

Peace Evangelical Lutheran Church: Family Meeting Minutes

January 26, 2020

Our Purpose Statement: Sharing God's love, growing in faith, and creating community.

Our Guiding Biblical Principles:

1. Worship of the triune God is central to our life together.
 2. We are grounded in Scripture & prayer & we encourage each other to question, listen, & learn.
 3. We believe everyone is loved & worthy of love; all people are welcome in God's kingdom.
 4. We respond to the needs of our neighbors near and far, following Christ's example.
 5. We use our time, talents, and finances for the glory of God.
 6. We promote love and justice for all of God's creation.
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Call to Order

Natalie Cain called the meeting to order. Pastor Sarah gave the opening prayer. Margot Tlusty and Lucy Gebre-Egziabher served as Parliamentarians

Minutes from April Family Meeting

Minutes from the October 27th, 2019 Family Meeting were approved by acclamation.

2020 Budget

Dan Hanner presented the 2020 Budget. Dan thanked the family for giving generously in December, turning what had been an anticipated deficit into a surplus of about \$10,000. Dan expressed gratitude to the family and friends of John Clark who donated to the Peace For The Future campaign at the request of John's family. Dan provided a summary of the 2019 expenses, including a significantly higher water bill than expected due to a broken pipe in February, and higher than budgeted property expenses, in part due to the decrease in the property budget from 2018 levels.

- Peace has a reserve for future congregational retreats because we were able to apply funds from Pastor Sarah's sabbatical grant to the 2019 retreat.
- The church is giving Adela a 12-week sabbatical with the costs of covering guest musicians coming out of the music fund.
- Dishwasher/Laptop fund is negative, but donations for new laptops and other office equipment have already been promised.
- Main expenses this year from PFTF were for improvements related to drainage on the property.
- Recommending 2% staff raises.
- Employee benefits costs have increased.
- Not a lot of control over fixed expenses which are a significant percentage of the budget.
- We are negotiating new rates for Phone and Internet service.
- The property budget line item was increased \$2000.
- We are investigating the possibility of reducing janitorial expenses.
- 2020 budget is 2.7% higher than 2019 and we are planning on an increase in giving of 3%.
- Questions from the congregation:
 - What is the reason for the amount of the contribution to ACCA? Answer: We held the PFTF contribution to ACCA until they requested it, plus \$5,000 from the 2019 budget.
 - What is HOFI? Answer: House of Faith International, who contributes an agreed to amount to Peace.
 - Why does the item for Endowment Fund A say must withdraw \$2,000? Answer: That reflects the minimum size of any withdrawal and does not represent a specific transaction.
 - Deficit and 2.7% increase.
 - Was \$70k making up pledges or increased giving? Answer: Both, there is a natural tendency for increased giving in December.
 - Why did the T-Mobile income increase? Answer: Our contract calls for a 3% increase each year.
 - Will T-Mobile upgrade the tower? Answer: No guarantee.
 - What happens to surplus? Answer: We put it in the undesignated fund.
 - What happened to the Flower Fund? We pulled the Flower Fund out of the budget for 2020. Anyone may provide flowers as desired for \$65 if ordered two weeks in advance, but people can also provide flowers

without ordering through our preferred company (a handpicked bunch of wildflowers or garden flowers, an inexpensive bouquet from Trader Joe's, and other option are all welcome).

- 2020 budget approved unanimously.

Special thanks to Dan Hanner for his stewardship of the church's finances and his dedication

Planned Giving, Memorials & Endowment Committee Update

Ramsey Woodworth provided an update on the status of the endowment funds. Since the amount of the principle in the fund passed the \$50,000 threshold, the interest can be used. There are restrictions on how the funds can be used: members or staff of Peace who are in need, outreach into the community and synod, mission beyond our community and synod, and capital improvements. The committee members are Ramsey Woodworth, Jacque Hill, Bill Duerre, and Sue Clark. The Family approved the allocation of funds to the following:

- \$1600 for Seminary expenses for Nadia Fitzcharles
- \$1600 for a Family Emergency Fund in association with Parklawn Elementary School
- \$1600 to the Village of Hope Capital Fund Drive
- \$3200 for capital improvements to Peace to include improvements to the bathrooms in the Lauxman House

Within the fund, money was put into the ELCA fund rather than low interest earning CDS

Legacy Society

Jacque Hill spoke about the Peace Legacy Society which is comprised of donors who have indicated that a gift be given to Peace in their wills, or by other means for the continued wellbeing of Peace. There will be a plaque to acknowledge the donors, unless the donor wishes to remain anonymous. Contact the Planned Giving Memorials & Endowment Committee if you wish to be a donor.

Pastor's Annual Report

Pastor Sarah began her annual report wishing that everyone in the church could see the difference they make in the church in the hundreds of ways that she encounters on a daily basis.

Pastor Sarah highlighted 4 Things for 2020

- 1) Expand Homework Club and Neighborhood Outreach: Pastor Sarah stated, "I celebrate when people are moved to join the church". Be attentive to who our neighbors are. Work in this area may mean expanding our staffing.
- 2) Renovation Next Steps: PFTF is helping us envision and fund our goals. We are working through a list of fixes. At the end of the three year campaign there will be some money remaining for future construction. In 2020 Pastor Sarah will be thinking about the next step (Finding Two Million Dollars). We will be putting together a small team to consider financing options. Thank you to Ardell Hoveskeland who has taken on stewardship of the Solar program
- 3) Care Team: Pastor Sarah alone cannot keep track of all the personal needs. We want to create a structure, a team of people who communicate with each other to track needs of members (injuries, new babies, etc.) We do some of these things now: members send cards, the prayer shawls are an understated ministry.
- 4) Leaders and Organizational Health: We function differently than our Constitution and By Laws say. This is the year we reassess the Constitution and By Laws.

Pastor Sarah recognized all of the members present at the meeting who had joined the church in 2019. She closed her remarks saying "I love being your pastor, I am well rested and energized."

Property Committee

Anna Hartmeyer stated that the Property Committee has a list of things that need to be done. She asked the Family, please if you see something that needs to be done, do it. Most of the things require time, not money

Nominating Committee Elections

The function of the Nominating Committee is to identify candidates for the Church Council. Alison Hansgate and Ron Maree agreed to serve. Natalie Cain asked for additional nominees and Kristin Stone agreed to serve. All three nominees were elected unanimously

Implementation Team Report

David Whitten provided an update on the Changes to the Master Plan and the vision for Phase 1 of future construction. The Master Plan was approved at the August 2018 Family Meeting. The Implementation Team reconvened the Peace

Ambassadors in early May 2019 to consider potential updates to the Master Plan. The architects (MTFA) provided an updated Master Plan, and drawings and cost estimates for Phase 1 of future construction. The Implementation team met with the architects in November. David presented the architect's renderings of the proposed new entrance, a summary of the changes to the Master Plan and a summary of the construction cost estimates. Phase 1 construction would cost a little more than \$1.5 million. The primary changes will be: new building entrance, parking lot drop off, move and expand narthex, move nursery, and create ADA bathrooms

Questions

- Is the \$1.5 million from PFTF? Answer: a small part will be, but we need to be creative in financing the rest.
- Will there be another campaign? No decision has been made, but an additional campaign to raise money for the construction for Phase 1 is a possibility.

Special thanks to David Whitten for a phenomenal presentation.

Closing Prayer

Natalie Cain gave the closing prayer and the meeting was adjourned. Council liaisons met with their assigned ministries to discuss ideas for the year and offer a connection to council anytime a ministry lead/staff person desired one.