



## BOARD OF DIRECTOR'S MEETING MINUTES

Tuesday, October 1, 2024

5:30 pm – Room 200 B|C

### **Attendance**

**Board Members:** Donna Blaul, Julie Gorvin, Diane Horsager, Iver Johnson, Jim Kennedy, Tom Nelson, Jay Olstad, Todd Racek (absent), Josh Tuchscherer

**Staff:** Paul Dean, Kienan Mick, Julie Klein

**Guest:** Bill Newton

### **Call to Order**

Iver called the meeting to order at 5:35 pm.

### **Agenda**

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

### **Approval of September 3, 2024 Meeting Minutes**

*Motion made and seconded to approve the minutes of the September 3, 2024 meetings. Motion passed.*

### **New Business**

On September 9, Finance Director Kienan Mick convened a vote of the board via email.

*Motion made and seconded to accept the 2024 housing allowance for Pastor Sarah Fike. Motion passed.*

On September 20, Board President Iver Johnson convened a vote of the board via email.

*Motion made and seconded to affirm Prince of Peace members Amber Aslakson, Tom Backus, Martell Dennis, Heidi Dummer, Brianna Fedde, Kat Hendrickson, Katie Knight, Lance Odegard, Liz Ridpath and Jolene White to serve as the Family Ministry Call Committee. Motion passed.*

The Columbarium Committee reached consensus at their last meeting to move forward with Eickhof Columbaria to secure the first of two 96 Durham niche memorials for our outdoor columbarium. Kienan provided the board with details describing the structure and colors the committee selected. He also provided details on the cost and pricing. The board reviewed the final proposal for the columbarium project.

*Motion made and seconded to approve payment of \$81,200 to Eickhof for the columbarium niche and approximately \$65,000 for the project hardscape. Motion passed.*

The board discussed gathering for a retreat early in the new year. Donna and Iver will reach out to a facilitator to possibly lead the retreat and report back at the next board meeting.

### **Reports**

- **Lead Pastor Report**

The call committee for the Pastor of Young Adults has been rebooted with new energy and a new position description. The new position title is Pastor of Engagement with a focus on those in their

mid-20s to mid-40s. The Pastor of Family Ministry call committee will gather soon for their first meeting. Pastor Sarah is assimilating wonderfully and is making great connections with our community.

We have moved into our new worship format and the feedback has been positive. We will continue to mold and shape as needed. The team is highly motivated and working well together.

The strategic planning team held their first meeting this week and Iver shared the overview of next steps.

We had our first quarter EOS meeting on Thursday, September 26. Our EOS facilitator will be meeting with our staff on October 16.

- **Finance Director Report**

Kienan reported there has been a rebound in attendance numbers since the start of the new worship styles. In prior years the choir was counted at all services. That means we no longer count them at the 10:30 service. If we add 50 people to the second service figures, we would be averaging roughly five more worshipers vs. last year for an average of 679 in person.

While we appear to be trailing in giving significantly, Kienan provided further details. He straight-lined the giving budget. Although we have roughly half of our giving units contribute by electronic giving, the majority of lead donors give via stock or DAF. Like many non-profits, 80% of our revenue come from 20% of our givers. While some of the lead donors do give at specific times each year, there is a great deal of variability in timing. Historically, the fourth quarter is where donation activity accelerates, and Kienan expects us to show positive budget variance by the end of the calendar year. Perhaps more critical is how we compare to prior years. Viewed from this aspect, we are beating both last year and the year prior. We are currently tracking at pre-pandemic levels.

**Visit with a Board Member**

Diane provided a brief update on the Community Room Visit with a Board Member.

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

**Adjournment**

Iver adjourned the meeting at 6:50 pm.

Respectfully submitted,

---

Julie Klein  
Recording Secretary

---

Jay Olstad  
Secretary