



BOARD OF DIRECTORS MEETING
February 21st, 2023

ATTENDEES:

Josh Pratt	Grant Wurdell	Dave Fine	Nancy Zittergruen
Mark Kroll	Lisa Gunhus	Larry Hasse	Pastor Adam Hengst
Lisa Johnson			

Meeting called to order at 6:33 pm.

1. Opening Devotional and Prayer.

2. Additions to the agenda—none.

Motion to approve minutes from January 17th, 2023 BOD meeting.

Motion to approve: Hengst, Second: Zittergruen. Ayes: 9, Nays: 0.

Motion approved.

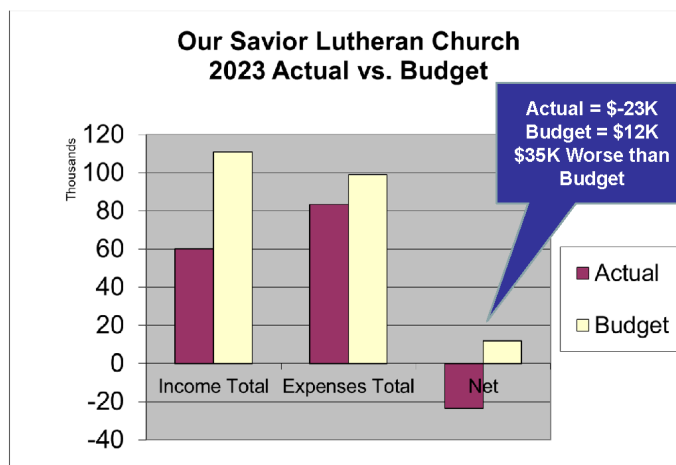
3. Treasurer and Financial Management Committee Report—Dave Fine

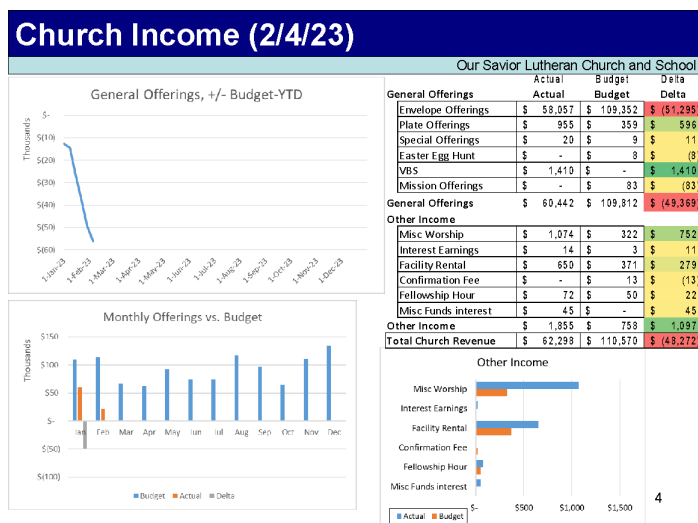
- The church budget status is \$35k worse than budgeted, with the actual budget at -\$23k.
 - Income is the biggest contributor to this month's budget results. General offerings are down \$51k as of February 4th. There were some large, one-time contributions in Jan/Feb of 2022, which adds to the disparity compared to last year at this time.
 - Expenses were on track for the month. Utilities were over budget due to extra snowplowing.
 - Dave Fine's concern is that we were far ahead of budget all of 2022 until December. December is usually the strongest giving month, but this December underperformed with typical non-December giving and no large gifts.
 - Dave will continue to monitor income, and if need be, reach out to the donors who typically give large gifts, to help gauge future giving in 2023.
- The school budget status is \$10k better than budgeted, with the actual budget at -\$6k.
 - Child care received more income than anticipated. (+\$7200)
 - Staff expenses increased as well. (-\$2900) One employee joined Our Savior's health care plan, adding 12k to expenses, and another employee added their spouse to the plan. In addition, health benefits are now being paid one month ahead of time, so 13 payments will be made this year.

- o A \$2575 payment was made from the Strategic Reserve Fund for Fred Limmel's SMP program tuition.
- Reviewed the wish list.
 - o Libby Laufers and Fred Limmel have requested updating the organ, either repairing or replacing it. They believe it can be maintained a while longer.
 - o The chillers for the gym and sanctuary are at an end-of-life stage at 20 years old. They are currently working fine, and maintenance workers say there are replacement parts available and maintenance is an option. Estimated replacement cost is 300k.
 - o The elevator is also end-of-life, but replacement parts are not available and elevator codes have been changed. When the elevator breaks, it will need replacing. Estimated replacement cost is 350k.

Overall Budget Status (1/31/23)

Our Savior Lutheran Church and School





4. Early Childhood Center Report—Lisa Johnson

- Reviewed timeline for when 2023-2024 school year tuition will be announced. Lisa Johnson believes it has already been released, but will confirm with Renae Hoernemann. As of now, Lisa doesn't believe there has been any feedback that the tuition is too high. She will report back with the new tuition rates once they have been released.
- Lisa Johnson reported that there might be an issue when parents have a reported start date for their child, but then delay their entrance to the program. As of now, that is only occurring with one family at the cost of \$97 a month.
- Reviewed status of Extended Care
 - Pastor Hengst and Josh Pratt met with Laurie Brom, Renae H, and Joe Aurich to discuss the January Board of Director's proposal regarding Extended Care.
 - The discussion centered around the BOD's intention to have the reporting structure united under one Early Childhood Center, and not to add new duties to the incoming Childhood Center director.
 - The Extended Care position will begin reporting to the new director when that person begins employment. As of now, Joe Aurich will maintain his current duties for the foreseeable future as the Extended Care Director and the Youth Director.
- Josh Pratt shared an Excel sheet with questions for the Early Childhood Center. It will provide an overview of food service and how it is utilized, staff schedules based on current student enrollment, and questions about payment policies. Lisa Johnson will be working on the Excel document this week.

5. Pastor's Report—Pastor Adam Hengst

- Pastor Hengst reports Sunday attendance has been averaging 210 people a week, which is a solid increase.
- The job advertisement for the new Early Childhood Director has been posted on Indeed. There have been thirteen applicants to date, and Pastor is reaching out to a few of the top applicants to interview in early March.
- Due to the upcoming storm, there will be a 12 noon Ash Wednesday service in place of the previously scheduled 4:30 and 6:30 services. In addition to Wednesday, there will be an imposition of ashes at the following Sunday services for those who cannot attend mid-week.
- Pastor Hengst met with the ICA food shelf this month. They informed him they are setting records for people who currently need food assistance. In the past, ICA would have to purchase about one-third of food items given away, but they are currently purchasing 50% of their food to keep up with demand.
 - ICA reported that for any donations received, there will be a matching grant.
 - Josh Pratt suggested a food drive, and that perhaps the ICA representative could speak to the congregation.
 - Nancy Zittergruen felt that with the large balance in the Strategic Reserve Fund, this request should be thoughtfully considered.
 - Pastor Hengst will also bring this request to the Mission Board. ICA currently receives \$4500 annually from Our Savior, in addition to 100% of the harvest of Our Savior's garden.
 - The action point is to bring the request to the congregation, solicit for a specific goal and/or food drive, and bring more awareness of a need for volunteers in the garden during the summer months.

After confirming upcoming ICA donations from the Mission Board and the congregation, Motion to supply the difference needed to meet the requested \$5000 from the Strategic Reserve Fund.

Motion to approve: Gunhus, Second: Zittergruen. Ayes: 8, Nays: 0, Abstain: Kroll Motion approved.

6. BOD President's Report—Josh Pratt

- Grant Wurdell has accepted the Chair position on the Building Committee.
- Grant reports that there is a concern from the committee that the Narthex proposal is not being addressed. Discussion of how to move the issue forward.



BOARD OF DIRECTORS MEETING
February 21st, 2023

- o The request from the Board of Directors was to have some alternative Narthex ideas presented in addition to the initial proposal.
- o The Building Committee suggested that a small committee or working group be formed to give input.
 - Discussion of make-up for the proposed group. It would ideally consist of about ten people who represent a cross section of the church—a mixed generational population.
 - Josh Hoyord was recommended because of his expertise. Josh volunteered to construct a document with process steps to take moving forward.
- o A solution for how to fund the Narthex project does not have to be solidified to bring a proposal to the congregation. This working group would bring forward motion to the project.
- Discussed the need for new lighting in the gym. A \$21k quote was received, and Grant believes that a percentage of Gala proceeds have been earmarked for this purpose. He advised more in-depth quotes are needed before proceeding.

Motion to authorize alcohol at the upcoming 2023 Gala.

Motion: Pratt, Seconded: Wurdell. Ayes: 8, Nays: 0. (Nancy Zittergruen not in attendance)

Motion approved.

- Reviewed request to allow alcohol at an upcoming private event. The Board will review the alcohol policy and request the most current policy from Laurie Bromenshenkel.
- Discussion regarding a member of the congregation who would like to make a nomination for Synodical Officer. Historically, most nominations are district or university presidents and well-regarded academic types.
- Chris Sebald is working on securing insurance quotes.
- Board of Directors member updates
 - o Chris Sebald has announced he will not be seeking a new term on the Board.
 - o Mark Kroll and Lisa Gunhus have agreed to stay on another term.

Closing Prayer

Meeting ended at 8:50 pm

Next Meeting—March 21th, 2023

Respectfully submitted,
Lisa Gunhus



BOARD OF DIRECTORS MEETING
February 21st, 2023

Board of Directors Secretary