

Peace CLT Meeting Minutes

Meeting: 11/9/2021

Members present:

1. Lenore Blemke
2. Jenny Weyker
3. Bev Pregler
4. Sue Harvey
5. Carlene Nagel

Additional Attendees:

1. Pastor Dave
2. DJ

Agenda:

1. Opening Prayer + Devotion by Pastor Dave
2. Zoom meeting with DJ
 - a. Calling best practices (DJ will send out)
 - b. Childcare staff is hard to come by (teacher and director)
 - i. Wages are vital
 - c. CMIF (correct acronym?)
 - i. Tool to search for candidates to call
 - ii. Reach out to Dave Reineke for support
 - d. Most candidates are coming from outside the church
 - e. Highly recommends identify and develop talent from within
 - f. Reach out to local facilities/Ministries for info on:
 - i. Salary+benefit packages offered to new directors
 - g. Interview questions:
 - i. How do you intend to be connected with others within the Lutheran circle?
 - ii. Interview question recommendations from early childhood consultant
 - iii. Use past performance to predict future performance
3. Determine/Clarify process for hiring
 - a. Hiring committee needs to meet and finalize process
 - b. Clarify job description
 - c. How long do we advertise?
 - d. How many applicants are reviewed?
 - e. Next meetings: 11/17 @ 5:45pm
4. Childcare wage discussion
5. Class reimbursement proposal
 - a. 50% reimbursement at completion
 - b. Balance of reimbursement at 6 months post completion
 - c. Subject to childcare directors' approval
6. Motion
 - a. Lenore motions to approve class reimbursement policy
 - b. 2ND by Sue
 - c. All Ayes
 - d. No Nays
 - e. Motion Carried

7. Lenore to draft agenda for next meeting
8. Closing prayed by Pastor Dave

12/14/2021 Agenda

1. Review and finalize pay scale
- 2.