

**PEACE LUTHERAN CHURCH**  
APPROVED Board Meeting Minutes  
January 24, 2021

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- I. Call to Order:** 6:35 p.m. at Peace Lutheran Church.
- II. Members Present:** Jon Peterson, Joseph Perez, Jeremy Baumann, Mary Fritz-Barfnecht, Ben Simon, Tim Heun, and Pastor David Hanson.

**Absent:** Kevin Schroeder

**Others:** Judy Jacobson, Marty Malmin, Lori Hartzell

**III. Devotions:** Done by Jeremy

**IV. Open Forum:** None.

**V. Adopt Agenda:**

*Motion to adopt agenda as written Ben/Jeremy/No discussion/Carried*

**VI. Approval of Minutes**

- A. Approval of Ministry Board Meeting Minutes from December 20, 2020

*Motion to approve the December 20, 2020 Ministry Board meeting minutes as written Ben/Tim/No Discussion/Carried.*

- B. Approval of Ministry Board Special Meeting Minutes from January 3, 2021

*Motion to approve the January 3, 2021 Ministry Board special meeting minutes as written Mary/Jeremy/No Discussion/Carried.*

- C. Approval of Ministry Board Special Meeting Minutes from January 7, 2021

*Motion to approve the January 7, 2021 Ministry Board special meeting minutes as written Joseph/Jeremy/No Discussion/Carried.*

**VII. Reports:**

- A. Financial Report: Judy reviewed income and expenses. Ended 2020 with a \$1,612.95 deficit. There was significant change in giving over the main holidays of Easter and Christmas.

*Motion to approve the Financial Report as presented Ben/Jeremy/No discussion/Carried.*

- B. Pastor's Report:

*Motion to approve Pastor's Report as written Joseph/Tim/No discussion/Carried.*

- C. Mark's Report (Director of Youth and Family Ministry):

*Motion to approve Mark's Report as written Joseph/Ben/No discussion/Carried.*

D. Ministry Team Reports: Reviewed.

- i. Missions
- ii. Outreach
- iii. Worship & Music

**VIII. Old Business**

- A. Employee Handbook Update: Changes are proposed to update PTO based on continuous service. The change will accrue after the 6-month probationary period and correspond with the calendar year. Will back date to 2020. Clergy will receive 4 weeks of vacation. Supervisors cannot approve more PTO for other staff. This will be a working document that may need periodic updates.

*Motion to approve Employee handbook with amendments. Ben/Joseph/No discussion/Carried.*

- B. Approve Budget 2021: Proposed budget is \$318,817 income and \$318,817 expenses. Stewardship will meet in two days to discuss ideas to address corresponding needs as they arise in 2021.

*Motion to approve the 2021 budget. Jeremy/Tim/No discussion/Carried*

- C. Care Ministry Team: New team recently approved by the board will now be presented to the congregation at the Annual Meeting. Will be meeting with Pastor David to begin planning how to organize and implement. Will be looking for certain volunteers.

**IX. New Business:**

- A. Annual Meeting: Reviewed agenda. Plan to recognize leads of our teams and what their committees entail.
- B. Winter Leadership Workshop: Planned date February 6, 2021 from 9:00 a.m. to 3:00 p.m. Sandy Fleischman, Sue Buelke and Judy Jacobson will be attending to discuss administrative procedures such as opening and closing the church, what to do with Sunday offerings, business refresher, etc. We will also discuss a plan for “Coming out of Covid!” Our year ahead related to growth, giving, goals and direction of our church.
- C. Pastor’s Housing: Amount will remain the same as last year. Must list in the minutes as it is rolled into Pastor’s salary and needs to be defined for tax purposes. The amount is \$35,000 annually.

*Motion to approve Pastor’s Housing Allowance. Joseph/Tim/No discussion/Carried*

**X. Adjourn:**

*Motion to adjourn Ben/Jon/No discussion/Carried. Adjourned at 7:25 p.m.*

**XI. Closed with the Lord’s Prayer.**

**XII. Information:**

- Next Meeting: February 28, 2021
- February Meeting Devotions: TBD
- February Communion Assistants: TBD