

Vision Team Meeting

March 14, 2022 * Amended at the April 11, 2022, Vision Team Meeting.



In Attendance- Bruce Belseth, Greg Tvrdik, Lucas Kusters, Jen Sundby, Pastor Greg, Pastor Kari,
On Zoom - Neal Larson, Darla Harstad, Del Mari Runck

Open Devotions - Greg T.

Remarks by Dick Geiselhart

Reverend Genelle Netland - Assistant to the Bishop

Pastor Genelle attended to discuss how the succession plan is going, options for next steps for pastor leadership, and feedback from Pastor Kari's exit interview.

Next Steps as the Vision Team

- Congregational communication will be further shared in a congregational update letter regarding Dick's resignation.
- Vision Team Chair role
 - Jen Sundby to fill in that role.
 - **Motion: With the resignation of Dick Geiselhart as the current Chair of the Vision Team. The Vision Team appoints Jen Sundby as Chair of the Vision Team Beginning on March 14, 2022, through the annual meeting of 2023.**

Del Mari (M) Darla (S) Carried

- Vice-Chair Role - Current VT members please take some time to think about and discern if you see yourself being appointed to the vice-chair role.
- Joanne Kensinger has made the choice to resign as VT Secretary. With grandkids and vacations, she feels she does not have the time to appropriately serve on the VT at this time. Further discussion will happen at the April VT meeting.

Financial Report YTD ending February 28, 2022

Month Activity:	February 2022	February 2021	Difference Year to Year	
Income:	\$94,826.60	\$89,431.38	\$5,395.22	<-- 6.0% Increase in Income
Expense:	\$114,146.59	\$92,754.10	\$21,392.49	<-- 23.1% Increase in Expense
Ahead/Behind for February:	(\$19,319.99)	(\$3,322.72)		

Year to Date Activity:	Jan - Feb 2022	Jan - Feb 2021	Difference Year to Year	
Beginning Balance:	\$107,082.03	\$233,906.03		
Income:	\$242,237.47	\$215,760.22	\$26,477.25	<-- 12.3% Increase in Income
Expense:	\$227,005.61	\$185,281.99	\$41,723.62	<-- 22.5% Increase in Expense
Ahead/Behind Year to Date:	\$15,231.86	\$30,478.23		
Liabilities Not Yet Paid Out:	+ \$1,062.07	+ \$1,027.11		
Insurance Money to be Spent:	+ \$92,099.80	+ \$0.00		
Disbursed to Savings:	+ \$0.00	+ (\$183,276.00)		
General Fund Month End Balance:	= \$215,475.76	= \$82,135.37		

Motion to approve the financial report for year-to-date activity through February 2022.

Bruce (M) Lucas (S) Carried

Secretary Report from the February 15, 2022 Meeting

No changes or clarifications are needed.

Neal (M) Bruce (S) Carried

Next VT Meeting Monday, April 11 at 7:00 pm ??

May, June, and July possibly Wednesday meetings

Recorded by:

Greg Tvrđik

Director of Church Administration

Vision Team Meeting
March 20, 2022 @ 6:30 p.m.



In Attendance Pastor Kari, Jen Sundby, Bruce
Belseth, Pastor Greg, Greg Tvrdik
On Zoom: Neal Larson, Darla Harstad

Devotions – Jen

FLC Constitution & Bylaws

First Lutheran Church Constitution and Bylaws were reviewed. There was consensus that a future meeting will be dedicated to the review of the Constitution and Bylaws. The last time a full review occurred was in 2016.

Congregational Letter

A congregational letter will be sent the week of March 21 notifying the congregation of Dick Geiselhart's resignation. There will also be an update on the succession plan for Pastor Greg, appreciation celebration for Pastor Kari and information regarding next steps for an interim pastor.

Communication & Decision Making Process

Discussion occurred related to how to improve the ongoing communication and how this impacts decision making between the staff, pastors and Vision Team. Pastor Greg will begin sending out a weekly communication to the Vision Team providing updates on ministry or other updates that happened during the week. It is expected that Pastor PJ will continue with a similar communication. This will begin within the next two weeks.

Personnel Committee

Discussion occurred for the development of a personnel committee. This has been discussed in the past, however finding members to serve on this committee has been difficult to date. The goal of the committee would be to address staff and pastor concerns or requests, consult on the staff review process and provide ongoing staff development training. More discussion will occur once Pastor PJ joins us in April. The Vision Team will be working alongside Pastor PJ to review roles and responsibilities for Vision Team, staff and pastors.

Meeting Adjourned at 8:00 pm

Recorded by:
Greg Tvrdik
Director of Church Administration