



**Ministry Board Meeting Agenda**  
**December 16, 2024**  
**6:30 – 8:00 p.m.**

- I. Call to Order
- II. Roll Call / Attendance
- III. Devotions – Cathy Rieckenberg
- IV. Open Forum
- V. Adopt Agenda
- VI. Design Development Team – Introduction and Discussion
- VII. Approval of Minutes
  - A. Approval of Ministry Board Meeting Minutes from November 18, 2024
- VIII. Reports
  - A. Financial Report
    - i. Review November Financials
    - ii. 2024 Budget Review
    - iii. 2025 Budget Discussion
  - B. Pastor’s Report
  - C. Mark’s Report
  - D. Ministry Team Reports
    - i. Care
    - ii. Finance
    - iii. Missions
    - iv. Worship & Music (November)
- IX. Old Business
  - A. 2025 Ministry Board and Nominating Committee Nominations
  - B. Director of Worship & Music Technology Discussion
  - C. Leadership Retreat
- X. New Business
  - A. Design Development Team
  - B. Budget
- XI. Adjourn
- XII. Closing Prayer
- XIII. Information
  - A. Next Meeting: January 20, 2025 / Executive Board Meeting: January 16, 2025
  - B. January Meeting Devotions: Mike Rupp
  - C. January Communion Assistants: Karen Dressel and Tory Schmidt

**PEACE LUTHERAN CHURCH**  
UNAPPROVED Board Meeting Minutes  
November 18, 2024

- I. Call to Order:** 6:34 pm by Mike Rupp at Peace Lutheran Church.
- II. Members Present:** Karen Dressel, Marla Erickson, Bill Helfritz, Jon Peterson, Cathy Rieckenberg, Mike Rupp, and Pastor David Hanson
- Absent:** Tory Schmidt
- Others:** Bob Rieckenberg

**III. Devotions:** Done by Karen Dressel

**IV. Open Forum:** Bob Rieckenberg, chair for Nominating Committee, presented the list of candidates for Ministry Board and Nominating Committee. At the present, they have three candidates for the two vacancies in Ministry Board, with several candidates ‘thinking about it’; and they have six candidates for the three vacancies in Nominating committee. Bob will update Mike Rupp with the decisions for Ministry Board candidates.

**V. Adopt Agenda:**

*Motion to approve Ministry Board Meeting Agenda as written. Karen D / Marla E / Carried*

**VI. Approval of Minutes**

- A. Approval of Ministry Board Meeting Minutes from October 21, 2024.

*Motion to approve the October 21, 2024, Ministry Board meeting minutes as written. Jon P / Bill H / Carried*

**VII. Reports:**

- A. Financial Report: Reviewed October financial report. Cathy went over the October Financials and the November Finance Meeting minutes. Cathy discussed the ongoing Capital Campaign for new members and for members who may want to pledge later. It was discussed to contact the Capital Campaign committee to see if any of the members would consider doing new member follow-up. Mike Rupp will reach out to them.

Also discussed was the possibility of utilizing the year end budget surplus to possibly pay for some of the larger ticket needed items: three computers, furnace/A/C, new Acolyte robes, sling/streaming & Tech, and several other items. This was done last year as the year-end budget surplus was added to the Rainy Day Fund. Finance should be able to give an opinion on this after their December meeting.

*Motion to approve Financial Report as written. Jon P / Karen D / Carried.*

- B. Pastor’s Report:

*Motion to approve Pastor’s Report as written. Cathy R / Marla E / Carried.*

- C. Mark’s Report:

*Motion to approve Mark’s Report as written Karen D/ Cathy R/ Carried*

- D. Ministry Team Reports:

- Altar Care
- Care (October)
- Finance

- Hospitality
- Outreach

*Motion to accept Ministry Team Reports as written. Jon P / Karen D / Carried*

### **VIII. Old Business:**

- A. Winter Leadership Retreat Dates – The winter retreat will be at the same place it was held last year. The dates for this year's retreat are Friday, January 31<sup>st</sup> and Saturday, February 1<sup>st</sup>. Aaron Deutsch, the new District Coordinator from Augustana District, will speak to us.
- B. Director of Worship and Music discussion – The Board felt this was a much-needed addition to our staff especially since our one Sunday service is full. This position will help Peace to proceed with two services on Sunday morning. In talking to the Worship Director at Resurrection Lutheran Church in Monticello, salaries vary according to experience and education and range between \$53,000 to \$75,000.

*Motion for the Finance Ministry Team to appropriate a line item of \$50,000 in the 2025 budget to accommodate hiring a Director of Worship and Music. Karen D / Marla E / Carried*

### **IX. NEW BUSINESS:**

- A. Design & Development Team – Discussion on Team Suggestions. Names were discussed that could add input for the design and have had some past experiences. Mike Rupp will contact these people first to see if they are willing to be on the committee: Brevik Tharaldson, Elizabeth Schultz, James Walz, Amy Prok, and Norm Bauer. Other names that were considered were Cory Meyer, Russ Blair, and Jim Grosshuesch. It was felt there should also be a Ministry team liaison member – it was suggested Tory Schmidt.

Also Discussed were guidelines for this committee:

1. This is ONE project – Administration and Education Building
  2. The total cost is in the range of \$1.3 to \$1.5 million.
  3. This committee will meet with ALL the ministry teams and Peace staff for input.
  4. Only four meetings with Norson and only ONE person can be the spokesman with them.
- B. Holiday Office Hours – Sandy will be taking some time off during the Holidays and will be reaching out for Office coverage on December 30<sup>th</sup> and the 31<sup>st</sup>.

### **X. Adjourn**

*Motion to adjourn the meeting. Marla E / Jon P / Carried. Adjourned at 8:41 pm.*

### **XI. Closing Prayer – The Lord's Prayer together**

### **XII. Information:**

- Next meeting December 16, 2024 | Executive Board Meeting December 12, 2024
- December Meeting Devotions: Cathy Rieckenberg
- December Communion Assistant / MB serving: Bill Helfritz and Jon Peterson

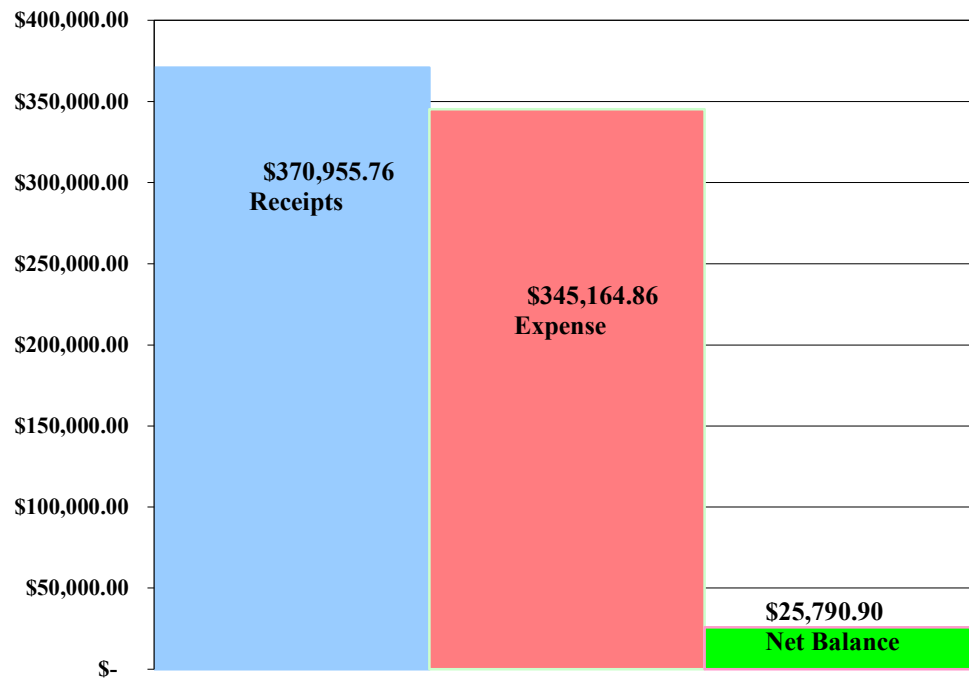
**PEACE LUTHERAN CHURCH  
TREASURER'S REPORT**

November 30, 2024

**GENERAL FUND SUMMARY**

General Fund 2024 Receipts and Transfers In	\$ 370,955.76	
General Fund 2024 Expenses	\$ 345,164.86	
General Fund - 2024 Net Balance		\$ <u>25,790.90</u>

**2024  
Year-to-Date  
General Fund**



**PEACE LUTHERAN CHURCH  
TREASURER'S REPORT**

November 30, 2024

Statement of Activities for Period 11 - November  
Company#: 1 Name: Peace Lutheran Church  
Fiscal Year Beginning 1/1/2024

	<u>Current</u> <u>Period</u>	<u>Current</u> <u>Y-T-D</u>	<u>Prior</u> <u>Y-T-D</u>
<b>Income</b>			
<b>Operating Income</b>			
401010 General Fund	\$39,300.09	\$343,493.06	\$320,082.76
401010-5 General Fund - Initial	\$0.00	\$10.00	\$35.00
410010 Easter Offering	\$0.00	\$4,721.00	\$2,160.00
410015 Lenten Offering	\$0.00	\$4,376.00	\$2,276.00
410021 Special Summer Offering	\$0.00	\$0.00	\$695.00
410025 Thanksgiving Offering	\$856.00	\$856.00	\$0.00
410030 Cash Offering	\$731.25	\$3,911.50	\$6,334.78
410035 Miscellaneous Income	\$0.00	\$700.00	\$10.00
410040 Mid-week Summer Worship Income	\$0.00	\$688.00	\$850.00
410050 Interest Income (A)	(\$5,131.74)	\$4,464.03	\$1,654.89
410200 Youth Events Income	\$28.47	\$2,026.72	\$3,455.75
410300 VBS Registrations Income	\$0.00	\$2,380.45	\$1,914.50
410305 VBS Income - Donation Income	\$0.00	\$105.00	\$105.00
410400 Education-Confirmation Retreat Income	\$0.00	\$2,666.00	\$1,393.44
410450 Education-Adult Events Income	\$20.00	\$558.00	\$558.00
<b>Total Operating Income</b>	<b>\$35,804.07</b>	<b>\$370,955.76</b>	<b>\$341,525.12</b>
419090 Nesvold Matching Gift Income	\$0.00	\$100,000.00	\$0.00
419091 Capital Campaign 2024 Income	\$22,562.00	\$242,787.00	\$0.00
419092 Capital Campaign 2024 Interest Income	\$5,666.65	\$5,666.65	\$0.00
419105 Memorial-Undesignated	\$0.00	\$410.00	\$50.00
419115 Undesignated Donation Fund Income	\$0.00	\$0.00	\$100,000.00
419116 Prepaid Faith Promise 2024	\$0.00	\$0.00	\$2,533.07
419120 Build the Future Fund Income	\$0.00	\$0.00	\$25.00
419125 Good Samaritan Fund Income	\$0.00	\$225.00	\$47.00
419135 Seminary Support Fund Income	\$0.00	\$541.00	\$0.00
419140 Properties Fund Income	\$0.00	\$0.00	\$7,760.60
420100 Music Ministry Fund Income	\$0.00	\$0.00	\$135.00
420105 Memorial-Worship & Music	\$0.00	\$0.00	\$2,335.00
420160 Thrivent Mission Fund Income	\$0.00	\$539.00	\$699.00
430110 Noisy Offering Fund Income	\$614.39	\$3,667.31	\$1,016.53
430115 Youth Ministry Fund Income	\$0.00	\$229.00	\$50.00
430122 Youth Mission Trip Fund Income	\$660.00	\$25,607.67	\$17,909.34
430125 Youth Mission Trip Fundraisers Income	\$0.00	\$150.00	\$5,864.58
440100 Outreach Fund Income	\$0.00	\$1,145.49	\$3,405.41
440105 Outreach Events	\$754.00	\$2,225.00	\$2,284.00
440200 Hospitality Fund Income	\$0.00	\$1,901.66	\$120.00
440205 Lenten Suppers	\$0.00	\$627.00	\$415.00
440210 Hospitality Events	\$210.00	\$990.00	\$2,638.00
440215 PIE Auction	\$0.00	\$0.00	\$2,627.00
440220 Easter Breakfast	\$0.00	\$121.00	\$178.00
440300 Technology Fund Income	\$0.00	\$2,155.67	\$1,000.00
440500 Care Ministry Fund Income	\$0.00	\$0.00	\$120.00
445100 Altar Care Fund Income	\$1,000.00	\$1,000.00	\$100.00
445105 Easter Flowers	\$0.00	\$1,230.00	\$1,103.94
490010 Refunded Transactions Income (B)	\$36,367.36	\$36,367.36	\$182.03
490020 Baptism Gifts	\$0.00	\$0.00	\$100.00
490040 Refunded - Coffee Income	\$224.17	\$2,637.82	\$2,700.52
490100 Refunded - Donations Income	\$39.06	\$2,180.98	\$507.69
490200 Office Income	\$0.00	\$56.07	\$234.46
<b>Total Income</b>	<b>\$103,901.70</b>	<b>\$803,416.44</b>	<b>\$497,666.29</b>

(A) Reclassed YTD interest income for the capital campaign as it should not be included in Operating Income.

(B) ERC refund received from IRS federal taxes net of Hoglund law 20% contingency fee.

**PEACE LUTHERAN CHURCH  
TREASURER'S REPORT**

November 30, 2024

Statement of Activities for Period 11 - November  
Company#: 1 Name: Peace Lutheran Church  
Fiscal Year Beginning 1/1/2024

	<u>Current</u> <u>Period</u>	<u>Current</u> <u>Y-T-D</u>	<u>Prior</u> <u>Y-T-D</u>
<b>Expenses</b>			
<b>Benevolence</b>			
510200 Benevolence - LCMC	\$2,000.00	\$2,000.00	\$1,500.00
510201 Benevolence - Augustana District	\$0.00	\$4,000.00	\$3,500.00
510205 Benevolence - Love, Inc,	\$0.00	\$3,000.00	\$3,000.00
510206 The Philomena House	(\$640.00)	\$0.00	\$0.00
510207 Benevolence - St Paul Partners Tanzania Water Dev	(\$500.00)	\$0.00	\$0.00
510210 Benevolence - Friends for Life	\$0.00	\$3,000.00	\$3,000.00
510211 Benevolence - Feed My Starving Children	\$0.00	\$4,000.00	\$4,000.00
510215 Benevolence - Orphan Grain Train	\$0.00	\$6,500.00	\$6,000.00
510217 Benevolence - New Hope Mission Society	\$0.00	\$2,500.00	\$2,500.00
510219 Benevolence - Samaritan's Purse	\$0.00	\$2,000.00	\$2,000.00
510220 Benevolence - Hope House	\$0.00	\$2,000.00	\$2,000.00
510222 Benevolence - MN Asiss. Council for Veterans	\$0.00	\$2,000.00	\$2,000.00
510223 Benevolence - Carver County Veterans Council	\$0.00	\$2,000.00	\$2,000.00
510224 Benevolence - Ronald McDonald House	\$500.00	\$500.00	\$500.00
510225 Benevolence-Global Health Ministries	\$0.00	\$500.00	\$0.00
510226 Benevolence-Tanzania Well Project	\$500.00	\$500.00	\$0.00
510227 Benevolence-Lutheran Bible Translators	\$0.00	\$500.00	\$0.00
510228 Benevolence-Philomena House	\$640.00	\$640.00	\$0.00
<b>Total Benevolence</b>	<b>\$2,500.00</b>	<b>\$35,640.00</b>	<b>\$32,000.00</b>
<b>Insurance</b>			
<b>Total Insurance</b>	<b>\$0.00</b>	<b>\$10,892.09</b>	<b>\$10,331.26</b>
<b>Salaries</b>			
<b>Total Salaries</b>	<b>\$18,754.06</b>	<b>\$207,894.09</b>	<b>\$203,739.39</b>
<b>Pastor Benefits</b>			
<b>Total Pastor Benefits</b>	<b>\$805.00</b>	<b>\$15,919.70</b>	<b>\$15,489.50</b>
<b>Office</b>			
<b>Total Office</b>	<b>\$1,838.91</b>	<b>\$17,592.47</b>	<b>\$15,866.81</b>
<b>Other Finance</b>			
<b>Total Other Finance</b>	<b>\$509.25</b>	<b>\$3,489.30</b>	<b>\$7,829.67</b>
<b>Total Total Finance</b>	<b>\$24,407.22</b>	<b>\$291,427.65</b>	<b>\$285,256.63</b>
<b>Property</b>			
<b>Total Property</b>	<b>\$2,210.24</b>	<b>\$18,889.01</b>	<b>\$19,732.36</b>
<b>Education</b>			
<b>Total Education</b>	<b>\$0.00</b>	<b>\$10,016.21</b>	<b>\$8,207.70</b>
<b>Youth Activity</b>			
<b>Total Youth Activity</b>	<b>\$1,111.43</b>	<b>\$5,922.56</b>	<b>\$7,300.62</b>
<b>Missions</b>			
<b>Total Missions</b>	<b>\$929.94</b>	<b>\$1,472.34</b>	<b>\$1,338.56</b>
<b>Stewardship</b>			
<b>Total Stewardship</b>	<b>\$596.41</b>	<b>\$998.09</b>	<b>\$2,863.84</b>
<b>Care Ministry</b>			
<b>Total Care Ministry</b>	<b>\$187.00</b>	<b>\$1,096.50</b>	<b>\$1,079.28</b>
<b>Outreach</b>			
<b>Total Outreach</b>	<b>\$202.12</b>	<b>\$4,936.22</b>	<b>\$4,987.49</b>
<b>Hospitality</b>			
<b>Total Hospitality</b>	<b>\$323.18</b>	<b>\$2,961.93</b>	<b>\$2,401.20</b>

**PEACE LUTHERAN CHURCH  
TREASURER'S REPORT**

November 30, 2024

Statement of Activities for Period 11 - November  
Company#: 1 Name: Peace Lutheran Church  
Fiscal Year Beginning 1/1/2024

	<u>Current Period</u>	<u>Current Y-T-D</u>	<u>Prior Y-T-D</u>
<b>Music</b>			
Total Music	\$435.69	\$1,669.66	\$1,972.80
<b>Altar Care</b>			
Total Altar Care	\$284.39	\$1,965.91	\$1,575.29
<b>Technology</b>			
Total Technology	\$37.92	\$3,808.78	\$3,486.61
<b>Total Operating Expenses</b>	<b>\$30,725.54</b>	<b>\$345,164.86</b>	<b>\$340,202.38</b>
810115 Build The Future Expense	\$0.00	\$29,958.34	\$18,245.30
810121 Good Samaritan Fund Expense	\$0.00	\$224.95	\$500.00
810153 Seminary Support Fund Expense	\$0.00	\$146.60	\$0.00
810154 Properties Fund Expense	\$0.00	\$0.00	\$8,220.07
810160 Thrivent Mission Fund Expense	\$0.00	\$0.00	\$400.00
810190 Jerry Hendricks Fund Expense	\$0.00	\$222.19	\$0.00
830110 Noisy Offering Fund Expense	\$0.00	\$3,254.44	\$1,200.28
830115 Youth Ministry Fund Expense	\$698.91	\$1,397.82	\$76.48
830122 Youth Mission Trip Expense	\$0.00	\$21,530.99	\$19,806.84
830125 Mission Trip Fundraiser Expense	\$0.00	\$3,446.45	\$1,412.73
830135 High School Scholarship Fund Expense	\$0.00	\$2,500.00	\$2,000.00
830140 Automatic Door Fund Expense	\$0.00	\$0.00	\$5,000.00
835100 Mission Ministry Fund Expense	\$0.00	\$0.00	\$3,000.00
840100 Outreach Fund Expense	\$943.00	\$5,087.20	\$6,688.95
840200 Hospitality Fund Expense	\$227.37	\$2,071.48	\$3,666.66
840205 Hospitality Events Expense	\$0.00	\$99.02	\$597.46
840300 Technology Fund Expense	\$0.00	\$1,627.99	\$13.41
840500 Care Ministry Fund Expense	\$0.00	\$13.75	\$0.00
845100 Special Gift-Altar/Flower Fund Expense	\$0.00	\$1,312.68	\$865.00
845105 Memorial-Altar Care Expense	\$0.00	\$0.00	\$1,347.87
<b>Total Expenses</b>	<b>\$32,594.82</b>	<b>\$418,058.76</b>	<b>\$413,243.43</b>
<b>Net Income</b>	<b>\$71,306.88</b>	<b>\$385,357.68</b>	<b>\$84,422.86</b>

**PEACE LUTHERAN CHURCH  
TREASURER'S REPORT**

**November 30, 2024**

	<b>2024</b>	<b>2023</b>
Operating Income	\$ 370,955.76	\$ 341,525.12
Operating Expense	\$ 345,164.86	\$ 340,202.38
Balance	\$ 25,790.90	\$ 1,322.74



**PEACE LUTHERAN CHURCH  
TREASURER'S REPORT**

November 30, 2024

Statement of Financial Position for Period 11 - November  
Company#: 1 Name: Peace Lutheran Church  
Fiscal Year Beginning 1/1/2024

<u>Account</u>	<u>YTD Current</u>	<u>YTD 2023</u>
<b>Assets</b>		
Citizens Alliance Checking	\$3,078.19	\$1,820.69
Citizens Alliance HY Money Market	\$215,855.04	\$0.00
Citizens Alliance Savings	\$0.00	\$345,062.27
Edward Jones - 6 mo. CD	\$250,000.00	\$0.00
Edward Jones 12 mo. CD	\$250,000.00	\$0.00
Petty Cash	\$0.00	\$60.00
Edward Jones - Investment	\$24,766.28	\$21,785.37
<b>Total Assets</b>	<b>\$743,699.51</b>	<b>\$368,728.33</b>
<b>Liabilities</b>		
Credit Card Payable	\$624.75	\$2,651.56
<b>Total Liabilities</b>	<b>\$624.75</b>	<b>\$2,651.56</b>
<b>Net Assets</b>		
General Fund Balance	\$156,909.50	\$89,944.94
Nesvold Matching Gift Fund (1)	\$232,845.39	\$0.00
Capital Campaign 2024 Fund	\$242,787.00	\$0.00
Capital Campaign Fund Interest Income (2)	\$5,666.65	\$0.00
Prepaid Faith Promise - 2023	\$0.00	\$2,234.30
Prepaid Faith Promise - 2024	\$2,211.08	\$18,033.07
Executive-Undesignated Memorials Balance	\$480.00	\$70.00
Brick & Mortar Fund Balance	\$24,766.28	\$21,785.37
Undesignated Donation Fund Balance	\$0.00	\$100,000.00
Build The Future Fund Balance	\$0.00	\$63,279.70
Good Samaritan Fund Balance	\$7,281.74	\$7,281.69
Rainy Day Fund Balance	\$11,215.68	\$3,448.68
Seminary Support Fund Balance	\$394.40	\$0.00
Properties Fund Balance	\$554.92	\$554.92
Thrivent Mission Fund Balance	\$1,539.00	\$808.00
Memorials-Jerry Hendricks Fund Balance	\$0.00	\$222.19
Music Ministry Fund Balance	\$5,465.08	\$6,944.08
Noisy Offering Balance	\$1,265.97	\$646.51
Youth Ministry Fund Balance	\$886.38	\$2,055.20
Youth Mission Trip Fund	\$12,846.64	\$11,856.41
High School Scholarship Fund	\$6,200.00	\$8,700.00
Mission Ministry Fund Balance	\$3,557.00	\$3,557.00
Outreach Fund Balance	\$1,582.14	\$5,389.85
Hospitality Fund Balance	\$20,969.47	\$17,045.67
Technology Fund Balance	\$1,540.30	\$1,012.62
Care Ministry Fund Balance	\$731.25	\$745.00
Altar Care Fund Balance	\$1,378.89	\$461.57
<b>Total Net Assets</b>	<b>\$743,074.76</b>	<b>\$366,076.77</b>
<b>Liabilities &amp; Net Assets</b>	<b>\$743,699.51</b>	<b>\$368,728.33</b>

(1) Nesvold matching gift total \$281,500

(2) Separated Capital Fund interest income from the Capital Fund account (earned, not raised)

# PEACE LUTHERAN CHURCH TREASURER'S REPORT

November 30, 2024

Budgeted Financial Statement for Period 11 - November 91.67%

Company#: 1 Name: Peace Lutheran Church

Fiscal Year Beginning 1/1/2024

<u>Acct # Description</u>	<u>Budget Annual</u>	<u>Budget for Period</u>	<u>Actual for Period</u>	<u>Variance for Period</u>	<u>Budget YTD</u>	<u>Actual YTD</u>	<u>Var. Actual to Annual Budget Dollar</u>	<u>Var. Actual to Annual Budget %</u>
<b>Expenses</b>								
<b>Operating Expenses</b>								
<b>Total Finance</b>								
Benevolence	35,640	2,500	2,500	-	35,640	35,640	-	100.00%
Insurance	11,000	-	-	-	11,000	10,892	(108)	99.02%
Salaries	229,189	18,831	18,754	(77)	209,534	207,894	(21,295)	90.71%
Pastor Benefits	19,598	1,005	805	(200)	16,546	15,920	(3,678)	81.23%
Office	13,790	965	1,839	874	12,775	17,592	3,802	127.57%
Other Finance	10,150	110	509	399	8,250	3,489	(6,661)	34.38%
<b>Total Total Finance</b>	<b>319,367</b>	<b>23,411</b>	<b>24,407</b>	<b>997</b>	<b>293,745</b>	<b>291,428</b>	<b>(27,939)</b>	<b>91.25%</b>
Property	25,395	1,705	2,210	505	23,690	18,889	(6,506)	74.38%
Education	8,460	-	-	-	7,760	10,016	1,556	118.39%
Youth Activity	7,000	591	1,111	520	6,676	5,923	(1,077)	84.61%
Missions	1,550	-	930	930	1,100	1,472	(78)	94.99%
Stewardship	3,000	500	596	96	2,500	998	(2,002)	33.27%
Care Ministry	1,800	200	187	(13)	1,600	1,097	(704)	60.92%
Outreach	8,545	875	202	(673)	6,245	4,936	(3,609)	57.77%
Hospitality	4,850	370	323	(47)	4,620	2,962	(1,888)	61.07%
Music	3,830	710	436	(274)	3,630	1,670	(2,160)	43.59%
Altar Care	1,980	118	284	166	1,580	1,966	(14)	99.29%
Technology	9,168	910	38	(872)	8,567	3,809	(5,359)	41.54%
<b>Total Operating Expenses</b>	<b>394,945</b>	<b>29,390</b>	<b>30,726</b>	<b>1,336</b>	<b>361,713</b>	<b>345,165</b>	<b>(49,780)</b>	<b>87.40%</b>



# December Pastor Report

December 13, 2024



## ADMINISTRATIVE

- **HUGE THANK YOU**
  - **Thank you Arvin Senne**, for building the church office a new cabinet that fits just right. It is beautiful. We thank God for his skills and this gift of this custom cabinet.
  - **Thank you Norm Bauer & John Weinzierl** – Our tablecloth rack in the pantry was falling off the wall. Norm & John fortified the design and rehung it.
- **Pastor's Christmas Letter** – This will be mailed early next week. It will be an encouragement to worship this Christmas Eve and to share a Christmas Offering.
- **Expecting**
  - Katie & Dylan Young
- **Births**
  - Everlee and Brynlee Anderson (Dylan Anderson and Arianna) – Thursday, Nov 14
  - Weston Alden Sandquist (Emily and Mark) – Friday, Nov 15
  - Micah Nissen (Gladys & Mark) – Monday, Nov 18
  - Millie Pawelk (Karilyn & Jesse) – Monday, Dec. 4
- **Baptism**
  - Madelyn Rose Kasprick (Rachel & Cody) – November 24
  - Adeline Kay Carlin (Nate & Grace) – December 1
  - Jack Sullivan Mullaney (Kacie & Bob) – December 8
  - Weston Alden Sandquist (Emily & Mark) – January 19 (tnt, no paperwork yet)
- **Possible Interest in Baptism**
  - Adelaide, Clifton, Charlotte Enfinger (3 children)
  - Addilyn Jo Hickel (Alex and Kristina) – Born Sunday, June 18, 2024
- **Completed Staff & Pastor Reviews**
  - Sandy Fleischman – Office Administrator
  - Mark Nissen – Director of Youth & Family Ministry
  - JoAnn Deveny – Church Accompanist
- **Winter Leadership Retreat at Lake Sylvia Getaway** <https://t.vrbo.io/3ORSUzW6xOb>
  - Fri. Jan. 31 – Sat. Feb. 1 (Sun. Feb. 2 – Installation of Ministry Board etc.) Aaron Deutsch Augustanna District Rep
- **Facility Rental**
  - Heather Heun 11/30/2024 – Bridal shower
  - Grace Carlin 12/01/2024 – Family party for Adeline's baptism
- **Wedding** - Jessica Holker - Saturday, July 26, 2025
- **Funeral** - Renata Dahl – Passed away Nov 25, Funeral Dec 5





# December Pastor Report

December 13, 2024



- **Office Closed for the Holidays**
  - Wednesday, Christmas Day    December 25 - Friday, December 27
  - Wednesday, New Year's Day    January 1 – Friday, January 3
- **Sandy On Vacation** - January 16-20, Office will be open from 9 am – noon
- **Mark On Vacation** – January 16-23

## OUTREACH

- **Poinsettia and Wreath Sale** – pick up was Friday, Dec 6 and Saturday, Dec 7. 23 poinsettias were purchased for the sanctuary. 2 poinsettias, 8 spruce tip pots, and 9 wreaths were purchased for personal use.
- **Christmas Worship Community Mailing** – We mail our Christmas worship community invitation to all the households around our area, about 5,000 total. Even if they have a church home, its' a reminder to come and worship the Christ child this Christmas.

## WORSHIP

- **SUCCESS! Community Thanksgiving Worship – Wednesday, November 27 @ 7pm.** It was a full house(231 people), the music was phenomenal, thank you – Marla & JoAnn. Almost every piece of pie was served – way to go Hospitality Team!
- **CHILDREN'S CHRISTMAS PROGRAM** – Sunday, December 15 – thank you Nicole and crew for all it takes to make this happen.
- **CHRISTMAS EVE WORSHIP** – Tuesday, December 24 – worship times 3:00 pm, 5:00 pm and 9:00 pm.



## MISSIONS

- **Operation Christmas Child** – Thank you Amy & Jon Peterson and all your volunteers. We were an Operation Christmas Child drop-off site and will look to grow that in 2025. This year we collected 413 shoeboxes. The expectation was about 600. Peace members packed 123 shoeboxes.



## DECEMBER 2024 YOUTH DIRECTOR'S REPORT

Merry Christmas! It has been a busy last couple of weeks for the Nissen family with the birth of Micah. Thank you all for your support and for the chance to have some time off to be with my family during this exciting time! Time with little Micah was great, but it especially has me excited for what is to come in the new year for our youth.

### High School Youth Group

- Upcoming topics:
  - January- We will be talking about what evangelism means and how we are called to share the gospel.
  - February- Worship Songs. We will dig into the lyrics of some new worship songs and think about how they relate to scripture and what we can learn from them.
  - March- The Sermon on the Mount!
- These gatherings have been going great, we have been averaging around 20-25 on Wednesday nights.
- Our goal with youth group is to welcome students in, develop relationships, and get students talking about their faith!

### Middle School Youth Group

- We have been gathering Sundays after worship for an hour. The numbers for this have been very up and down. Some weeks we have around 10, some we have 2-3 kids.
- We are working our way through the fruits of the spirit and what these mean for us!

### Mission Trip

- We are all set to go and serve in Elliot County, Kentucky next summer.
- June 20-29, the cost is \$650 per student.
- Sign-ups are off to a pretty good start. I am expecting around 30-40 students this summer.

### FCA

- Once a month we are hosting the local Fellowship of Christian Athletes group for breakfast. This is made up of students from many different churches including ours and it is a great chance for me to get to know students from our community.

### Confirmation

- We currently have 34 students in confirmation and are off to a great start to the year!
- This year we are walking through the Old Testament and helping students to understand the purpose of this book and how it points us to Christ.

This is just a brief look at what is going on, but I am very excited to get back rolling in the new year and creating new and exciting opportunities for students from our church and from the community to come and learn about Jesus! Have a blessed Christmas!

Spread Joy,  
Mark

Care Team Meeting Minutes  
12/11/2024

Present: Karen Litito, Sue Buelke, Stephanie Hanson, Mary Fritz Barfnecht

Unable to attend: Marla Erickson

Open with prayer: Lead by Mary

Old business:

Veteran's Day: Dessert was well received. Julie Maas Kusske wound up being a bar tender and the Boettner's brought cake and helped serve. Great time!

Budget:

Our new budget is \$1,800. We were under budget for 2024 and we have the same budget for next year.

Card Box:

- Mid Dec to Mid Jan: Mary
- Mid Jan to Mid Feb: Stephanie
- Mid Feb to Mid-March: Karen
- Day Brighteners: Ongoing and random.

Grief Share:

- Our 13-week series is complete! We did have 3 men as participants at the end. The gentleman that had been with the entire program had Covid and could not make the last meeting, so thinking I will send card and an ornament.
- We are out of the participant guides for the 13-week series. Will have to order more in 2025.
- Also, would like to recruit new helpers for 2025.
- Thought *Surviving the Holidays* went well. Always seems that there are not many present for these sessions.

Prayer Shawls: Sue will be taking a shawl to one of our congregants.

Follow up on Prayers for the Sick Update: Reviewed

NEW business:

Judy Jacobson has a donation of small prayers for us to enclose in the cards we send. Will add to the card box. Thank you, Judy for the idea and the cards!

Christmas Cards to some of our congregants.

Goals for 2025. Exploring a small gift from our church to family at time of funerals. Like a pocket cross for comfort.

Close with prayer: Next meeting January 15, 2025

10 am.

Meeting closed with the Our Father.

Submitted,  
Mary Fritz Barfnecht

## **FINANCE TEAM MEETING DECEMBER 9, 2024 AT 6 PM**

Present: Dan Cowger, Bill Helfritz, Sue Beulke, Dan Beulke, Julie Potter, Nathan Wendland, Andy Johnsrud, Mike Rupp, Cathy Rieckenberg, Pastor David

Absent: Linda Senne

Call to order by Dan Cowger at 6:05 pm

Opening Prayer: Bill Helfritz

Motion to Adopt Meeting Agenda for 12-9-24: passed

Motion to Approve Minutes from 11-6-24 meeting: passed

Reports:

- Review November and YTD giving – Sue B
- Review November and YTD Financials – Julie P

Old Business:

Capital Campaign:

1. Review Capital Campaign gifts to date – Sue stated a new pledge has been added this month
2. Review Fund Balance – Julie stated that the new congregation motion for design committee and the design will eventually be taken out of the fund next spring
3. Congregation has voted to keep moving ahead- a discussion on what exactly this motion involved and what it means for the capital campaign funds.
4. Discuss future CDs and Length of time – the current rate is about 4.4%. As our funds near the insured amount in the bank, another amount will be transferred to CD's. This probably will not be done until January. In February a \$150,000 CD is termed...we will decide then whether to go 3 or 6 month depending on the interest rate.

New Business:

Employee Retention Tax Credit: Julie/ Dan

- Applied with the IRS for 5 Quarters 2020 Q2 to 2021 Q2
- Received \$43,465 Expense \$7,098.55 Net \$36,367
- One Quarter Still Outstanding – Net is estimated at \$11,500

2025 Preliminary Budget – Julie/ Dan

- Review Projected Revenue
- Review Submitted Budgets Last year Dan mentioned that they projected a 6% increase in giving for 2024 and a 6% increase in expenses for 2024. Actually, the giving is up 8% for 2024 and the expenses only went up 2-3%, consequently, Peace has a surplus right now.
- 2<sup>nd</sup> Budget Meeting Wednesday, December 11<sup>th</sup> at 6:30 pm. Dan encouraged anyone to attend for input.
- How to apply Budget Surplus to 2025 Needs?
- One-time expense vs. Ongoing Expenses Dan discussed one-time expenses are not in the budget as they are NOT ongoing. Hopefully with the IRS refunds some of the one-time expenses can be paid. This will be discussed at the Budget Mtg on Wednesday.

Set next Finance Team Meeting – **January 9<sup>th</sup>, Thursday at 6 pm. NOTE CHANGE\*\*\*\*\***

Meeting adjourned at 7:40 pm Motion *made by Cathy R/ Dan C/ passed*

Closing Prayer – Andy Johnsrud

**Minutes for Missions Meeting**  
**12/10/2024**

Present: Ruth Clark, Jim Grosshuesch, Karen Hoernemann, Pastor David, Amy Peterson

Absent: Karleen Boettner, Jaime Carlson, Teri Dressel, Edie Hanson, Julie Maas-Kusske, Karen Lotito, Robert Lotito, Nikki McClurg, Cathy Rieckenberg, Sharon Weinzierl

Meeting called to order at 6:41 p.m.

Opening Prayer by Amy

Meeting agenda limited to two items:

1. Missions Workshop

- No one from the team has stepped up to organize and execute.
- Some Missions projects have been absorbed by the Youth Mission Confirmation Night in October (ripping/rolling bandages and tie blankets), Jamie's Craft Weekends; this is a good thing since there has not been a Missions Workshop.
- Tabled further discussion until next meeting.

2. Proposed 2025 Budget

- Motion made by Ruth and seconded by Jim to continue contributing to the 2024 local and global missions for 2025. Motion carried.
- Per the Finance Team, the total Missions budget for 2025 is 10% of the 2024 estimated income/budget (\$394,944) which is \$39,494. It was agreed to keep operating expenses at \$1,550 thereby total benevolence is \$39,490.
- Discussion regarding which missions should receive an increase. It was agreed all are worthy.
- Discussion regarding role of LCMC and LCMC Augustana District and services provided. Randy Freund is stepping down and the new service coordinator is Pastor Aaron Deutsch.
- Motion made by Ruth and seconded by Karen to increase Peace's benevolence to LCMC, LCMC Augustana, Global Health Ministries, Lutheran Bible Translators, and Tanzania Well Project. Motion carried. List of 2025 Benevolences attached to be approved by the MB.

3. Other

- There is ~\$577.66 remaining in the operating budget. This may be due to various Thrivent Action Plans being utilized, no mission workshop in 2024, etc.
- Thrivent Actions Plans were used for quilting materials, spring and winter blessing bags for the homeless, blessing bags for Brittany's Place, and (maybe others?).
- Motion made by Karen H. to contact Karen Lotito about potentially spending the remaining balance on material for tie blankets (major sales after Christmas) for distribution in 2025 with potential recipients being Ronald McDonald House, Brittany's Place, or other. Motion carried.

Meeting concluded @ 7:38 p.m.

Respectfully submitted,  
Amy Peterson



<b>MISSIONS</b>	<b>Proposed 2025</b>	
<u>LOCAL</u>		
Carvery Cty Vet's Council	\$ 2,000	5.06%
Friends for Life/Gather & Grow	\$ 3,000	7.60%
Hope House	\$ 2,000	5.06%
LCMC	\$ 3,000	7.60%
LCMC - Augustana District	\$ 5,000	12.66%
Love INC	\$ 3,000	7.60%
MN Asst Council for Vets	\$ 2,000	5.06%
Ronald McDonald House	\$ 500	1.27%
<b>Subtotal Local</b>	<b>\$ 20,500</b>	<b>51.91%</b>
<u>GLOBAL</u>		
Feed My Starving Children	\$ 4,000	10.13%
Global Health Ministries	\$ 600	1.52%
Lutheran Bible Translators	\$ 600	1.52%
New Hope Mission Society	\$ 2,500	6.33%
Orphan Grain Train	\$ 6,500	16.46%
Philomena House	\$ 640	1.62%
Samaritan's Purse	\$ 2,000	5.06%
Tanzania Well Project	\$ 600	1.52%
<b>Subtotal Global</b>	<b>\$ 17,440</b>	<b>44.16%</b>
Total Benevolence	\$ 37,940	96.07%
Expenses (were \$1,550.00)	\$ 1,550	3.93%
	<b>\$ 39,490</b>	

**Worship & Music Ministry Team**  
**November 19, 2024**  
**Minutes**

- **Attendees:** JoAnn, Kevin, Marla, Ruth, Edie, Nicole, Pastor
- Opening prayer by Pastor
- Next meeting date is **Tuesday, December 10<sup>th</sup> 9am**
- Review the 2025 Budget submitted to Julie: All approved as presented.

	<b>2025 Budget</b>
680110-Operating-Music	\$ 1,000.00
680140-Operating-CCLI Base License	\$ 380.00
680145-Operating-CCLI Song Select	\$ 240.00
680120-Operating-Piano Repair & Maint	\$ 540.00
680130-Operating-Guest Musicians	\$ 1,400.00
680150-Operating-Video Streaming Lic	\$ 325.00
680160-Operating - Clavanova Maint	\$ 500.00
Total	\$ 4,385.00

Operating Music amount increased to begin the phase-out of old music copies for newer music. This will be a multi-year process. Guest Musicians doubled by recommendation of Peace members to enable more frequent guests. License costs were raised to accommodate increased membership from 180 to 210 average attendance

- Other business:
  - Any updates on the adding of the position of **Director of Worship and Music** like the position that Abby Salmon fills at Resurrection Lutheran Church.
    - Pastor confirmed this position is in the 2025 budget for ½ year because it is assumed that it will take several months to find the right person, if the 2025 budget is approved.

***Please save the sign-in information for CCLI. When accessing the account, please be careful not to change the password or userid/email.***

CCLI website: <https://us.ccli.com> | Email: [office@come2peace.com](mailto:office@come2peace.com) | Password: [PraiseB@nd1!](#)

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**DECEMBER MONTH'S MUSIC PLAN**

**Revised - November 24<sup>th</sup> – Thanksgiving Sunday – Luke 17: 11 - 19 – Baptism of Jesus heals 10 men with leprosy**

**Praise Prelude:** “Always be a Child” – CCLI # 29554

**Call to Worship:** “Come, Ye Thankful People, Come” – LBW #407

**Sermon Song:** “Praise and Thanksgiving” – LBW #409

**Special Music:** Youth singing “Thank You Lord”

**Offering Response:** “Create in Me a Clean Heart O Lord” - LBW page 75

**Closing Song:** “Let All Things Now Living” – LBW #557

**Praise Postlude:** “Amazing Love (You are my King)” – CCLI # 2456623

Note about the December Advent Services: Pastor will be focusing the messages on Angels (the Messengers) so the Reading noted may not be the Readings used). The songs selected are focused on “Angels” or “Messengers”

**December 1<sup>st</sup> – 1<sup>st</sup> Sunday of Advent - Luke 21:25-36 – Edie will be gone – Baptism of Adeline Carlin**

*Signs of the End Times*

**Praise Prelude:** “Only Child” (new baptism song from Kevin)  
“Always be a Child” – CCLI #29554

**Call to Worship:** “Rejoice, Rejoice, Believers” – LBW #25

**Sermon Song:** “Oh, Come, Oh, Come, Emmanuel” – LBW #34

**Special Music:** “O Come, O Come Emmanuel” Addison Johnsrud, piano

**Offering Response:** “This is the Feast” LBW page 81

**Communion Songs:** “Come to the Table (of Mercy)” – CCLI #675056

“You are My All in All” – Celebration #583

“Eat this Bread” – WOV #709

**Closing Song:** “Go Tell it on the Mountain” – LBW #70

**Praise Postlude:** “Christmas Offering” – CCLI #7005509

**December 8<sup>th</sup> 2<sup>nd</sup> Sunday of Advent - Luke 3:1-14 (15-20) – Kevin will be gone – Baptism of Jack Mullaney & New Members**

*John the Baptist prepares the way*

**Praise Prelude:** “Always be a Child” – CCLI #29554

**Call to Worship:** “Come, Thou Long-Expected Jesus” – LBW #30

**Sermon Song:** “Hark, the Glad Sound!” – LBW #35

**Special Music:** “O Come, Emmanuel” Adult Choir

**Offering Response:** “Create in Me a Clean Heart, O God” – LBW page 75

**Closing Song:** “Awesome God” – CCLI # 41099

*(special request of the Baptism family)*

**Praise Postlude:** “Soon and Very Soon” – WOV #744

**December 15<sup>th</sup> 3<sup>rd</sup> Sunday of Advent - Luke 7:18-28 (29-35) –**

**Kevin will be gone – Children’s Christmas Program**

*Jesus and John the Baptist*

**Praise Prelude:**

**Call to Worship:**

**Sermon Song:**

**Special Music:**

**Offering Response:** “Thank you Lord” – CCLI #577439

**Closing Song:**

**Praise Postlude:** “Go Tell it on the Mountain” – LBW #70

*Nicole will pick music  
To fit with Christmas Program*

**December 24<sup>th</sup> 3pm Christmas Eve – Luke 2: 1- 14 (15 – 20)**

*Nativity of Our Lord*

**Praise Prelude:** “Do You Hear What I Hear?”

“Christmas Hallelujah”

“I Heard the Bells on Christmas Day” – CCLI #3250150

**Christmas Hymn:** “Oh, Come, All Ye Faithful” – LBW #45 (everyone verses 1 & 4, women verse 2 and men verse 3)

**Sermon Song:** “Away in the Manger” – LBW #67 (children sing verses 1 & 2 and everyone joins in 3<sup>rd</sup> verse)

**Christmas Offering special music:** “Make Room” – CCLI #7101018 (key of E flat) Praise Band

**Offertory Response:** “Good Christian Friends, Rejoice” – LBW #55

**Communion Songs:** “What Child is This” – LBW #40

“The First Noel” – LBW #56

“It Came Upon the Midnight Clear” – LBW #54

“Angels We Have Heard on High” – LBW #71

**Candlelight Hymn:** “Silent Night, Holy Night” LBW #65 JoAnn, piano; Cynthia Sparks, Flute

**Closing Hymn:** “Joy to the World” – LBW #39 Everyone sings verses 1 & 4, women sing verse 2, and men sing verse 3

**Praise Postlude:** “Go Tell it on the Mountain” – LBW #70

**December 29<sup>th</sup> – 1<sup>st</sup> Sunday after Christmas – Luke 2: 22-40 –**

Eddie will not be at church

*Jesus presented in the Temple – the story of Simeon and Anna*

*Typically the Sunday where people request their favorite Christmas carol/song*

**Praise Prelude:**

**Call to worship:**

**Sermon Song:**

**Special Music:**

**Offering Response:**

**Closing Song:**

**Praise Postlude:**

*All music will be chosen from  
a list by the congregation*

**December 22<sup>nd</sup> 4<sup>th</sup> Sunday of Advent - Luke 1:39-45 (46-56)**

*Mary visits Elizabeth*

**Praise Prelude:** “Christmas Offering” – CCLI #7005509

**Call to Worship:** “Angels, from the Realms of Glory” – LBW #50

**Sermon Song:** “Hark! the Herald Angles Sing” – LBW #60

**Special Music:** “Jesus Comes to Earth” Adult Choir

**Offering Response:** “Give Thanks” - Celebration #170

**Closing Song:** “Go Tell it on the Mountain” – LBW #70 (Ruth accompanying on trumpet)

**Praise Postlude:** “Go Tell it on the Mountain” – LBW #70 (Ruth accompanying on trumpet)

**December 24<sup>th</sup> 5pm & 9pm Christmas Eve – Luke 2: 1- 14 (15 – 20)**

*Nativity of Our Lord*

**Praise Prelude 5pm:** “Do You Hear What I Hear?”

“Christmas Hallelujah”

“I Heard the Bells on Christmas Day” – CCLI #3250150

**Prelude 9pm:** Christmas Medley – Ruth Clark

**Christmas Hymn:** “Oh, Come, All Ye Faithful” – LBW #45

(everyone verses 1 & 4, women verse 2 and men verse 3)

**Christmas Hymn:** “Hark! the Herald Angles Sing” – LBW #60

**Christmas Hymn:** “I am So Glad Each Christmas Eve” – LBW #69

**Sermon Song:** “Away in the Manger” – LBW #67

**Christmas Offering 5pm:** “Angels’ Carol” Adult Choir

**Christmas Offering 9pm:** *special music by the Hoernemann family? (Ruth will confirm with them)*

**Offertory Response:** “Good Christian Friends, Rejoice” – LBW #55

**Communion Songs:** “What Child is This” – LBW #40 **5pm & 9pm**

“The First Noel” – LBW #56 **5pm & 9pm**

“It Came Upon the Midnight Clear” – LBW #54 **9pm**

“Angels We Have Heard on High” – LBW #71 **5pm & 9pm**

**Candlelight Hymn 5pm:** “Silent Night, Holy Night” LBW #65

(maybe special musicians); JoAnn, piano; Cynthia Sparks, Flute

**Candlelight Hymn 9pm:** “Silent Night, Holy Night” LBW #65

**Closing Hymn:** “Joy to the World” – LBW #39 Everyone sings

verses 1 & 4, women sing verse 2, and men sing verse 3

**Postlude 5pm:** “Go Tell it on the Mountain” – LBW #70

**Postlude 9pm:** “Joy to the World” – LBW #39