

Elder Meeting of July 8th, 2020 5:30PM

Attendees: Pastor Ludwig, Pastor Richter, Mike Herrboldt (chairman), Joe Woltmann, Jordan Urshan, Perry Collins, Paul Holt, Craig Talbot, Chris Lammi (scribe), and Ruth Woltmann.

Ruth was present as the singular purpose of the meeting was to discuss healthcare reimbursement and healthcare plans going forward.

Pastor Ludwig opened with prayer.

Jordan Urshan presented the backstory of how we got to the point of where we are today. Pastors and Ruth participated in presenting this history. There was much discussion to understand how this complicated issue affects our workers (also includes pre-school teachers), church finances, and future employees. After discussion, those affected by whatever decisions the elders would have to make left the meeting.

Elders remaining were Mike, Jordan, Paul, Craig, and Chris. (Perry Collins left because his wife is a pre-school teacher, and Joe Woltmann left because of Ruth)

The first decision needing to be made was concerning the healthcare reimbursement component of the church's compensation package. After discussion, Jordan Urshan made the motion to continue to reimburse the employee at 60% of self (individual) if coverage is declined. If coverage is not declined to cover the employee at 60% of the appropriate level (whether self (individual), married, family, etc.). Motion was seconded by Paul Holt and unanimously passed. Jordan Urshan will include notes on what was decided in the spreadsheet the elders use to make our budgeting decisions in November.

The second decision to be made concerned what healthcare plan to offer in 2021. The church has been offering a Concordia plan and decided to only consider their plans. There are advantages to staying with Concordia including supplemental retirement dollars accrued which would be lost if we went with someone else. Even though all employees are currently covered by their spouses we still need to have a plan available in case of life changing events or if needed by a new employee. After discussion, Jordan Urshan made the motion to go with a higher premium/lower deductible HSA plan (Healthy Me HSA – A (BCBS). Motion was seconded by Craig Talbot and unanimously passed. Jordan will follow through on the plan selected during Concordia enrollment window Aug 8th to Sept 4th. Elders will review plan selection yearly ahead of the enrollment window.

No other business was brought up and the meeting was adjourned.

Thank you to Jordan Urshan for all the time and effort he put in before the meeting to mediate this process with the affected workers, and for gathering information ahead of time.