

LLB Meeting Minutes: February 24, 2025 (Approved)

Subject/Purpose: Regular monthly meeting

Date: Monday, February 24, 2025

Time: 5:30 PM

Location: MS 3

Online:

Participants:

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

x Todd Loseke (1st 2026) Chair

x Kristy Plander (2nd 2026) Personnel Committee Chair

x David Mueller (1st 2026) Vice-Chair

x Shayla Reed (2nd 2025) Policy Committee Chair

x Tony Saeger (1st 2027) Secretary

x Ron Bender (2nd 2026)

x Kyle Kaldahl (1st 2027) Treasurer

x Lori Johnson (1st 2025) x Rick Stowell (2nd 2025)

x Mike Nichols (1st 2028)

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

James Moseman (Executive Director of Finance and Generosity)

Guest: Ella Gilzean

Abby Vought

Desired Outcomes of the meeting:

- Leaders have feedback and direction desired to advance highlighted ministry items.

Agenda items

Call to order: Todd opened the meeting at 5:36 p.m. David led opening devotion – with three parables the welder, scientist, and seed pod.

Minutes: *David moved (Ron 2nd) to approve the minutes for the January 27 meeting. Motion approved without dissent.*

Business Item:	Purpose: Inform/Discuss/Decide	Material provided prior to or at the meeting	Duration
Opening Business	Cover important up front business	NA	20 min

1. Practicum Student Introductions

Abbey Vought and Ella Gilzean, practicum students from Concordia University were guests with an interest in gaining insight on the LLB and Policy Based Governance.

2. Finance and Generosity report

James Moseman provided a report on the budget/Making Room Campaign/Outside Auditor (Harder) activity.

- Budget report – The budget process is going well, and it is expected that the budget will be ready for April approval
- Making Room Campaign – The team continues to receive one-time donations every few weeks. The campaign is at 52% of the 13.3M goal. Plan is to continue to keep the campaign in front of

the congregation including testimony pieces. Additional follow up meetings will also be scheduled.

James indicated that he and Ryan Berger are working a grant request with the Dunklau foundation. This is a capital grant request specifically for the building portion of the project.

Finally, James indicated that there is to be a finish line meeting with Tim Geisert, Paul Peter, Ryan Berger and Dennis Scheer. The purpose is a fundraising meeting with specific members of the congregation to try to raise sufficient funds to “get over the finish line.” Brian Friedrich will lend his experience at these meetings.

- c. Outside auditor – A financial review was conducted by an outside auditor, Harder. Results indicated there are no material findings to report. There was a recommendation to update the financial policy (i.e. 7% of general fund includes budget for the school. This is not found in the policy). The review did indicate they were happy to see the church in a strong cash position.

Discussion – It was brought up that technological advances will help with records for future reviews.

It was also discussed if financial reviews should be held on an annual basis. A full audit is under consideration with the regularity of timing under consideration. Best practice is every four years.

- d. Other items – Jame attended the Best Practices Conference and reported that it was good to connect with others that work in the church finance function.

Financial town hall is scheduled for 25 February.

- 3. **Vacant LLB position** – Email voting response was followed up with a formal vote for Mike Nichols to fill the LLB vacancy position was completed. Tony moved to approve (David 2nd). Formal approval confirmed with no dissent.

Ministry report	Provide update	Making Room report	30 min
<div><div>1. Elder Team</div><div>The by laws require a standing committee on lay eldership. Pastor Michael will engage Pastors Dirk Reek, Jim Haynes along with President Todd Loeske and Vice President David Mueller to form and advisory board to the Senior Executive Director of Ministries and campus pastors. An emphasis will be placed gaining wisdom from the experienced pastors to be in compliance with our Constitution and Bylaws. The goal of the advisory board will be to provide guidance on moving forward effectively.</div></div> <div><div>2. Yankee Hill Call Committee</div><div>Pastor reported that two pastors will visit in the upcoming weeks. They will be meeting with Pastor Michael, members of the YH call committee, and staff members. Post visit plan - If the candidates wish to continue the process, and after further consideration from Pastor Michael, one or both candidates may return for another visit. Pastor Michael commended the Call Committee for the work completed so far.</div></div>			

3. Executive and Pastoral Team

Five retreats are to be scheduled this year to help the Pastoral and Executive teams to partner together well.

4. Pastoral Leadership Institute

Pastor Michael provided an update on the upcoming PLI meeting which will be the fifth and final session hosted at Christ Lincoln over a two and a half year period. The institute provides leadership development that is not covered by seminaries offering valuable learning opportunities. Pastor Michael expressed anticipation for the upcoming meeting and business items to be discussed. Emphasis on the mission is to reach those who do not yet know Jesus and equip the community to share their faith.

Recommendation: Continue efforts.

Old Business

25 min

1. Policy Manual Update:

Policy manual discussion deferred to March meeting to accommodate schedule overrun for February meeting. Kyle to meet with James with respect to the financial policy. Constitution, By-Laws, and Policy Manual were provided and Uploaded to LLB Google Drive by Kristy.

2. Otter AI discussion

The use of Otter AI was discussed, particularly Kristy's findings on its use. It was determined that no consent is required to record. Otter uses a proprietary model and is seen as lower risk. Sensitive topics during LLB meetings will not be recorded. Ron offered a motion to use Otter (Kristy 2nd). Motion passed without dissent.

New Business

10 min

1. YH Parking

Pastor Michael reported that the YH campus is out of parking space with attendance breaking 600 persons. An assessment of possible resolutions needs to be explored, and Pastor is to meet with Mark L'Heureux to discuss.

Discussion:

Pastor reported that YH Pastoral candidates are aware of the growth issues. Currently both lots are full with overflow parking in the adjacent street. Worship space is full as well prompting the potential need for an additional service. Also to be considered is additional staff to serve the growing congregation. This may include a director of high school and college ministries that would serve all three campuses.

2. Financial Reports Included in Minutes

Kyle suggested we include page 1 of the financial summary to the minutes to provide additional clarity. This was agreeable with the LLB and will be included in future minutes.

3. Roles of Men and Women

Pastor Michael introduced a document on leadership in worship, created after five weeks of study, and

sought the lay leadership board’s input. Pastor Michael plans to implement suggestions at each campus based on their culture. The document was shared with staff and then with LLB and will be released to the general congregation. Pastor Michael indicated the number one fear he expects from the congregation is that the door is opening for “bad” things to happen, followed by not offending anyone into leaving the church. The study was received warmly. Pastor said the best way to address the concerns is to open scripture and discuss what is written.

Discussion – Question was posed to Pastor of the diversity of thought among the Pastoral staff. Pastor reported that there is no diversity among the Pastors.

The campus Pastors will implement the ability of both men and women to serve communion, provide testimony, reading scripture, and leading public prayer. Schedule for implementation will be at the campus Pastors discretion, and it is expected to vary from campus to campus.

The policies may need to be revised to reflect who may hold offices on the LLB.

It is important to understand that not all will agree but we are right with scripture.

It is also important to understand that preaching, consecration of the elements, and conducting baptism are reserved for the Pastoral staff.

The general response from the LLB was that this is a well thought out succinct, and intentional document and has the LLB’s affirmation.

4. Certification/Board Training

The LLB should consider reserving time in future meetings to discuss orientation needs with a focus on what the learning outcome will drive.

5. Lincoln Lutheran Delegate Assembly

David provided an update on the Lincoln Lutheran delegate assembly. This was attended by Autumn Crable, Mark L’Heureux, David Mueller and one other delegate. Highlights included approval of a \$1.5M expansion for a wellness center. Lincoln Lutheran is looking to add staff to run the 7,000sq ft facility. Future campus discussion also took place. It is expected that this will take place in the 10–20 year time frame and will take a beneficiary gift to realize. It was noted that Dan Masters, chief advancement officer, has done excellent work for Lincoln Lutheran.

Reports	Update		10 min
<p><u>Financial:</u> Kyle reported that, pertaining to YH childcare, a deficit of \$116K for the fiscal year ending June 30, 2024, was realized. In addition, there have been months in the 2024/2025 fiscal year where an \$8K deficit was realized. Finally, in January YH childcare was \$500 in the black. Annette and Tara will discuss with the FOC.</p> <p><u>Nominating:</u> No report</p> <p><u>Personnel:</u> No report</p> <p><u>Policy:</u> Policy discussion deferred to March meeting.</p> <p><u>Congregational survey:</u> See above under old business point 3.</p>			
<p>Recommendation: NA</p>			
<p>Meeting adjourned at 7:20 p.m.</p>			

LLB Meeting Agreements and Assignments: February 2025		
Who: Lead role	What: Assignment	When: By
Shayla	Provide editable versions of Policy Manuals	