



BOARD OF DIRECTOR'S MEETING MINUTES
Tuesday, November 12, 2024
5:30 pm – Room 200 B|C

Attendance

Board Members: Donna Blaul, Julie Gorvin, Diane Horsager, Iver Johnson, Jim Kennedy, Tom Nelson (absent), Jay Olstad, Todd Racek, Josh Tuchscherer

Staff: Paul Dean, Kienan Mick, Julie Klein, Nina Jahnke

Call to Order

Iver called the meeting to order at 5:35 pm.

Agenda

Motion made and seconded to approve the agenda with flexibility. Motion passed.

Approval of October 1, 2024 Meeting Minutes

Motion made and seconded to approve the minutes of the October 1, 2024 meetings. Motion passed.

New Business

Communications Director Nina Jahnke provided the board with a communications and marketing update.

Pastor Paul and Kienan met with two different architects and feel most comfortable with Station 19 because the team offers a more transformative and comprehensive vision. They presented the Board with a proposal from Station 19. The purpose is to have a prospectus for lead donors in January to launch a successful capital campaign. We need to be able to display concepts of what an outdoor worship space might look like. We can use existing capital campaign funds to pay for this. They also proposed to split their proposal into two chunks and not address the family ministry youth space at the moment as they need to see results from the feasibility study and strategic plan work first.

Kienan reported work on the outdoor columbarium has been delayed. The hope was to break ground this fall. This is now looking unlikely since what was assumed would be an easier permit process is requiring more detail for a PUD and the potential for engineering drawings. Facilities Director Kurt Oestreich is working through this process with the city. At worst, we will break ground in the spring. But the project is inevitable at this point as we have placed our memorial order.

Motion made and seconded to release \$12,500 of funds for the purpose of providing outdoor worship space concepts. Motion passed.

Iver encouraged the Board to submit congregation leader names to the Nominating Committee for consideration in upcoming board terms. Iver and Donna have met with a potential consultant for a board training session. It was suggested to ask the Foundation for funds to provide this training.

Motion made and seconded to request \$5,000 from the Foundation to move forward with the board training proposal. Motion passed.

Reports

- **Lead Pastor Report**

The call committee for the pastor of young adults has been rebooted with new energy and a new position description. The new position title is Pastor of Engagement with a focus on those in their mid 20's – mid 40's. The call committee for the pastor of family ministry will meet for their orientation with the synod on November 13.

Pastor Paul and Worship Director Russ Parrish continue to monitor both energy, feedback and worship attendance. The team is beginning to have conversations around the viability of our Saturday evening worship time.

Pastor Paul provided an overview and outline of the next steps for the strategic planning process.

- **Finance Director Report**

Kienan provided an update on offerings budget using a straight-line method so any variance at this point is expected given the season of the year. We are seeing continued positive trends when comparing giving vs last year and two years ago. Adjusting for an unexpected \$50k gift, healthy year over year gains are evident. Most of the variance is from the offering line item, other interesting data points are the overall increases in revenue vs. last year.

Salaries are showing a positive variance due to the delay in finding leaders in Family Ministry and Pastor of Engagement. Our total deficits, both budgeted and actual have improved significantly vs. last year.

Reviewing worship numbers, we are seeing tremendous growth in our online worship presence. Online worship has grown by 63% since first quarter. Kienan believes that we need to pay attention to this as it points to greater engagement, growing trust in leadership but also an evolution of worship life. Other important factors to consider is that we also are counting roughly 50 people less at the 10:30 service vs. last year due to the choir. Overall we averaged a combined 1,496 worshippers in October of the year vs. 1,320 last October, or a 13% increase.

Motion made and seconded to receive and file the written reports for November submitted by Kienan Mick, Finance Director and Paul Dean, Lead Pastor. Motion passed.

Adjournment

Iver adjourned the meeting at 7:20 pm.

Respectfully submitted,

Julie Klein
Recording Secretary

Jay Olstad
Secretary