

LLB Meeting Minutes: May 2024 (Approved 6-24-2024)

Subject/Purpose: Regular monthly meeting (delayed a week for Memorial Day holiday)

Date: Monday, June 3, 2024
Time: 5:30 PM

Location: Meeting Space 3, Christ Lincoln Sumner
Online: NA

Participants:

LLB Members: indicates in attendance absent Name (LLB term) Office held if any

| | |
|---|--|
| <input checked="" type="checkbox"/> Jud Jesske (1 st 2024) Chair | <input checked="" type="checkbox"/> Kristy Plander (2 nd 2026) Personnel Committee Chair |
| <input checked="" type="checkbox"/> David Mueller (1 st 2026) Vice-Chair | <input type="checkbox"/> Shayla Reed (1 st 2024) Policy Committee Chair |
| <input checked="" type="checkbox"/> Rick Stowell (2 nd 2025) Secretary | <input checked="" type="checkbox"/> Ron Bender (1 st 2026) <input checked="" type="checkbox"/> Todd Loseke (1 st 2026) |
| <input checked="" type="checkbox"/> Kyle Kaldahl (1 st TBD) Treasurer | <input checked="" type="checkbox"/> Lori Johnson (1 st 2025) <input type="checkbox"/> Cole Weihe (1 st 2025) |

CL staff: Michael Eckelkamp (Senior Executive Director of Ministry)
 Autumn Crable (Executive Director of Engagement)

Desired Outcomes of the meeting:

- 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. Pastor Eckelkamp gave opening prayer.

Minutes from prior meeting: *Todd moved (David 2nd) to approve the April minutes. Motion carried.*

Action on Special Meeting minutes was deferred until the next policy review meeting

| Business Item: | Purpose: Inform/Discuss/Decide | Material provided prior to or at the meeting | Duration |
|------------------------|--------------------------------|--|----------|
| Ministry report | Provide update | Video report | 10 min |

The video report provided by Pastor E. highlighted staffing changes at Lincoln Lutheran and progress in discussions with LLSA, ownership/oversight of the congregational survey, the Protect Women and Children Initiative, and work in developing the budget. Discussion occurred in the following areas.

1. Making Room campaign

Pastor noted that home visits continue and some generous gifts have been received.

2. YH call process

Pastor noted that the search committee is in place and has begun the process to develop lists of desired qualifications. Names of 27 potential candidates have been submitted thus far.

Recommendations: Continue efforts.

| | | | |
|---------------------|-------------------|--|--------|
| Old Business | Update and inform | | 30 min |
|---------------------|-------------------|--|--------|

1. Lincoln Lutheran School Association

Autumn outlined progress and outcomes from recent dialog with the LLSA. LLSA responded with a draft proposal that would:

- a. Implement a flat congregational assessment of \$10k, reduce per-student tuition support to 20%, and limit annual tuition increases to a maximum of 5%.
- b. Reduce the overall number of delegates. With fewer delegates, commitment was extended to have more communication with church leadership and present dashboard-type information.

Discussion:

- *Have we modeled out costs under this proposal?* Autumn responded yes and outlined how our contribution would compare to that with existing and previously proposed rates. The greatest impact is that the risk to future CL budgets from potential sizeable increases in student numbers, tuition, and growth in church attendance will be mitigated. In this regard, the LLSA proposal addresses our primary concern.
- *Is the 5% max increase in tuition sustainable on LL's end?* LL has not previously raised tuition by more than 4.5%, so this limit on tuition increases is not anticipated to be problematic.
- *Whose decision is this?* LLB would need to give our approval by 'stopping the clock'.
- *What is the impact of this on stopping the clock?* The gist of the discussion was that we desire to stop the clock, but should not do so until the plan is implemented, since that is the accountability holder. Implementing the proposed change would require a change in LLSA's bylaws.
- *Can we provide some support to families in the interim?* Kyle responded that we could, but that is not in the budget.

A motion was made to approve the proposed plan contingent on actions being taken by the LLSA, but that motion was not seconded. The resulting consensus was that we empower the subcommittee to communicate our positive response to the direction of the latest LLSA proposal; however, the clock will not be stopped until the proposal is implemented.

Recommendation: The LLSA subcommittee should communicate our positive response to the direction of the latest proposal from LLSA.

| | | | |
|---------------------|--|--------------------|--------|
| New Business | | Budget reports (3) | 15 min |
|---------------------|--|--------------------|--------|

1. Draft budget

Kyle highlighted the latest draft of the proposed 2024-25 budget and noted that it looks like we will be presented with a balanced budget to approve. He indicated that the budget included a 10% increase in projected giving and that the largest portion of the budget increase is to cover key additional staff positions, as well as essential increases in salary & benefits and utilities.

Discussion:

- Positive comments were made about the prospective return to approving a balanced [non-deficit] budget.
- *How much confidence is there about the 10% increase in giving included in the budget?* Kyle noted that we are currently in the black and are on track to finish the fiscal year in the black, which would make this the second year in a row that GF giving has exceeded budget projections.
- Concern was expressed about the requested increase in GF giving coinciding with implementation of the capital campaign. Kyle responded that this could challenge giving, although that has not been our experience. GF giving has not fallen off during past campaigns.
- *What progress has been made on bonuses, benefits?* Autumn highlighted what we did and considered during the year.

- *Is the year-end deficit for Christ Schools in 2023-24 a one-year anomaly or is there reason this may become a trend?* There wasn't anything that stood out to Kyle or anyone else suggesting CS will be challenged to meet budget this coming year.

2. Congregational meeting

Jud noted that we will need to hold a voters meeting, likely in late-July, to:

- Ratify the amended Constitution & Bylaws
- Call a third-grade teacher

3. Congregational survey

Pastor, Jud and Autumn outlined the need to discuss leadership of the survey and a plan for progress.

- Traditionally, the LLB has managed the survey, but has leaned on staff to implement, interpret and act on the survey.
- The survey is a key source of feedback from the congregation
- Ownership of the survey is key to it being utilized effectively. Having staff manage the survey is expected to be more effective in practice.

Josiah would like to partner with LLB in setting direction for the survey. The resulting recommendation was to have Josiah initiate a meeting with an ad hoc survey committee (David, Kristy and Rick).

Decisions/Recommendations:

- Follow-up on developing the proposed budget for 2024-25, ensuring that the final budget aligns the percentage increase in giving with achieving priority items that we want to support.
- Formed an ad hoc committee to engage on future direction for the congregational survey.

| Reports | Update | | 10 min |
|--|--------|--|--------|
| <p><u>Financial:</u> No additional updates.</p> <p><u>Nominating:</u> No report. It was noted that this is the time to initiate forming a nominating committee.</p> <p><u>Personnel:</u> Kristy noted that it is helpful to meet regarding budget priorities. FSLA is a potentially looming item that would require a response.</p> <p><u>Policy:</u> No report. We need to set a date for the next policy review meeting. Autumn will send out a poll for the slate of June dates proposed.</p> | | | |
| <p>Recommendation: NA</p> | | | |
| <p>Meeting adjourned at 7:25 p.m.</p> | | | |