

**Minutes for Luther Park Board of Directors Meeting
February 19, 2009, at Trinity Lutheran Church, Eau Claire**

Board Members In Attendance: Pastor Michael Wollman, Pastor Leila Haight, JoDeen Forsyth, Don Moats, Amanda Rasner, Steve Kolden, Bill Jenson, Pastor Jim Page, Pastor John Ashland, Eileen Christopherson, Dale Kringle, and Brenda Thalacker (arrived 7:30)

Ex-Officio Members in Attendance: Mary Toufar, Sherm Toufar

Members Absent: none

Call To Order: The meeting was called to order by board president, Steve Kolden, at 7:10 p.m. following the committee meetings and snacks provided by Steve.

Devotions: Don led the group in a devotional based on Luke 10:11 and an article from a Thrivent Magazine suggesting a different meaning of "The Kingdom of God is near." Devotions ended with prayer.

Minutes and Approval: Amanda made a motion to accept the minutes of the January 15, 2009, board meeting as presented. The second was made by Don. **Motion carried.**

Directors' Reports:

Sherm's report was emailed to board members earlier and copies were also available at the meeting. The report summarized his Executive Director activities for the month of January and the annual fund income for January. Sherm also shared a list of the money received and promised under the terms of the challenge grant. A total of \$35,079.82 has been received and a total of \$48,129.82 promised.

The 2009 golf outing has been scheduled at Turtleback Golf Course in Rice Lake for Monday, June 22. Jerry Christianson, Chetek has agreed to help organize the event. We are hoping to attract 144 golfers.

Peter Stromberg of Stromberg Forestry in Webster, WI, will be contracted to submit our Managed Forest Law plan to the Spooner DNR office by May 1, for \$1250.

Sherm met with Dick Sayther of Gronlund, Sayther, Brunckow in early February and drew up a development work plan. Sherm will attend the Association of Lutheran Development Executives conference Feb 22-25, in Austin, TX.

Mark Burkhardt from ELCA, will conduct our board retreat April 17-18.

Mary's report was also emailed earlier to all board members. Mary elaborated on the affect that the proposed state of Wisconsin minimum wage increase would have on Luther Park if it becomes law. The new law would require the same minimum salary for 17 year olds as for counselors who are 18 and over. She may decide not to hire any 17 year old counselors because by law, they can not supervise campers alone.

It was noted that registrations have dropped off since the \$40 early bird incentive has expired. She asked if the board wanted to consider some short discount promotions to boost registration. After a lengthy discussion, the board came to the consensus that we would not offer more discounts for 2009, because: 1. the registration fee does not completely cover the camper cost now, 2. Luther Park is not as expensive as many other kinds of camps, 3. many churches pay part of the cost of camp for their members, and 4. Luther Park offers assistance for families who cannot afford the full fees. Amanda asked if a donor giving \$1000 to Luther Park under the match program for camperships, would be able to designate that the original \$1000 be used to help needy campers from his/her own congregation? Sherm said that this request would be honored with the stipulation that any money not used by campers from that congregation in 2009, and the matching funds, would go into the Luther Park campership fund to be used for campers from any congregation.

Committee Reports:

Program—Mary reported that the committee has been working on the summer Bible study outline. Days 1 and 2 are ready to be written up by Mary. On March 5, the committee will meet at 10:30 am at Amanda's home to work on Days 3 and 4. Day 5 will be completed during the committee meeting prior to the Mar. 19 board meeting.

Property—Don reported that there have been a few cold weather problems recently. The boiler at the farm house broke down and has been repaired. Right now, the sewer system for a couple cabins has frozen and will need to be fixed before the next retreat. Dave Dobbs wants to build a new sign for the corner of County Road M and Luther Park Road.

Finance—Copies of the Income/Expense report ending January 31, 2009 were passed out. Mike summarized some of the highlights, noting that Way Club and congregational giving are up and retreat expenses and insurance costs are down. A question was asked about checks being held and Sherm answered that there are only 2 at this time. Sherm also added that they are presently checking all phones at the camp and removing some that are no longer needed. He expects to cut the phone bill by about \$200 per month. He is also checking on gas prices and will probably be switching companies to get a lower price.

Motion made by Don, seconded by Brenda to accept the financial report as printed. **Carried.**

Old Business:

Executive Director search committee—Steve shared a rough draft of the search process and schedule and asked for volunteers to help him finalize the plan and bring it back to the March meeting. Don and Amanda will work with the president.

Interim Executive Director Evaluation forms and process—Sherm has obtained an evaluation form from the ELCA office, that will be used for the basis of his quarterly evaluations. Sherm and Steve will meet soon to combine Sherm's personal goals with the evaluation form. The first evaluation should be completed by the end of March.

LP board meetings-- After some discussion, it was decided that the board will continue to meet on the 3rd Thursday of each month. Trinity Lutheran in Eau Claire will be the usual location. The next meeting will be March 19 at Trinity. The regular April board meeting will be held during the board retreat.

New Business:

Schedule for Board Retreat. The board retreat will be at Luther Park on Friday, April 17, beginning with dinner at 6 pm and running to 5 pm on Saturday, April 18. The Way Club banquet will begin at 6 pm.

Managed Forest Law Motion: Dale made a motion to authorize Sherm to contract with Peter Stromberg of Stromberg Forestry in Webster, WI to complete and submit a managed forest law plan for Luther Woods. Motion received a second from Don.
Motion carried.

Rental Opportunity for Farm House Center—Sherm stated that there had been a family in need of temporary housing that was interested in the LP farm house, but they have since found another place. He was wondering if we should consider renting the farm house. Mary said that the farm house is still needed during the summer camp season. It was decided that program and property committees should discuss this.

Constitution and Bylaws Updates—The president suggested that it was time for our constitution and Bylaws to be looked at and updated where necessary. He asked for volunteers. Mike volunteered to start the process.

Short Term Disability Request—Long time employee, Linda Reinolt has recently had open heart surgery and has requested a short term disability sick leave for 6 to 8 weeks. Discussion followed on our financial ability to pay for a disability leave and the fact that the personnel policy states that short term disability, sick and accident leave is available to "all full-time employees." Linda's hours were cut to less than full time at the beginning of this year because of budgetary cuts. Don made a **motion** to give Sherm and the board president authority to make a decision on Linda's request and to give her an answer in writing. Seconded by Dale. **Carried**

Replicating the Conference Pastor's Meeting—It was felt that the Listening session held at Trinity in January was valuable and it is hoped that other cluster or conference groups will replicate this process. Discussion on this was tabled for another time.

Check Signers—Sherm said that all checks have to be signed by 2 people. With Stan's term on the board ending and Brenda becoming the new treasurer, Sherm needs to make the needed changes with the bank. He recommended that 4 people should be listed as check signers so that 2 are always available when needed. Sherm's recommendation included Linda, Dave, Brenda, and himself. Mike **moved** that Sherm Toufar, Linda Reinolt, Dave Dobbs, and Brenda Thalacker be authorized to sign checks for Luther Park. Dale seconded the motion. **Carried.**

Audit-- Sherm has received notice that the audit will cost more than we budgeted, unless we are willing to accept a "step down" audit. Don **motioned** that we accept the step down audit for a fee between \$3950 and \$4150. Motion seconded by Mike.
Carried.

Announcement--Brenda told the board that her church decided to do a fundraiser for Luther Park and it has now developed into a fundraiser involving 9 Eau Claire churches. The event is planned for Wednesday, May 27, from 4-8 pm. The theme will be "Pieces of Luther Park" and will include food, crafts, auction, and more. Thrivent will match the money raised.

Next Meeting: The next board meeting will be held on March 19, 2009, at Trinity Lutheran in Eau Claire. The program committee will begin at 6 p.m. and the other committees at 6:15. The full board meeting will begin at 7:00 p.m. Amanda volunteered to bring snacks and Eileen will lead the devotions.

Adjournment: Motion by Mike to adjourn at 9:45 pm.
The meeting closed with the Lord's Prayer.

Respectfully submitted,
JoDeen Forsyth, secretary