

Approved at the annual meeting January 2020
Minutes from the 57th Annual Congregational Meeting of Prince of Peace
Sunday January 26th, 2019

The meeting was called to order by President Allison Shingleton at 11:55 A.M. Pastor Ballenger led the opening devotions and prayer from the Litany in the Book of Reports.

President Shingleton thanked everyone for attending and encouraged everyone to share their views and opinions. Since ministry at POP is a partnership between members and staff, she thanked all the staff and council for their support.

Mary Scout was appointed to serve as Parliamentarian for today's meeting. President Shingleton appointed Sharon Elliott as timekeeper, Robert McLellan as the head teller.

Mary Scout then explained to the congregation her role as Parliamentarian; to give advice to the chair and any other member who requests it. She also explained the procedures to be used for making a motion during the meeting.

President Shingleton explained that according to our bylaws, a quorum of 49, 10% of our voting members, is needed to conduct business. Robert McLellan reported that there are 70 voting members in attendance at today's meeting and a quorum had been met.

President Shingleton then stated that it has been our practice to limit debate on each topic under discussion to allow an opportunity for everyone who wishes to speak. A motion was made by Sharon Elliott and Seconded by Pauline Ahern, to limit the debate so that each person may speak only twice to an issue for only two minutes each time. Each person may speak only once on an issue until all have spoken that wish to do so, then a person may speak a second time. The motion to limit debate was adopted.

President Shingleton requested a motion to limit meeting to two hours. Bob Price motioned and Ginny Fink seconded. The motion was passed.

President Shingleton next requested that anyone who wishes to speak should line up behind the microphones, wait to be recognized by the chair and state their name before speaking. The time keeper will notify those when speaking when there are 30 seconds remaining, as well as when the two-minute time limit has been reached. This is to ensure that all those who wish to speak will be heard, as well as manage our time efficiently.

President Shingleton then presented the minutes of the 56th annual meeting held on January 28th, 2018. Since there were no additions or corrections, the minutes will stand as presented.

Pastor Brett was then called on to present the report of the nomination committee. He thanked those that served on the nominating committee for their time and service; Bruce Easterly, Joan West, Russ Kramer, Emma Oettl and Pastor Brett. This year, three council members are up for re-election: Bob Price, Liz Dietz and Pam Hann. Three members are leaving; Allison Shingleton will be leaving as President after 4 years; Bryan Ressler will be leaving after one term as Family and Education and Emma Oettl will

be leaving after one year as our Youth Representative. Scott Rush and Kim Syvertsen were nominated for a two-year term and Aimee Morin was nominated for a one-year term as the youth representative.

President Shingleton then explained the voting process and asked for nominations from the floor. Since there were none, the nominations were declared closed and she requested the tellers to distribute the ballots. After a few minutes the ballots were collected, and the voting was declared closed.

The 2018 Treasurer and Financial Secretary's reports were presented. Since there were no additions or corrections, the reports were accepted as presented.

The 2018 Book of Reports were presented. There were no additions or corrections and they were approved as written.

Allison Shingleton reported that we need two people for the Endowment Committee. Steve Hartley and Allison Shingleton were nominated for a three-year term. Allison and Steve were elected.

Pastor Brett presented his report to the congregation. He shared his love for everyone and shared about our caring congregation and our love for one another. He stated this makes him happy and thankful to be a part of POP. He reviewed our Stewardship booklet and stated how exciting it was to be a part of POP.

When talking about last year's budget of \$416,000, we underspent by \$17,600. We did not bring in enough income and we were \$11,000 shy of meeting our budget. Our Stewardship booklet shows how generous we are as a congregation. The council has reduced the budget by \$23,000. Pastor Brett stated three goals for this year.

1. This past year we borrowed from ourselves and we need to pay this back.
2. We need to do a better job of reporting and keeping the congregation informed and help focus on everyone giving time and talent.
3. As shown in the Stewardship Booklet, we as a congregation like to sponsor projects. We will develop a calendar of our projects; Easter Shoes, God's Barnyard, HVAC; etc.

Pastor Brett explained how excited he is that the Summer Meal Program will double this year. We have received a grant from the ELCA, and we want to get other congregations involved.

He explained how the different groups that meet in our church help us throughout the year.

We are planning a joint trip to Israel with Beth Tikvah next year.

New Visions closed. Bridge of Peace Lutheran Church has a food pantry but due to lack of food and staff they are only open one day a week. We are trying to collect more food and train some of our staff to help at their pantry. Also, Deb McClure picks up food from Wawa and drops it off at Bridge of Peace.

Pastor Brett asked if there were any questions and there were none.

At this time, Robert McLellan presented his report on the election of new council members. 416 votes were cast. 36 necessaries. Liz Dietz, Pam Hann, Bob Price, Scott Rush and Kim Syvertsen were elected to a two-year term and Aimee Morin for a one-year term.

Pauline Ahern presented the spending plan for 2019 and this is on pages 8-20. She started with salaries and benefits. The staff were given a choice to leave during this discussion and they chose to stay. The Personnel all received outstanding reviews and the personnel committee recommended a cost of living raise but this is not feasible due to our finances.

We are eliminating the Part time assistant position. Pauline Ahern volunteers her time to write the bills. During Adult Forum, congregant asked that the numbers for Substitutes be placed in the budget.

There was a slight increase in health insurance for the staff due to increases by the Insurance company.

Under the General Expense Plan on page 9, this was \$2,000 less due to Laura Glatz negotiations with office companies. Pastor Brett also stated that our phone system failed this past year and we needed a new system.

Benevolence was under budgeted last year and we cut back to 7 1/2% this year.

Mark Mullen proposed an increase in salary for the staff. Discussion followed.

On page 10 property budget was cut. Council felt we could not give to Reserve for Contingencies. There was a decrease by \$15,000. We will be working on ways to fund HVAC.

Service Ministries receive significant reimbursement: Building Community, Family and Education, Health and Support and Social Missions. Stewardship and Worship and Music cut their budget.

A motion was made by Pauline Ahern that the 2019 spending plan be adopted by the congregation if there are no questions.

John McDonald asked, where was the deficit in the budget? And If we give time off- don't we need to pay substitutes? Allison Shingleton and Pauline Ahern answered these questions. Pastor Brett explained that there was a decrease in worship attendance and a decrease in giving. The question was posed by Pastor Brett- How do we get others to come to worship?

Nancy Bacon stated that at Adult Forum we spoke about "Simply Giving" and that there is a 7% service fee that the church pays for this service.

If you use bill pay at your bank- we do not pay a fee if you use the automatic bill pay. Credit cards also charge a fee.

Kristina Orta questioned page 2 of regular envelope giving. Pauline and Allison explained.

Pauline Ahern reported that we started the year in a deficit.

Motion by Pam Hann: I move on behalf of the church council that the 2019 spending plan be adopted as present. This motion was passed.

Motion from made that the staff receive an extra 5 days off in lieu of salary increase.

Suzie Rose made a motion that going forward we will revisit the motion that we will give the staff time off instead of a salary increase. The motion be amended by striking "from this time forward" and inserting "for 2019". Walter Stridick seconds and supports this motion. We will now vote on the amendment. The motion was approved

Steve Hartley - I move that the vote on the motion for "time off in lieu of salary increase" be by secret ballot. Sharon Elliott seconded. The congregation voted and the motion was defeated. We will not vote by secret ballot.

Allison read the motion that the staff receive an additional 5 days off in lieu of a salary increase. Motion passed.

President Shingleton asks if there is no other business and if not, the meeting will be adjourned.

The meeting closed with the Lord's Prayer.

The meeting was adjourned at 1:15 P.M.

Respectfully submitted,

Pam Hann

Council Secretary