



BOARD OF DIRECTOR'S MEETING MINUTES

Tuesday, November 7, 2023

5:30 pm – Room 200 B | C

Attendance

Board Members: Donna Blaul, Diane Horsager, Iver Johnson, Gene Mickelson, Tom Nelson, Jay Olstad (absent), Barb Peterson, Marlene Robertson (absent), Josh Tuchscherer (absent)

Staff: Paul Dean, Kienan Mick, Julie Klein

Call to Order

Barb called the meeting to order at 5:35 pm, and Tom provided devotions.

Agenda

Motion made and seconded to approve the agenda with flexibility. Motion passed.

Approval of October 3, 2023, Meeting Minutes

Motion made and seconded to approve the minutes of the October 3, 2023, meeting. Motion passed.

New Business

Tom, Kienan and Paul visited Lord of Life Lutheran Church in Maple Grove recently to see the design of the outdoor columbarium and memorial garden on Lord of Life's campus and met with their pastor about their planning process. Following discussion, the Board reached consensus to start design work for a permanent location for the Prince of Peace Columbarium with possible construction in the spring. The Columbarium committee will be contacted and will reconvene for planning early in the new year.

The Board entered closed session at 6:25 pm to discuss a personnel matter and resumed regular session at 6:40 pm.

Reports

• **Lead Pastor Report – Paul Dean**

Paul noted that in the third month of transition. The energy among the staff and congregation is positive and receptive.

Several listening sessions have been scheduled in December specifically for families. Feedback from the listening sessions will be available in January.

Our stewardship appeal – *Spirit Life* – continues to move forward around three specific goals:

- Sustain our current ministry
- Invest in our Next/Emerging Generations
- Mission Outpost Connect – providing a point of intervention for acute poverty

Worship attendance and Family Ministry enrollment has been declining over the last 10 years, and stewardship giving units have declined over the past 5 years. Due to the culture change needed, Paul and Kienan have decided to engage with EOS - Entrepreneurial Operating System, a process and model that has come highly recommended. Members of our staff leadership team were highly impressed with both the system and the facilitator.

• **Finance Director Report – Kienan Mick**

Offerings tracked closely to budget for the month of September, but year over year lagged by about \$25K. Kienan noted two key areas for concern and/or improvement:

- We've lost 1/3 of our giving units when measured by households over the last five years. This group represents almost \$1.2M in giving over the same five-year period.
- There are a number of donors whose credit card information expired and was not updated. Kienan estimates this impacted us by about \$40K over the last year.

Year to date we are trailing the budget by about \$46k. Overall, we are still tracking to budget for the full year.

The southside parking lot refresh cost \$60k and should provide a safe and useful space until we decide what comes next with the outdoor spaces. Construction is underway in the sanctuary. The lower red carpeted step has been removed and it will be replaced by a smaller step that matches the other four leading to the platform. The red carpeted step has long proved a tripping and fall hazard. This move also opens space in front for more free movement during worship. The painting is also complete and cost \$5k. The flooring should be completed by Christmas will cost \$85k.

We are exploring adding before and after care to our CDLC options. There may be a few licensing requirements and we also need to have the appropriate staff in place. Many CDLC teachers already qualify and would like more hours, some of the nursery staff want more hours too, but would need to obtain a CDA certificate at minimum.

Motion made and seconded to receive and file the written reports for November submitted by Paul Dean, Lead Pastor, and Kienan Mick, Director of Finance. Motion passed.

Adjournment

Barb adjourned the meeting at 7:10 pm and the meeting was closed in prayer.

Respectfully submitted,

Julie Klein
Recording Secretary

Diane Horsager
Secretary