

WLC STRATEGIC COUNCIL MEETING MINUTES - UNAPPROVED

Meeting:	April 2025 Church Council Meeting	
Date:	4/8/2025	Minute taker: Angela Johnson
Location:	Online	
Start/End Time:	6:30 - 8:30 AM	
AGENDA ITEM	DISCUSSION POINTS	ACTION ITEMS
Call to Order/Quorum	Voting participants present: Dawn Radecki, Tim Becken, Charlie Wesser, Sheryl Breiholz, Matt Fowler, Angela Johnson Voting participants not present: Todd Watanabe, Ross Gerber, Jason Frye Non-voting participants present: Pastor Tom, Mike Ehnstrom	Angela Johnson present and meeting approved to begin.
Opening/Devotion/Prayer		
Minutes	March minutes were reviewed and approved with changes to attendance lines.	Action: approved with changes
Financial Highlights	March income was \$417,573 which was ahead of budget by \$40,898 YTD income was \$1,019,874 which was less than YTD expenses by \$27,492 Commentary: 60221 (IT Contracted Labor): 535% above budget - Primarily Security Grant Related Upgrades - \$32K total since Sep 2024 - Grant Reimbursement submitted on April 4th 60130 (Building Maintenance): 206% above budget - \$23K for new mini-split A/C system in Preschool - \$10.5K for front office upgrades and VC library 60135 (Furniture_Fixtures – Office): 1199% above budget - \$6K for front office furniture 60071 (Property Tax/Assessment/HOA): 535% above budget - Unexpected assessment for Townhouse property 60300 (Advertising): 667% over budget - Easter billboards and target mailing 60460 (Fellowship): 288% over budget - Valley Creek Lenten meals – will be partially reimbursed with all proceeds Upgrades to internet switches should improve internet drops that had been occurring during livestream	Action: March financials reviewed and approved
ADDITIONAL NOTES		
SENIOR PASTOR REPORT:		
Pastor Tom	-230 people attended across campuses for Leader Summit -Mike Ehnstrom's role of overseeing operations and integration to be separated to be better manages. -Focus groups uncovered a need to better connect and communicate how church vision and priorities are connected to recommended spends -Another meeting with Trinity South Shore. The possibility of a merger is still on the table, but their congregation hasn't reached a conclusion about how a merger would affect their identity. Talks ongoing. Council offered ideas for further conversation and helping to guide people past purely emotional decision making. -WLC preschool going through accreditation process. -Shared sermon content creation process: 3 categories are practical, exegetical, and doctrinal in order to round out messages beyond "preferred" topics -There is a need to communicate better to larger groups of people (versus personal invitations) regarding service opportunities. Goal is to make opportunities clear, evident, and easy	
COUNCIL POLICY REVIEW		
Charlie Wesser	-Comp study portion needs updated language. In depth study likely not necessary annually. Could refer to most recent study for a certain number of years. Caveat is that a subscription service currently used to compare comps is inexpensive and simple to use. churchsalary.com -The desire is to create salary bands to better professionalize position offerings -A note was raised about any need to post/publish salary ranges, and how MN FLMA could impact WLC in 2026 -Is any updated language needed around staff bonuses? Budget could include a "bucketed" amount for Senior Pastor's discretion re bonuses -What should be retirement process? Bonus? Party? -Should approved non-budgeted spending limit be raised to \$25k? Flexibility needed. Needs more clarity. -Remaining items for review tabled until next meeting.	
Devotion Opportunity	Looking to expand devotion/prayer opportunities to other council members for future meetings.	
Closing Prayer	Council closed in prayer.	
Adjournment	Meeting was adjourned.	Action: Voted to adjourn meeting.