



BOARD OF DIRECTOR'S MEETING MINUTES

Tuesday, October 6, 2020

5:30 pm – via Zoom

Attendance

Board Members: Donna Blaul, Chad Caswell, Camilla Fischer, Mike Heidemann, Diane Horsager, Jay Olstad, Erin Persons, Barb Peterson, Josh Tuchscherer

Staff: Jeff Marian, Jane Victorey, Julie Klein

Call to Order

Mike called the meeting to order at 5:35 pm, and Erin led the board in devotions.

Agenda

Motion by Erin to approve the agenda with flexibility; second by Jay. Motion passed.

Approval of September 1, 2020 Meeting Minutes

Motion by Josh to approve the minutes of the September 1, 2020 meeting; second by Mike. Motion passed.

New Business

Jay provided a brief update on the board nominating process. Jay and Josh will serve as board liaisons to the Nominating Team. Marlys Herstad's second term expires this year so another team member will be recruited. The Nominating Team currently consists of Daena Fierro, Lance Odegard, Drew Shaman, Taya Theis and Josh Wigley.

Chad provided a brief update on the POP for Justice noting that racial reconciliation is the first phase of this initiative. A webpage <https://popmn.org/ministries/justice/> was recently added to the Prince of Peace website which states vision, purpose and next steps, and a broader roll out of this initiative is planned for January.

Reports

- **Lead Pastor Report – Jeff**

Our Staff Leadership Team spent a significant amount of time laying plans for reopening the campus. Both preschool and Mission Outpost are currently working on campus. Our proposed plan is to start to expand on-campus ministry slowly with Family Ministry programming in October. The next phase would be two worship services on Sundays, with a proposed start on November 1. Reservations will be taken to ensure that we stay below the 250 person per service maximum. To keep the congregation up-to-date Jeff is recording a Zoom conversation with Mark Slaughter and Jason Kramme to talk about the what, when and why of the plan and will be published October 12. The worship team is planning a congregational survey in October to get the pulse of the congregation around all things worship, including their worship patterns, thoughts about online worship and their desire and intentions around "live" worship. While safety remains our primary concern, the information we glean from the survey may shape our decisions around worship.

For the past three years Jeff, Jason Kramme, Sandy Rothschilder and Mark Slaughter have been participating in a Lilly-sponsored project with Vibrant Faith Ministries entitled "Creating a Culture of Calling" (aka C3). The language of calling has been intentionally imbedded into many aspects of ministry as framework for disciples to understanding how they respond to God in daily life. The C3 Team is now in the final year of this program and the focus is "All Called" which included training some of our members to hold conversation with those not connected to church.

At the same time, Prince of Peace's Church 2.0 initiative team members are preparing to hold interviews with those who identify as "spiritual but not religious". The hope is to launch a few experiments that would engender spiritual growth in that demographic. Jim Merhaut, who is the coach for both C3 and Church 2.0, saw the

connection between these two programs and will soon be training our Church 2.0 Team in a modified version of the All Called training. All of this will dovetail nicely with our strategic conversation about our digital footprint.

- **Finance Director Report – Jane**

The Prince of Peace COVID-19 policy draft has been reviewed by our Staff Leadership Team, sent to all staff for comments, and shared with the Board of Directors. Several committees met to provide input into protocols for when we reopen, and Jane consolidated this information. In addition we had a template to use by the state of Minnesota, along with resources specific to churches for both mandates and guidelines. This document will be available and posted for our congregation before we open for worship and family ministry. CDLC Preschool, Mission Outpost and the Dental Clinic created their own COVID-19 Plan specific to their areas.

August offerings are behind budget, but ahead of last year's actuals, and overall we are close to budget for offerings for the first two months of the year. Jane has reviewed year over year offerings from January – August for 2018, 2019 and 2020, and is seeing little variance in overall giving as a result of the pandemic. In addition there were some significant gifts given to offset the impact of the building closure. There are over 400 families giving more this year in the January – August time period than last year. Expenses continue to come in ahead of budget from reduced need for resources, no cleaning service costs, reduced utilities and some reduced hours. Due to some significant issues with our current payroll vendor, Jane is reviewing other vendors. Audit review work is complete, with the exception of updating the notes to financial statements.

All documents are complete for forgiveness of the Paycheck Protection Program loan. Our bank has reviewed and approved the documents, and submitted to the Small Business Administration for their final approval.

The parking lot reconstruction is now well underway. All of the asphalt has been removed and grading work complete. The new concrete bases for the light poles have been installed and the conduit is in place. The next step is to install new curb and gutter. A first lift of asphalt should go down by the third week of October. The final design of the parking lot was significantly less expensive than what had first been designed.

Total campaign giving through September 26 is \$7,004,998 for Phase 1 and \$632,659.90 has been contributed for Phase 2. Our current loan is \$6,085,977.82 and \$120,011 remains in the bank for construction expenses. Jeff and Jane developed a rough timeline for the Get It dONE campaign with promotion starting in mid-November.

Motion by Erin to receive and file the written reports for October submitted by Jane Victorey, Finance Director and Jeff Marian, Lead Pastor; second by Camilla. Motion passed.

Adjournment

Mike adjourned the meeting at 6:25 pm and closed the meeting in prayer.

Respectfully submitted,

Julie Klein
Recording Secretary

Erin Persons
Secretary