

Vision Team Meeting Minutes
May 9, 2022

Present: Jen Sundby, Pastor PJ Malin, Del Mari Runck, Dara Harstad, Greg Tvrdik, Bruce Belseth, Neal Larson

Absent: Lucas Kusters

Opening Prayer – Jen Sundby

Communication Check-In

- Pastoral Update: Initially these were being provided to the Vision Team only however, they have now been expanded to all staff as well. This has been a very positive addition for not only the staff by the Vision Team as well. Pastor PJ has identified through meetings with staff and boards clarity for Boards, Staff, and the Vision Team. If a Vision Team member has a question regarding an item in the report, they are asked to “reply all” when asking for clarification so that everyone knows the question being asked as it is likely if one has the question, others may as well.
- Board Reports: At a previous VT meeting, the plan was for the Boards to provide a report, if there was something to report, at the vision team meeting. In an effort to streamline our meeting times we discussed having the reports sent out with the Vision Team meeting packet to be read prior to the meeting. The purpose is to share what work has been done. Only items needing input from the Vision Team would be discussed at the actual meeting. Vision Team members were provided a link to a shared Google Docs file. The deadline for Vision Team member to enter their Board Report into this share file is the Wednesday preceding the Vision Team meeting. A reminder will be sent out the Monday before the deadline. The report template will cover these three topics:
 - What we accomplished:
 - What we are working on:
 - What is coming up:If there is no Board Report, indicate that in the shared file.

Format for VT meetings

- Jen reviewed a plan for our VT meetings going forward which will include receiving the agenda and board reports in advance, identification vision team decisions in the areas of budget, staffing and policy change, and a dedicated time in prayer for the church and leaders with a goal of having the meetings completed within two hours. Pastor PJ will suggest areas for prayer focus for our meetings.

Clarity for Boards, Staff and Vision Team collaboration

- Pastor PJ has been meeting with staff and some of the Boards and has identified areas of clarity
 - Boards – support to staff and the respective ministry areas.
 - Staff – empower them to make decisions within budget, within outlined goals and with good collaboration with others impacted by decisions.
 - Vision Team – focus on budget, structure/staffing changes and policy changes.Pastor PJ also discussed the idea of “listening/Visioning” sessions with the congregation which would provide an opportunity for input and involvement from the congregation, gain clarity on our mission, vision and values and discern a clear focus that all boards can work on together.

Staff Opportunities

- Pastor PJ discussed gaps that he as identified in the organizational chart and discussed possible solutions, which will require more discussion. The two areas that were identified were:
 1. Congregational Engagement which would cover the areas of hospitality, serving (both inside and outside of FLC) and new members. This is a position that was split into three part time positions previously when staffing changes occurred within the past year. There was discussion regarding how successful that change had gone.
 2. Family Life Director which would cover all areas of the FLC family. Pastor PJ identified one area particular area being young adults. In further discussion, an additional area identified would be the newly retired age group as a subset of the senior adults.

More discussion will follow regarding these areas to include position descriptions as well as budgetary impacts.

Open Positions on Vision Team and Board

- The board secretary position was previously an appointed position. After review of the bylaws, the secretary can be either a Vision Team member or an appointed position. Jen shared that in discussions at the executive board, it was felt that having another Vision Team member participate in those meetings would be beneficial as well. A recommendation was to identify a secretary from the Vision Team who would then also serve on the executive board.
Motion - To appoint Neal Larson as the Vision Team Secretary and to serve on the Executive Board. Bruce Belseth (M) Del Mari Runck (S) Carried
- Finance and Facilities Vision Team appointment was discussed by Del Mari. She indicated there has been discussion with current Board members to replace her VT position. One member of the board is currently considering accepting the appointment. An answer is expected within a short while.
- Neal asked about the plan for reviewing the bylaws that had been discussed at previous VT meeting because of the relationship with appointing to vacancies on the Vision Team. The bylaws impact securing candidates for the Vision Team, Boards and also timing if there are revisions/updates to the bylaws that require congregational vote. A decision was made to identify a subgroup of the VT to meet to review, discuss and make recommendations for the entire VT to approve. All members of the VT are to review the Constitution and Bylaws (previously emailed to the VT by Greg T 03/15/2022) except for the Endowment section (recently reviewed) and provide any questions or comments to the subgroup prior to their meeting scheduled for June 1 at 11:00 AM.

Reports

- Secretary Reports from April Vision Team Meetings
Motion - To approve secretary reports for April 2022 meeting. Del Mari (M) Darla Harstad Carried
- Treasurer's Report year to date. Discussion related to a question asked about resuming passing the offering plate. At this time, it was felt that the information provided during the designated offering time highlighting how FLC's mission is impacted by the generous support is a better use of the time and that offering containers are available in the gathering space and there are several options for online or electronic giving in place. Del Marie highlighted variances in the

budget. We also reviewed monthly income/Expense comparisons by month for the past five years to identify trends and comparisons.

Motion – To approve the financial reports ending April 30, 2022. Bruce Belseth (M) Neal Larson (S) Carried

- Board Reports:
 - Learning – Goals and gaps were discussed along with the idea of the “listening sessions” as a way of visioning and organizing.
 - Serving – Clarified budget
 - Communications – No Meeting
 - Finance and Facilities – No Meeting. The finance committee completed the first quarter audit.

Discussion on decisions and next steps

- Board Reports to the shared Google Doc file due Wednesday June 8
- Review constitution and bylaws and forward questions, comments to the VT bylaws subgroup prior to their meeting on June 1
- Next Vision Team Meeting June 13, 7:00 PM. Jen will participate via Zoom connection.

Pastor PJ closed by sharing scripture and prayer.

Submitted by,

Neal Larson, Secretary