

Living Word Leadership Board Minutes

October 18, 2021

Attendees: Tim Polles (Chair), David Israel, Greg Finfrock, Nancy Cleve, Jen Faust, Shannon Hauri, Stephanie Crist, David Emshoff, Linda Poertner, and Janet Loftus (Recording Secretary).

Spiritual Formation – Pastor Dave

Goals are part of the dream of our version of God’s Kingdom Come on Earth as it is in Heaven.

100% of visitors have “clicked” first. (Listened and worshipped first.)

Team Building – Tim Polles

- **Completing the FROG exercise with Jen, Tim, Greg and David**
 - FROG stands for: Family, recreation, occupation, goals.
 - Tim’s dream – more participants than spectators.

Strategic Planning – Pastor Dave

“Creating a Culture of Renewal”

- Overview of DISC – Congregation are mostly I’s and S’s according to results
- David will put this information in the folder on the website

Review of Reports

- **Review and Approve September 2021 Minutes**
 - David Emshoff made a motion to approve the September 2021 minutes. Nancy Cleve seconded the motion. All were in favor.
- **Quarterly Financial Review – Pastor Greg**
 - Did have a decline. Third quarter in a church always has a decline.
 - In a better financial position than we were a year ago.
 - Cash on hand and available resources is very good.
 - Giving against Pledges year to date are good. They are ahead of what we expect for the year.
 - Non-pledge – an identifiable giver who didn’t make a pledge to the church.
 - Average Sunday since April 2021 in person attendance 200
 - 321 online average
 - Boxcast only live watch on Sunday morning
 - Vimeo is all the other watching during the week
 - Engagement is right around 500 average
 - Will include Vimeo numbers going forward
 - Expect 4th quarter to be much better.
- **Annual Consultation on Pastoral Appointments – Tim Polles**
 - Decide about pastoral appointments, decide as a committee for that appointment.
 - This year committee decides on both pastors, and pastors also have a vote
 - Board decides two things:
 - Consultation – telling bishop whether you want pastors to stay or go
 - Another form – evaluation in May – committee evaluates David and David evaluates Greg
 - No matter what the church and pastor say the bishop can still decide to move pastor(s).

- The Leadership Board voted to have the pastors REMAIN.
 - Tim Polles will meet with the pastors to complete the rest of the form before the November 1, 2021, due date.
- **Charge Conference Reminder – Pastor David and Greg**
 - Conference Saturday October 30. Those who want to ride together, meet in the church parking lot at 9:15 am, expect to be home by 1:00 pm.
 - David Emshoff will not be present.
 - Voting on the pastor’s packages. No pay increase to vote on because we haven’t budgeted yet. Pastors want to be the same as staff.
 - Nominations for new board members, mission team, etc.

Pastoral Reports – Pastors Dave and Greg

Still looking for NextGen Assistant Director

Trustees update – HVAC equipment scheduled to arrive in St. Louis, potentially looking to do installation between Christmas and New Years– no one can be in the building that week.

Budget –

- The way we have operated raises in the budget is to go by the government COLA. Typically, in the past, it has been 1.5 to 2%. The COLA for next year is the highest it has been in 20 years...5.9%. That would be a \$60,000 pool of money.
- Two options - No raise and bonus days or a pool of money for raises. Guidance would be helpful for the personnel budget. It is a big budget impact.
- Pastors will submit budget in November.

November 13 Retreat – 9:00 AM to 3:00 PM (lunch will be provided) David and Greg will be updating their videos. Some will see them for the first time.

There will be no November 15 meeting (retreat will take it’s place).

December 20th meeting moved to December 13th

Closing Prayer – Shannon Hauri

Respectfully submitted by Janet Loftus