

Vision Team Meeting Minutes  
June 13, 2022

Present In-Person: Pastor PJ Malin, Greg Tvrdik, Del Mari Runck, Lucas Kusters, Nancy Doebbert  
Present via Zoom: Jen Sundby, Bruce Belseth

Absent: Darla Harstad

Opening Devotion and Prayer – Del Mari Runck

Jen opened the meeting by welcoming Nancy Doebbert to the Vision Team. Introductions followed.

**Motion – To appoint Nancy Doebbert to fill the vacant position as the Vision Team representative to the Board of Finance and Facilities. Del Mari (M) Lucas (S) Motion Carried**

#### Learning Opportunities

Pastor PJ discussed learning opportunities that he has been using with staff. He used two assessments 1. Animal Types and 2. Appreciation Languages. The links to these two assessments were provided in the agenda for tonight's meeting. PJ also indicated there is a group of staff who are participating in a book study based on the book titled "Emotionally Healthy Leader" which explores our own emotional health and organizational leadership. If any VT members would like to take part, they can reach out to Pastor PJ.

#### Constitution and Bylaws Review and Process:

A subgroup of the VT met to review the current constitution and bylaw to provide more clarity. The VT started reviewing the suggested changes to ensure there was clarity among the team. The document was reviewed through page 12. The rest of the review will be completed at the July VT meeting.

#### Structure:

Pastor PJ presented a proposed organizational chart which he has developed based upon his discussions with staff and observations of where he believes there are gaps and opportunities as we move forward. As a part of this process, he has identified pastoral needs as well. The VT appreciated the clarity that the proposed organizational chart and the next step would be to show the financial feasibility of the positions proposed as well as development of roles and responsibilities. In addition, to provide purpose/responsibilities of each of the positions so that the VT has a better understanding of what each position/team is tasked with. PJ will share this information with the staff.

#### Housing Allowance:

##### **Motion**

- For a Minister purchasing or renting housing the compensation for Pastor Paul James Malin shall include dollar amount of \$45,000 per year designated as housing allowance as determined by Pastor Paul James (PJ). This designation shall be effective until modified by the Vision Team (Council).
- For a Minister purchasing or renting housing the compensation for Pastor Tom Kolden shall include dollar amount of \$11,748 per year designated as housing allowance as determined by Tom. This designation shall be effective until modified by the Vision Team (Council). Neal (M) Nancy (S) Motion Carried

Network Solutions:

Greg provided the VT with an overview of the Network Solutions issue that our rates with them for managing our domain name and email. The rates had been \$16.98 per month has now jumped to \$169 per month. Greg is unable to obtain information because he was not originally involved when this system was first started. Network Solutions requires the VT to grant Greg the authority to change ownership of the account.

**Motion – We, the Vision Team (Council), of First Lutheran Church, Alexandria, MN Authorize Gregory Tvrdik, Church Administrator, to be the official registrant for the domain name firstlutheranalexandria.com being transferred. Del Mari (M) Lucas (S)**

Communication to Congregation:

Jen will work with Molly Comer to draft a communication to the congregation about board changes and roles.

Discussion of Reports:

Pastor PJ continues to supply weekly updates to VT and staff.

Secretary Report from the May 2022 meeting.

**Motion – to approve the secretary report. Lucas (M) Del Mari (S) Motion Carried**

Treasures Report

**Motion – to approve the treasurer’s report. Bruce (M) Nancy (S) Motion Carried**

Greg supplied an update on the status of the FLC Beyond the Building Capital Campaign at the one-year mark of the three- year campaign.

Board Reports were supplied for review in the shared file. Not all boards are meeting regularly at the present time. Reports are to be entered prior to the VT meeting for everyone to review.

Del Mari will send out a reminder.

Pastor PJ closed with prayer.

Submitted by,

Neal Larson, Secretary