# LLB Meeting Minutes: December 9, 2024 (Approved 1/27/25) Subject/Purpose: Regular monthly meeting Date: Monday, December 9, 2024 **Location:** Virtual only Time: 5:30 PM Online: Zoom meeting **Participants:** LLB Members: $\square$ absent Name (LLB term) Office held if any ☑ Jud Jesske (1st 2024) Chair ☑ Kristy Plander (2<sup>nd</sup> 2026) Personnel Committee Chair ☑ David Mueller (1st 2026) Vice-Chair ☐ Shayla Reed (1st 2024) Policy Committee Chair ☑ Rick Stowell (2<sup>nd</sup> 2025) Secretary ☑ Ron Bender (1st 2026) ☑ Todd Loseke (1<sup>st</sup> 2026) ☑ Lori Johnson (1<sup>st</sup> 2025) ☐ Vacant (2025) CL staff: Michael Eckelkamp (Senior Executive Director of Ministry) Kyle Kaldahl (Treasurer) Autumn Crable (Executive Director of Engagement) Mark L'Heureux (Executive Director of Schools and Facilities) **Desired Outcomes of the meeting:** Leaders have feedback and direction desired to advance highlighted ministry items. Agenda items **Call to order:** Jud opened the meeting at 5:30 p.m. with prayer.

Minutes: Ron moved (Todd 2<sup>nd</sup>) to approve the minutes for the October meeting. Motion approved. Todd moved (David 2<sup>nd</sup>) to approve the minutes from the Annual Congregational meeting contingent upon vote tallies being included. Motion passed.

Business Item:	Purpose: Inform/Discuss/Decide	Material provided prior to or at the meeting	Duration
Ministry report	Provide update	Making Room report	30 min

## 1. Making Room

Nearly 140 commitments have been received for over \$4.8 million; While the campaign has been fruitful, cash-in-hand is below the 50% LLB guideline, so no action was sought from the congregation at the annual meeting. Pastor conveyed his thought that we do not adjust our guidelines, but rather regroup and try again; don't indebt our future.

#### Discussion:

- General thread was that an emphasis upon everyone participating is needed.
- Include messages from affected stakeholders to better reach those on sidelines.

#### 2. Yankee Hill Pastor search

Pastor reported that the call committee has two candidates under consideration and just completed Zoom interviews. Discussion is in progress to determine next steps.

## Discussion:

 Ensure that we are prepared to act quickly for the timeliness of candidates; consider implications for individuals with school-age children.

### 3. LLB support

Pastor noted that he has explored some options for providing staff support for LLB operations. The CL Executive Team recommended that we not commit time from a paid staff member for this purpose – as are already short-staffed. He suggested that we investigate using Al and/or transcription services.

#### 4. Roles of Men & Women Bible study

This study will begin in January with plans for five 90-minute sessions at each campus.

**Recommendation:** Continue efforts.

#### 1. LLSA

Mark and Autumn reported that a new structure is being enacted for LLSA.

- Four delegates per member congregation
- Delegate responsibilities would be reduced in accordance with information base of delegates
- Meeting schedule has been revised to align better with planning for a fiscal year
- Board to include 11 total with some non-Association representatives

Mark reiterated the driving values of our efforts with LLSA and how these align with our Essential Outcomes. The financial model has been revised so the congregation pays:

- Flat amount of \$10,000
- 20% of tuition for CL students attending Lincoln Lutheran

Discussion occurred on when the new model goes into effect and ramifications for families with children currently attending LL.

Kristy moved (Lori  $2^{nd}$ ) to rescind the notification that CL is withdrawing from the LLSA – allowing CL to remain as an LLSA member. Motion passed.

## 2. Congregational meeting

There was a general sense that the meeting accomplished what we intended, and positive comments were received.

## 3. Staff appreciation event

Autumn noted that plans for the event are largely completed and LLB members are invited to participate.

**Decision:** Rescinded the notification that CL is withdrawing from the LLSA

New Business		10 min

#### 1. Transition plans

Jud encouraged members to be proactive in aiding the LLB in getting off to a good start in 2025. Some of the suggestions to follow included:

- Outgoing and incoming officers connect
- View videos made by Paul Peter and by Shayla and James. Todd will connect with Autumn to have the videos sent to members. Pastor recommended that we redo the videos to keep them timely and of greater appeal/utility.

## 2. Staff compensation payments

Autumn noted that some employee compensation payments to CLC staff were missed due to a timing difference. The missed contributions include benefits toward retirement, disability/GT and subsequent interest that is due. The specifics should be known shortly. Jud relayed that once we know the final numbers, we will seek e-mail approval to clean this up prior to the calendar year-end.

Subsequent to the meeting, it was determined and communicated that there were 8 staff members who were impacted, with a total amount of missed payments being \$7,015.44. *Todd moved (Jud 2<sup>nd</sup>) to approve payment of \$7,015.44 in total to CL staff who did not receive their full employee compensation. The motion was approved by email ballot* (7 Yes, 0 No).

**Decision:** Approved payment of \$7,015.44 to CL staff for missed employee compensation

Reports Update 10 min

Financial: Kyle reported that we were +76k vs. budget for October and are above budget for the year.

Nominating: David reported that Pastor Scheich recommended Mike Nichols as a potential appointee for

the vacant LLB member slot. David will invite Mike to the January meeting to discuss potential

interests and fit.

<u>Personnel</u>: No report Policy: No report

Congregational survey: Kristy reported that Josiah is performing final refinements of the survey instrument;

planning for January launch.

**Recommendation: NA** 

Much appreciation was expressed to Jud for his valuable leadership and service as LLB Chair.

Meeting adjourned at 6:55 p.m.

LLB Meeting Agreements and Assignments: December 2024					
Who: Lead role	What: Assignment	When: By			
Todd	Connect with Autumn to have videos sent to members	Jan. Mtg.			
David	Invite Mike Nichols to the January meeting	Jan. Mtg.			