

Amendment to 2nd Quarter Governing Board Meeting Minutes

I would like to inform you of an amendment that has been made to the minutes of the last governing board meeting. The current minutes mention a \$2000 bonus to be extended to our vicar, Matt Albright, for the extreme situation and additional labor he was unfairly subjected to as a student during his time at OSLC. This amount had initially been arrived at without much thought or analysis of actual service he had been offering to the congregation. After the meeting, there was more careful thought and discussion between the board members concerning the capacity in which our vicar had been working, without any real oversight or direction from our senior pastor. Matt was working as our pastor and so the board consulted the district salary guidelines for a pastor with 0 years of experience to determine a starting point for a realistic compensation for his service. The salary difference is over \$20,000. We certainly cannot do anything that extreme but we also wanted to do right by this young man and show him our appreciation for his hard work. We decided to up the monthly contribution from \$200 for the 10 months serving under false pretenses to \$600. That was a total of \$6000 for the bonus (and works out to \$500 a month for the year). It was also brought to our attention that there was a budget item for insurance for the vicar for \$6000. Because Matt is on a government insurance plan this was \$6000 we had budgeted for the vicarage that we were not going to have to pay anyway so we decided to simply pay the full amount that we had already set aside for caring for the vicar. That is how we arrived at the \$12,000 total that he is being gifted for his service above and beyond that which should be expected of a student. It is still a far cry from the true difference of a fulltime pastor but we felt it was an honorable amount to present to him.

If you have any further questions or concerns please do not hesitate to contact me at 701-721-5299.

Thank you for your understanding,
Dave Niess, Congregation President and Governing Board Chairman

6-14-18