



Present: Jen Sundby, Pastor Greg, Del Mari Runck, Daral Harstad,
Neal Larson, Greg Tvrdik, Pastor PJ, Lucas Kosters, Bruce Belseth

Absent:

Opening Prayer- Greg T.

Introductions and Welcome Pastor PJ. Get to know you.

Open Vice-Chair Position

- At the last Vision Team meeting we asked the current VT members to take some time to discern if you this would be an area you could serve in.
- Del Mari has offered to step into the role of vice-chair

**Motion – To appoint Del Mari Runck into the position of Vice Chair of the Vision Team on April 11, 2022.
Bruce (M) Darla (S) Carried**

- Action Items
 - Who can step into the open Chair role on the Finance and Facilities Board?
 - And then the open position on the Finance and Facilities board
 - Take some time to think about who can become the VT secretary.

Action items from the March 20th Vision Team Meeting

- Weekly email communication from the Lead Pastor
 - Is the information that shared helpful?
 - This is really good information to have.
 - Makes the picture bigger of what is going on.
 - Engages different areas of the ministry.
 - Keep the update short, just need to know a little bit of highlights.
 - Keeps us moving in the right direction.
 - Do a reply all if there are any questions to bring clarity.
- Staff and Vision Team communication process
 - Does the weekly update email from the Lead Pastor cover it?
 - What does the staff need from the Vision Team?
 - How might we move forward with the boards that are now without a staff lead?
 - Learning Board
 - Serving Board
 - What would I need from the staff or things that come up budgetary?
 - Reset for leadership – Interim staff connect to the serving board.
 - Pastor's Greg and PJ to have that discussion on how that could be
- How do we evaluate what is working and what is not?
 - Some boards are easier to move forward than others.
 - How is the staff involved?
 - How the budget is laid out and what each board has responsibility for.
 - How do we (VT) best support the boards and the calling that they do.
 - Communication lines for clarity.

Constitution and Bylaws

- Reviewing the constitution and bylaws timeline.
- Everyone on the Vision Team to review the constitution and ask questions and note what needs clarification.
- See out lawyer assistance.

- There should be focus on pastoral help/interim before the constitution is focused on.
- Endowment to look at their section of the bylaws.
- Review later this summer

HR Committee and Next Steps

- Different Models
 - Consultant Model
 - Committee Model
- However we configure it Personnel committee as part of the church can be sticky
- Invest in staff with ongoing reviews and education
- Pastor PJ will be looking into this and will gather more information

Succession Plan

- We are living out the critical points of the succession plan
- Supporting PJ and getting him the information that is needed as he gets started
- Pastor PJ and Pastor Greg are on the same page and are finding this time together very valuable
- We are doing exactly what we should be doing
- Ongoing questions should go to Pastor PJ.
- Coloration is the key for being successful
- There are three focus areas
 - Purpose – What is the way that First Lutheran lives out the great commission?
 - Culture – Environment
 - Strategy – What is our plan?
- First season of Pastor PJ's ministry is to listen.
- Learn the culture and community
- What to do about other pastoral support
 - In the long term and what is the need of the type of person for our pastors
 - What do we need in the interim?
 - Call comes from the synod for interim
 - How long can an interim be in place – six months to three years
- Prioritization of the work that the Vision Team needs to do.

Sermon Series

- Pastor PJ is working on a group of sermon series right now.
 - Where are we trying to lead the congregation?
 - What are you seeing as the big needs and of the congregation?
 - What kind of series would be helpful?

Outdoor Worship

- Project is moving forward
- Building permit has been applied for
- Down payments have been paid to:
 - Blue Ox Timber Frames for the pavilion
 - Creative Landscapers
 - Shade Structures

Reports

- March 14th VT Secretary report.

Motion to change the March meeting minutes to state:

the annual meeting of 2023 for the appointment of Jen Sundby as Vision Team Chair.

Neal (M) Lucas (S) carried

Motion to approve the secretaries report for the March 2022 meeting. Neal (M) Del Mari (S) Carried

**Motion to approve the March 20th Special Vision Team Meeting Minutes
Darla (M) Neal (S) Carried**

Financial Report for Year to date through March 31, 2022

First Lutheran Church Monthly Financial Overview of the General Account

Month Activity:	March 2022	March 2021	Difference Year to Year
Income:	\$130,354.39	\$111,680.31	\$18,674.08
Expense:	\$107,507.07	\$93,378.69	\$14,128.38
Ahead/Behind for March:	\$22,847.32	\$18,301.62	

<-- 16.7% Increase in Income
<-- 15.1% Increase in Expense

Year to Date Activity:	Jan - Mar 2022	Jan - Mar 2021	Difference Year to Year
Beginning Balance:	\$107,082.03	\$233,906.03	
Income:	\$372,607.68	\$327,440.53	\$45,167.15
Expense:	\$327,586.66	\$278,595.68	\$48,990.98
Ahead/Behind Year to Date:	\$45,021.02	\$48,844.85	
Liabilities Not Yet Paid Out:	+ \$4,364.77	+ \$962.10	
Insurance Money to be Spent:	+ \$92,099.80	+ \$0.00	
Disbursed to Savings:	+ \$0.00	+ (\$183,276.00)	
General Fund Month End Balance:	= \$248,567.62	= \$100,436.98	

<-- 13.8% Increase in Income
<-- 17.6% Increase in Expense

Budget Report January - March 2022				
	2022 Total Budget	Actuals Year to Date	Budget YTD	Variance to Budget YTD
Total Income	\$ 1,311,000	\$ 372,608	\$ 304,729	\$ 67,879
Expense (boards include personnel)				
Worship Board	\$ 294,765	\$ 74,743	\$ 78,569	\$ (3,826)
Learning Board	\$ 283,827	\$ 49,779	\$ 68,513	\$ (18,734)
Serving Board	\$ 240,952	\$ 46,799	\$ 60,237	\$ (13,438)
Communications Board	\$ 107,508	\$ 30,094	\$ 26,877	\$ 3,217
Finance & Facilities Brd	\$ 383,948	\$ 126,171	\$ 97,560	\$ 28,611
Total Expense	\$ 1,311,000	\$ 327,587	\$ 331,756	\$ (4,169)
Ahead/Behind:	\$ 45,021	\$ (27,027)		

We are \$45,021 in the black even though the budget predicts a deficit of \$27,027.

Motion to approve the financial reports ending March 31, 2022

Bruce (M) Lucas (S) Carried

Board Reports

- Worship Board – Met with Randy Morken and Paula Odland
 - Talked through music and what are our expectations and goals
- Learning Board – Pastor Kari attended share the history of the learning that has been part of first and the roles of staff members
- Serving Board – Earth Day April 23rd and show our support
 - May 1st 150 seedling trees kids to receive them, plant them and take a photo
 - Cleaning the ditch. Support the community cleanup efforts
- Finance and Facilities – Nothing new
- Communications
 - 211 households that do not have connection to the church via electronic means.
 - Sent out a survey to the 211 regarding connection to FLC and receiving communication they need.
 - 23% response return them.
 - We have 18 less people on the list that can now receive the email communication.
 - Take away is: our process and what we are doing is meeting the needs to of the congregation.
 - Getting the Planning Center database platform rolled out to the First Lutheran community.

Future meeting time and date.

2nd Monday of the month meeting time at 7:00pm

Next Meeting – May 9th, 2022, at 7:00 pm.

Recorded by: Greg Tvrdik - Director of Church Administration