



PLC Leadership Mission Team: Meeting Agenda

Date: July 14, 2020 (Moved up on week to ensure Pr Brad could attend)

Location: Peace Lutheran Church--Room 201

Mission: "Called to make disciples, sent to share Christ."

Beliefs: Peace Lutheran Church is a gathering of diverse people united through the love of Jesus and His command to make disciples.

Invited: Joe Friday-- President, Heidi Nelson--Vice President, Heather Miller, Matthew Pfluger--Treasurer, Lucinda Porter, Kira Labby -- secretary, Amy Lee, Jenny Dehn, Dirk Kagerbauer, Steve Berholtz, Pastor Brad Dokken
Not Present:

Time	Agenda	Results/Next Steps
	Call to Order: Devotion	
CONSENT AGENDA		
	Last Month's Meeting Minutes	CLICK HERE
	Treasurer's Report: CLICK HERE	<ul style="list-style-type: none"> ● Sexton has accepted payment for his services ● Head Start rent had been delayed but now is factored into budget giving us + general fund ● Roof replacement: will be moving forward on securing financing for this necessary project, in the near future <ul style="list-style-type: none"> ○ Lending rates favorable - estimate \$1350/mo ○ Plan to finalize choice of bids / options ● Anticipate finalizing windows for parsonage in next 1-2w ● Adopting policy of deadline for expense reports <ul style="list-style-type: none"> ○ 30d preferred, deadline by 90d ● Adopting some policy guidelines for cash-type transactions reporting / tracking /accounting <ul style="list-style-type: none"> ○ SCRIPS ● President to contact BGC to expedite rent payment

	President's Report: CLICK HERE	Endowment meeting tonight at 5. <ul style="list-style-type: none"> ● Portfolio is currently valued at \$1.05mil
	Pastor's Report: CLICK HERE	<ul style="list-style-type: none"> ● Offering several formats / venues of worship choices challenging and a learning process - will continue to be as inclusive as possible <ul style="list-style-type: none"> ○ Considering options to continue to bridge in-person and remote worship preferences
	Liaison Reports: (Reports should be created using this information and linked to each team) <ul style="list-style-type: none"> ● Care of Congregation (Jenny) CLICK HERE ● Cemetery (Lucinda) CLICK HERE ● Endowment (Joe) CLICK HERE ● Hospitality (Heidi) CLICK HERE ● Mission and Outreach (Dirk) CLICK HERE ● Preschool (Heather) CLICK HERE ● Promotions (Heather) Promotion Team has not met. Link to JULY NEWSLETTER ● Property (Amy) CLICK HERE ● Worship (Steve) CLICK HERE ● Youth (Kira) CLICK HERE 	
OLD BUSINESS		
	COVID-19 Check in	<ul style="list-style-type: none"> ● In person worship precautions seem to be going well ● We will continue to analyze and consider data and trends in relation to church functions ● No known in-person worshippers have been +covid <ul style="list-style-type: none"> ○ We would appreciate that information for contact-tracing and precautionary measures - will make a slide
	Gym Project	Estimated to start at end of July
NEW BUSINESS		
	Staff hours, wages, take home pay It has been brought to the attention of the Executive Team that there are questions about wage disparity, # of hours, and take home pay among the hourly paid staff. It would be wise to take time to examine what the pay scale looks like for PLC hourly paid	<ul style="list-style-type: none"> ● Raise schedule for 2020 <ul style="list-style-type: none"> ○ Raises to 4 curator positions granted ○ Other positions deferred at that time - will anticipate raises for pastor, Kim, Mary, and Sommer for the coming year ● Currently no way to account for individuals' hours / productivity <ul style="list-style-type: none"> ○ Office has some ability to enforce and clarify timesheets ○ Suggestion: ask for written reports of project-based progress to

	<p>staff and figure out if there is a way to ensure that wages are fair.</p> <p>Accountability It has been brought forward that not everyone is being held accountable for how they are working their hours. What measures can be put in place to ensure that everyone is being held accountable.</p>	<p>Leadership</p> <ul style="list-style-type: none"> ■ Curator positions ■ Heather to help with template ■ Roll out by 8-1-20 ■ To be reviewed at Leadership Team
	<p>Women's 12 Step Group</p>	<ul style="list-style-type: none"> ● Will be meeting Wednesday evening 6:30-7:30 room 201 or 205 based on availability
	<p>Choir updates</p>	<p>Anticipate no in-person choir until at least January 2021</p>
<p>ADJOURN</p>		
	<p>Next Meeting Date: Tuesday August 18th 6pm</p>	