 against.**

3. Elections

Vice-Chairman Jeff Lake described how the Nominating Committee was formed and how the committee went about soliciting names of nominees. He said a concerted effort was made to encourage the congregation to bring forward names.

a. LLB members

Chairman Jesske presented the slate of candidates recommended by Nominating Committee as follows:

2nd term: Kristy Plander

1st term: David Mueller, Ron Bender, and Todd Loseke

He noted that four slots are being filled as Jeff Lake is stepping off of the LLB due to having work-related obligations that are limiting his capacity to serve out his term.

No nominations from the floor were made.

Don Sheets moved (Karen Schaefer 2nd) to elect the slate of nominees as presented.

Clarifications were sought on the following:

- David Mueller was appointed to serve the remainder of Tom Lorenz's term, so this would be David's first full term on LLB as an elected member.
- Currently posted bylaws state that only a single term is allowed, they don't include the amendment that was approved in 2021 to allow LLB members to serve second terms. The posted bylaws have not been updated in this regard; the policy committee will look to resolve this in updated bylaws.

All four candidates for LLB were elected with individual tallies being:

Ron Bender: 98 in favor, 3 against

Todd Loseke: 102 in favor, 0 against

David Mueller: 100 in favor, 1 against

Kristy Plander: 100 in favor, 1 against

b. LLB officers

Jud Jesske presented David Mueller as the nominee for Vice-Chairman, to serve out the term vacated by Jeff Lake. ***Allan Lierman moved (Heidi Cuca 2nd) to elect David Mueller as Vice-Chairman and serve the remaining year in the term.***

In response to a question about nominating a newly elected member as Vice-Chairman, Jud noted that David has significant experience in serving on educational boards and, as a current appointee, is not new to LLB.

David Mueller was elected Vice-Chairman by a vote of 100 in favor, 1 against.

c. CL Foundation Board

Ryan Burger, Foundation President, introduced the board and the new member nominees: Chris Boik, Aaron Castens, and Wayne Luebbe.

Allan Lierman moved (Josiah Janke 2nd) to elect Chris Boik, Aaron Castens, and Wayne Luebbe as new members to the Christ Lincoln Foundation Board. No discussion occurred. ***All three candidates were elected with individual tallies being:***

Aaron Castens: 98 in favor, 0 against

Chris Boik: 97 in favor, 1 against

Wayne Luebbe: 98 in favor, 0 against

Reports:

1. Financial

Kyle Kaldahl, Treasurer, highlighted how our giving has been exceeding budget – as occurred also in 2022-23, which is helping address ‘deficit budgets’. He presented the guiding policy for LLB in terms of assessing financial standing for taking on debt.

A request was raised that the congregation be provided monthly or quarterly reports. Kyle indicated this should be doable.

2. Ministry

Pastor Eckelkamp, Senior Executive Director of Ministry, talked about:

- How God’s work is conducted in a large congregation. He described our pattern of ministry engagement (messaging around rows-arrows-circles-dots).
- Our desires to build a better funding model and more engagement in supporting Christian middle school and high school education when we ‘started the clock’ in exiting the Lincoln Lutheran School Association (LLSA). He highlighted that the action has initiated a desired response and healthy dialog with Lincoln Lutheran and LLSA.
- The culture of our ministry, including the many ways we are engaged with one another and the community with limited resources, and how one result is that we have a stressed staff. We need to find more and better ways to support their well-being.

3. Executive review

Chairman Jesske acknowledged the dedicated service of Gary Pickering and Jeff Lake on the LLB.

In his assessment of the SEDoM, Jud highlighted the fruitful work of Pastor Eckelkamp in guiding staff and the congregation toward achieving desired outcomes in the past year. He highlighted many ways in which Christ Lincoln has shined.

Desired [Essential] Outcomes for 2023-24 were presented as follows:

- 1) *Determine communication pathways that effectively and efficiently conveys information in a timely manner.*
- 2) *Evaluate how we utilize resources to ensure ministry vitality.*
- 3) *Create a plan to address identified workforce gaps and enhance staff retention.*
- 4) *Take specific actions to create a culture that is highly invitational and challenging.*
- 5) *Address financial viability of Christ Lincoln Church and Schools (incl. debt, staffing, improvements, and capital campaigns).*

Dan Lovercheck moved (Karen Schaefer 2nd) to adjourn. The meeting was adjourned at 2:10 p.m.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

WELCOME CHRIST LINCOLN

CONGREGATIONAL MEETING
NOVEMBER 19, 2023

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

SECRETARY'S REPORT: RICK STOWELL

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

NEW BUSINESS: PASTORAL CALL – REV DANIEL POTTS



CONGREGATIONAL MEETING

NOVEMBER 19, 2023

**AMENDMENTS TO CONSTITUTION & BY-LAWS:
SHAYLA REED - POLICY COMMITTEE CHAIR**

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 1C- FURTHER REVISED: RECOMMENDED BY DISTRICT

Christ Lutheran Church Constitutional Amendment to
Delete Unnecessary Section with Agent of Service

~~ARTICLE 9: REGISTERED OFFICE AND AGENT~~

~~The street address of the Congregation's registered office shall be
4325 Sumner Street, Lincoln, Nebraska 68506.~~

~~The Congregation's registered agent at such office shall be
the Rev. Dr. Luke Schnake Michael Eckelkamp.~~

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 2C WITH DISTRICT'S PROPOSED CHANGES:

Christ Lutheran Church Constitutional Amendment Concerning Notice of Proposed Amendments

This Constitution may be amended, with the exception of the Articles listed in Section B of this Article, by the members of the Congregation at a regular or special meeting at which a quorum is present, by two-thirds of the votes cast, provided that the intention to amend the Constitution, and the wording of the amendments proposed, shall be read to the Congregation assembled for worship for two (2) consecutive weeks prior to the date upon which the amendment is presented for action. presented in writing, including in electronic form, to the voters at least ten (10) and not more than sixty (60) days before the date of the meeting.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 3C:

Christ Lutheran Church Constitutional Amendment To Grant the Lay Leadership Board Authority to Extend Calls to Non-Pastoral Called Workers

The Congregation hereby delegates its power to the Lay Leadership Board (the "LLB"), except in the following designated areas:

1. The calling and removal of a pastor or the removal of a non-pastoral Called Worker;

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 4C: RECOMMENDED BY DISTRICT

Christ Lutheran Church Constitutional Amendment To Add
“Treasurer” As an Office of the Congregation
To Comply with State Law

The officers of the Congregation shall consist of the Chair, the Vice-Chair, and the Secretary, and Treasurer.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 5C: RECOMMENDED BY DISTRICT

Christ Lutheran Church Constitutional Amendment
To Amend Language in Article 11.B

Amendments to Articles 2, 3, 4, 6, 7, and 11.B are hereby made irrevocable and ~~unalterable~~ shall not alter or destroy their essential meaning.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 6B: Further Revision As Recommended by District Concerning Notice of Proposed By-Law Amendments

CHRIST LINCOLN CHURCH, LINCOLN, NEBRASKA:
AMENDED AND RESTATED BY-LAWS
ARTICLE X: AMENDMENT

These Amended and Restated By-Laws may be further amended by the favorable vote of a two-thirds (2/3s) majority of those present at an Annual Meeting or a special meeting of the Congregation. Proposed amendments shall be presented in writing, ~~at such a Congregational meeting.~~ to each member of the Congregation by mail, email, or in the body of the church's e-Newsletter and shall include the proposed wording of each such amendment.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 10: Christ Lutheran Church By-Law Amendment To Add Treasurer as Officer of Congregation to Comply with State Law

CHRIST LINCOLN CHURCH, LINCOLN, NEBRASKA:
AMENDED AND RESTATED BY-LAWS
ARTICLE I

Section 7: Election and Removal of Officers.
The election or removal of the Chairman, Vice-Chairman, ~~and~~
Secretary, and Treasurer, of the Congregation.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 11: FURTHER REVISED AS RECOMMENDED BY DISTRICT

Christ Lutheran Church By-Law Amendment To Update Congregation Notice of Special Meetings

CHRIST LINCOLN CHURCH, LINCOLN, NEBRASKA:
AMENDED AND RESTATED BY-LAWS
ARTICLE II Meetings of the Congregation

~~Section 2: Special Meetings. Proper notification for any special or the Annual Meeting shall consist of a written announcement at Sunday Worship services for at least two (2) Consecutive Sundays prior to such meeting.~~

Notice of special meetings and Annual Meetings shall be provided in writing to each member of the Congregation by mail, email, or in the body of the church's e-Newsletter and shall include the date, time and location of the meeting. Such notice must be provided at least ten (10) days and not more than sixty (60) days before the date of the meeting.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 12: RECOMMENDED BY DISTRICT

Christ Lutheran Church By-Law Amendment To Change the Voting Requirements to 2/3 Voting Majority

CHRIST LINCOLN CHURCH, LINCOLN, NEBRASKA:

AMENDED AND RESTATED BY-LAWS

ARTICLE II: MEETINGS OF THE CONGREGATION

Section 3. Quorum; Vote Required; Minutes. Whenever a meeting has been properly called, the number of voting members of the Congregation present shall constitute a quorum. All decisions shall be by majority vote of the voting members present with the exception of the amendment of the Constitution and these By-Laws, the removal of a Pastor or Called Workers, and the merger or dissolution of the Church as a corporation, which shall be by two-thirds majority vote of the voting members present.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 13: RECOMMENDED BY DISTRICT

Christ Lutheran Church By-Law Amendment To Add Office of Treasurer to By-Laws

CHRIST LINCOLN CHURCH, LINCOLN, NEBRASKA:
AMENDED AND RESTATED BY-LAWS
ARTICLE IV: OFFICERS OF THE CONGREGATION

The Officers of the Congregation shall consist of a Chairman, Vice-Chairman, ~~and~~ Secretary and Treasurer.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 15B: RECOMMENDED BY DISTRICT

Christ Lutheran Church By-Law Amendment To Correct Name of District and Synod

CHRIST LINCOLN CHURCH, LINCOLN, NEBRASKA:
AMENDED AND RESTATED BY-LAWS
ARTICLE I

Call or removal of any Pastor or Called Worker. Only such candidates shall be called and elected to serve as pastor(s) [ministers of religion ordained] or as ministers of religion commissioned as are eligible for a call in the ~~The~~ Lutheran Church - Missouri Synod and profess acceptance of, and pledge faithful adherence to, the Confessions of this Congregation as set forth in Article 2 of its Constitution. Sufficient grounds for removal of a Pastor or Called Worker shall be persistent adherence to false doctrine, scandalous life, willful neglect of official duties, or evident and protracted incapacity to perform the functions of the office to which the individual has been called. Charges on any of these counts shall be carefully investigated by the Lay Leadership Board (the "LLB"). The LLB, after consultation with the appropriate officers of The Nebraska District of The Lutheran Church - Missouri Synod, shall notify the Congregation of the matter and shall submit the matter for action at a special meeting of the Congregation.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 16B: RECOMMENDED BY DISTRICT

Christ Lutheran Church By-Law Amendment To Correct Clerical Errors in By-Laws

CHRIST LINCOLN CHURCH, LINCOLN, NEBRASKA:
AMENDED AND RESTATED BY-LAWS
ARTICLE III

Termination of Membership. Communicant membership shall be terminated and the member removed from the Church's membership ~~rote~~ roll, with the recommendation of the LLB, only for one of the following reasons:

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 17B: RECOMMENDED BY DISTRICT

Christ Lutheran Church By-Law Amendment To Increase Minimum Age of LLB Officers and Members

CHRIST LINCOLN CHURCH, LINCOLN, NEBRASKA:
AMENDED AND RESTATED BY-LAWS
ARTICLE VI: NOMINATION AND ELECTION OF OFFICERS AND
MEMBERS OF THE LLB

Section 1. Nominating Procedure. The Chairman of the Congregation will select a Nominating Committee of not less than five (5) voting members of the Congregation consisting of the Vice-Chairman of the Congregation, one additional member of the LLB and three (3) members at large, plus the Senior Pastor as an ex-officio voting member. The Nominating Committee shall be chaired by the Vice-Chairman of the Congregation. The Nominating Committee will prepare a single slate of candidates drawn from communicant members, eighteen ~~nineteen~~ (18 ~~19~~) years of age or older. The Nominating Committee shall confirm the willingness of each nominee to serve prior to placing his or her name in nomination. The Nominating Committee shall nominate individuals to fill the officer and LLB positions to be filled. At least two (2) weeks prior to the date of the election, the Nominating Committee shall provide the Congregation with notification of the nominees by ~~written~~ video announcement at Sunday worship services for at least two (2) consecutive Sundays prior to the date of the Annual Meeting.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 18: RECOMMENDED BY DISTRICT

Christ Lutheran Church By-Law Amendment To Add Treasurer's Duties to By-Laws

CHRIST LINCOLN CHURCH, LINCOLN, NEBRASKA:
AMENDED AND RESTATED BY-LAWS
ARTICLE VII: DUTIES OF OFFICERS

4. The Treasurer shall serve as the leader of the Financial Oversight Committee, assist as needed with generation of monthly financial reports and bank statement reconciliation, and provide updates to the Lay Leadership Board concerning financial matters of the church, assist with the development and approval of the budget, and provide guidance and recommendations regarding budgeting best practices.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 19B: SELF EXCLUSION AS RECOMMENDED BY DISTRICT

Christ Lutheran Church By-Law Amendment To Separate Ex-Communication from Self-Exclusion

CHRIST LINCOLN CHURCH, LINCOLN, NEBRASKA:
AMENDED AND RESTATED BY-LAWS

ARTICLE III: ACCEPTANCE INTO AND TERMINATION OF COMMUNICANT MEMBERSHIP

E. ~~Excommunication:~~ Self-exclusion: When a member of the Church has not attended worship services and communed for at least twelve (12) consecutive months, after ~~admonition and~~ encouragement to do so, the member's name shall **may** be transferred to the mission file of the Congregation. The individual shall be notified of such action by ~~certified~~ mail or email and shall **may** be declared to have excluded himself or herself from the Congregation. Such self-exclusion releases the individual from all responsibilities to this Congregation, and also excludes the individual from the privileges of membership in the Congregation. Such an individual shall, however, at all times be cordially welcome to attend worship services and to seek re-instatement to membership in the Congregation.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

PROPOSED RESOLUTION NO. 20B: EXCOMMUNICATION AMENDMENTS RECOMMENDED BY DISTRICT

Christ Lutheran Church By-Law Amendment Concerning Excommunication

CHRIST LINCOLN CHURCH, LINCOLN, NEBRASKA:
AMENDED AND RESTATED BY-LAWS

ARTICLE III: ACCEPTANCE INTO AND TERMINATION OF COMMUNICANT MEMBERSHIP

2. Termination of Membership. F. Excommunication: ~~Discipline~~. Excommunication is to be applied to any member who conducts himself or herself in an unchristian manner, i.e. openly adheres to false doctrine, evidences an immoral life, or willfully despises the preaching of the Gospel and the Lord's Supper. The Committee on Lay Eldership of the LLB, in conjunction with the Senior Pastor, shall administer church discipline on behalf of the Congregation, and if necessary, recommend to the Congregation the excommunication of a member. Excommunication of a member requires a 3/4ths vote at a Congregational meeting.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

ELECTIONS:

JEFF LAKE – NOMINATING COMMITTEE CHAIR

LLB MEMBERS:

2ND TERM: Kristy Plander (Member)

1ST TERM: David Mueller (Member)
Todd Loseke (New Member)
Ron Bender (New Member)

LLB OFFICERS:

David Mueller (Vice Chair)

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

CHRIST LINCOLN FOUNDATION BOARD ELECTIONS: RYAN BURGER – FOUNDATION PRESIDENT



Aaron Castens (1st Term)



Chris Boik (1st Term)



Wayne Luebbe (1st Term)

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

FINANCIAL REPORT:
KYLE KALDAHL - TREASURER

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

FISCAL YEAR 2022-2023 RESULTS

- Overcame budgeted deficit
- > \$800,000 paid toward principal on our debt!

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

FISCAL YEAR 2023-2024

- \$64,000 budgeted deficit
- Through September we are \$170,000 greater than budget!

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

MONITORING DEBT

- LLB Debt Policy
 - 40% Debt-to-Income (Honors the Present)
 - 50% Cash on Hand (Honors the Future)
 - 60% Loan-to-Value (Honors the Past)
- Navigating Financial Landscape

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

MINISTRY:
PASTOR MICHAEL ECKELKAMP- DIRECTOR
OF MINISTRY

CONGREGATIONAL MEETING

NOVEMBER 19, 2023



CONGREGATIONAL MEETING

NOVEMBER 19, 2023

- **TRACK STAR**
- **GOLF TEAM (CLUBHOUSE BUDDIES)**
- **BASKETBALL TEAM (PLAYMAKERS AND SCORERS)**
- **FOOTBALL TEAM (OFFENSE, DEFENSE, SPECIAL TEAMS)**

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

L.L.B

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

Essential Outcomes

- Determine communication pathways that effectively and efficiently conveys information in a timely manner.
- Evaluate how we utilize resources to ensure ministry vitality.
- Create a plan to address identified workforce gaps and enhance staff retention.
- Take specific actions to create a culture that is highly invitational and challenging.
- Address Financial Viability of Christ Lincoln Church and Schools (Debt, Staffing, Improvements, Capital Campaigns)

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

ROWS



ARROWS



DOTS



CIRCLES



CONGREGATIONAL MEETING

NOVEMBER 19, 2023



LINCOLN LUTHERAN

CHRIST-CENTERED PREPARATION FOR COLLEGE AND LIFE

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

OUR HISTORY OF WORK

November 2020

November 2021

January 2022

March 2022

May 2022

July 2022

September 2022

November 2022

January 2023

February 2023

June 2023

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

OLD FUNDING MODEL

Old Funding Model: 22-23 School Year

1. Ministry Assessment: **communicate membership** (2,500) x a
per member amount (\$30) = \$75,000
2. Tuition Support: 25% (79 students) = \$157,613

Total Congregational Support = **\$232,613**

CL Ministry Support to **CLS: 7% (\$251,695)**

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

Our desire is to not leave the LLSA.

Our desire is to partner in ways that are equitable over the various levels of Christian Ministries.

Our desire is to continue to honor the LLSA and all of our supporting congregations during this process.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023



CONGREGATIONAL MEETING

NOVEMBER 19, 2023

**EXECUTIVE REVIEW:
JUD JESSE - LLB CHAIR**

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

DIRECTOR OF MINISTRY ASSESSMENT: 2022-2023 DESIRED OUTCOMES

1. Address Financial Viability of Christ Lincoln Church and Schools (Debt, Staffing, Improvements, Capital Campaigns).
2. Develop consistent communication of vision and direction for our community.
3. Provide pastoral care to staff and elected leadership.
4. Place a greater emphasis on volunteering.
5. Help new staff members embrace values and be welcomed well into ministry.

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

DIRECTOR OF MINISTRY ASSESSMENT: 2023-2024 DESIRED OUTCOMES

1. Determine communication pathways that effectively and efficiently conveys information in a timely manner.
2. Evaluate how we utilize resources to ensure ministry vitality.
3. Create a plan to address identified workforce gaps and enhance staff retention.
4. Take specific actions to create a culture that is highly invitational and challenging.
5. Address Financial Viability of Christ Lincoln Church and Schools (Debt, Staffing, Improvements, Capital Campaigns)

CONGREGATIONAL MEETING

NOVEMBER 19, 2023

ADJOURN

A large group of people, mostly seen from behind, are seated in a church sanctuary. The scene is overlaid with a semi-transparent teal color. The people appear to be participating in a congregational meeting. In the background, there are large, multi-paned windows.