

Mission & Ministry Team Meeting Minutes
April 19, 2022

The meeting was called to order by President Daniel Hones, at 5:15 pm.

Present for the Meeting: Daniel Hones, Jim Henning, Carlene Nagel, Kim McCann, Joanie Bauknecht-Peterson, Matt Pingel, Darrell McDougal and Pastor Dave.

Absent: Linda Stibbe and Jessica Olson

1. Devotion and opening prayer by Matt Pingel.
2. Missional Community (Take 10)
3. Pastor's Report:
Pastor Dave reported that Holy Week services went well and we seem to be getting back to normal.

Staff Reports: (the following reports were submitted to MMT members prior to the meeting)

Lead Pastor Report – Pastor Dave Karolus
Vicar Report – Vicar Jacob Sipes
Administrative Manager Report – Paula Breutzmann
Lay Minister Report – Jeff Nielsen
School Administrator Report – David Reineke
Childcare Director Report – Jenny Weyker
Director of Youth & Family Ministries – Blake Brockman
Information Technology Report – Jan Young
Facilities Manager Report – Jay Neitzer
Care Ministry Report – Pastor Dan Kohn

4. Staff-Financial Manager: Nikki Heinzen, report and preliminary budget
The Financial Report through March 2022 was sent to the MMT. About \$65,000 needs to be transferred from savings for some expenses. Offerings are where we have anticipated them to be at this time of year.

The preliminary 2022-2023 budget was distributed to the MMT. The Childcare rates have increased and hourly rates were eliminated from the childcare rate schedule. Typically we budget \$70,000 of income from the School Endowment Fund and that has been increased to \$100,000. There are about \$50,000 of facility improvements that are not in the budget and the funding will come from other sources (School Choice reserve, savings and special gifts). The budget includes a 3% COLA increase for staff and a 2.5% COLA increase for the three highest paid staff. A part time, 20 hours/week, School Counselor position is included in the budget. The SLT will hold off on hiring for this position until the

School Administrator is hired. The final budget will be brought back to the MMT at the May meeting and will go to the voters on June 9th for approval.

5. Associate Pastor Job Description...Review & discuss

The Associate Pastor job description was distributed to the MMT. The Elders are deciding whether to call an Associate Pastor from the seminary or from the field. This is for information only.

6. Personnel Committee Report: Jessica Olson and Linda Stibbe
Compensation Policy revisions:

The Compensation Policy was distributed to the MMT. There was a discrepancy between the childcare discount and the school tuition discount for staff. The policy was revised so that the childcare discount and the school tuition discount are the same for staff. There was information added for Concordia Benefits. A paid holiday was added to include the birthday of the staff member. Motion by Kim McCann, second by Darrell McDougal to accept the revised Compensation Policy, all ayes, 2 absent, motion carried.

Grandfather current employees:

The childcare discount for staff is changing and it is recommended to grandfather current employees in to still receive their previous discount. Motion by Jim Henning, second by Matt Pingel, to allow current employees to be grandfathered in and maintain their current discount, all ayes, 2 absent, motion carried.

Support Staff compensation table:

The Support Staff compensation table was distributed to the MMT. Julia Barnes served as the member at large on the Compensation Committee. Motion by Kim McCann, second by Jim Henning, to accept the Support Staff compensation table, all ayes, 2 absent, motion carried.

7. CLT Update: Carlene Nagel

The CLT recently updated new childcare rates. The CLT hosted a spaghetti dinner after one of the Lent services. Jenny will be working on completing childcare staff reviews and the CLT reviewed and revised the Childcare Cook job description. At their next meeting they will be reviewing the pros and cons of becoming a licensed childcare facility.

SLT Report: Jim Henning

The SLT hosted a social gathering with SLT members and staff. They had a subcommittee work on compensation. There are 203 students enrolled for the '22-'23 school year and about half of them are School Choice seats. Erika Brandt has been hired to be the 2nd grade teacher for next year. The NLSA visit is onsite Wednesday, April 20th and Thursday, April 21st.

The Reineke's will be retiring from Peace. The SLT will be extending a call for a 7th/8th grade teacher to refill Jane Reineke's position. The School Administrator

job description was distributed to the MMT and the SLT will be looking at eligible prospects on the called roster to refill Dave Reineke's position. There is a possibility of needing an interim principal. There will be a Voters meeting on April 24th after the 8:00 a.m. service to allow the MMT to set up a call committee for a School Administrator and the parameters for who will serve on that call committee. Dave will have earned PTO when he retires and that will be paid out through August 15th. Motion by Matt Pingel, second by Kim McCann to pay Dave his earned PTO and cover full family benefits through August, all ayes, 2 absent, motion carried.

Motion by Matt Pingel, second by Jim Henning to approve extending the meeting 15 minutes, all ayes, 2 absent, motion carried.

8. LED Lighting Update:

There is a company changing the lighting fixtures at the high school and Jay was able to have them give us an estimate to replace all of the lights, except in the new building. The estimate was \$50,275 to keep the current fixtures and retro fit them to LED. This project was already in the School Choice Reserve Plan. Motion by Matt Pingel, second by Darrell McDougal to approve the estimate for the LED lighting updates, all ayes, 2 absent, motion carried.

9. Set date of June Voters Meeting: June 9th, 7:30 p.m.

Motion by Matt Pingel, second by Darrell McDougal to set June 9th at 7:30 p.m. for the Voters Meeting, all ayes, 2 absent, motion carried.

10. Announcements and upcoming events:

- Voter's Meeting April 24, 2022, after the 8 am service to authorize MMT to form a call committee for the School Administrator.
- Congregational Survey, 19 questions, hard copy available or scan QR code
- Confirmation May 1st
- Commitment Weekend May 22nd
- National Youth Gathering Meeting in the Fellowship Hall Sunday 4/24/22 11:30 a.m. – 1:30 p.m.
- The next MMT meeting will be May 17, 2022 in the Luther Room. Devotion by Linda Stibbe.

11. Meeting Adjourned/Closing Prayer:

Motion by Kim McCann, second by Joanie Bauknecht-Peterson, to adjourn the meeting at 6:57 p.m., all ayes, 2 absent, motion carried.

Pastor Dave gave the closing prayer.

Respectfully Submitted,
Carlene Nagel