

LLB Meeting Minutes: July 2023 (As approved 8-28-2023)

Subject/Purpose: Regular monthly meeting

Date: Monday, July 31, 2023
Time: 5:30 PM

Location: Meeting Space 3, Christ Lincoln Sumner
Zoom connection: NA

Participants: indicates in attendance absent (term, office if any) Terms ending:

Members: David Mueller (Appt.), Gary Pickering (1st), Kristy Plander (1st, Personnel Chair) 2023
 Jud Jesske (1st, Chair), Shayla Reed (1st, Policy Chair) 2024
 Lori Johnson (1st), Jeff Lake (2nd, Vice-Chair), Rick Stowell (2nd, Secretary), Cole Weihe (1st) 2025
 Kyle Kaldahl (Treasurer) 202?

Executive staff: Michael Eckelkamp (Director of Ministries)
Invited staff: Autumn Crable (Executive Director of Engagement)

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 led us in prayer.

Minutes from prior meeting: Gary moved (Shayla 2nd) to approve the June meeting minutes. Motion carried.

Business Item:	Purpose: Inform/Discuss/Decide	Material provided prior to meeting	Duration
1. Treasurer's report	Inform		5 min

Kyle reported that fiscal-year giving ended up 8% above that for 2021-22.

Decision: NA

2. Policy Changes	Discuss and vote on approval	Wording of revisions provided in files	30 min
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Shayla highlighted proposed changes that the Policy Committee has developed.

Constitutional amendments:

Resolution 2C: Shayla moved (Lori 2nd) to approve amending Article 11 to update the notice requirements concerning proposed constitutional amendments. Amendment reads as follows:

*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. **Notice of proposed amendments must be presented in writing to each individual member of the Congregation by mail, email or in the body of the church's e-Newsletter. Such notice must include the date and time of the meeting and include the proposed wording for any amendments. Such notice must be provided at least ten (10) and not more than sixty (60) days before the date of the meeting.***

Discussion: District had responded that this change is needed to bring notice requirements into compliance with state law. Shayla noted that notice can be made via a newsletter, but the wording must be included in entirety; readers cannot be directed to a separate link or other source for the wording.

Motion passed.

Amendments to Bylaws:

Resolution 6B: Shayla moved (Gary 2nd) to approve amending Article IX to require greater notice for proposed amendments and to align the form of notice requirements with those proposed for constitutional amendments. Motion passed without discussion. Amendment reads as follows:

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 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.

Resolution 11: Shayla moved (Lori 2nd) to approve amending Article II to bring notice requirements for congregational meetings into compliance with state law. Motion passed without discussion. Amendment reads as follows:

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.

Resolution 13: Shayla moved (Jeff 2nd) to approve amending Article IV to add the office of Treasurer. District had noted that this is needed to comply with state law. Motion passed with minor editing (commas inserted to line 19) to read as follows:

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

Resolution 18: Shayla moved (Kyle 2nd) to approve amending Article VII to add and clarify duties of the Treasurer. Amendment reads as follows:

The Treasurer shall serve as the leader of the Financial Oversight Committee, assist as needed with generation of monthly financial reports, reconcile monthly bank statements, 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.

Discussion: Some questions were raised as to whether the listed duties were specific to what Kyle (current Treasurer) is doing or aligned with those desired of anyone holding the office. Shayla and Kyle responded that the list was generic to the office.

Motion passed.

Resolution 19B: Shayla moved (Kristy 2nd) to approve amending section 2E of Article III to separate excommunication and self-exclusion as distinct means of termination of membership.

Discussion: General consensus was that this separation was appropriate. A question was raised as to whether "may" should replace "shall" within the amendment (three occurrences).

Motion passed with "may" replacing "shall" one time, in line 23 of the proposed amendment, to read 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 shall 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.*

Resolution 20B: Shayla moved (Gary 2nd) to approve amending Section 2F of Article III to delete the term "Discipline" and specify the voting requirement to excommunicate. Motion passed without discussion. Amendment reads 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 3/4ths vote at a Congregational meeting.*

Shayla reminded the LLB that proposed Bylaws changes may be posted in the newsletter and require a single vote.

Constitutional changes require two votes (one to approve and a second to ratify) and, since changes approved at the 2022 voters meeting have not been ratified, the prior wording still is in force.

Decision: Approved one amendment to our constitution and six amendments to our bylaws.

3. Old Business

Desired Outcomes document

35 min

Lincoln Lutheran update: Pastor Eckelkamp reported that the letter we prepared was received by the LL Association, and we are officially on the [three-year] clock. He noted that dialog with the LL Association is occurring relative to improving communication, which is a positive initial outcome.

Discussion:

- Has any communication occurred with the congregation? Pastor E. replied not yet. We are first focusing on communicating with delegates, the association board, and families with students.
- Are we effectively being represented by our delegates? Pastor E. noted that engagement is not consistent and strong in the two delegate meetings per year.

Sanctuary pastor: Pastor Eckelkamp noted that we will have one candidate in Lincoln later in August to interact with the pastoral and key administrative staff.

Desired outcomes: Kristy highlighted the Desired Outcomes that will be presented to staff in the all-staff meeting in August.

Discussion:

- For whom are these developed? Pastor E. and Jud reminded us that the purpose is primarily for use by the DoM in administration of the congregation.
- What scope is appropriate? Pastor E. and Kristy responded that the desired outcomes should direct us throughout the year to address critical needs and/or priorities.
- Is the wording of DO #5 constraining in that it addresses the Sumner campus specifically (Making Room campaign)? There was some support for a broader outcome [that includes this campaign] like outcomes 1-4. Pastor E. stated that it may be preferable to continue under the existing (2022-23) desired outcome that is focused on “addressing the financial viability of Christ Lincoln Church and Schools”.

Shayla moved (Gary 2nd) to approve the Desired Outcomes with outcome 5 replaced with the wording from 2022. Motion approved unanimously.

Appreciation was extended to Kristy for her significant efforts in shepherding the process by which desired outcomes were developed this year, including engagement of the LLB throughout the process.

Decision: Approved Desired Outcomes for the coming year.

4. New Business

Inform

25 min

Preparation Team: Pastor Eckelkamp noted that this team is engaged in improving our capabilities to address issues that arise. Being ready to deliver clear and consistent communication is essential.

Discussion: Regarding how the recent interactions with the media were handled, Pastor indicated that staff worked together to provide clear, consistent messaging. While some on LLB expressed that messaging appeared to be effective, he noted that the situation highlighted some opportunities to improve.

75th Anniversary: Planning is underway for a concise, not extravagant celebration on a Sunday during the upcoming year.

Membership classes: Pastor noted that Aaron Hedlund and he have reworked the sessions for these classes to build relationships and be more conversational.

Review of Pay ranges: Autumn shared a presentation that showed where we currently are in terms of pay scale categories, ranges and starting salaries.

Discussion: Several questions arose relative to specific information presented and how the information might be utilized to improve pay practices, especially reducing variation in pay ranges. Autumn responded that there are several complicating factors involved – including external ones like job markets and public policies – that prevent there being a quick fix. There was general agreement, though, that having the information and monitoring changes over time should be very helpful in efforts to improve pay practices.

Recommendation: NA

5. Committee reports	Update		10 min
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Personnel: Kristy said the committee is currently looking into bonuses and what should be considered in decisions regarding bonuses. The committee is also looking to include some guidance in the policy manual regarding the responsibilities of the committee, since guidance is currently lacking.

Nominating: Jeff said he has received a lot of suggestions for the serving on the committees – for members of the Nominating Committee and candidates for election of LLB members.

Recommendation: NA

Meeting adjourned at 7:25 p.m.