Divine Redeemer Board of Directors

**Meeting MINUTES**

Sept.20, 2021

1. Call to order – Dave Wangerin at 6:01 pm, *Absent*: Chelsea, Jason
2. Faith Exploration- (Ken Saydel) – Devotion on Phil 2:17 – “poured out like a drink offering.” Service that comes from faith is how we, like Paul, are living sacrifices (*being poured out*).
3. Meeting MINUTES—August 16, 2021 (Chuck Howard) – Ken/Dennis, approved unanimously.
4. CFO Report (Renee Kandler/ Kyle Hanson) – Reviewed Reports, including required 3rd quarter report on status of the Endowment Fund—current balance = $505,285.80 ($500,000 restricted use transferred to LCMS Foundation (investment account), and $5,285.80 remaining in unrestricted use fund. Offerings up compared to previous fiscal year, tuition up significantly from budgeted amount. YTD—up 21.6% over prior year. Operating Revenue up over $70K.
5. School Report (Janet Bahr)—Reviewed report provided ahead of time by Janet (attending Principal’s conference in Lake Geneva, WI this week)
6. Executive Pastor’s Report (Pastor Flick) – received Pastor Flick’s Report (attached), working through process of making DRLC a Vicarage parish. Synodical update—letter of exemption for vaccines from Synod received. Pastor Flick asking Synod to focus on “sanctity of life” to support decision of conscience by individual members of Divine Redeemer who object to government-imposed requirement to receive vaccination as a pre-condition for remaining employed by specified employer(s). Answers to Questions posed by Pastor Flick to Board discussed and taken up in Executive Summary. Elections Meeting approved (Gary/Ken) for 12/5/2021 & Budget Meeting approved for 5/22/2022 unanimously. BOD Meeting MINUTES posted on Website to include all Reports to the Board ***NOT*** of a sensitive nature—i.e., sensitive sections of the KPIs and Financial Report(s), etc.
7. Finance Committee (Brent Adler) – reported FRC is functioning effectively and happy with collaboration from Kyle and Renee.
8. Governance Committee (Dennis Gehrke et al) \* Review suggested staff edits to bylaws – To be accomplished by Governance Committee in close collaboration with Executive Pastor and staff.
9. Nominations Committee (Ken Saydel) \* Set voters meeting date – Provided to the Board—Voters’ Meeting set for 12/5/2021.
10. Endowment Committee (Dave Wangerin) – reported on LCMS Foundation—50% to Conservative Equities Fund and 50% to Moderately Conservative Equities Fund.
11. Elders Report (Chuck Howard) – Provided update on nominees to serve on Committee of Lay Elders for 2022 – 2024 term.
12. Schedule review of BOD Policy Manual – BOD agreed to conduct review during 1st quarter of 2022 with new Directors.
13. Schedule Pastor Flick initial review and goal setting – to be completed by Executive Committee of the Board during 1st Quarter
14. Misc. Business – included in required reports to the Board
15. Next Meeting: Oct. 18th - Chuck Howard to preside – Brent to open next meeting with devotion in Dave Wangerin’s absence
16. Closing Prayer (Volunteer) – Closed with corporate recital of Lord’s Prayer
17. Adjourn – Dave Wangerin adjourned Meeting at 7:21pm

Pastor’s Report

Board of Directors Meeting

Monday, Sept. 20, 2021

**Bible Studies; Choices; Attendance**: All classes formally mentioned have begun successfully with reasonable attendance.

Pastors are both eating lunches with all male students 5-8th grade (Laina Uttech, our guidance counselor, is meeting with all the ladies of the school – 5-8th grade). Pastors are also teaching twice weekly in the middle school, and regularly in the elementary school (Ask the Pastor).

**Campus Maintenance & Improvements**:

Parking Lot Seal/Striping is completed. Quarterly campus water test was submitted 9.15.21. Lighting changed over in the music room. HVAC unit replaced on the new 4K room/hallway offices.

**Staffing Levels & Projections**:

SWD Office has been contacted (8.16) to begin evaluative conversations for DR’s consideration as a vicarage host site. Followed up on 9.16; still awaiting a response on this action item.

Pastor Emeritus, Dr. Neil Rand, has been installed and has formally begun his ministry to the parish including our shut ins.

Human Resources Team has reviewed and edited sick/personal time policies (& paperwork), office hour expectations, and observed holidays for 2022.

**Professional Development Dates**:

Ministry Staff has reviewed the proposed the full Constitution and Bylaws.

3rd quarter time in prayer/Scriptural study scheduled at the Delafield Prayer Cottage (Broomtree Ministries).

Goal setting documents are completed by the majority of ministry directors. One on One evaluation and collaboration of those goals will be scheduled/completed.

Professional Development during staff meeting will continue in Oct. The next two topics will be Emotional Intelligence 2.0 and then we will study Winning the War in Your Mind by Pastor Craig Groeschel.

We study the book of Nehemiah continuously.

**Ministry Progress Notes**: The staff and elders have contributed to the alternative worship service conversation. A team has been created to address this topic. Will continue to meet to strategize, time, date and launch.

**Synodical Update**: The synod has provided a letter of exemption for vaccines. I have requested consultation from a city representative to see if this letter would be useful for employees requesting the exemption.

**Installation Date**: Thank you for the reception! Melinda and I very much appreciated the time and thoughtfulness. And the cake – the cake was delicious.

 Respectfully Submitted, Pastor Seth