

**People of Hope Church
3703 West Country Club Road
Rochester, MN 55902**

**Mission Leadership Team Minutes
February 10, 2021**

Present: Steve Ziesmer, Dan Doering, Matt Morrissey, Eric Kronebusch, Zoe Lynn, Mary Herbers, Karen Otto, Larry Stacy, Annette Homburger, Karen Doering (as technical assistant to Steve Z.)

Meeting Called to Order by Steve Ziesmer, Chair at 7:10 pm. The meeting was held over Google Meet due to the ongoing coronavirus pandemic. Members were asked to remain on mute when not speaking so that close captioning captured what was said. In the event that the transcription became garbled, Karen Doering would text Steve the gist of the conversation.

Devotion: Steve shared his thoughts on accepting the MLT Chair responsibilities and his faith in our shared mission and purpose as People of Hope's MLT. Larry Stacy will share next month.

MLT Team Building: Members were invited to share a personal High and Low over the last month.

Opening Prayer:

Consent Agenda (approved):

- Treasurer's Report
 - Matt will include a balance sheet in future Treasurer's reports.
- Pastor's Report

Election of Vice Chair and Scribe:

Steve moved to elect the nominated officers for Vice-chair (Larry S.) and for Scribe (Annette Homburger).

Scribe:

Dan D. nominated Annette H. to be MLT scribe

Karen O. seconded the motion.

The motion carried by unanimous vote

Vice-chairman:

Dan D. nominated Larry S. to serve as MLT Vice-chairman

Eric K. Seconded the motion.

The motion carried by unanimous vote.

The Role of the MLT:

- The MLT FAQ sheet of MLT members roles and responsibilities were discussed

Generative Topics:

- **Discussion of “Well, What Do We Expect” article**

- What does the MLT expect of Pastor Dan
 - Steve requested instituting a 360 performance review for Dan.
 - Annette and Karen requested documents that would help MLT members as administrators and as employers.
 - Dan D. will be uploading POH policies and procedures, job descriptions, performance review templates, member’s roster, and who are the volunteer team leaders into the MLT shared file.
 - MLT members were encouraged to review past year’s MLT notes and to email (Chair?, Dan?) with any questions.

MLT expectations will be revisited at future meeting after everyone has a chance to review the uploaded documents.

- What does Pastor Dan expect of the MLT
 - Dan Dan’s expectations for MLT
 1. Important that we all come to all of the meetings. Can’t go forward with decisions if we don’t have a quorum. Meetings are scheduled for the 2nd Thursday of the month.
 2. Regular worship attendance by MLT members either in person or on-line so that we know what has been preached and in what direction we are going. Point of connection with congregation is MLT attending services so that we are present for members.
 3. Dan asks that MLT and Tori manage administrative matters so that he can concentrate on his pastoral duties.
 4. Dan asked for help in educating the community about his boundaries. Dan asked for help to find a way to control non-emergency calls that occur when he is at classes or on day off.
 1. Use of auto-email/text message that directs calls to Tori during office hours
 5. Can we find a way to educate the congregation about keeping non-emergency subjects to office hours? The importance of listening to our members was discussed. Creating a chain of communication where non-emergency matters are directed to the right person that can help the concerned party will be part of future discussions.

- **Discussion of “The Lonely Crowd” article:**

- How can MLT be intentional about fostering an environment that’s promotes relationships?
 2. Dan will send article to Strategic Planning/ relationship management team.
 3. MLT to reread the article and return to topic next month. We are asked to come up with ideas of how to promote relationships

Management discussion: (church administration that Dan oversees and he reports to Us)

1. Stewardship Appeal update: last year’s MLT voted to have a stewardship appeal in 2022. A subgroup working on appeal is ready to publish and send to congregation Dan will upload to Google drive tonight.
2. Endowment team will meet soon.
3. Church building hasn’t been repaired yet because we have two open claims. Tori is working with the insurance agency.

Video Summary: Dan will post this month’s video summary of the February MLT meeting.

Adjournment: Steve moved and Dan seconded motion to adjourn at 9:05(?) pm. Motion approved.