

Peace Lutheran Church

Annual Congregational Meeting

November 9, 2014

**Peace Lutheran Church
Congregational Meeting Agenda
November 9, 2014**

**Please note that the items and Order of Business for our regular annual meeting are required by our current bylaws. Some required items are better scheduled for a spring meeting and we are asking to postpone those items until a special called meeting in March. The Bylaws Task Force has recommended a change in the bylaws to establish two regular congregational meetings per year.*

1. Call to Order
2. Scripture Reading and Prayer
3. Determination of Quorum (24)
4. Will ask for motion to vary the order of business to introduce nominees and distribute ballots for the election.
5. Minutes from the March 2, 2014 Meeting
6. Unfinished Business: None
7. Board Reports: Please read the written reports and contact the board directors or members if you have questions, comments or suggestions.
8. Special Report: Please read the Intentional Interim Ministry written report from Minister Bill Krejci
9. Parish Statistics Report: Will ask for motion to postpone the 2014 report until March meeting
10. New Business
 - a. Presentation and Approval of the Annual Ministry Budget
 - b. Presentation and Approval of the Preschool Budget and Fees: Will ask for motion to postpone to March meeting
 - c. Election of Officers, Congregation Council, and Boards
 - d. Election of Voting Members to Synod Assembly: Will ask for motion to postpone to March meeting
 - e. Moved and seconded from Council to approve revisions to the Constitution. (The Summary of changes is included. Copies of the revised constitution are on the table in the narthex.)
11. Treasurer's Report: Will ask for motion to postpone the final 2014 report until March meeting
12. Adjournment
13. Closing Prayer

Positions for Election

Positions shown in grey are for information only

Executive Committee		Term Ends
President	Michael Marcks	2015
Vice President	Paul Hanusa	2016
Secretary	Betty Klatt	2015
Treasurer	Gerri West	2016
Board of Worship		
Director (2 candidates)	Matt Bloom	2016
	Myrna Herber	
Member A	Sylvia Frisch	2016
Member B	John Herrmann	2016
Member C	Debbie Alexander	2015
Member D	Mike Orr	2015
Board of Spiritual Development		
Director	Lisa Thomas	2015
Member A	Jan Ills	2016
Member B	Kelly Castillo	2016
Member C	Connie Collins	2015
Member D	Lori Van Gulick	2015
Board of Service Ministry		
Director	Irene Beattie	2016
Member A	Bill Kleinebecker	2016
Member B	Lara Burky	2015
Board of Congregational Care		
Director	Gene Holiman	2015
Member A	Dorothy Akin	2016
Member B	Ernie Klatt	2016
Member C	Eileen Moe	2015
Member D	John Walling	2015
Board of Property		
Director	Drew Schaal	2016
Member A	Bob Evans	2016
Member B	Fred Herber	2015

Notes:

Council and Board terms are staggered. Positions shown in grey are for information only.

Vice President is election for remainder of 2014 and a second term of 2015-2016.

Director of Congregational Care is for the remainder of 2015 term. Jan Massa has resigned effective at the end of 2014.

**Peace Lutheran Church
Congregational Meeting Minutes March 2, 2014**

1. Call to Order at 12:10 pm
2. Scripture Reading and Prayer – Minister Krejci led in opening prayer.
3. Determination of a Quorum – Quorum was present.
4. Minutes from November 3, 2013 meeting were approved as submitted.
5. Election of Voting Members to Synod Assembly

Moved and seconded from the Council to send Michael Marcks and Lisa Thomas as Voting Members to the Southwest Texas Synod Assembly in Austin, Texas, from May 2 - 4, 2014. There was no discussion. PASSED

6. **Preschool Meeting**
 - a) **Budget and Fees**

Gene Holiman presented the Preschool budget and fees for the 2014-2015 school year. He explained that revenue was lower because there was less demand for the two-year-old age group so they dropped one class for that group. Although the revenue was lower, the Board held the rent payment to the church at the same level as the previous year.

John Herrmann asked how long it had been since staff salaries had been increased. Gene reported that the director had recommended that her salary remain the same, but the proposed budget did include modest salary increases for other staff. If actual revenue exceeds the budget, the additional could be used for salary increases.

Motion to approve preschool budget and fees. There was no further discussion. PASSED

- b) **Board Elections**

Lisa Thomas presented the nomination of current board members who have agreed to serve an additional term.

Motion to elect Cyndi O'Rourke to office of Vice President and Gloria Kelly to office of Secretary. There was no discussion. PASSED

7. **Audit Committee Report**

Drew Schaal reported on the audit for FY 2012. The audit committee focused on following the cash: income and disbursements, and banking and payroll. They found no critical deficiencies and only minor areas for improvement. They did not review the processes or operating manuals for this period. Drew pointed out the need for additional tellers and asked members to volunteer to serve in this area. Irene Beattie thanked Drew and John Herrmann for their work.
8. Prayer – Minister Krejci led the closing prayer
9. Adjournment at 12:25 pm

BOARD OF WORSHIP 2014 ANNUAL REPORT

The objectives of this Board are to foster an active worship life consistent with a Lutheran understanding of salvation by grace and foster an understanding of stewardship as a wise use of all of God's gifts by encouraging the members of the Congregation to participate in the life of the church with their time, abilities, and money.

In 2014, the Board of Worship:

- Supported the work of the Worship Planning Committee, the Director of Music Ministry, and the Pastor in planning and coordinating weekly worship services. We wish to thank committee members Myrna Herber, Mike Orr, and Sharlene Sandquist (coordinator). They select hymns and liturgy to enhance the Bible texts and sermon messages designated for the church season. Their efforts ensure that our worship services are dynamic and inspiring.
- Supported the work of the Stewardship Planning Committee. We are grateful to the work of committee members Laura Redd, Bob Van Gulick, and Debbie Alexander (coordinator). This committee provided our congregation with monthly topics focusing on God's gifts of time, talents, grace, and money, and ways to offer these treasures to help our neighbors. The committee also consulted with the Finance Committee and coordinated our recent Consecration Sunday and the upcoming Ministry Fair.
- Supported the work of the Liturgical Arts Committee. We are blessed by the talents of committee members Rodger and Marge Ericson and Paul and Cindy Gust. They coordinate all paraments, banners, flowers, and decorative arrangements according to the church season. This group created and added several new stained glass panels for the narthex.
- Recruited and trained lay worship leaders as ushers, tellers, assisting ministers, acolytes, lectors, communion assistants and altar guild attendants. We wish to thank the following lay leaders for updating and revising the training manuals for their teams: Bob Van Gulick (ushers), Betty Klatt (tellers), Laura Eichner (assisting ministers), Michelle Orr (acolytes), Matt Bloom (lectors), Ann Kleinebecker (communion assistants), and Becky Larson (altar guild).
- Coordinated the Audit Committee as they reviewed the Congregation's financial procedures. We wish to thank Drew Schaal and John Herrmann for completing the FY 2012 audit. The Audit Committee will become a responsibility of the Council Executive Committee under the new bylaws to the PLC Constitution.
- Developed policy and procedures manuals for weddings, funerals, and memorial fund contributions in anticipation of calling a new minister. Many thanks go to the following Board of Worship members for this difficult task: Tom Lanzoni (memorial fund contributions), Rodger Ericson (funerals), and Debbie Alexander (weddings).
- Reviewed fundraising event/donation requests. Twelve requests were reviewed and approved during 2014.
- Coordinated child care for Sunday and mid-week services. Following the departure of Stephanie Hanson, child care services were contracted with Austin Capital Grannies.
- In conjunction with the Finance Committee, prepared an Annual Ministry Budget for 2015.

- Approved expenditures for the Board of Worship. Copies of bills and check requests have been placed in an Expenditures notebook to help in planning future annual budgets.

Respectfully submitted by Linda Parsells, Director

Members: Tom Lanzoni, Mike Orr, Debbie Alexander, and Rodger Ericson

Board of Spiritual Development Annual Report

Adult Bible Study-- Groups are ongoing. Wednesday night Bible study is held on the 1st, 3rd and 5th Wednesdays. Women's Bible study is held the 1st Wednesday of the month.

Celebration Sundays—

Easter Sunday—Jan Massa coordinated the activities and refreshments. The youth helped by filling the eggs for an Easter egg hunt and helped with the Easter Egg hunt.

Library—Kay Crawley volunteered to become the church Librarian. She arranges the donations and organization of the library.

Confirmation—Michelle Orr and Bob Van Gulick continue to lead this program.

Sunday School/Community Connections:

- Sunday School Curriculum—PreK-2nd grade class and 3-5th grade class use Spark curriculum. 6th-8th grade class uses web resources and the high school class is using the Peer Ministry curriculum.
- Recognized the Sunday School teachers, helpers and facilitators from the previous year with a thank you breakfast.
- Recruited Sunday School teachers for 2014-15 year, held training session, keep in monthly contact with teachers, set class levels for new year.
- Rally Day—prepared for the beginning of the school year, During Rally Day, kids met their teachers and had breakfast.
- Christmas Program is currently in the planning stages for December 14th.
- Scheduled alternate activities when Sunday school did not meet.

Summer Sunday School/Community Connections—Gerri West is coordinator for Community Connections and has scheduled many interesting sessions. Summer classes for the youth were cancelled due to lack of leadership and participants.

Vacation Bible School-- approximately 72 children attended VBS 'Wilderness Escape Where God Guides and Provides', approximately 54 volunteers helped and it was coordinated by Ernie Klatt and his team: Tom Winn, Connie Collins, Mona Ekas and Lisa Thomas. A welcomed addition was Thursday evening ice cream social, which was very well attended by parents, children and members of Peace to witness songs, and visit the wilderness camps.

Policies and Procedures—updated and organized current policies and procedures. Wrote new policies/procedures when necessary.

Youth Chorale—worked with Keenan Boswell, Music Director, to schedule and advertise youth chorale practices/performances.

Additional tasks:

- Bulletin Boards—kept them up, updated them, refurbished them as needed.
- Cleaned and organized Sunday school cabinets in preparation for the next year.
- Keep tabs on the website and kept it updated. This is an ongoing activity. The church calendar is kept up to date-- Sunday morning activities, community information, and information about the church is posted. Thank you to Kyle Cline and Daniel Villarreal for managing the website!

Thank you to all who contributed their time and talent!

The board of Spiritual Development: Lisa Thomas, Jan Ills, Connie Collins, Lori Van Gulick, Kelly Castillo

Peace Preschool Annual Report

The 2014-2015 school year marks the 15th year our preschool has been in operation!

Enrollment—

There were 98 children enrolled for the 2013-14 school year and there are 85 enrolled for the 2014-15 school year.

Classes--

- 2013-14 there were two classes for 2 year olds. 2014-15 has one class for 2 year olds.
- 2013-14 and 2014-15 there are two classes available for 3 year olds
- 2013-14 and 2014-15 there are three classes available for 4 year olds
- 2013-14 and 2014-15 there is one kindergarten class

Staff—

<u>Class</u>	<u>Teacher</u>	<u>Years at Peace</u>	<u>Degree held</u>
Younger 2's	Stephanie--lead	3	BS-Education, MA-Early Childhood--in progress
	Amy--assistant	3	AA-Arts
Older 2's	Michelle--lead	9	AA--Early Childhood
	Alicia--assistant	2	BA-Psychology
3's MWF	Melinda--lead	2	BA-Education
	Yoshie--assistant	11	AA-English
3's T/TH	Beth--lead	4	BA-Dietetics, MA-Education
	Yoshie--assistant	11	AA-English
4's MWF	Paula--lead	7	BA-Comm. Science, MA Speech Pathology
	Tracey--assistant	7	AA-Teachers aide
	Carolyn--assistant	9	AA-General Education
4's M-TH	Ms. Q--lead	4	BS-Education
	Pompa--assistant	10	BA-Education and Sociology
4's M-F	Karissa--lead	7	BA-Education
	Aruna--assistant	1	BA-Health, MA- Education
Kindergarten	Julie	5	BA-Education
	Jennifer	1st	BA-Early Childhood Education
Director	Mary	11	BA-Education

- **Yellow** denotes teachers that left after 2013-14
- **Blue** denotes new teacher
- **Red** denotes class that was cancelled for 2014-15. Stephanie and Amy now teach the 3's T/TH class.
- **Green** denotes new to this position

All but one of the lead teachers maintain Texas teaching certification

All teachers, lead and assistant, complete 30 hours of Continuing Education annually.

Certification—

Peace preschool has maintained its 4 star rating through Texas Rising Stars.

Annual Events—

- Halloween Costume Parade-students wear their Halloween costumes, have a parade, then sing songs for family members
- Christmas Sing Along—students sing Christmas songs for their families
- Zoo Man visit-Zoo Man brings animals from his zoo and does a presentation for the children
- International Week-teachers of international origin share their cultures with each of the classes
- Spring Carnival-joint fundraiser with PLC youth, games, petting zoo, auction baskets, yummy food available
- Dad's night-students bring their Dads (or Uncles, Grandfathers, etc.) to eat pizza and to show what they do at school!
- Optional vision/hearing screening, optional speech screening-parents can choose to have their child's vision, hearing, and/or speech screened by professionals brought in for the day. These screenings cost parents a small fee.

Weekly Events—

- Creative Movement—Peace preschool's version of P.E. Children engage in various forms of physical activity.
- Chapel—Students age 4 and older attend chapel in the Sanctuary on Wednesdays. Teachers teach chapel in the 2's and 3's classes. A big thank you to Bob Kelly, Ernie Klatt, Gene Holiman and Gloria Kelly for leading chapel in 2013-14! A big thank you again to Ernie Klatt and Gene Holiman for leading chapel in 2014-15!

Charitable Events—

Peace preschool families were happy to contribute to both the HCCM Turkey project and the HCCM Christmas bureau for the 2013-14 school year and will participate again in the 2014-15 school year!

Thank you to all who helped to make 2013-14 a great year and to all who will help make 2014-15 great!

The Peace preschool board: Lisa Thomas-president, Cyndi O'Rourke-vice president, Gloria Kelly-secretary, Gene Holiman, treasurer

Board of Service Ministry 2014 Annual Report

The Board of Service Ministry is concerned with evangelism, service to the greater community, benevolence, Scouts and Stephen Ministry. A huge thank you to all who coordinated events, participated and in any way contributed to these ministries in 2014!

Evangelism: We welcomed visitors, provided information packets about Peace Lutheran before and after each service and followed up on 1st time visitors. Peace Lutheran Church had a table at the Concordia University welcome fair. A well-attended reception was held for Peace's Preschool Open house in order to welcome pre-school children and parents to Peace. We started a monthly Evangelism column in the Messenger. "Welcome to Peace" invitational brochures were created and printed and Peace Pens were ordered to help members spread the word about Peace.

Service:

In the last year Peace Lutheran Church has:

- Raised **\$3421 to feed the hungry** via our participation in the CROP walk. We were the 6th highest fund raising team in Austin, and one of our members was the 9th highest individual!
- Filled a total of **300 Bags of Grace** for the homeless, 200 the spring and 100 in September as part of the ELCA Day of Service
- Ran a once a month Meals on Wheels route
- Once a month delivered food to the homeless via Mobile Loaves and Fishes, supplying eggs & cookies.
- A "Teacher Appreciation" lunch for the Pre-School teachers as they were getting ready for the new year.

Together with Peace's Preschool we have provided:

- Provided **83 turkeys** for needy families last Thanksgiving
- Provided about **160 Christmas** gifts for needy families through the Giving Tree
- Provided **60 sets of school supplies** to needy children plus two boxes of additional supplies to Purple Sage Elementary.

Benevolence:

- Provided \$22,995 to the Southwest Texas Synod of the ELCA which supported both administration for the synod and the ELCA and also supported many ELCA ministries, including Lutheran Social Services, ELCA Global Mission, ELCA World Hunger and Lutheran Disaster Relief.
- Peace's Sunday School offerings supported two children, a girl in Uganda and a boy in San Salvador.

Stephen Ministry: We have an active group of eleven Stephen Ministers, faithfully visiting with care receivers and meeting twice monthly for continuing education and supervision. This includes four newly trained Stephen Ministers who were commissioned in April. Care has been provided for ten people during this past year.

There is much reason for us to rejoice and praise the Lord! As a group we are making a difference in this community, and throughout the United States and the world. In the future we look forward to everyone's participation in our newest ministry to periodically house homeless families and part of the Interfaith Hospitality Network (IHN).

The Board of Service Ministry

Irene Beattie, Lara Burky & Daniel Villarreal

Congregational Care

Through Fellowship we bring His faith into our daily and social lives. By gathering together and showing love for one another, we emulate Christ, gaining strength, courage and patience to develop a truly Christian lifestyle.

The following activities Board of Congregational Care supported the objective to foster relationships, spiritual growth and mutual care among adults, youth and families.

Fellowship

Sunday fellowship is the time between services which provides coffee, tea, lemonade and the “standard” cookie array. The coffee being the most important! For Celebration Sunday’s such as Consecration Sunday, Rally Day, and new member receptions fellowship collaborates with other boards or committees.

Dinner Groups: January kicked off dinner groups. Added this year is one for those that wish to dine during the day. All groups had a favorable time. In August, solicited for next round of Dinner Groups but unfortunately the board got distracted and ONLY kicked off the group that meets during the day. Look for information in 2015!

Mardi Gras Dinner: In March, 66 people joined in a deliciously prepared shrimp boil, sausage, potato, corn, red beans, rice, and king cakes by congregation members along with listening to live jazz music.

Holiday Gathering: Don and Becky Larson graciously hosted a holiday gathering at their open house in December. It was a wonderful kickoff of the advent season.

Class of 2014 : Senior High School students were recognized in May 2014 providing a prayer for them and their families along with their high school and college flags that decorated cupcakes and muffins on the fellowship table.

Shut In Visits : Retired ministers Bob Kelly and Rodger Ericson stepped up and generously donated time and energy visiting members of Peace that are not able to attend worship. In addition each quarter a card from Peace is sent, too. With each visit and card, members are reminded of God’s love.

Kitchen Updates: Congregational Care set up a clean up day in the kitchen. With the generous help of congregation members the kitchen was more welcoming and inviting for everyone!

Name Tag Housekeeping: Each quarter name tags are checked against the current directory and replacements were created for any that were aged. If your name tag is missing, please contact a member of Congregational Care. Thanks to all who wear your tag!

Youth Mutual Care

Stephanie Hansen resigned and Capital Area Grannies has continued **as part-time Nursery Caregiver** which provides quality care for our youngest Peace members.

Youth activities continued driven by lay congregation members. Hats off to all that were called and enthusiastically accepted to support Peace Youth Programs!

In April 2014 middle school students completed a two-year period of learning by publicly making **affirmation of their baptism**. They were accompanied by adult mentors and supported by the congregation and community.

Throughout the **2014 summer** students from Peace went to **Camp Chrysalis** and **Ebert Ranch**. Some of the students invited friends to go with them not because they were looking to convert their friends to Christianity but because they knew that their friends would (again) be welcomed by students and adults from Peace along with the camp staff and campers.

In September 2014 senior high sponsored a **garage sale** at Peace with proceeds of \$3,000 which will be used for 2015 ELCA Gathering.

In Home Meetings continued in 2014 with the generous support of parents and congregation members opening their home to high school youth.

Thanks to all who participated, led, facilitated, decorated, and organized fostering relationships, spiritual growth and mutual care among adults, youth and families over the last year!

Board of Congregational Care

Jan Massa
Ernie Klatt
Becky Larson
Eileen Moe
John Walling

Board of Property

The Property Board Members for 2014 were Fred Herber, Bob Evans and Drew Schaal. Thank you Fred, Bob and all of the Garden Committee Members! The Board members would also like to thank all of the Property Ministers – those who volunteered their time to help make Peace a beautiful, well maintained, and welcoming place for all.

During the past year, the Property Board and Garden Committee combined with students from Concordia held a late summer workday. The workday was led and organized by Rodger Ericson. A significant number of tasks were completed on the Concordia workday including: 1) cleaning windows in both buildings, planting new flowers, 2) weeding many of the flower beds; 3) trimming brush around the property line; 4) moving furniture in the Preschool classrooms after floor cleaning along with many other projects. Thank you to all that showed up and donated to the projects!

The Garden Committee continues to beautify the entire area with drought resistant flowers and shrubs. In addition, the Garden Committee rolled out an adopt-a-plot program where families adopted and cared for plots at Peace with guidance from members of the Garden Committee. The project was a huge success. Thank you to all who donate their money and time to these projects.

There have been no major expenditures in 2014 as the existing facilities are working properly. The property committee did make some minor repairs including a new faucet and sink disposal in the Church kitchen as well as the handrails leading up to the altar (thank you Fred & Myrna!). The carpets and floors were cleaned and polished in the Education Building and all required inspections were performed (fire alarms, fire extinguishers, elevator). The property committee also added additional road base material to the extension from our parking lot to that of the next lot filling the numerous potholes that had arisen.

Despite all that was accomplished in 2014, major projects looking for Property Ministers remain. We need electricians, carpenters, painters, and those with general “handyperson” skills in order to fulfill our mission. In addition, if you have IT skills we would love to make improvements to the IT infrastructure at Peace. If you can volunteer a few hours to help with projects, please contact Drew Schaal.

Thanks again to all of the dedicated Property Ministers who have given so freely of their time and talents for the property maintenance and repair efforts at peace. We look forward to welcoming additional Property Ministers and to continuing the Property Board ministry in the coming year.

Interim Minister's Report

It is hard to believe, but this is my second Annual Meeting Report. As I compose this I think "whew," this past year has been quite a ride. The formal Intentional Interim Process we worked together on reaches its' final stage at this meeting. Together we've accomplished the five Developmental Tasks put forth last year:

1. A great deal of healing has taken place here and most active members have had the opportunity to come to terms with the history of Peace Lutheran Church.
2. Through the work of several All-Congregation Gatherings members have discovered and accepted Peace's new identity. This new identity has been the reason for the multitude of Constitution and Bylaws revisions and additions you will be asked to affirm at this meeting.
3. New leaders (and old) have emerged and been developing.
4. You have strengthened your denominational relationships, through the presence of one of those resources, me, along with the presence, prayer and support of our Bishop and staff.
5. Your commitment to new leadership and to a new future is evidenced by the ballot presented to you at this meeting, "Vision 2020" your future story, and the knowledge that your call committee and the church are working and praying for the calling of your next pastoral leader.

Hopefulness and its realization might very well be the theme for this Annual Meeting.

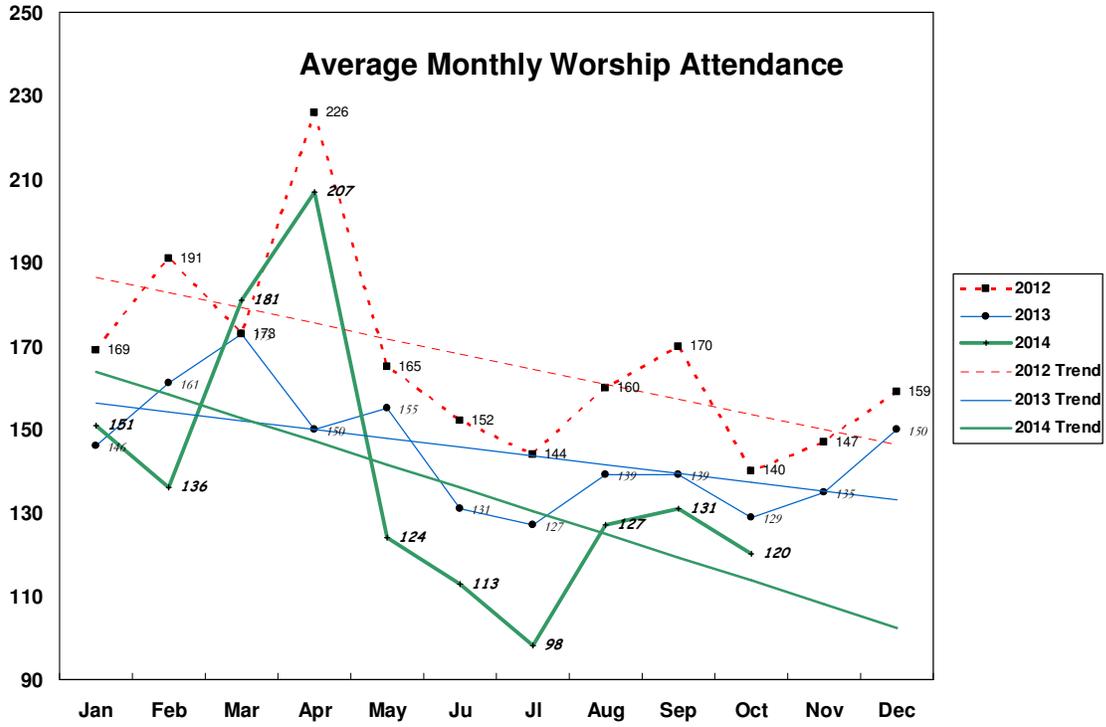
Beginning in October my services were reduced to presiding and preaching at worship; continuing my role on a limited number of committees; serving in times of weddings, funerals and memorial services; when called upon for consultation, and praying for Peace at noon on Wednesdays.

I have found that interim churches have three elements at play in them: the work of the interim leader and the process he/she brings, the unfolding of the renewed life of the church organization, and the loving providence of God. And that has certainly been the case at Peace Lutheran Church. Your church has experienced a new purpose. It has intentionally grown stronger, matured in faith, hope, and love. It continues to live the promise of Christ, "Behold, I make all things new."

In Christ,

Bill Krejci, Interim Minister
Associate in Ministry

Worship Attendance Trends



Denotes All Worships in Any Month

Annual Ministry Budget

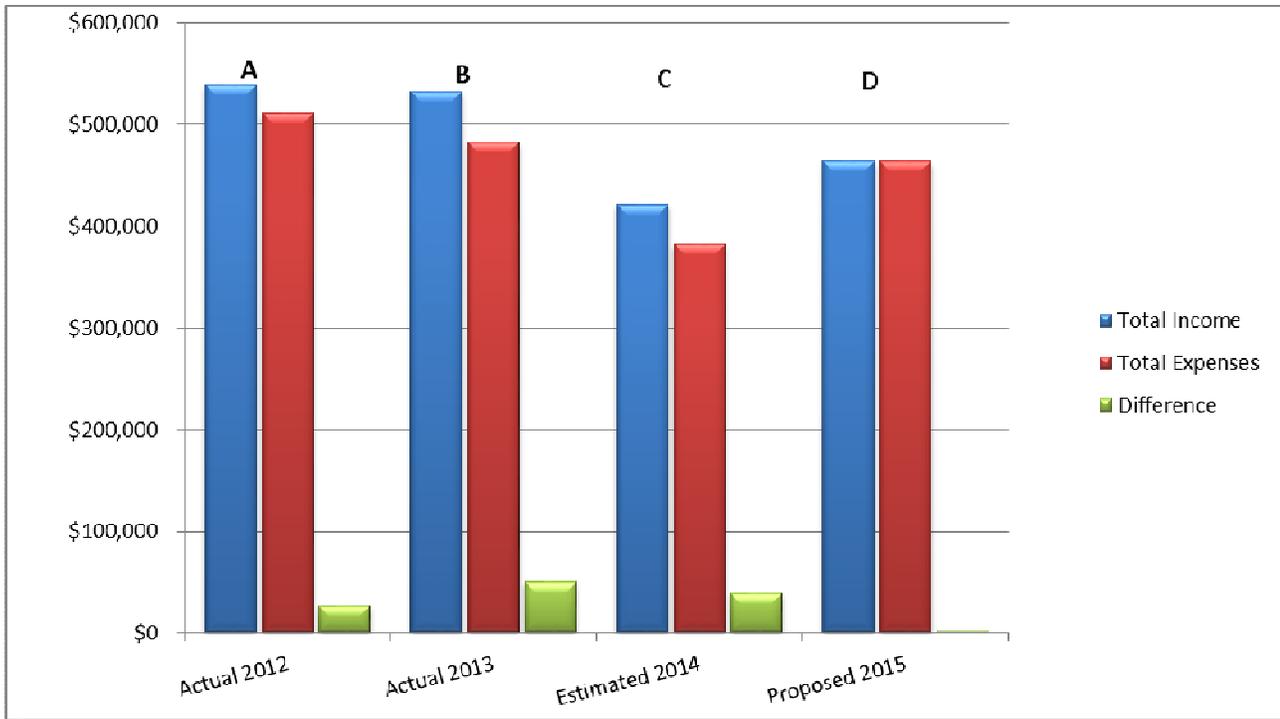
PLC Budget for 2015 Account Name	A	B	C	D	Notes about the Proposed Budget for 2015
	Actual 2012	Actual 2013	Estimated 2014	Proposed Budget 2015	
Total General Fund Income and Dedicated Funds	\$389,149	\$326,093	\$277,419	\$306,617	10% increase from 2014
Total Let it Shine Mortgage/ Building Fund Income	\$149,700	\$206,871	\$144,084	\$157,178	9% increase from 2014
Total Income	\$538,849	\$532,964	\$421,503	\$463,795	2015 up \$42K from 2014
Total Let it Shine Mortgage / Building Fund Expense	\$155,375	\$174,120	\$174,120	\$175,045	Same Mortgage payment + capital campaign misc.
Total General Fund Expense and Dedicated Expense	\$355,996	\$308,514	\$208,112	\$288,735	39% increase from 2014
Total Expense	\$511,372	\$482,634	\$382,232	\$463,780	2015 up \$82K from 2014
Total Income	\$538,849	\$532,964	\$421,503	\$463,795	
Total Expense	\$511,372	\$482,634	\$382,232	\$463,780	
Difference	\$27,477	\$50,330	\$39,271	\$15	Proposed Balanced Budget for 2015

notes for Estimated 2014 (column C):

1. includes salary for interim minister.
2. includes rental income from Lake Travis (STEM), Girl Scouts, Sikhs, Hindus and Trevino Taekwondo Academy.
3. includes Preschool contribution.
4. includes Benevolence to ELCA.
5. does not include budget for Youth Director.

notes for Proposed 2015 (column D):

1. includes salary for an interim minister to July, then full-time minister.
2. includes rental income from Lake Travis (STEM), Girl Scouts, Sikhs, Hindus and Trevino Taekwondo Academy.
3. includes budget for Youth Director.
4. includes budget for the call committee.
5. includes Preschool contribution.
6. includes Benevolence to ELCA.
7. does not include budget for Capital Campaign consultant.



Summary of Proposed Changes to the Constitution of Peace Lutheran Church

Revisions from the most recent Model Template have been incorporated into the PLC Constitution. Items with * are required by the ELCA and Southwest Texas Synod.

Chapter 10.

- Recommend the return to two congregational meetings per year.
- Revised meeting notice language to be defined in the Bylaws allowing for more flexibility as technology changes.
- Specified that the 10% quorum be determined from the membership roster (as kept by the office) to allow for increases/decreases of membership through the year.

Chapter 11.

- Revised officer election language to be defined in the Bylaws allowing for more flexibility.

Chapter 12.

- Revised Council eligibility language to be defined in the Bylaws allowing for more flexibility.
- Revised Council term of office language to be defined in the Bylaws allowing for more flexibility.
- Revised language for Council entering into contracts, allowing for more flexibility in the Bylaws.
- Changed the words “lay workers” to “staff”, making the Council responsible for the employment of all staff, rostered or lay.
- Revised language for reporting to Congregation at semi-annual meetings to be more flexible in the Bylaws.
- Reworded calling of special meetings to be more clear.

Chapter 13.

- Identified the Congregation Committees and how they will be elected; specifics to be defined in the Bylaws.
- Executive Committee
- Nominating Committee
- Personnel Committee
- Finance Committee
- Audit Committee
- Mutual Ministry Committee
- Call Committee
- Constitution and Bylaws Committee

Chapter 14.

- Removed the requirement that officers of special interest groups meeting at Peace, such as Cub Scouts, must be members of the congregation.

Chapter 17.

- Changed annual meeting to semi-annual.

The corresponding changes to the Peace Bylaws are under review by Council and will be presented to the congregation for a vote at the March 2015 meeting, along with the final vote on the changes to the constitution. Additional information about the proposed Bylaws revisions will be presented in mailings and Community Connections sessions prior to the March meeting.