

**Meeting Minutes**  
**Peace Lutheran Leadership Council**  
**Tuesday, September 10, 2019 at 6:00 PM**

**Present:** Doug Price, ElizaBeth McCay, Elizabeth Stevens, Shannon Hofer, Pastor Kim Triplett, Chris Engel, Jennie Carter, Jon Williams, Russ Strait, Crystal Pariseau, Sue Mueller. Devotions led by Shannon Hofer.

**1. Voices of the Congregation:** none

**2. August Meeting Minutes:** minutes were reviewed and approved.

**3. Correspondence:** A member asked if we were having discussions about the service time change. We agreed to do some research and discuss this at next month's meeting.

**4. Pastor and Staff Updates:**

**Pastor:** Pastor Kim presented and discussed her Pastor's report and Peace's membership report. She also presented the ELCA Congregational Vitality Project survey and asked council members to complete and return to her within two weeks. She may use this with the wider congregation in the future.

**Staff:** Jennie reported that the high school and middle school youth groups have started. There are 6 members in middle school group with the potential of four non-Peace members joining.

The Minister of Music requested a church credit card to purchase music, but, by suggestion of our treasurer, we will ask staff to continue to use the current cards issued to the parish administrator and youth ministry director for church purchases for now.

**5. Committee Reports:**

**A. Property:**

We have HVAC problems with the two units in the sanctuary; one unit is now fixed, but the other cannot be fixed. Cost to replace the second system is about \$9,000. We will discuss and plan for replacing this before the next cooling season.

Parking lot lights are not turning on recently. Narthex lights are also not working, and the conduits run under the stone floor, making repair work difficult. These are lower priority than the HVAC system, but we will need to get an electrician to investigate and fix, especially parking lot lights before the winter. John Voight is looking at this.

We received \$2800 from members for the steeple repair after last month's appeal, and have \$5,000 in the maintenance fund, so work can commence. We should continue to build up the maintenance fund in order to maintain our aging building.

We wonder if there is a connection between these many electrical failures and recent thunderstorms, and if we have insurance to assist with repairs; if so, we may consider our deductible and try to get as many repairs made after our deductible is met.

**B. Personnel:** Committee is meeting this week and getting updates on staff goal-setting and discussing a nursery worker in the future.

**C. Welcoming:** Team is meeting next week, discussing welcoming children and young families. Having a nursery worker is also relevant to this discussion.

## **6. Financial Update**

Chris Engel reported that August was a poor month, continuing the trend of below budget giving over the summer months. Income for July was \$20,865, and we need \$27,800 per month to stay on budget. Our YTD net operating income turned negative for the first time this year and is at -\$2,937 at the end of August. We desperately need increased giving over the final months of the year to make budget, as expenses have been and are expected to remain stable. We will continue to hold on local and Synod benevolence until financial conditions improve. Chris will post updates to the bulletin board, links in the e-zine, and a narrative in the SOP.

**7. Review of Church Policies and Procedures:** We went through a list of ministries and updated leaders/responsible people. Teresa will facilitate the updating of this document, which was last updated in 2017.

**8. Stewardship and Budget Process for 2020:** Doug led a discussion about stewardship and growth giving. Looking at the median income of our area, which is \$77K per family, our congregation ought to have a much larger budget. Striving for proportionate giving is a spiritual discipline and a sign of spiritual maturity and ought to be encouraged. We are entering the stewardship time of year when we will discuss giving and growth needed to support our ministries, hire a permanent pastor, and grow back into strong benevolence.

**9. Organizational Change for Loaves and Fishes:** Loaves and Fishes needs to reorganize its structure, and as one of the three founding congregations, we must resign in order to open up to other congregations. We will do this with the understanding that we will continue to be involved. A motion was made that we resign as a member congregation of Loaves and Fishes in order to allow them to reorganize; we will continue to be involved with this ministry. The motion carried unanimously.

We closed the meeting with Prayer.

Next meeting: Tuesday, October 8, 2019 – devotions: ElizaBeth McCay