

**Leadership Team Minutes**  
**Fireside Room**  
**Thursday, December 10**

Present: Ron Coen, Wayne Olsen, John Aune, Kathy Harsch, James Wilborn, Monte Robinson, Peter Nielsen, Julie Langer

The meeting was opened in prayer by Ron followed with devotions by Kathy who read from Beth Moore's *Living Beyond Yourself* and focused on Acts 14:22 and Galatians 1:10. Stressed how important it is to be in the Word and open ourselves to God and the Holy Spirit.

First order of business was Pr Paul's housing allowance. It was moved that effective January 1, 2010, 40% of his salary will be designated as housing allowance. This was approved unanimously.

Delegates for the synod assembly need to be approved at the annual meeting in January. The assembly will be held next year in Vancouver, WA and the dates are May 14 and 15. Names will be finalized at next meeting to be brought for the vote.

Plans are progressing for the Nestingen event in January. Calls are coming in to the church office for information from several outlying churches. The event will be Saturday, January 16 and he will preach at both services on Sunday with a session on Sunday afternoon also. Flyers and registration will soon be available.

The annual budget meeting will be held this Sunday, December 13. An informational session will be at 12:00 in the Fellowship Hall with the meeting and vote to follow at 12:30.

Plans for the Annual Congregational meeting are continuing. Format was discussed and will be similar to last years meeting. The meeting will be Sunday, January 24, 2010.

Kudos to the office staff for doing such a great job with the sign. It's up to the minute and very informative. Keep up the good work—we appreciate it!

Due to the fact that there have been a lack of qualified applicants for the Financial Administrator position and the busy Christmas season, Pat Gilman has agreed to work in to January; the position will be advertised again after the first of the year.

The preschool, which is a part of PLC ministries, does not have charter. Kathy and Wayne will work with the board to develop and submit one.

Vandalism of the conference center was discussed. The recent work party and cleaning the area up of brush and trees has helped. Various ideas were brought forward as to how to maintain and keep the area free from further destruction. This will continue to be a topic of discussion and planning.

Bishop Hofstad has requested a meeting with LT. That is planned for Thursday, December 17 at 5:00. It was requested we move this back to 6 or 7pm as most of us work and will have a difficult time getting to the meeting at 5. Ron will check with him and notify via email.

The next meeting will be Thursday, January 7 at 7pm.

The meeting was closed in prayer by James at 10pm.

Respectfully submitted,

Julie Langer, Secretary

**Leadership Team Minutes  
Fireside Room  
November 19, 2009**

Present: Ron Coen, John Aune, Wayne Olsen, Monte Robinson, James Wilborn, Julie Langer, Pr. Paul Schroeder

The meeting was opened in prayer by John Aune followed with devotions about thankfulness and praise by Julie Langer.

Nominating team had questions that needed clarification. These were answered and will be added to the charter and sent back to Facilitator Jon Ueland.

Letter to Ann White accepting her resignation as Financial Secretary was finalized.

Pr Paul gave an update from his recent trip to Minnesota where he attended the Word Alone Conference. It was again noted that we are not planning on leaving the ELCA but rather gathering information on how we can be most effective to cause reform from within.

The Annual Meeting will be held on Sunday, January 24, 2010. Discussion was held on the format and agenda. Preparations will continue at next meeting.

The Budget Meeting will be held on Sunday, December 13. The actual budget will be handed out on Sunday, December 6 and will be discussed at the meeting prior to the vote. Work continues to finalize the budget by December 2 in preparation for the meeting.

PLC will be hosting Pr James Nestingen who is a noted theologian on Saturday, January 16 and 17. James, Monte and Julie will begin to plan this event.

Financial Report for October was handed out and reviewed by Monte. Income was \$5,000 less than what was forecasted. This is the second month in a row that finances were down. We are currently facing a deficit of \$12,057 for the year. November amounts for the first 2 weeks was very good and November is a 5 Sunday month. Mark Hooper will continue to monitor and report to LT.

LT will be scheduling a yearly meeting for all leaders of PLC's ministries. This is a requirement of our constitution and will be planned for March or April 2010. More updates will follow.

The 2010 Leadership Team Retreat has been scheduled for February 19 & 20—time and place to be determined.

The bishop has requested a meeting with the Leadership Team. This was originally scheduled for Tuesday, November 17 but many were unable to attend due to short notice and conflicts of schedules. This has been rescheduled for Thursday, December 17 at 5:00pm.

Project Lighthouse visits are continuing. Results will be compiled and given to LT to look at the raw data and respond accordingly.

Next meeting will be December 10 at 7:00pm.

Respectfully submitted,

Julie Langer, Secretary

**Leadership Team Minutes  
Fireside Room  
Thursday, November 5, 2009**

Present: Ron Coen, John Aune, Wayne Olsen, Monte Robinson, Peter Nielsen, James Wilborn, Julie Langer, Pr. Art Sortland, Pr. Paul Schroeder.

Special Guests: Birger and Joan Nelson

The meeting was opened in prayer by James followed with devotions by Ron which included 2 poems by Gerhardt Frost from the book *Seasons of a Lifetime*.

We met with the Nelsons to discuss their letters to LT and the congregation as well as the concerns they have.

LT will be launching an additional page to the website reserved for frequently asked questions and to provide clarity regarding congregational issues. Announcements will be made as we get closer to the completion.

MOT has provided an updated report of their giving for the year. This was reviewed by LT and no changes were recommended.

It was unanimously agreed upon by LT that weekday Advent offerings will go to the Manna Ministry unless otherwise specified on the check or offering envelop.

Bishop Hofstad has requested a meeting with members of LT to discuss concerns. He hopes to meet with all congregations of the Synod. This meeting will be on Tuesday, November 17 at 5pm.

Finances were reviewed briefly though the final numbers for October were not yet completed. Giving is still down, though November is a '5 Sunday month'. The annual budget meeting will be Sunday, December 13 with the budget packet being handed out on Sunday, December 6.

The Nominating Committee has been meeting and soon will be contacting potential LT candidates. LT reviewed a letter to be handed out to all candidates stressing the importance of the documents they will receive including the *What We Believe, Preach and Teach* document which was developed earlier this year by LT and the pastors and presented to the congregation during the summer.

It was requested we continue to keep Pat Lelvis in our prayers as she is currently on a mission trip to Pakistan and Afghanistan.

Next meeting will be Thursday, November 19, 2009.

Respectfully submitted,

Julie Langer  
Congregational Secretary

**Leadership Team Minutes  
Fireside Room  
Thursday, October 22, 2009**

Present: Ron Coen, John Aune, Kathy Harsch, Monte Robinson, Wayne Olsen, James Wilborn, Julie Langer, Pr Paul Schroeder

The meeting was opened with devotions by James followed in prayer by Ron.

The September financial report was dispersed and reviewed by Monte. Giving for September was down 12%--year to date we are at a deficit of \$8,153. This will be monitored closely by Mark Hooper with weekly reports to LT.

Proposed budget will be handed out to the congregation on Sunday, Dec 6 and the yearly congregational budget meeting will be held Sunday, Dec 13. Discussion will be held prior to the vote.

The Fireside chat held Sunday, October 18 was well attended. A reminder of the upcoming Fireside chat on Sunday, Oct 25 between services in the fellowship hall.

There will be a Word Alone conference November 15-17 in Roseville, MN. It was decided to have representation from PLC. Pastor Paul will review his schedule and let LT know as soon as possible. Ron will serve as second if Pr Paul is unable to attend.

A policy for the use of the sign was reviewed and approved. At this time the office staff will be responsible for changing the messages.

*Operation Lighthouse* training will be this Sunday, October 25 and also Wednesday, October 28. Materials were reviewed and approved.

Upcoming LT meetings are as follows:

- Thursday, November 5
- Thursday, November 19
- Thursday, December 10
- Thursday, January 7
- Thursday, January 21

The annual meeting will be Sunday, January 24.

There will be one vacancy on the LT for next year. The nominating committee is currently meeting and looking at candidates and will be interviewing in the upcoming months.

The meeting was closed in prayer by Pr Paul at 9:15.

Respectfully submitted,

Julie Langer, Secretary

**Leadership Team Minutes  
Fireside Room  
Thursday, October 8, 2009**

Present: Ron Coen, John Aune, Wayne Olsen, Monte Robinson, Kathy Harsch, Peter Nielsen, Julie Langer, Pr Paul Schroeder, Pr Art Sortland

The meeting was opened in prayer and devotions by John. He read an excerpt from the book entitled "*The Power of Simple Prayer*" by Joyce Meyer.

Ron briefly spoke on his trip to Indiana to attend the CORE (Coalition for Renewal) convocation. After much discussion a motion was brought forward which states:

-In response to decisions made at our recent Church-wide Assembly regarding the authority of Scripture; in light of our Purpose Statement, Mission Statement and our What We Believe, Preach and Teach document: with a desire to renew and reform from within the ELCA; Peninsula Lutheran Church will pursue affiliations with other orthodox reform and renewal movements like, but not limited to: CORE (Coalition for Renewal), LCMC (Lutheran Congregations in Mission for Christ) and WordAlone.

This was seconded, discussed and unanimously approved. It was decided to bring information forward to the congregation regarding this in many different ways. Possibilities are but not limited to: LT members attending and speaking at small groups, Fireside Chats, Lights articles and letters.

In light of the recent vote at the Church-wide Assembly, there has been growing concern coming forward regarding our benevolence dollars and if they are continuing to fund the ELCA. The current benevolence formula is:

Berkley Theological Seminary	1%
PLU	1%
Trinity Lutheran College	1%
Southwestern WA Synod	10% (37% passed to ELCA)
Mission Outreach Team	5%
Manna Ministry	.5%

The motion was made to reallocate the various percentages of the overall benevolence to be more in line with our belief statement. Funds sent to the Synod will be designated for Synod use only and not directed to the ELCA. This was seconded, discussed and passed unanimously.

Suggested changes:	
Luther Seminary	1%
Pacific Lutheran University	1%
Trinity Lutheran College	1%
Mission Outreach Team	5%
Manna Ministry	1%
Southwestern WA Synod	3% (designated for synod only, no pass through to ELCA)
CORE	1.5%
LCMC	1.5%
WordAlone	1.5%
Lutheran World Relief	1%
ELCA Global Missions	1%

The motion was made to accept the revised benevolence formula as noted above.

This was seconded, discussed and passed unanimously.

LT will request a report from Mission Outreach Team (MOT) of their current allocations of funds.

A decision was made to communicate the above redirection of funds to the congregation via a letter which will be followed by Fireside chats to discuss and answer questions further. These forums will be held in the Fellowship Hall on Sunday, Oct 18 and Oct 25 between services.

John reported the Stewardship team is continuing to work on developing their plan for every member visits and home blessings which will occur in November. Training sessions will start soon for those who will be visiting. Information will be dispersed soon.

Kathy gave an update on the application for the \$10,000 SWWA Evangelism Grant we are applying for. The proposed project is called "Bridging the Gap"—bridging the gap between God and our community and bridging the gap between generations. The proposed start date would be Fall 2010 during Advent through Lent 2011. The program would build upon Wednesday Night Family Night (WNFN). The application is due next week.

The Natural Church Development (NCD) team which will be working with Pr Valinda Morse is comprised of: Jerry Alexander, Donna Doherty, Arlie Rue, Pat Lelvis, Jim Holland and Kathy Harsch-LT Liaison.

The next meeting will be Thursday, Oct 22.

The meeting was closed in prayer by Pastor Paul at 10:20pm.

Respectfully submitted,  
Julie Langer, Secretary

Leadership Team Minutes  
Fireside Room  
Thursday, September 10, 2009

Present: Ron Coen, John Aune, Wayne Olsen, Kathy Harsch, Monte Robinson, James Wilborn, Peter Nielsen (via conference call), Julie Langer, Pr Paul Schroeder.

Meeting was called to order at 1830 by Ron Coen.

It was decided to send Ron Coen to the Lutheran CORE (Coalition for Reform) convocation in Fishers, Indiana on September 25 and 26. The theme of this gathering is entitled "What after Minneapolis?". Ron will be meeting with others to discuss and plan ways for confessional Lutherans in the ELCA to work together in the upcoming months and years.

Pastor Paul has drafted a letter to the congregation in response to the recent ELCA vote. LT has read this letter and unanimously approved the content and the distribution.

Providence school has requested PLC forego rent payment for the 2009-2010 school year. Their enrollment is down considerably this year and they have laid off the director as well as the principal. Their administrative help will come from parent volunteers. It was moved that we forgive rent for the above noted school year, have the lease re-written for this school year and will revisit next school year. This was unanimously passed. James Wilborn abstained from voting.

The annual meeting will be scheduled for January 24, 2010.

This portion of the meeting was closed at 1930. Members of the Stewardship Team, Treasurer and Financial Secretary joined LT.  
Those present included: Pat Gillman, Mark Hooper, Ann White, Susan Wilborn, Ginny Sims, Nancy Polen, Matt Sievert, Pr Art Sortland.

Meeting was opened with devotion and prayer by Pr Paul Schroeder.

Pat gave an update and overview of the Summer and Fall 2009 "Preparing the Soil" programs—Simply Giving Campaign (on-line giving also), Youth and Family Ministry Opportunities and PLC Ministry Highlights—bulletin board and signage as well as website improvements.

Proposed projects were discussed and will continue to be developed. Many thoughts, concerns and ideas were discussed.

Mark Hooper gave a brief financial update and is actually encouraged—giving is up 9% and cash flow at the end of August was \$6,500. Overall expenses YTD exceed income by \$3,500.

It was decided at this time that Stewardship team along with Leadership Team and other volunteers will do an “every member visit”. This will involve a short visit along with a time of prayer and blessing of the home—also a time to listen. A team comprised of Ginny Sims, John Aune, Pat Gilman, Pr Art and Pr Paul will draft a letter to be sent to members to introduce this. Training will be made available for those who will be doing home visits. Stewardship Team members will give update at next LT meeting.

Meeting was closed in prayer by Pr Paul.

Next LT meeting will be October 8.

Respectfully submitted,  
Julie Langer, Congregational Secretary

LT Minutes  
Fireside Room  
August 12, 2009

Present: Ron Coen, John Aune, James Wilborn, Monte Robinson, Peter Nielsen, Wayne Olsen, Pr Paul Schroeder, Julie Langer,

Monte opened the meeting with prayer and devotions from *The Essential Jesus*; a devotion entitled The Leadership Style of Jesus.

John gave a facilities update—the planning group consists of John, Wayne, Kathy, Rick Covert, Chuck Perry, Terry Sutton and Ted Bueth. The group has had one meeting and they are currently developing a charter which will be presented to LT for approval. They will meet in early September and will be working on a facilities assessment with a report to follow.

The financial report for July was handed out and reviewed by Monte. Cash flow at the end of July was \$1K—YTD actual deficit of \$12K. August will be a 5 Sunday month so hopefully that will help. Next meeting will be devoted to financial status and invite the Stewardship team and Treasurer for brainstorming session.

MOT has asked for LT to approve \$1192 to be dispersed to Empowering Life (MOT needs LT's approval for amounts >\$1k). This was unanimously approved.

Currently 1% of our Benevolence monies go to the Seminarian Fund which helps those in our congregation who are enrolled in the Seminary. Currently we have no one that we are sponsoring and we have \$10,900 in the fund. It was proposed that we allocate the 1% temporarily to MOT for them to distribute (LT's recommendation would be Manna Ministry). We will revisit this change in funds at our first meeting in January 2010. This was approved unanimously.

Confirmation update—Pr Art has a letter he would like to send to the families of middle and high school youth outlining the plan for Confirmation instruction along with the curriculum. LT has approved the plan the MS/HS ministry team is proposing which is education between services on Sunday mornings as well as Wednesday evening lessons and time of fun and fellowship. LT supports a volunteer led program at this time and recommend this team developing a charter to be reviewed by LT. The team is also looking for additional volunteers to help with the youth.

Nothing to report on a possible replacement for our vacant youth director position. Ron will place an ad in the Synod newsletter.

At last meeting a list of names was developed for the NCD ministry. The list continues to be winnowed down and Kathy will be contacting members to participate in this ministry. More information will follow when this team has been developed.

Possible dates were discussed for a Fireside Chat in September. This will be advertised once the date and speaker have been "firmed up". The discussion will be focused on the ELCA Assembly meeting in Minneapolis next week.

Pastor Paul proposed a change to Jordan Brook's contract since he has added the responsibility of VBS Director to his job duties. With this has brought an additional workload and hours. He is currently contracted for 25-30 hours and it was proposed that we change his contracted hours from Aug 1-September 18 to be 30-35 per week. This was approved by all LT members.

Next meeting will be Thursday, Sept. 10 at 7pm.

The general meeting ended at 9pm. LT met in Executive Session from 9-10pm. The meeting was closed in prayer by Ron Coen.

Respectfully submitted,

Julie Langer, Secretary

Leadership Team Minutes  
Pierce County Library  
Thursday, July 30, 2009

Present: Ron Coen, Peter Nielsen, John Aune, Wayne Olsen, Monte Robinson, Kathy Harsch, James Wilborn, Julie Langer,

Meeting was opened in prayer by James followed with devotions by Wayne.

Kathy gave an update on the evangelism grant team proposal and ideas they are working on. More updates to follow.

Confirmation for high school and middle school was discussed. Sunday mornings between services will be when the majority of instruction will be given. The plans are still progressing and a letter will be sent out to families soon with the final plans for fall.

Names were surfaced for development of an NCD study team. This team along with LT liaison Kathy Harsch will be meeting with Valinda Morse to review the results of the survey that was taken last winter. This team be chartered and will develop a plan for evangelism and helping to “reverse the slide” as well as looking at the structure within our church and helping to equip members to “plug in” to the life of our congregation. Updates as they become available.

The nominating committee is in need of a convener—this person is a non-voting member and someone who has been on the committee previously and familiar with the process. It was recommended unanimously that Jon Ueland be asked to fill this position. Contact will be made with Jon and update will be given to LT at next meeting.

Monte reviewed the finance report for June. Our monthly deficit is \$5900, year to date actual deficit is \$9100. We do have a positive cash flow of \$3000 though. We will be hearing from Ron and Gini Sims (Stewardship team) during the Sunday services.

The final stages of prepping for the sign will be done later in August. There will need to be a trench dug to bring power to the sign. Maplewood Contractors will be doing the asphalt work to repair and cover the trench as well as fill in the sunken hole in the parking lot.

The next LT meeting will be August 12.

Meeting closed in prayer by Ron at 8:55.

Respectfully submitted,

Julie Langer, Secretary

## Leadership Meeting 7-9-09

Members Present: Ron, John, Wayne, Kathy, Peter, James, Monte, Pastor Paul and Pastor Art.

John opened the meeting in prayer.

The vision and mission statement was finalized after discussion and some minor changes. Tentative roll out will be scheduled for the fall. Small part reads as follows, "This congregations intent begins with faith full believer's in Christ reaching out to everyone with open arms and warm hearts. The lost and the lonely, the familiar and unfamiliar, and the sick and lame, the churchd and the unchurched, these are they and many more that will always be welcome at the doors of Peninsula Lutheran Church..."

Our financial situation has not changed. The team brainstormed numerous strategies to deal with the current shortfall. We are going to tell the story to the congregation with all the facts and figures. Our prospective will be from a church of abundance, not of scarcity. Truth is God provides everything that is necessary on this campus to do ministry, that is God's promise. Jesus said "I came so that you may have life in abundance." In 2 Corinthians chapter 8 vs 1-9 and vs. 15, the declaration of the Macedonians that when in scarce times, they begged Paul to give more to help the faithful in Jerusalem. Tendency in our world today is when times get tough, we hold back . We want our approach to be counter intuitive, not to hoard, but to trust God to provide.

Our plan is to schedule a multifaceted and multi-tiered approach, including but not limited to, temple talks, first class letters, e-mail blasts, fireside chats, personal visits, skits, videos, and sermons. Ron is coordinating with other team members, stewardship committee, and treasurer to get the ball rolling.

Leadership team is hosting two fireside chats in the fellowship hall; the 19th and 26th of July on the newly created what we believe document.

A proposal was made to fix the holes in the parking lot and get power to the sign. This needs to be done to avoid any liability issues. We will use some of our limited budget resources and existing manpower from the church to accomplish this.

At a later date we will address when the ceremony will be thanking the Hultgrum's and commissioning the new sign.

Affirmed children's choir director position and will move forward with interviews and filling the position.

Investigating, evaluating and exploring the potential for more contracted staff to help fill in some of the gaps.

Interest from some members of the congregation for a formal class that will address ways to study the bible.  
Tabled the discussion for now and will address at a later date.

Peter lead devotions on Exodus 16:4 "Tested by the blessings".

Pastor Paul closed us in prayer. The meeting was adjourned at approximately 10pm.

Respectfully submitted by Monte Robinson for Secretary Julie Langer.

**Leadership Team Minutes  
Fireside Room  
Wednesday, June 24, 2009**

Present: Ron Coen, John Aune, Kathy Harsch, Wayne Olsen, Monte Robinson, Peter Nielsen, James Wilborn, Pr Paul Schroeder, Julie Langer.

Special Guest: Pr Art Sortland

The meeting was opened in prayer by Pr Art followed with devotions by Julie.

The final draft of the Belief Statement was presented and approved by all present. Pr Paul will devote his sermon to this on July 12 and all members will be given a copy. There will be fireside chats on July 19 after both services and also on July 26 between services for members to meet with Leadership Team members to discuss.

Pr Art discussed ideas for the mission statement. This continues to be a work in progress and will be discussed further at upcoming meetings.

Kathy, Pr Paul and Wayne recently met with Providence and the Preschool board. Discussion was held on improvements to the playground and PLC North property such as lawn and fence repair, trees that need to be taken down, playground equipment and a picnic area. This will also benefit the middle school, high school and adults—an “outdoor ministry venue”. They will meet again with these groups to discuss developing a proposal as well as ideas for funding and volunteers that will help.

The next meeting will be held Thursday, July 9 at 7pm.

The meeting was closed in prayer by Pr Paul at 9:15.

Respectfully submitted,  
Julie Langer, Secretary

**Leadership Team Minutes**  
**Fireside Room**  
**Thursday, June 10, 2009**

Present: Ron Coen, John Aune, Wayne Olsen, Kathy Harsch, Monte Robinson, Peter Nielsen, Julie Langer, Pr Paul Schroeder.

Guest: Fred Simon

The meeting was opened in prayer by Monte Robinson followed by devotions by Kathy Harsch.

Manna Ministry was represented by Fred Simon. The charter was reviewed with LT and overall agreed upon with the exception of a few minor revisions. It was decided upon that the Mission monies that have been building and were supposed to go to MOT for missionaries be split with ½ going to MOT and ½ going to Manna Ministry as seed money. (Monies for Missionaries was coming out of the regular MOT benevolence fund. Since this has been discovered, all monies will go to benevolence fund for MOT to dispense as noted in minutes from May 14 meeting.) Manna Ministry guidelines were also reviewed with LT.

The congregation trend report which is compiled by the ELCA was reviewed by LT. Overall, the weekly attendance is down by 37.4% over 6 years. The significance of this report was reviewed as well as what this means in the future. Bottom line...we need to fill the pews and increase our weekly giving. This continues to be looked at and plans will be formulated in upcoming months.

Final mission statement is reviewed and accepted. We need graphics for it and decide on time to "roll-out" congregation wide.

The "master plan" was explained and reviewed by John. This will be a 'work in progress' regarding our current facility and assessing that as well as the PLC north and what we will eventually do as far as future facilities. John would like to bring together a team to develop a charter and work in this ministry. Names were surfaced and John will be contacting members for involvement.

At the recommendation of our lawyer Mark Roberts, all talks with Pierce Transit are finished. We want to acknowledge Jerry Allen who has worked tirelessly on this task and we appreciate and thank him for that. This update will be presented in the July Lights.

The May financial report was reviewed by Monte. Despite our declining attendance, giving is up 7%. We need to do continued diligence. LT will authorize Pat Gilman to pursue options for on-line giving through the most cost-effective means. It will be important to continue to educate and communicate regarding responsible stewardship.

Work will begin on installation of the sign. The blacktop will need to be torn up to bring electricity to it. When this is finished and the blacktop is repaired, we will also have them do repairs on areas of our parking lot that are dangerous i.e. sinking or splitting.

Kathy will be contacting individuals to take part on a team to write an application for an Evangelism grant worth \$10,000 which the Synod is offering.

LT has encouraged Prison Ministry to transition to a new nonprofit 501(c)3 organization called Empowering Life. This transition will enable the group to apply for a much wider range of grants to support the ministry. The new organization will have its own board and will assume responsibility for the work of Prison Ministry. The relationship of PLC to this new ministry will be the same as our relationship with several other 501(c)3 organizations we support, such as Habitat and Hilltop Community Center. Members will be encouraged to volunteer for work with Empowering Life.

Remember the grounds clean up on Saturday, June 20 at 8:00am.  
Next meeting will be Wednesday, June 26 at 7:00pm.

The meeting was closed in prayer by Pastor Paul.

Respectfully submitted,

Julie Langer, Secretary.

Leadership Team Minutes  
Fireside Room  
Thursday, May 28, 2009

Present: Ron Coen, John Aune, Monte Robinson, Wayne Olsen, Kathy Harsch, Peter Nielsen, Pr Paul Schroeder, Julie Langer.

The meeting was opened with prayer by John followed by devotions from Ron.

The Manna Ministry charter was brought to the LT for approval. There were a few revisions that were suggested and will be taken back to the team. Final approval will be at the next meeting.

The Belief Statement continues to be a work in progress but close to being finished. This will be approved at the next meeting along with the updated Mission Statement. Pr Paul, Pr Art and Wayne will continue to work on this.

Synod assembly updates were given to the rest of the team. Discussion around options for Cultural Competency Training was discussed. Will look at options from Focus on the Family and also Word Alone for more materials.

It was announced at the Synod Assembly that the Outreach Board will be offering one \$10,000 grant to a congregation in our synod that has the best plan for a program or project concerning evangelism that “furthers the work of the Church in our community”. It was decided by LT to select a team of 5 or 6 individuals to formulate a plan and submit the application for this grant by October 15. The team will then be “sunsetting” once this process is finished. The importance of having an Evangelism Team/Ministry was discussed and will continue to take shape throughout the year.

There will also be a team formed to focus on the results of the NCD survey that was taken in earlier this year. The team will work with Valinda Morse to review the results and work on areas to improve and grow in the life of the congregation.

The contract for Nate Sears will be amended and extended from June 1 to July 31, 2009. It was proposed to accept this contract with the extension and was agreed to unanimously.

Reminder for upcoming events:

- Fireside chat with Ron Hoyum on Sunday between services to discuss the Social Statement and Sexuality Study.
- Habitat for Humanity Project—June 5 & 6—they need painters.
- Grounds clean-up on Saturday, June 20.

Next Leadership Team meeting will be Wednesday, June 10.

Respectfully submitted,  
Julie Langer, Secretary

**Leadership Team Minutes  
Fireside Room  
Thursday, May 14, 2009**

Present: Ron Coen, John Aune, Wayne Olsen, Kathy Harsch, Monte Robinson, Peter Nielsen, James Wilborn, Julie Langer, Pr Paul Schroeder.

Special guest: Dave Langer

The meeting was opened at 7pm by Kathy in prayer followed by devotions from John.

We continued the training CD by Richard Hammer, this weeks installment was Reducing Legal Risks. Last year 1 in 50 churches were sued. This CD had several recommendations for decreasing risk as well as training of church "boards" and the implementation of a safety committee. This will be discussed further.

Sign update. It is the desire of the LT to contract Gig Harbor Waterfall to install the new sign. Payment will be from the Hultgren memorial. No specific date as to when work will be done or when there will be a dedication/celebration with the Hultgren family.

Pastor's housing allowance. Motion was made by Ron Coen that 40% of Pastor Paul's salary be allocated for housing allowance and 60% salary. Seconded by Peter and voted on by group which passed unanimously.

Proposed change to Missionary fund and Manna support which is controlled by MOT. Benevolence has been placed in to 2 separate "pots"—1% for missionary and 3.5% for general support. It has been proposed to combine these 2 in to 1 fund and contribute 0.5% of funds to the Manna Ministry. LT will continue to have the ability to redirect these funds if they are no longer needed with Manna. This was voted on with 7 voting yes and 1 abstention.

Mission Outreach Team has requested a contribution of \$2000 to Habitat for Humanity. This was voted on and passed unanimously.

Wayne and a subgroup of the LT have been working on a belief statement. This draft was reviewed and continues to be a work in progress with final approval scheduled for the next LT meeting.

The next Fireside chat will be Sunday, May 31 between services and will feature Pr. Ron Hoyum from the Synod. He will be discussing the Social and Sexuality Statement from the Synod and what this means. All are encouraged to attend.

Financials for April were reviewed and showed that giving was up 6% for the month which included Easter. We are even year to date and 25% below the requested budget.

Dave Langer gave a Powerpoint presentation on ideas for "Electronic Outreach." Many ideas were presented and will be discussed at upcoming meetings.

Next meeting will be Thursday, May 28 at 7pm.

Synod Assembly this weekend at Hotel Murano in Tacoma.

Meeting was closed in prayer at 10:10pm by Pastor Paul.

Respectfully submitted,  
Julie Langer, Secretary

**Leadership Team Minutes**  
**Fireside Room**  
**Thursday, April 16, 2009**

Present: Ron Coen, John Aune, Pr Paul Schroeder, James Wilborn, Peter Nielsen, Monte Robinson, Kathy Harsch, Wayne Olsen, Julie Langer.

The meeting was opened with prayer and devotions by James.

The training CD was continued at this meeting. This weeks' installment was on Personnel Issues. It was highly recommended in the information to have a *Standards of Conduct* for all employees to abide by. This will be discussed with the Personnel Ministry Team.

Review of the top 4 main goals for 2009 which were decided on at our retreat.

1. Additional Clergy
2. Master plan for PLC...not just the campus but PLC as a whole
3. "Reversing the Slide"...getting members involved and back in church as well as community interaction.
4. NCD paradigm

We will discuss at next meeting how to approach these and develop task forces.

It was decided to have our belief statement completed by May 10. Wayne along with Kathy, James, Peter, Julie and the pastors will be meeting to develop.

Mission Outreach Team requests \$1500 to the Bolivian Missionary Training School for office equipment. The Kraft family who has been to our congregation and who are partially supported by PLC is involved with this school. It was voted on and passed to send these monies. Ron will contact Pat Lelvis.

Monte reviewed the financials from March and giving continues to be down. There is not a trend to follow yet for this year, but contributions are down for the year.

Pierce Transit has yet to respond to the letter sent to them last month by Mark Roberts. Ted Buethe is helping with getting inspections and bids so the buildings will be inhabitable again. The utilities have yet to be turned back on. It was recommended to keep track of the expenses associated with this and those will be passed on the PT for reimbursement.

The new PLC sign will be delivered within the week. Gig Harbor Waterfall will be hired to install it also. We will need to have a work party to clear the area. Once the sign is in place, there will be a dedication and acknowledgement of the Hultgren family for their generosity.

The library is moving ahead and bookcases will be ordered. This continues to be a work in progress and updates will be given as necessary.

Julie reviewed the meeting dates and times for the year. Meetings for the month of June were changed to Wednesday, June 10 and Wednesday, June 24 at 7:00pm. The rest of the meetings are unchanged from what was reported on in the February 1 minutes.

The next Fireside Chat will be Sunday, May 10 and Pr Ron Hoyum will be with us to discuss the ELCA's Sexuality Statement.

Ron gave an update on a recent meeting with Prison Ministry which involved Pr Paul, Pr Valinda Morse, Sharon Peterson, Joan Nelson and Ron. It is the recommendation of LT that Sharon obtain a 501(c) 3 with a board which could be her "employer" and provide accountability. We recommend she do this in a timely manner. Until such a time as the ministry becomes a 501(c)3, funds donated to this ministry are not tax deductible and anyone interested in donating should do so directly to Sharon.

There will be a luncheon sponsored by Word Alone during the Synod Assembly on Saturday, May 16 at Hotel Murano. Pastor Mark Chavez, Word Alone Vice President and Lutheran CORE Director, will be the speaker. His topic is "Right in Whose Eyes?" and will be timely and informative. As our church struggles with its very essence, Pastor Chavez's talk will answer many of those burning questions. Suggested donation for lunch is \$20.00 and needs to be in by May 8th.

Pr Paul gave us a brief update on his "Coaching" process with Ministry Coaching International.

Next meeting scheduled for Thursday, May 14 at 7:00pm.

Meeting closed in prayer by Pastor Paul at 2205.

Respectfully submitted,  
Julie Langer

(Amended April 23, 2009)

**Leadership Team Minutes  
Fireside Room  
Thursday, March 12, 2009**

Present: Ron Coen, John Aune, Wayne Olsen, Pr Paul Schroeder, Kathy Harsch, James Wilborn, Monte Robinson, Julie Langer.

Special guests: Jerry Allen, Mark Roberts

Meeting was opened in prayer by Julie and followed with devotions by Wayne.

Jerry and Mark were asked to the meeting to update us on where we are with Pierce Transit. Final papers had been signed in January and no progress has been made since to close the transaction. According to Mark, PT is in breach of contract and despite numerous phone calls there has not been a response. It is Marks recommendation that since there has been little to no response and they have no plans to build in the near future, to send them a letter with our concerns and that we plan to retain ownership and re-occupy the premises. Once the letter has been sent and we have a response, LT will invite Mark and Jerry to a meeting with the congregation to discuss the happenings up to this point and what direction we will be going in.

Financial report from February was handed out and reviewed. Giving for February was down 1% from last year. There is concern that we will fall behind in expenses and also in the budget. It was recommended to invite Pat Gilman and Mark Hooper to the retreat to discuss this and any recommendations.

Response to the sexuality study will be discussed at the upcoming LT retreat. Possibility of having another fireside chat with Ron Hoyum will be decided also.

Reminder of "Fireside Chat" Sunday in the sanctuary between services with Pr Valinda Morse, to discuss the results of the NCD survey.

Planning continues of the agenda for the upcoming LT retreat on March 27 and 28. Ron will send out a final version of the agenda prior to the retreat.

Upcoming events: Sunday, March 29 one service only at 10am and our missionary Barbara Robertson and her Bishop Jacob Mameo will be present.

April 18 and 19, Dr James Nestingen from Luther Seminary will present "The Annual Lay School of Theology" at Silverdale Lutheran Church.

Annual LT retreat March 27 and 28.

Respectfully submitted,  
Julie Langer, Secretary



**Leadership Team Minutes**  
**Fireside Room**  
**Thursday, February 26, 2009**

Present: Ron Coen, John Aune, Wayne Olsen, Monte Robinson, Kathy Harsch, Julie Langer, Pr Paul Schroeder.

Special guests: Matt Misterek, Fred Simon

The meeting was opened in prayer by Kathy. Devotions entitled “Be Still and Know” were read by Julie which emphasized the importance of finding quiet time during our day to pray and **listen** to what God is saying to us.

Concerns were raised re: adding links on our website. While the general site of the ministry requesting that we add them to our website may be well-intentioned, upon closer review there may be a lot of political undertones. Cheri Campbell, Dave Langer and Annette Plymale will create a policy on this and present it to LT for review.

Lead pastor job description has been finalized and voted on. This updated description is very clear and has measurable goals. This was passed unanimously by members present and will be forwarded to Personnel Ministry Team.

Matt and Fred were welcomed back to the group and presented their plans and charter for the “Loving Your Neighbor” ministry. This is a people in need fund created for members of PLC and as it grows will be reaching out to the community. They have met with members of Chapel Hill’s Titus program as well as St Nicholas/St Vincent De Paul’s program. LT will designate the offerings collected during Lent to be seed money for this project. They are recruiting members and have the goal of April for launching the program.

The annual Leadership Team Retreat will be Friday, March 27 from 6:30 pm-9:30 pm and continue of Saturday, March 28 from 9 am-5 pm. Nancy Moore has graciously offered her home for the venue.

The group that has done our audit in the past no longer does complete audits for 501(c) 3’s. However, they do partial audits which will still meet the requirements of the ELCA at a lesser cost. This will be done in the near future.

There has been a request by the Peninsula Civic Orchestra to use our music room for their practices. This has been granted by LT.

Update on Pierce Transit—all papers have been signed but there has been no movement since. Mark Roberts is attempting to contact PT and will be sending a

letter requesting update and explanation. Updates as available will be shared with the congregation.

Updated reports from the ELCA re: human sexuality study and recommendations were handed out for our review. This will be discussed further at our next meeting.

Upcoming meetings:

- Tuesday, March 10 at 7pm—2 missionaries will be speaking-contact Ron Coen for further information
- LT-Thursday, March 12 at 6:30
- Sunday, March 15, 9:30-10:15 in the sanctuary—Pr Valinda Morse discussing the results of the NCD survey taken in the fall.
- Sunday, March 29—one service only at 10am and it will feature our missionary Barbara Robertson and Bishop Mameo—be prepared for a unique worship experience. A potluck will follow.

Meeting was closed in prayer by Pr Paul.

Respectfully submitted,

Julie Langer, Secretary

2-12-09 7PM

## Leadership Team Minutes

Members present: Ron Coen, John Aune, Wayne Olsen, Peter Nielson, James Wilborn, Pastor Paul, Monte Robinson.

John opened the meeting with prayer, followed by Peter Nielsen's devotions from Luther Seminary publication called "God's Pause": Gospel of Mark, Chapter 1: vs.40. The story is of Jesus and his encounter with a leper. Discussion ensued on why or some reasons Jesus would not want the leper to tell anyone about his healing. One thought is the messianic secret; that Jesus was not ready for such news to be exposed at that time. Some people can feel like they are lepers and are beyond forgiveness. But this passage shows that this is not the case and if you are willing, Jesus can make you clean.

Training CD by Richard Hammer titled "The Four Hour Legal Training Program for Church Boards". Presenter covered designated contributions, housing allowances, compensation packages, excess benefits, retirement gifts and property issues.

Addressed the job description for Pastor Paul--LT will review and approve this document after all have had a chance to comment and make suggestions.

Financially--cash on hand at the end of the year was \$19,000. January 2009 was an extraordinarily low month. We were up 15% over most January giving patterns. Pat Gillman and the Stewardship team will be contacted about the possibility of establishing a "Simply Giving" marketing plan.

Ron, Kathy, and Monte will review the by-laws and report to Lt. Trying to make sure that processes are in place to meet our obligations.

A possible theme for the new year is "Becoming People of the Book". This may be a topic for the Leadership retreat in March.

Wayne updated that confirmation is up and running for the high school and the middle school confirmation will begin next month.

Pastor Morse, assistant to the Bishop of the S.W. Synod will be our guest preacher at both services for the 15th of March. In between services she will discuss results of the NCD survey taken last year.

Motion was moved and seconded that the Mission Outreach team will henceforth be responsible and have oversight for disbursing the 1% missionary fund currently designated for support of missionaries. This was unanimously approved.

Ron and Wayne gave a report on the word alone forum. Guest speakers, Pastor Vic Lanford, retired general, and Gary Jepsen discussed Lutheranism and scripture and the future course of the ELCA.

Pastor Paul closed us in prayer. Meeting was adjourned at 9:50 pm. Next meeting is scheduled for Thursday, February 26th, 2009.

Respectfully submitted,

Monte Robinson acting on behalf of Julie Langer, Secretary

**Leadership Team Minutes  
Fireside Room  
Sunday, February 1, 2009**

Present: Ron Coen, Wayne Olsen, John Aune, Peter Nielsen, James Wilborn, Monte Robinson, Kathy Harsch, Julie Langer, Pr Paul Schroeder.

The meeting was opened in prayer by Kathy.

Election of officers was held by ecclesiastical ballot. The officers are as follows:

President: Ron Coen  
Vice President: John Aune  
Secretary: Julie Langer

Meetings were scheduled through December along with a retreat.

- February 12 and 26
- March 12
- Retreat—March 27 and 28
- April 16
- May 14 and 28
- June 11 and 25
- July 16 and 30
- August 12
- September 10 and 24
- October 8 and 22
- November 5 (tentative) and 19
- December 10

Installation of members will be Sunday, February 8 at both services.

Motion was brought forward by Peter Nielsen for Mark Hooper to continue as Congregational Treasurer and Ann White as Financial Secretary. This was seconded by Kathy and was approved unanimously.

Meeting was closed in prayer by Pr Paul and adjourned at 1:15 by Ron.

Respectfully submitted,  
Julie Langer, Secretary

**Leadership Team Minutes**  
**Fireside Room**  
**January 22, 2009**

Present: Ron Coen, John Aune, Matt Misterek, Wayne Olsen, Monte Robinson, Kathy Harsch, Fred Simon, Pr Paul Schroeder, Julie Langer

The meeting was opened in prayer by Monte and followed with devotions by Kathy.

John Aune reviewed the recommendations from the last meeting of the Property Study Team. They have fulfilled their expectations and will be disbanded as well as the Space Planning Team as papers have been signed for the purchase of the property from Pierce Transit. A new group will be formed at a later date as the need arises with respect to property and plans.

Discussion was held on what to do with the funds from the Pierce Transit sale. It was decided that funds remaining once all legal fees, easement costs and “rent” for overflow parking have been paid as well as remainder of the mortgage, will be used as follows:

- 10% will be tithed (donated to local charities yet to be determined)
- 90% will be put in a restricted fund with LT as trustees. This money will be used as a property development fund but could be released for “community emergencies” as deemed necessary by LT. Concerns for our neighbors in this time of financial strain is of utmost importance for all LT members. This is likened to the story of Joseph in the Old Testament facing the famine and having a full warehouse—he took care of his family as well as community.
- The money that has been earmarked for the monthly mortgage will be put in a “Helping Hands” fund. Matt and Fred will head this fund up and will define guidelines based on information gathered from other congregations as well as FISH and county resources.

It has been recommended by Mark Hooper, congregational treasurer, to have a yearly commercial audit (PLC has been having this done every other year). This will be done on the books for 2008. The cost of this will be approximately \$5,500 and the audit will be part of the annual budget starting next year.

Fred reported that the contract for a new sign is ready to be signed by the president and secretary. No date yet as to when the sign will be installed.

Pr Paul will be meeting with the Confirmation Ministry team which includes Pr Art, Nate Sears and Wayne and Louise Olsen to discuss timeline, curriculum and charter draft.

Monte handed out the December financial report. According to Mark Hooper we are starting the year \$10K in the black—yeah God!

Ron reviewed the agenda for the annual meeting on Sunday. There will be a short meeting of the LT after the business meeting to schedule upcoming LT meetings.

LT continues to discuss and work on an updated purpose statement.

Ideas were discussed for Fireside Chats. Ron will contact Valinda Morse for availability in February to meet to discuss the results of the NCR survey that was taken last fall by a cross-section of members. Announcements will be made as to date and time.

A word of thanks was given to Matt for his 3 years of service he has given the Leadership Team and PLC. Appreciation and thanks was also given to Fred for stepping up to the plate mid-year and serving PLC.

The meeting was closed in prayer at 9:15 by Pr Paul.

Respectfully submitted,  
Julie Langer, Secretary

**Congregational Budget Meeting  
PLC Sanctuary  
Sunday, December 14, 2008**

President Ron Coen called the meeting to order. The purpose of the meeting was to vote on the proposed budget for 2009. The total of the proposed budget was for \$970,370.

There were 50 members present which did meet quorum requirements which was 28 (5% of the voting members).

There was a motion from the floor by Lauren Colman that the budget be approved. This was seconded by Jon Ueland.

Call for question. There were none.

Vote was taken audibly and passed unanimously.

The meeting was closed in prayer by Pr Art Sortland and dismissed by President Ron Coen.

Respectfully submitted,

Julie Langer, Secretary