

# Board of Deacons September Minutes- Tuesday, September 10, 2024

## Joint meeting with Trustees led by Pastor Darryl

### Attendance

**Deacons:** Gina Vander-Heiden, Rosanne Holton, Heather Peterson, Chris Krive, Tim Johnson, Tracey Taylor-Kunst, Andrew Bialk, Tom Zvirgzds, Sally Lundquist

### Staff

Darryl Kistler - present

**Trustees:** Mindy Peterson, Tamera Laage, Ken Haines, Stephen Cole, Michael Waite-Kress, Lisa Doctor, Doris Robey, Carrie Colehouse, Pam Liggett, Randy Velzen, Dave Kutsche, Scott Menard, Paula Ellison

### 7:06 called to order

- Sept 29- security training, 2-2.5 hours, lunch provided
- Revenue and Endowment: 49%/51%
  - Staff 64%
  - Property 13%
  - Programs 11%
  - Missions 6%
  - Administration 4%
  - Misc 2%
- Looking at it another way
  - Worship 52%
  - Formation/education 14%
  - Pastoral care 11%
  - Missions 9%
  - Admin 9%
  - Misc 6%
- Bible study/devotion- Fisher of men
- Five keys to making a strategic change
  - Identify questions/concerns on people's minds
  - Overcome status quo bias with stories
  - Make small adjustments
  - Success to build momentum
  - Tend to the relationships that hold the community together
- Table talk- small group discussion of questions-not answers-A2A
  - What is the cost?
  - What is the time frame?
  - How do we sort out the priorities?
  - How many would benefit?

- What is the overall impact?
  - Is there a specific process?
  - Will people be willing to deal with construction?
  - How to stay motivated?
  - How do we focus?
  - Where's the money coming from?
  - What will people think?
  - Can it be done?
  - How much effort on our part?
  - What are the limitations?
  - What will the city allow, is the building capable, are there restrictions
  - What have other churches done/not done?
  - What organizations can help us?
  - How do we know what we don't know?
  - How do we anticipate needs?
  - If 52% of our budget is spent on worship if any of our members or guests can't fully access our worship, how does that not shift our priority currently?
  - Where can we make small changes for immediate change?
  - How do we engage necessary stakeholders?
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- Side by side pictures of sanctuary-past and present
  - Joys and Concerns
  - Lord's Prayer