



## BOARD OF DIRECTOR'S MEETING MINUTES

Tuesday, March 2, 2021

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 5:30 pm and Donna led the board in devotions.

### **Agenda**

*Motion by Barb to approve the agenda with flexibility. Second by Camilla. Motion passed.*

### **Approval of February 2, 2021 Meeting Minutes**

*Motion by Mike to approve the minutes of the February 2, 2021 meeting. Second by Barb. Motion passed.*

### **New Business**

- **Nominating Team Update - Jay**

The deadline for submitting board applications was February 28 and five applications were received. There are three open board terms for next year. Next steps involve setting up interviews with each of the five candidates. The Nominating Team will present final candidates to the Board in May for affirmation by the Congregation at the annual congregational meeting in June.

- **Fundraising Policy- Jeff and Jane**

The Board discussed the current POP fundraising policy, which was created in 2015, and came to consensus to review and re-evaluate the current policy. Diane and Jane will form a team to also include another staff and congregation member to review and make recommendations on the policy to the Board.

- **Executive Staff Compensation Process - Mike**

At the suggestion of the Executive Team, a survey on executive staff compensation process was sent to eight local and Midwest large Lutheran churches. Responses from five of the churches have been received and compiled so far.

- **Foundation Board - Jane**

*Motion by Erin to approve Geoff Pettis for a four-year term on the Foundation Board. Second by Jay. Motion passed.*

The Board entered closed session and resumed regular session at 6:20 pm.

### **Reports**

- **Lead Pastor Report – Jeff**

Jeff has spent a significant portion of February working with staff to prepare for re-opening our campus. In typical collaborative fashion our staff team has done a really fine job of thinking through critical issues and making decisions that both ensure safety and tend to the needs of the congregation. Julie and the pastoral team have been working hard to establish guidelines to offer funeral services that are both meaningful and safe, and to implement baptisms within our worship services. Student Ministry will begin on campus March 3. We will also welcome our Alcoholics Anonymous group back onto our campus beginning March 15.

Jeff has also spent significant time in February preparing for the launch of the *Build a Bridge* series on racial reconciliation. Because of the sensitive nature of this series the team has invested an extraordinary amount of time discussing and shaping the approach to the weekly messages. So far the response has been very encouraging, but Jeff acknowledged that some members may struggle with both the content and the calling. Chad reported that 91 people have joined the POP for Justice Facebook group since the launch of the series. Jeff praised the POP for Justice Team – including Chad, Erin, Jay and staff member Emily Hagen - who provided great input and resources for the series.

The Saint Paul Area Synod, like Prince of Peace, had to delay their capital campaign due to COVID-19 but the campaign is back on track and will officially launch at the Synod Assembly in May. Jeff is serving as co-chair of the campaign which entails both consulting with the leadership team and cultivating other large churches in our synod to participate.

Jeff extended an invitation to the Board to participate in Synod Assembly which will be held virtually on May 14-15. He also encouraged the Board to participate in a survey to be conducted by Vibrant Ministries Creating a Culture of Calling, an initiative in which we have been participating.

The Digital Strategy Team continues to work with a consultant to create a clear vision for our digital future. The vision should be completed in March which will help determine how much can be accomplished in the next year and assess the needed resources.

The Church 2.0 Team has studied the data collected from their first set of interviews with people who identify as spiritual but not religious and identified core themes. Next steps include creating interview questions based on these core themes and collaborating with the Digital Strategy Team to create some opportunities to engage this same group in something that enhances their spiritual growth.

Liz Ridpath, Communications Director, provided a written update on Communications to the Board.

- **Finance Director Report – Jane**

Offerings continue to run significantly short of budget. January's shortfall added another \$161,000 to the offering deficit, which is now \$381,000 from budget year-to-date. Our Christmas offering came in at half of budget, and we have lost loose offerings that we had with live worship services. Offerings in February are ahead of budget with some gifts yet to be posted, so it could be that giving is delayed as people anticipate the capital campaign. Some of the capital campaign gifts have come with catch up offerings.

The offering budget this year is 3.46% higher than last year's actual offerings, and just 1% over last year's budget. The February – June remaining budget this year is below that same period last year, so some of the shortfall could be timing and there is potential for catch up. And giving may increase with the building reopening. There is also the possibility that IRA gifts are delayed until this calendar year because of the changes from the SECURE Act suspending mandatory RMD's in 2020 and the change of the age of withdrawal to 72. We have cash flow to weather this downturn in offerings while we are still in the midst of a pandemic but need to see the trend reversed for the long term.

Pledges for the capital campaign are coming in slowly. In comparison to results from the One Church campaign, this campaign has a much more compressed time frame from the lead donor events, mailing of general pledge information and the dates we asked for pledges to be returned.

Pledges to date are \$3.3 million from 544 families. This includes 282 actual commitment forms returned totaling \$2,685,224, \$246,475 in Vanco sign ups from 61 families (without having completed a pledge form), and \$276,269 gifts from 180 families who contributed early in 2019 or 2020 but have not completed a commitment card.

Jane provided the Board with copies of the annual congregational report to the ELCA. The statistical adjustment for membership is very high this time. Everyone without activity since 2015 was inactivated this year as a part of the database cleanup for our software conversion and with the updates to create the mailing lists for the capital campaign.

- **Construction Update – Jane**

Demolition work is complete in the Fellowship Hall area and sand has infilled the floor to create a level surface. That area looks so much larger now that the walls and restrooms have been demolished. The building permit from the city was received later than anticipated, and we should have an updated construction schedule soon.

Framing and ductwork started on the Chapel. The chapel is scheduled for final completion by mid-May.

**Adjournment**

Mike adjourned the meeting at 7:15 pm and closed the meeting in prayer.

Respectfully submitted,

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Julie Klein  
Recording Secretary

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Erin Persons  
Secretary