

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

**Subject/Purpose:** Regular monthly meeting

**Date:** Monday, June 02, 2025

**Time:** 5:30 PM

**Location:** YH Pastor Scheich office

**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 at 6:10(2nd 2025) Policy Committee Chair
x Tony Saeger (1st 2027) Secretary	x Ron Bender (2nd 2026)
x Kyle Kaldahl (1 <sup>st</sup> 2027) Treasurer	x Lori Johnson (1 <sup>st</sup> 2025)    Rick Stowell (2 <sup>nd</sup> 2025)
Mike Nichols (Appt., 2025)	

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

Autumn Crable (Executive Director of Engagement)

Jeremiah Majorins (Elementary Principal)

James Moseman Executive Director of Finance and Generosity)

Guest: NA

## Desired Outcomes of the meeting:

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

## Agenda items

**Call to order:** Meeting opened at 5:33 Pastor advocated purposeful time in prayer. Consider tithing prayer in meeting time. This is a time to seek God's face. We should take great value in our time of prayer. Philippians chapter four was quoted. The LLB then took five minutes of open prayer.

**Minutes:** *Kristy* moved (Lori 2<sup>nd</sup>) to approve the minutes for the April 24 meeting. Motion approved without dissent.

Business Item:	Purpose: Inform/Discuss/Decide	Material provided prior to or at the meeting	Duration
Ministry Report			20 Min

1. Last Sunday (27 April) Pastor Beran indicated to his congregation that he will accept Call at Christ Lincoln Yankee Hill campus.  
Jeff and Michael are to meet to see what transition plan looks like – days/weeks/months. Significant financial investment so need transition to be smooth.  
Pastor Michael requested we think and pray about Pastor Beran's congregation and their process.  
Kristy offered thanks to Pastor Michael in his leadership in the process. Pastor Michael indicated that Autumn had significant role in the process.

2. Meeting with Pastor/Exec on 7 questions. Ask Pastor to send the questions. Balance teetering dynamic Exec committee takes lead at times, other times it is Pastor. DoM final decision.
3. Second meeting of Elders will be upcoming Sunday. First meeting went very well with good discussion and time of prayer.
4. Pastor Michael expressed his pleasure with teacher Call process and for LLB to act quickly to approve.
5. Kristy asked about succession plan, how can we help. Pastor Michael has reached to external sources that have gone through this process.
6. All staff meeting – Our story, God’s glory. Pastor Aaron will be key presenter at this event.
  - 1) staff understands God’s story. Goal is for staff alignment with rows, circles, arrows, dots.
  - 2) Our story is part of God’s story. Improve engagement in listening to develop relationships.
7. Autumn is conducting monthly meetings with team leaders. Addressing positive behavior as well as areas of improvement. Each individual will sign review sheet, not meaning they agree with review but to confirm they have completed the review.

Staff will be grouped, and reviews will be conducted in quarterly increments.

Todd indicated he and David will conduct Pastor Michael’s review in next month.

Old Business			0 min
No old business			
Decision:			
New Business			107 min
<p>1. Principal Jeramiah Majorins announced that 2<sup>nd</sup> grade teacher, Mandy Rettig requested a peaceful release from her position at Christ Schools.</p> <p>He has been very pleased with the resulting search, stating that they interviewed six different candidates without posting the job publicly, gaining responses from families through a targeted email.</p> <p>Grace Reimer was brought forth as the candidate Principal Majorins proposed to be Called as a 1<sup>st</sup> grade teacher. Grace graduated from Concordia in December of 2024 and taught kindergarten one semester. Principal Majorins indicated from discussions that Grace demonstrated maturity beyond her experience and holds herself with great demeanor. Her fiancé is a Grad assistant at Concordia, and they expect to make their home in Seward.</p> <p>Principal Majorins indicated that Grace has an offer to teach at a public school but would prefer Lutheran education. Because of the need to move to Call Grace quickly, and because it was confirmed that the LLB has the authority to approve this Call, Ron moved (David 2<sup>nd</sup>) to Call Grace Reimer. Motion passed without dissent. Further Kristy moved (Tony 2<sup>nd</sup>) to give a peaceful release to Mandy Rettig from her Call with the LLB’s utmost appreciation. This motion also passed without dissent.</p>			

2. Autumn Crable attended the LLB meeting to present review of changes to personnel policy (see attached Annual Policy Changes Report). The main changes were to define or to update or to align as noted within the reason for change column in the Annual Policy Changes Report. This report will become the template for future reports.

The second portion of Autumn's presentation was to report on the compensation package. The focus is to be transparent and fair, equitable, aligning the package with other businesses, both church standard and non-church so that good decisions can be made with respect to the budget.

Staff statistics:

Total staff is at 179 with 96 full-time employees.

The average tenure is 3-7 years among most departments and 13% of the staff have been with the ministry over 10 years.

Median age is 36

Childcare turnover rate is 1.75%; state average is closer to 25%

We continue to work with five pay ranges used in the compensation model.

Senior Executive Director of Ministries

Executive Director

Directors

Coordinators

Entry level

Salary adjustments are made annually and reflect cost of living as well as consideration to the minimum wage.

Autumn collected data from sources such as Nebraska Department of Labor and study conducted by the Buffet Foundation. She noted that childcare wages are above the state median now. However, elementary salaries are below the Nebraska district guidelines and LPS salaries. This will be an area of focus in upcoming budgets (intent is over next three years).

Non cash benefits in the package for those who work 30 hrs. per week or more include:

Two medical plan options

Vision insurance

Dental insurance

Pension and retirement disability for staff that work 20 hrs. per week or more

Basic life insurance

Disability

Survivor benefit plan

Tuition benefits for full time and regular part time workers at 50% for all programs/25% for those working 20 hrs. per week

SMP and Deaconess and colloquy program

Housing allowance for rostered workers

Professional development is funded through the budget and varies with position level

Sick leave, bereavement pay, and holidays based on band

Discounted phone plan with Verizon

Gym membership

Finally, attention is being paid to work the Nebraska legislature is doing pertaining to the minimum wage. Focus will be placed on salary adjustments that will stay ahead of legislative projections.

Also, attention is being paid to potential changes in sick leave to be required for part-time employees which may result in additional costs.

3. Policy review under IV. Director of Ministries Duties, subsection G(i)(e) found on Page 20 - recommend strike through "with any changes reported to the LLB." Also, it was recommended to add "Material changes shall be reported to the LLB's Personnel Committee. The LLB does not approve or manage the details of personnel policies but reserves the right to raise concerns or request further review if a policy change presents significant strategic, legal, or reputational implications. Kristy moved to make change as stated above (Shayla 2<sup>nd</sup>). Motion approved without dissent.
4. James Moseman presented an update on the Making Room campaign. James indicated that the effort has slowed. He has been having discussions with previous donors and responses to an email indicated some previous donors would be willing to make an additional gift. Other responses to the email encouraged pursuit of a loan now while others supported more time for fund raising. James will continue to follow up.

The Dunklau foundation grant has been applied for, and while it appears that we do not qualify per the criteria found on the foundation website, Ryan Berger, who is familiar with the foundation, recommended we continue this pursuit as perhaps the criteria has changed. \$5M was requested in matching dollars to what the congregation has already committed. Expect a response within a month or two. The finish line meeting did not happen as scheduled last week and is not planned to be rescheduled. Around 52% funded of \$13.9M number. James indicated that inflation/tariffs etc. are beginning to affect the cost. 1) monthly email to those committed, request for feedback.

Kristy asked about the reputational risk associated with conducting several campaigns. James indicated that through his conversations and feedback from email survey, there is not much concern from donors.

Tony asked that given the number of options being considered, Pastor Michael present a firm plan going forward with options for end of June meeting.

## 5. Budget

Kyle led the discussion on comparison of the current budget with the FY24-26 proposed budget currently being finalized. He pointed out for the main area of discussion that was also discussed with the FOC, was the proposed 6% increase in General Fund giving. For the proposed budget the 6% increase would lead to an approximate \$58K deficit. For further comparison purposes, a 9% increase in giving was budgeted for the last two years.

For comparison purposes a 3% increase in giving was discussed. The impact of reducing from the 6% estimate to 3% would be an approximate \$122K budget deficit. It is expected that the final budget presented for LLB approval will include giving between the 3% and 6% increase.

Also of note was the interest income line. Interest income from the Making Room campaign could be reduced significantly because of down payments. This will lead to additional pressure on the budget.

James requested that the budget managers on staff consider a 3% reduction from their individual budgets from the current year and then explain the impact of that reduction would have on their ministry. The response from approximately half indicated no impact on how they currently run but

would need to look at different methods to continue the current services.

Final budget discussion revolved around messaging stewardship. There are several ideas that are being worked so that generosity becomes part of our regular language, much like rows, circles, arrows and dots. The communication should also include messaging from the LLB.

The final consensus from the LLB was that it would like to see May actuals but felt 6% is the level pursued in the budget.

Pastor Michael asked if the FOC had a recommendation. Kyle indicated they did not but will have one prior to approval of the final budget.

Other financial discussion – The fire panel project funding will be close to goal by the end of the year. James indicated there are several avenues yet for funding. Mark and James are to map out all fixed asset equipment with the intention of determining funding prior to required repairs/replacement.

#### 6. Congregational Membership Discussion

It was brought up from several participants at the congregational meeting to Call Pastor Beran what constitutes membership. Pastor Michael suggested that this discussion should be done separately as a teaching opportunity rather than at meeting registration. Todd suggested an additional column be added to the sign-in sheet to note if a participant is unsure if they are members. The Secretary will then send the sheet to Autumn to confirm members for quorum purposes.

Reports	Update		10 min
<p><u>Financial:</u> See budget discussion above under 5 and attached financial summary. Giving has continued to trend downward, however, May appears to show some improvement.</p> <p><u>Nominating:</u> No report</p> <p><u>Personnel:</u> No report</p> <p><u>Policy:</u> See policy discussion above under 3.</p>			
<b>Recommendation:</b> NA			
Meeting adjourned at 7:50 p.m. David gave closing prayer.			

## LLB Meeting Agreements and Assignments: March 2025

<b>Who: Lead role</b>	<b>What: Assignment</b>	<b>When: By</b>
Pastor Michael	Give plan to provide Making Room plan	June Meeting
Tony	Send updated congregational meeting sign up revision to Josiah	Complete
Tony	Send congregational meeting sign in sheet to Autumn for membership confirmation for quorum	Complete