

## LLB Meeting Minutes: April 28, 2025 (Approved)

**Subject/Purpose:** Regular monthly meeting

**Date:** Monday, April 28, 2025

**Time:** 5:30 PM

**Location:** YH High School Room

**Online:** AI recording

### Participants:

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

x Todd Loseke (1 <sup>st</sup> 2026) Chair	x Kristy Plander (2 <sup>nd</sup> 2026) Personnel Committee Chair
x David Mueller (1 <sup>st</sup> 2026) Vice-Chair	x Shayla Reed (2 <sup>nd</sup> 2025) Policy Committee Chair
x Tony Saeger (1 <sup>st</sup> 2027) Secretary	x Ron Bender (2 <sup>nd</sup> 2026)
x Kyle Kaldahl (1 <sup>st</sup> 2027) Treasurer	x Lori Johnson (1 <sup>st</sup> 2025)    x Rick Stowell (2 <sup>nd</sup> 2025)
x Mike Nichols (Appt., 2025)	

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

Mark L'Heureux (Executive Director of Schools and Facilities)

Guest: NA

### 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 5:34 p.m. LLB members prayed for someone they knew that had a need.

**Minutes:** Ron moved (Shayla 2nd) to approve the minutes for the March 31 meeting. Motion approved without dissent.

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

Mark L'Heureux provided information on the fire panel project that needs an upgrade (see attached presentation notes from Mark). The plan is to complete the project in 4 phases with a project cost at approximately \$.5M. The desire is to complete the first phase prior to August before school starts. Basement level first, then sanctuary, followed by north ministry area. 2-3 workers on site on a daily basis. Funded partially with Making Room, Project Generosity funds not disbursed, private donations, excess funds, and PPP (Covid period remaining funds).

#### Discussion:

Kristy noted that smoke detection was not mentioned and asked if that is part of the project. Mark is looking into this for clarification. The Fire panel sets off emergency notice and contacts the fire dept. Kristy also asked where kids that are in the building during the upgrade project will go. Mark indicated they will move from room to room as needed.

Rick noted from the previous FOC meeting that Phase I (permits, inspection fees at \$5,900) was already

purchased from deferred maintenance. No need for further approval on this phase.

Stabilization grant - \$170K in that as a cushion for salary increases needed. Minimum wage increases. Expect to wind down these funds over the next year or two. \$60K available to use here.

It was also noted that James has requested grant money from differing sources and is waiting for approval and amounts.

Several avenues were taken to get private gifts including private requests/video at church etc. Shayla moved to go ahead with project Ron 2<sup>nd</sup>. Motion passed without dissent.

Ministry report	Provide update		30 min
<p>1. Pastor report:</p> <p>Call process of Joe Beren – Pastor Berens’ wife has to notify her employer by 31 May that she will not return for the next year. The Call process, therefore, has been moved up to accommodate this need. Pastor Michael explained that there were two final candidates – Pastor Joe Beren and Pastor Steve Coretto. Pastor Michael described each candidate and their skills. Pastor Michael shared that Pastor Coretto expressed a willingness to stay in process should Pastor Beren receive and decline a Call. Pastor Michael expressed that the final decision on Pastor Beren was his and feels very comfortable with this decision.</p> <p>Discussion:</p> <p>Kristy asked about the next visit and Pastor Michael indicated Pastor Beren would most likely visit the first week in June because of end of school year activities happening in May.</p> <p>Rick asked if the Call Recommendation Committee recommended both be brought back. Pastor Michael indicated that they met again and agreed with decision to select Pastor Beren.</p> <p>Rick asked if it was uncommon for Pastors to be called back to home district/church. The consensus of the Call Recommendation Committee was that he has been out of Lincoln for over 13 years, which is sufficient time away. Pastor Michael said that while it is not the norm for Pastors to return to their home congregation, it does happen on occasion.</p> <p>Kyle asked about the timeline of the move. Pastor Michael indicated June would be the arrival date if Pastor Beren were to receive and accept a Call.</p> <p>Todd asked about Pastor Scheich’s thoughts. Pastor Michael indicated that Pastor Scheich, while not on the Call Recommendation Committee, is very much in favor of Pastor Beren and fully supports Pastor Michael’s decision. It was noted that Pastor Scheich spoke of his support to the Yankee Hill congregation at the 27 April services.</p> <p>The Lay Leadership Board had conducted an email vote on 25 APR to set a date and time for a congregational meeting to extend a Call for a Yankee Hill Campus Pastor. The meeting was set for May 15 at 6:30 pm at the Yankee Hill campus. The email vote allowed for the call meeting to be announced in services on 27 Apr and 4 May. Todd moved to set the congregational meeting on 15 May, thus formalizing the email vote. Kristy seconded. It was also noted that Pastor Michael does have ability to call the meeting per policy but wanted support of LLB. The motion passed without dissent. Discussion led to participants required to form a quorum and Shayla took the action to review policy.</p>			

2. Pastor Michael also indicated that he will include \$5K in the upcoming budget as a placeholder for retaining external strategic plan support.

**Recommendation:** Continue efforts.

**Old Business**

0 min

No old business discussed to allow for Policy review

**Decision:**

**New Business**

60 min

### Policy Manual Review of Section III. Subsection K. through Section V. Subsection E.

Section IV. Director of Ministries' Duties, Subsection E Financial: No need to change the date for completion of the yearly budget.

Section IV. Director of Ministries' Duties, Subsection F. Congregational Ministry Model:

- Part ii: Contingency plan is not currently in place. Pastor Michael will take a note to assemble the plan. Shayla suggested that if Pastor wanted to record a voice memo or video just to get his thoughts down, the LLB could assist with creating a plan.

Kyle suggested that the header "Congregational Ministry Model" is not clear and recommended the policy committee rename. Part iii: A Senior Executive Director of Ministries (SEDOM) job description needs to be assembled. Pastor Michael will prepare this description.

Section IV. Director of Ministries' Duties, Subsection G. Personnel, Part i, Item e.: The LLB discussed whether or not item e, pertaining to the annual review of Personnel Policies needed to be amended. The discussion centered on the phrasing "with any changes reported to the LLB" and how to balance the board's governance role with the SEDOM's responsibility for operations, so that the LLB has appropriate oversight without getting involved in the details of operational policies. It was also recommended that policy oversight is discussed throughout the manual and consistency among the various sections should be reviewed. The policy was referred to the Personnel Committee. Kristy took note of the discussion points and will convene the Personnel Committee to make a recommendation.

Todd noted that Mike does not yet have a committee assignment. Todd assigned Mike to the Personnel Committee with Mike's consent.

Section IV. Director of Ministries' Duties, Subsection K. Long-Range Outlook: Discussion revolved around frequency of need for the SeDOM to conduct and present the long-range ministry vision need with various suggestions. Consensus was to leave the frequency and this section as currently written. The LLB discussed that the long-range outlook required of policy would not need to be overly formal.

Section V. Lay Leadership Board and Director of Ministries' Relationships, Subsection D. Director of Ministries' Accountability, opening sentence: Discussion centered around "The Director of Ministries shall be accountable to the LLB, Pastors, and the Congregation" with emphasis on "Pastors" because the Director of Ministries (DOM) is in a supervisory role over the pastors. Pastor Michael suggested the Synod could facilitate any theological issues and there is a clear process for working such issues. He also recommended a regular circular review of the DOM where staff can provide input. Kristy moved to remove "Pastors" from this section Ron 2<sup>nd</sup>. Motion passed without dissent.

Reports	Update		10 min
<u>Financial:</u>	James indicated that the initial draft budget for the upcoming fiscal year has been finalized, and the detailed budget will be provided to Kyle prior to the May FOC meeting. The budget is on schedule to be submitted to the LLB in June.		
	Kyle reported that General Fund giving in March was 10% under budget, however still positive year to date. However, another month of deficit will take the budget to \$0. Pastor Michael suggested that the LLB request that he put a plan together to address finances for discussion and recommendations. LLB members agreed that this would be a good idea.		

Bruce McKeag has stepped down from the FOC. The committee is looking for a replacement that would have the potential to replace Kyle as Treasurer when his term expires.

Nominating: No report

Personnel: No report

Policy: See policy discussion above.

**Recommendation:** NA

Meeting adjourned at 7:04 p.m.

### **LLB Meeting Agreements and Assignments: April 2025**

<b>Who: Lead role</b>	<b>What: Assignment</b>	<b>When: By</b>
Shayla	Review Congregational meeting quorum requirements	Complete
Kristy	Convene the Personnel Committee to discuss	May Meeting