



BOARD OF DIRECTORS MEETING
May 16th, 2023

ATTENDEES:

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

Alycia Breiter in attendance to observe.

Meeting called to order at 6:30 pm.

1. Opening Devotional and Prayer.

2. Additions to the agenda—none.

Motion to approve minutes from the April 18th, 2023 BOD meeting, with the correction of moving the HSA employee plan review from the Pastor's Report section to the President's Report.

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

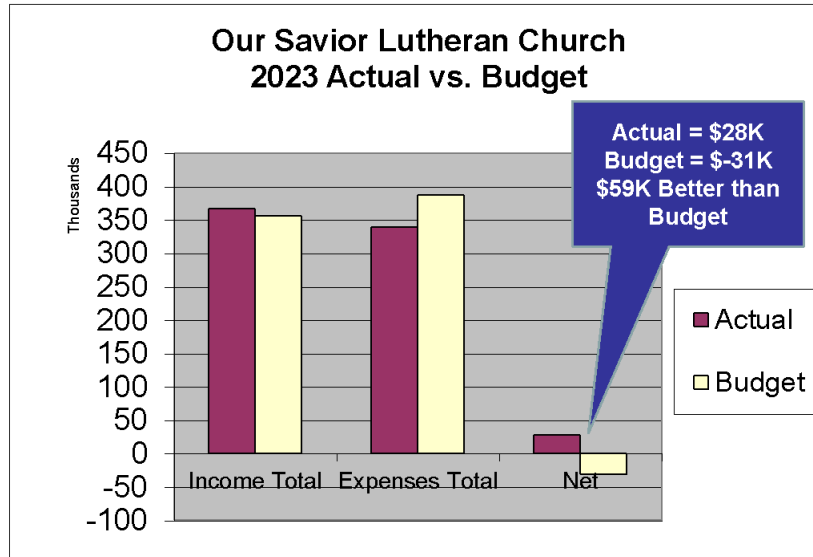
Motion approved.

3. Treasurer and Financial Management Committee Report—Dave Fine

- The church budget status is \$59k better than budgeted, with the actual budget at \$28k.
 - Staffing costs are still reduced and expenses continue to track below budget. There were 5 Sundays in April 2023 allowing for more worship giving opportunities.
 - Utilities were over \$5k, due to unexpected snow removal costs that were not in the April budget.
- The school budget status is \$36k better than budgeted, with the actual budget at -\$15k.
 - Similarly, staffing costs are reduced and income was slightly higher than predicted.
- There was no movement in the Strategic Reserve Fund last month.
- \$9.5k in Gala proceeds has been spent—gym lighting was \$5.5k and God's Guy's spent the remaining \$4k.

Overall Budget Status (4/30/23)

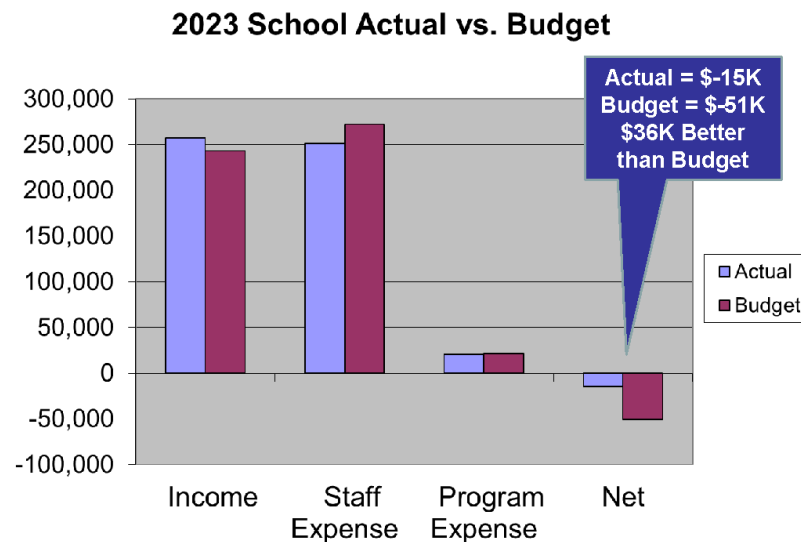
Our Savior Lutheran Church and School



3

Overall School Budget Status

Our Savior Lutheran Church and School



7



BOARD OF DIRECTORS MEETING
May 16th, 2023

4. BOD President's Report—Josh Pratt

- Reviewed Town Hall Meeting
 - The proposed constitutional updates were printed and made available at the meeting.
 - Input at the meeting consisted of clarifying questions, and seemed to be supportive in nature.
- Prepared for upcoming May 21st Congregational Meeting
 - Discussed voting process. Congregation will have the opportunity for discussion and questions regarding the constitutional updates, and then a verbal vote will be taken. Formally, there will be a motion made and seconded, and then the floor is open for discussion.
 - Josh Pratt will review the history of the SMP program, and then call for a vote to confirm Fred Limmel as associate pastor. Two-thirds of a vote will be needed to elect Limmel. If the constitutional updates are not approved, then a vote for the associate pastor cannot be taken at the meeting.
 - Roger Martin will announce any updates regarding the elders.
 - Pastor Hengst will update the congregation regarding the Early Childhood Director status, and prepare a slide reporting on the school's status.
 - Reviewed other committees that will be discussed at the meeting—Mission, Education, Building Operating, and an introduction of the Building Expansion Committee.
 - A vote will be taken for incoming members of the Board of Directors and the Elders.
- Insurance review presented by Chris Sebald.
 - Chris Sebald presented a renewal policy from our current provider, Brotherhood Mutual, with a premium totaling \$22,225, and a second proposal from Church Mutual totaling \$24,765.
 - Changes would include an expanded coverage evaluation of 16.2M, up from \$13M. He reviewed all branches of liability coverage and workman's compensation.
 - Sebald felt no compelling reason to leave Brotherhood Mutual after completing a direct comparison of the proposals.
 - The Board of Directors agreed with the recommendation to continue insurance coverage under Brotherhood Mutual.

- Building Operations Committee (BOC) and Building Expansion Committee (BEC) Updates
 - The Building Operating Committee conducted a walk-through of the property to see if additional concrete repairs are needed.
 - Josh Pratt attended the inaugural meeting of the Building Expansion Committee to articulate the mission of the committee and communicate that there is no specific outcome that is expected from the group.
 - Grant Wurdell reported that the BEC discussed looking at a wide selection of congregants to get feedback on what improvements would benefit families, those with mobility issues, etc.
 - Once a few proposals are ready to present to the congregation, Pratt will set up a few presentations at different times to get as much input as possible.
- Staff appreciation dinner will be on May 24th at Winchester and Rye.
- Josh Pratt relayed words of appreciation for outgoing board members Chris Sebald and Grant Wurdell, as well as outgoing Early Childhood Director Lisa Johnson.

5. Early Childhood Center Report—Lisa Johnson

- Lisa Johnson expressed concern that her distributed duties upon her departure would put too much burden on any one individual.
- She is continuing to reach out to fill positions and seeking to cover staff's vacation time during the summer months.
- There are currently seven students enrolled in the Fall 5's/Kindergarten classroom.
- Johnson feels that the staff would be open to changing to a Fall 5's only program or continuing the formal Kindergarten classroom. Josh Pratt would like data to determine how many students graduate the Fall 5's/Kindergarten program and go directly into 1st grade, versus entering another Kindergarten program elsewhere.

6. Pastor's Report—Pastor Adam Hengst

- Pastor Hengst reported that the Call Committee ended up with six potential candidates for the Early Childhood Director position.
 - Two interviews were conducted, and Pastor feels the candidates are equally qualified for the position.
 - Pastor Hengst would like to have a call meeting with the BOD after Thursday, May 18th, at which time he feels that the Call Committee will have a recommendation.



BOARD OF DIRECTORS MEETING
May 16th, 2023

- o Two meetings are required for the call process. This subject can be addressed at the upcoming congregational meeting, and the second meeting could occur as early as confirmation Sunday.

Closing Prayer

Meeting ended at 8:26 pm

Next Meeting—June 20th, 2023

Respectfully submitted,
Lisa Gunhus
Board of Directors Secretary