

**Word of Peace Executive Team  
Meeting Minutes  
August 8, 2017**

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In Attendance:

**Keith Long, *Pastor of Congregational Life and Growth***  
**Linda Thomas, *Director of Administration***  
**Jim Peterson, *President***  
**Michelle Andersen, *Vice-President***  
**Lori Rankila, *Secretary***  
**Mike Van De Riet, *Member-At-Large***  
**Rae Ann Hallberg, *Member-At-Large***  
**Kari Osmek, *Director of Children, Youth and Family Ministry***

**Special Guests:**

**Tim Erickson, *Strategic Planning Team***  
**Greg Heinecke, *Stewardship Team***  
**Mike Sip, *Stewardship Team***

**Devotion: Jim Peterson**

**Opening Prayer: Pastor Keith**

**Approval of July 2017 Executive Team Minutes:** Motion to approve the July Executive Team Meeting Minutes made by Mike Van De Riet and seconded by Rae Ann Hallberg. Discussion – none. Vote – motion carried.

**Agenda Items:**

Financial Update	All/Linda Thomas	
<p>YTD through July, 2017:</p> <p>Regular Offerings to date \$667,525</p> <p>Regular offerings are ahead of budgeted offerings by \$22,767 and last year by \$122,713</p> <p>Total Church Operations Income to date \$825,638 (Includes \$41,338 repayment of 2016 Financial Loss)</p> <p>Total Church Operation Income ahead of budgeted income by \$32,321 (without including the \$41.3K in debt repayment, the church is <b>behind budget by \$9,017</b>)</p> <p>Total Church Expenses to date \$844,353</p> <p>Total Church Expenses are below budgeted expenses by \$27,040</p> <p>Total Income against expenses is <b>\$(18,715)</b>; without including the \$41.3K in debt repayment, Total Income against Expenses is <b>\$(60,053)</b>. Budgeted Income against expenses is <b>\$(78,076)</b>;</p> <p>General Fund Loan from Dedicated \$43,000</p> <p>End of July mortgages are at \$1,579,101</p>		
CYF Discussion	All	
<ul style="list-style-type: none"> <li>• Kari Osmek presented a detailed list of responsibilities and hours that a 20 hour Middle School position would entail. She also listed out the programs that would be cut or minimized without additional middle school ministry hours. Kari also listed programs that would continue but without a middle school person present.</li> <li>• A motion was made to hire Lauren Skare at 20 hours a week through December for the Middle School Ministry position by Michelle Andersen and seconded by Mike Van De Riet. Discussion</li> </ul>		

– none. Vote – motion carried.

- Kari was asked to prioritize all CYF programs (including hours and expenses) for the 2018 budget process.

**Stewardship Discussion**

**All**

- Two of the Stewardship Team Members presented ideas for the upcoming pledge drive; their focus will be on the dollar amounts being pledged (not the number of people). They will have a competition for how many new households and 1<sup>st</sup> time givers they can generate.
- They would like to see more testimonials on all the “good things” the church does for the congregation and surrounding communities. They would like to inform and educate the congregation on where and how their offerings are being used in the church. It was suggested that screen shots be used during the offering time to show the congregation the great things going on in the church.
- There has been much conversation about the fact that our offerings are ahead of budget and significantly above last year, but there are other sources of income which are not making budget which is of concern for generating the total budgeted income for 2017.

**Strategic Team**

**Tim Erickson**

- Tim touched on the high-level initiatives presented at the April Leadership Summit. It was suggested that all teams all touch base periodically throughout the year to ensure they are working toward the initiatives.

**Miscellaneous**

**All**

- September meeting – Start conversation/discussion of 2018 budget.
- All WOPLC staff are to prioritize programs and include expenses and hours associated with the programs for the 2018 budget process.
- Create a volunteer program to get parents/members involved in programs that may be in jeopardy of being cut if staff is not available to run them.

**Pastor Rick's Report:** No report from Pastor Rick as he is on study leave.

**Pastor Keith's Report:**

## **Executive Team - Monthly Report Pastor Keith Long 7/18/2017 – 8/8/2017**

### **Word and Sacrament Ministry**

I continue to do the regular duties expected of me on a daily and weekly basis including: preaching, teaching, worship planning and leading, praying, and studying, presiding at baptisms and Holy Communion, weddings, funerals, visitation, counseling, communicating, being on-call for emergencies, and providing leadership and oversight of the administrative areas of my responsibilities: **Adult Education, Small Groups, Stewardship, Life & Growth, and Communications.**

### **Stewardship Update**

Over the last year I've heard rumblings that Word of Peace doesn't have a *spending* problem but a *giving* problem. The truth as I see it, however, indicates our giving is not problematic but actually pretty *healthy*. Since 2015 giving has *increased every year by an average of \$37,000*. At the end of June 2015, offerings gathered were in the \$500,000 range. At the end of June 2017 offerings are in the \$580,000 range. Currently our pledging households are ahead of schedule, having donated around \$400,000 towards the \$747,000 they pledged at the beginning of the year. Our total giving to date (as of 7/20/2017) was \$642,717.

That's *\$80k more* in just two years' time! Most congregations see that number going the other way. This congregation gives faithfully; they just aren't giving enough to keep up with what is asked of them. The expectations are consistently on the rise (more staff, staff increases, building appeal, etc.) While generating more first-time financial giving participation is important, even critical to our vision and mission as a congregation, these gifts are difficult to predict. Even if our efforts to inspire new givers are successful and they step up and help existing givers close the gap, can we really count on these new gifts to help us achieve our goals or close the end of the year gap on a *consistent basis*? According to our records, current givers are not only giving consistently, but many are also giving consistently more money. It's too bad we can't celebrate this without mentioning that more is needed.

Does Word of Peace have a giving problem? Our financial reports reflect steady improvement in offerings and a track record in closing the gap at the end of the year. How long will givers keep it up before they reach their limit and burnout? Our team is concerned that cases of "giver's fatigue" may increase should expectations continue to challenge the current giving levels and therefore put the health and morale of this staff and congregation at greater risk.

### **Other Commitments**

I enjoyed a week of **continuing education** (July 31 – August 3) to Gettysburg, PN for "Leading Multi-Staff Ministries: Flourishing in Complexity" with lectures from Peter Steinke on pastoral identity and church systems thinking and Susan Beaumont, an expert in larger congregations, who taught us the in's and out's about Staffing and Performance management.

**Pastor Tyler's Report:**

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**Mobile Hope**

Our partnership with Mobile Hope Dayton is continuing to progress. We are currently assembling a group from our congregation who has a particular desire social ministry to coordinate our efforts. If you know of anyone who would like to get more involved with Mobile Hope, please send them my way.

**Ministry Fair**

Plans are underway for the Word of Peace Ministry Fair which will be held Sept 17/18. We will be lifting up the ministry of the congregation and extending invitations for people to become more invested in the life of the congregation through participation in Ministry Teams and small groups.

**Social Ministry**

The social ministry team is helping to plan service events for Serve Sunday (previously God's Word, Our Hand's Sunday). They also coordinated another successful meal for Sharing and Caring Hands.

**Mental Health Task Force**

The MHTF has been evaluating their program offerings and considering how they align with the strategic goals of the congregation. To this end, they are expanding the focus of their upcoming Veteran's event to welcome more people including emergency responders, trauma survivors, and family and friends of those experiencing mental health issues.

**Confirmation Conversations**

This is an area of ministry that may not be often highlighted, but is an important reflection of how God's love is made known. Each year, our 9<sup>th</sup> grade confirmation youth are required to have conversations with staff members or other trusted congregational leaders. The faith of these young people is inspiring. They have learned much from their time in confirmation, and many are excited to deepen their faith as they prepare to enter a new chapter in their spiritual journeys.

**Global Mission**

We have received much interest in the upcoming Mission Jamaica trip. Informational meetings are planned for Aug 20 & 21 and Sept 17 & 18. The trip is scheduled for Feb 17-24, 2018.

**Pastor Kristin's Report:** No report from Pastor Kristin as she is on study leave.

**Next Meeting:** Tuesday, September 12, 2017 at 6:30pm

**Closing – Lord's Prayer**

Respectfully submitted,  
Lori Rankila  
Secretary