

Board of Deacons

October 20, 2022

Attendance: John Reagan, John Genskow, Bruce Winkler, Kristi Lambert, Vince Maro, Paul Weinke, Chuck Falch, James Martin, Anne Hartman, Gail Graese, Kathy Sahlhoff

Absent: None

Ex Officio: Mark Schulz, David Forke

Recording Secretary: Dean Gumz

John R. called the meeting to order at 7:30 p.m.

1) Opening devotion and prayer: Bruce

2) Housekeeping

John checked in on several items that Deacons were asked to sign/complete.

- A) Deacon covenants
- B) Goals and mission statements
- C) Staff to share at future Deacon meetings – Mark will coordinate for next meeting.
- D) Sound check – Goal for sound at services is 75-80 decibels. There have been several comments about services being too loud. There will be an increased effort to stay within the desire sound range.

3) Consent Agenda

- A) September Minutes
- B) Pastoral Report
- C) Policy Review
- D) Financial Report

Motion made by Bruce to approve the consent agenda as presented. Seconded by Anne. Motion approved.

Discussion ensued about current trend in contributions. We are currently running about \$92,000 below planned giving amount.

4) New Business – Bruce

Peace has previously changed job titles from Executive Assistant to Administrative Assistant. The new office structure is again reusing the term Executive Assistant.

Bruce made a motion to change all Peace documents that reference Administrative Assistant to Executive Assistant. Seconded by Anne. Motion approved.

Kristi raised the question about the role of membership at Peace. She stated that many people attend Peace but do not see the benefits/ needs of becoming members rather than maintain their attender status. This led to more conversation and Mark providing a

summary of why becoming a member is valuable. He quoted Rick Warren, “we are committed to that which we belong”. Mark has as one of his goals to put together some modules for becoming a member. John will set aside some time in a future meeting for more discussion

5) Training – Bruce

Constitution and Bylaws update- Bruce updated the Board of the feedback from the District regarding our previous bylaw changes.

Motion by Bruce to approve the Constitution and Bylaws 1.1 that includes recommendations made by the District office. Seconded by Anne. Motion approved.

Bruce went through the Church Constitution and Bylaws and shared the general structure of the Congregation.

There was a question about where there is an official copy of church policies and other important documents being stored and what the Board can do when leaders are not following the Bylaws/ Constitution. Currently, there isn't anything written, and the Bylaw committee is working to address this issue. Policies have been loosely stored and many versions have circulated around. There hasn't been a central storage “vault” where people can read the policies but not change. John and others are working on figuring out where these documents can be stored securely in a central location.

Bruce then highlighted the Church By-laws. There was some general comments and questions as related to the By-laws.

6) Feed My Starving Children – John G

John updated the results from FMSC.

Our goal was 500 volunteers and 100,000 meals. We had exactly 500 registered volunteers and packed 101,000 meals. He said that there were 7 noticeably present church bodies present from many various denominations. Peace has budgeted for this on a biannual basis. This year's cost was \$25,000 for 100,000 meals. FMSC has estimated that this will cost \$30,000 next time. The FMSC committee feels that this has some momentum and could become an annual event but will need additional funding. John presented several ideas about how this could be done.

The consensus of the Board was that the FMSC committee has the Boards' approval to explore outside funding options with the goal of bringing this event back next year.

7) New milestones for Vision Statement - Mark

It's time for the Vision Committee to set new One Year goals as part of the Vision Process.

8) New business - John

The question was raised if a draft copy of last year's annual meeting could be posted for congregational viewing. The decision was that the Board will review the meeting minutes and will post a "Draft" copy for viewing. The minutes will still need to be approved at the next annual meeting.

9) Housing allowance approval – John

Called workers get an annual housing allowance. This allowance is treated differently for tax purposes. This is a part of their salary not an additional amount.

This is an arbitrary amount chosen by the individual based on their expected housing expenses. If they don't use it for housing, it becomes a part of their taxable salary.

For 2022, the housing allowances chosen by called staff members was

Mark \$30,000; David \$33,000; and Allie \$15,000.

The amounts requested by called staff for 2023 are:

Mark \$30,000; David \$33,000; and Allie \$29,700.

Motion by Anne to approve the housing amounts as listed above. Seconded by Bruce.

Motion approved.

10) Staff Luncheon- James, Kristi, and John G

They had soup and dessert with the staff.

A question was posed to staff, "How do you feel about the atmosphere in the staff office?" There were many positive comments and feedback from staff.

11) Pastoral Call Committee – Kristi

Kristi requested that John create an update on the Pastoral Call Committee in his quarterly report.

12) Closing prayer – John G

Motion to Adjourn made by Paul. Seconded by Gail. Motion approved.

Meeting was adjourned at 9:20 p.m.