



Ministry Board Meeting Agenda
January 20, 2025
6:30 – 8:00 p.m.

- I. Call to Order
- II. Roll Call / Attendance
- III. Devotions – Mike Rupp
- IV. Open Forum
- V. Adopt Agenda
- VI. Approval of Minutes
 - A. Approval of Ministry Board Meeting Minutes from December 16, 2024
- VII. Reports
 - A. Financial Report
 - B. Pastor's Report
 - C. Mark's Report
 - D. Ministry Team Reports
 - i. Finance
 - ii. Outreach
 - iii. Worship & Music (December & January)
- VIII. Old Business
 - A. Covid Money – One-Time Income
 - B. 2024 Year-End Surplus
- IX. New Business
 - A. Annual Meeting Agenda
 - B. Installation Sunday, February 2
 - C. Leadership Workshop
 - D. February Meeting Devotions
 - E. Will and Estate Planning Meeting
 - F.
- X. Adjourn
- XI. Closing Prayer
- XII. Information
 - A. Next Meeting: February 17, 2025 | Executive Board Meeting February 13, 2025
 - B. February Meeting Devotions: TBD
 - C. February Communion Assistants: Jon Peterson and Cathy Rieckenberg

PEACE LUTHERAN CHURCH
UNAPPROVED Board Meeting Minutes
December 16, 2024

- I. Call to Order:** 6:35 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:** Norm Bauer, Dan Cowger, Cory Meyer, Julie Potter Lindsay Schmidt, Elizabeth Schulze, and James Walz

III. Devotions: Done by Cathy Rieckenberg

IV. Open Forum:

V. Adopt Agenda:

Motion to approve Ministry Board Meeting Agenda as written. Cathy R / Jon P / Carried

VI. Design Development Team – Introduction and Discussion

Design Development Team members – Norm Bauer, Cory Meyer, Lindsay Schmidt, Elizabeth Schulze, and James Walz were present. After introductions, a discussion was held on what was expected with their committee.

Design Development Team Expectations and Criteria – Mike went over the four guidelines, which was discussed in the November Ministry Board meeting, 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. The committee will meet with all the ministry board teams and the Peace staff for input.
4. There will be only 4 meetings with Norson and only one person can be the spokesman for Norson and for the Ministry Team

Discussion was on what the total cost included. It was decided that would be for building only. Their goal was to work on the design of the building. Mike will get the contract with Norson and before signing it will share it with the Design team and Ministry Board. The Design team would like copies of the feasibility study plus the “Dream’n and Dessert” reports and any other reports regarding the proposed building and the congregation’s input. Cathy will contact Sandy to get that information to them.

VII. Approval of Minutes

- A. Approval of Ministry Board Meeting Minutes from November 18, 2024.

Motion to approve the November 18, 2024, Ministry Board meeting minutes as written. Jon P / Bill H / Carried

VIII. Reports:

- A. Financial Report:

Reviewed November Financials: Cathy Briefly reviewed the November financials with Julie Potter and Dan Cowger present

Motion to approve Financial Report as written. Bill H / Marla / Carried.

2024 Budget Review: Dan Cowger reviewed the 2024 Budget. Showed the surplus plus the return of the “covid refund.” It was discussed to do the one-time expenses that are important to Peace, such as the



necessary new computers, sling/ streaming, and acolyte robes. The remainder may be kept in the property or rainy-day fund just as savings towards a major catastrophe with AC/Heat.

2025 Budget Discussion: Dan Cowger presented the proposed 2025 budget. Dan went over the budget and explained the deficit, but felt Peace was in a good financial position. Discussion was held on the budget. Julie Potter will email the final budget for 2025 after the Finance Meeting in January on the 9th.

Motion to approve the 2025 Peace Lutheran Budget as presented by Dan Cowger. Bill H / Jon P / Carried.

B. Pastor's Report:

Motion to approve Pastor's Report as written. Karen D / Marla / Carried.

C. Mark's Report:

Motion to approve Mark's Report as written. Cathy R / Karen D / Carried.

D. Ministry Team Reports

- Care
- Finance
- Missions
- Worship & Music (November)

Motion to accept Ministry Team Reports as written. Jon P / Cathy R / Carried

IX. Old Business:

- 2025 Ministry Board and Nominating Committee Nominations: It was discussed there will be only two candidates for Ministry Board positions, but there can be nominations from the floor. There are six candidates for the three positions on the Nominating Committee.
- Director of Worship & Music Technology Discussion: Pastor has a committee doing a "Job Description" for this position.
- Leadership Retreat: Much to be discussed at the Leadership gathering. 2025 will be an important year for a New addition to the building and for two services on Sunday morning. It should be a time of sharing "God's Picture for Peace." Pastor has two speakers coming to share inspiration for all. Next meeting we will discuss the mechanics of the retreat, and the food needed for the retreat.

X. NEW BUSINESS:

- Design Development Team: See section VI above for notes.
- Budget: See section VIII point A for notes.

XI. Adjourn

Motion to adjourn the meeting. Bill H / Marla E / Carried. Adjourned at 8:14 pm

XII. Closing Prayer

XIII. Information:

- Next meeting January 20, 2025 | Executive Board Meeting January 16, 2025
- January Meeting Devotions: Mike Rupp
- January Communion Assistant / MB serving: Karen Dressel and Tory Schmidt
- February Communion Assistant/MB serving: Jon Peterson and Cathy Rieckenberg

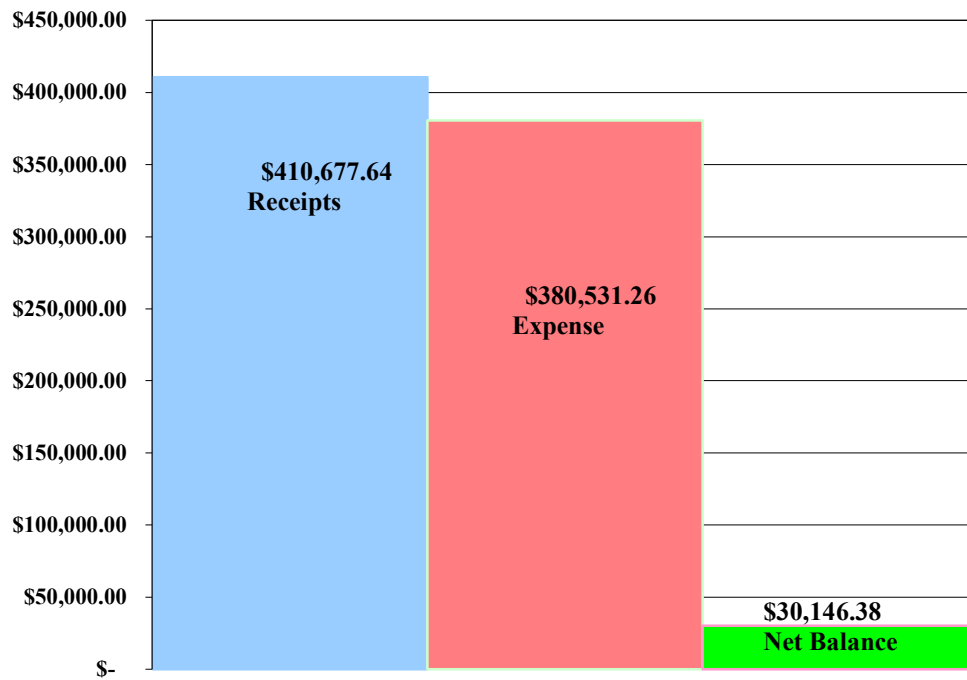
**PEACE LUTHERAN CHURCH
TREASURER'S REPORT**

December 31, 2024

GENERAL FUND SUMMARY

General Fund 2024 Receipts and Transfers In	\$	410,677.64	
General Fund 2024 Expenses	\$	380,531.26	
General Fund - 2024 Net Balance			<u>\$ 30,146.38</u>

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



**PEACE LUTHERAN CHURCH
TREASURER'S REPORT**

December 31, 2024

Statement of Activities for Period 12 - December
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>
Income			
Operating Income			
401010 General Fund	\$32,193.08	\$375,686.14	\$358,819.56
401010-5 General Fund - Initial	\$0.00	\$10.00	\$35.00
410005 Christmas Offering	\$5,182.00	\$5,182.00	\$4,520.00
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	(\$831.00)	\$25.00	\$25.00
410030 Cash Offering	\$814.30	\$4,725.80	\$7,384.78
410035 Miscellaneous Income	\$2,100.00	\$2,800.00	\$10.00
410040 Mid-week Summer Worship Income	\$0.00	\$688.00	\$850.00
410050 Interest Income (A)	\$223.50	\$4,687.53	\$1,847.10
410200 Youth Events Income	\$5.00	\$2,031.72	\$3,462.75
410300 VBS Registrations Income	\$35.00	\$2,415.45	\$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	\$0.00	\$558.00	\$558.00
Total Operating Income	\$39,721.88	\$410,677.64	\$386,056.13
419090 Nesvold Matching Gift Income	\$0.00	\$100,000.00	\$0.00
419091 Capital Campaign 2024 Income	\$34,195.00	\$276,982.00	\$0.00
419092 Capital Campaign 2024 Interest Income	\$437.95	\$6,104.60	\$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	\$11,033.07
419117 Prepaid Faith Promise 2025	\$13,260.00	\$13,260.00	\$0.00
419120 Build the Future Fund Income	\$0.00	\$0.00	\$25.00
419125 Good Samaritan Fund Income	\$500.00	\$725.00	\$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	\$35.00	\$574.00	\$891.00
430110 Noisy Offering Fund Income	\$350.00	\$4,017.31	\$1,223.12
430115 Youth Ministry Fund Income	\$272.50	\$501.50	\$50.00
430122 Youth Mission Trip Fund Income	\$1,000.00	\$26,607.67	\$18,119.34
430125 Youth Mission Trip Fundraisers Income	\$0.00	\$150.00	\$5,864.58
440100 Outreach Fund Income	\$1,902.00	\$3,047.49	\$3,405.41
440105 Outreach Events	\$0.00	\$2,225.00	\$3,084.00
440200 Hospitality Fund Income	\$515.50	\$2,417.16	\$120.00
440205 Lenten Suppers	\$0.00	\$627.00	\$415.00
440210 Hospitality Events	\$3,134.00	\$4,124.00	\$5,774.50
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	\$0.00	\$1,000.00	\$100.00
445105 Easter Flowers	\$0.00	\$1,230.00	\$1,103.94
490010 Refunded Transactions Income (B)	\$0.00	\$36,367.36	\$182.03
490020 Baptism Gifts	\$0.00	\$0.00	\$100.00
490040 Refunded - Coffee Income	\$263.00	\$2,900.82	\$2,936.52
490100 Refunded - Donations Income	\$461.91	\$2,642.89	\$4,410.43
490200 Office Income	\$5.00	\$61.07	\$234.46
Total Income	\$96,053.74	\$899,470.18	\$559,381.13

(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**

December 31, 2024

Statement of Activities for Period 12 - December
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>
Total Finance			
Benevolence			
510200 Benevolence - LCMC	\$0.00	\$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
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	\$0.00	\$500.00	\$500.00
510225 Benevolence-Global Health Ministries	\$0.00	\$500.00	\$0.00
510226 Benevolence-Tanzania Well Project	\$0.00	\$500.00	\$0.00
510227 Benevolence-Lutheran Bible Translators	\$0.00	\$500.00	\$0.00
510228 Benevolence-Philomena House	\$0.00	\$640.00	\$0.00
Total Benevolence	<u>\$0.00</u>	<u>\$35,640.00</u>	<u>\$32,000.00</u>
Insurance			
Total Insurance	<u>(\$146.00)</u>	<u>\$10,746.09</u>	<u>\$10,934.26</u>
Salaries			
Total Salaries	<u>\$22,599.67</u>	<u>\$230,493.76</u>	<u>\$226,226.31</u>
Pastor Benefits			
Total Pastor Benefits	<u>\$2,976.84</u>	<u>\$18,896.54</u>	<u>\$18,466.34</u>
Office			
Total Office	<u>\$1,719.67</u>	<u>\$19,312.14</u>	<u>\$18,564.04</u>
Other Finance			
Total Other Finance	<u>\$196.97</u>	<u>\$3,686.27</u>	<u>\$8,378.31</u>
Total Total Finance	<u>\$27,347.15</u>	<u>\$318,774.80</u>	<u>\$314,569.26</u>
Property			
Total Property	<u>\$2,082.07</u>	<u>\$20,971.08</u>	<u>\$22,319.08</u>
Education			
Total Education	<u>\$443.23</u>	<u>\$10,459.44</u>	<u>\$8,941.98</u>
Youth Activity			
Total Youth Activity	<u>\$752.37</u>	<u>\$6,674.93</u>	<u>\$8,902.94</u>
Missions			
Total Missions	<u>(\$2.27)</u>	<u>\$1,470.07</u>	<u>\$1,987.03</u>
Stewardship			
Total Stewardship	<u>\$80.00</u>	<u>\$1,078.09</u>	<u>\$2,863.84</u>
Care Ministry			
Total Care Ministry	<u>\$0.00</u>	<u>\$1,096.50</u>	<u>\$1,164.45</u>
Outreach			
Total Outreach	<u>\$2,411.36</u>	<u>\$7,347.58</u>	<u>\$6,999.06</u>
Hospitality			
Total Hospitality	<u>\$573.38</u>	<u>\$3,535.31</u>	<u>\$2,975.38</u>

**PEACE LUTHERAN CHURCH
TREASURER'S REPORT**

December 31, 2024

Statement of Activities for Period 12 - December
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>
Music			
Total Music	<u>\$1,641.19</u>	<u>\$3,310.85</u>	<u>\$2,182.80</u>
Altar Care			
Total Altar Care	<u>\$0.00</u>	<u>\$1,965.91</u>	<u>\$1,575.29</u>
Technology			
Total Technology	<u>\$37.92</u>	<u>\$3,846.70</u>	<u>\$3,807.59</u>
Total Operating Expenses	<u>\$35,366.40</u>	<u>\$380,531.26</u>	<u>\$378,288.70</u>
810090 Nesvold Matching Gift Expense	\$27.78	\$27.78	\$0.00
810115 Build The Future Expense	\$0.00	\$29,958.34	\$18,721.27
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
820100 Music Ministry Fund Expense	\$0.00	\$0.00	\$1,479.00
830110 Noisy Offering Fund Expense	\$350.00	\$3,604.44	\$1,200.28
830115 Youth Ministry Fund Expense	\$0.00	\$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	\$2,895.00	\$7,982.20	\$12,464.95
840200 Hospitality Fund Expense	\$735.63	\$2,807.11	\$4,348.52
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
Total Expenses	<u>\$39,374.81</u>	<u>\$457,433.57</u>	<u>\$459,742.58</u>
Net Income	<u>\$56,678.93</u>	<u>\$442,036.61</u>	<u>\$99,638.55</u>

**PEACE LUTHERAN CHURCH
TREASURER'S REPORT**

December 31, 2024

	2024	2023
Operating Income	\$ 410,677.64	\$ 386,056.13
Operating Expense	\$ 380,531.26	\$ 378,288.70
Balance	\$ 30,146.38	\$ 7,767.43

**PEACE LUTHERAN CHURCH
TREASURER'S REPORT**

December 31, 2024

Statement of Financial Position for Period 12 - December
Company#: 1 Name: Peace Lutheran Church
Fiscal Year Beginning 1/1/2024

<u>Account</u>	<u>YTD</u> <u>Current</u>	<u>YTD</u> <u>2023</u>
Assets		
Citizens Alliance Checking	\$3,024.06	\$1,634.47
Citizens Alliance HY Money Market	\$132,224.99	\$0.00
Citizens Alliance Savings	\$0.00	\$356,418.01
Edward Jones - 6 mo. CD	\$250,000.00	\$0.00
Edward Jones - 12 mo. CD	\$250,000.00	\$0.00
Edward Jones - 4 mo. CD	\$140,000.00	\$0.00
Petty Cash	\$0.00	\$60.00
Edward Jones - Investment	\$24,261.10	\$23,375.37
Total Assets	\$799,510.15	\$381,487.85
Liabilities		
Credit Card Payable	\$4,884.72	\$839.69
Total Liabilities	\$4,884.72	\$839.69
Net Assets		
General Fund Balance (A)	\$161,994.89	\$100,528.37
Nesvold Matching Gift Fund (1)	\$232,817.61	\$0.00
Capital Campaign 2024 Fund	\$276,982.00	\$0.00
Capital Campaign Interest Fund (2)	\$6,104.60	\$0.00
Prepaid Faith Promise - 2024	\$0.00	\$26,533.07
Prepaid Faith Promise - 2025	\$13,260.00	\$0.00
Executive-Undesignated Memorials Balance	\$480.00	\$70.00
Brick & Mortar Fund Balance	\$24,261.10	\$23,375.37
Undesignated Donation Fund Balance	\$0.00	\$100,000.00
Build The Future Fund Balance	\$0.00	\$62,803.73
Good Samaritan Fund Balance	\$5,369.74	\$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	\$1,574.00	\$1,000.00
Memorials-Jerry Hendricks Fund Balance	\$0.00	\$222.19
Music Ministry Fund Balance	\$5,465.08	\$5,465.08
Noisy Offering Balance	\$1,265.97	\$853.10
Youth Ministry Fund Balance	\$1,158.88	\$2,055.20
Youth Mission Trip Fund	\$13,846.64	\$12,066.41
High School Scholarship Fund	\$6,200.00	\$8,700.00
Mission Ministry Fund Balance	\$3,557.00	\$3,557.00
Outreach Fund Balance	\$2,589.14	\$413.85
Hospitality Fund Balance	\$21,883.34	\$19,500.31
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
Total Net Assets	\$794,625.43	\$380,648.16
Liabilities & Net Assets	\$799,510.15	\$381,487.85

(A) Balance includes \$36K from ERTC refund

(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

December 31, 2024

Budgeted Financial Statement for Period 12 - December 100.00%

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>
Expenses								
Operating Expenses								
Total Finance								
Benevolence	35,640	-	-	-	35,640	35,640	-	100.00%
Insurance	11,000	-	(146)	(146)	11,000	10,746	(254)	97.69%
Salaries	229,189	19,655	22,600	2,945	229,189	230,494	1,305	100.57%
Pastor Benefits	19,598	3,052	2,977	(75)	19,598	18,897	(701)	96.42%
Office	13,790	1,015	1,720	705	13,790	19,312	5,522	140.04%
Other Finance	10,150	1,900	197	(1,703)	10,150	3,686	(6,464)	36.32%
Total Total Finance	319,367	25,622	27,347	1,725	319,367	318,775	(592)	99.81%
Property	25,395	1,705	2,082	377	25,395	20,971	(4,424)	82.58%
Education	8,460	700	443	(257)	8,460	10,459	1,999	123.63%
Youth Activity	7,000	324	752	428	7,000	6,675	(325)	95.36%
Missions	1,550	450	(2)	(452)	1,550	1,470	(80)	94.84%
Stewardship	3,000	500	80	(420)	3,000	1,078	(1,922)	35.94%
Care Ministry	1,800	200	-	(200)	1,800	1,097	(704)	60.92%
Outreach	8,545	2,300	2,411	111	8,545	7,348	(1,197)	85.99%
Hospitality	4,850	230	573	343	4,850	3,535	(1,315)	72.89%
Music	3,830	200	1,641	1,441	3,830	3,311	(519)	86.45%
Altar Care	1,980	400	-	(400)	1,980	1,966	(14)	99.29%
Technology	9,168	601	38	(563)	9,168	3,847	(5,321)	41.96%
Total Operating Expenses	394,945	33,232	35,366	2,135	394,945	380,531	(14,414)	96.35%



JANUARY

PASTOR

January 10, 2025

REPORT

ADMINISTRATIVE

- **HUGE THANK YOU** – to all our Christmas volunteers, ushers, greeters, cleaning team, altar care and so many more! Yay God! for the Demeules family for caring for our Church Christmas Tree and Decorations. Thank you!
- **Expecting**
 - Katie & Dylan Young
- **Baptism**
 - Weston Alden Sandquist (Emily & Mark) – January 19
 - Millie Raelyn Pawelk (Karilyn and Jesse) – January 26
 - Maverick James Miller (Katheryn and Brady) – February 9
 - Layla Lou Kohls (Larissa and Brady) – March 30
- **Possible Interest in Baptism**
 - Micah Nissen (Gladys & Mark)
 - Everlee & Brynlee Anderson (Dylan Anderson and Arianna)
 - Adelaide, Clifton, Charlotte Enfinger (3 children)
 - Addilyn Jo Hickel (Alex and Kristina) – Born Sunday, June 18, 2024
- **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.)
 - Keynote Speakers: Aaron Sorenson, Lead Pastor, Highlands Church, Delano and Aaron Deutsch our new Augustana District Service Coordinator.
- **Installation of 2025 Ministry Board, Nominating and Ministry Team Leads** – Sunday, February 2, *** 2025 Ministry Board photos to be taken after worship.
- **Wedding** - Jessica Holker - Saturday, July 26, 2025
- **Sandy On Vacation** - January 16-20. Office will be open from 9 am – noon
- **Mark On Vacation** – January 16-23
- **Augustana District Theological Conference**
 - Sun. evening, Feb. 2 – Tues. Feb. 4 – Embassy Suites, Bloomington / Mark and I will be attending / topic is “Martin Luther on Mental Health”
- **DEVELOPING A 2025 Small Group Ministry Team**
 - **MOTION** – To establish a new Ministry Team for Small Group Ministry
 - **MOTION** – To see Christian Education budget dollars \$2,000 be allocated for SGM
 - **MOTION** – To commit 10 hours a week of Sandy’s time to Small Group Ministry support.
 - **APPOINT** – First team leads for Small Group Ministry – David & Kim Tetzlaff, additional team members will be added for the ministry board meeting.

OUTREACH

- **New Member Sunday** - February 23
- **Coffee Cake & Conversation** – February 2
- **CHILI FEED** for the Watertown Fire Department and EMT – March 3.

CHRISTIAN EDUCATION

- **Women’s Small Group** – Thursdays starting January 16 at 9am
- **Confirmation Retreat** – Fri. Feb. 28 – Sun. Mar. 2



JANUARY

PASTOR

REPORT

January 10, 2025

WORSHIP

Christmas Eve	2024		2023		2022		2021		2020	
	3pm	238	3pm	237	3pm	156	3pm	174	3pm	0 Covid
	5pm	147	5pm	110	5pm	126	5pm	187	5pm	0 Covid
	9pm	102	9pm	57	9pm	94	9pm	75	9pm	0 Covid
TOTAL		487		404		376		436		0
AVERAGE		162		135		125		145		0
Percent Increase/Decrease		20.54%		7.45%		-13.76%		100.00%		100.00%
	2019		2018		2017		2016			
	3pm	197	3pm	222	3pm	150	3pm	123		
	5pm	140	5pm	110	5pm	206	5pm	166		
	9pm	64	9pm	70	9pm	61	9pm	43		
TOTAL		401		402		417		332		
AVERAGE		134		134		139		111		
Percent Increase/Decrease		-0.25%		-3.60%		25.60%				

Lent Planning	Ash Wednesday –	March 5
	Midweek Lent Worship	March 12
		March 19
		March 26
		April 2
		April 9
	Palm / Passion Sunday	April 13
	HOLY WEEK	
	Maundy Thursday	April 17
	Good Friday	April 18
	EASTER	April 20

MISSIONS

Brittany's Place – Great Job!

Just before the holidays a few of our members, took on a project to support Brittany's Place for youth experiencing trafficking. A simple thing really that made a big difference. The December Noisy Offering raised \$350 for Brittany's place. Thrivent Action Team card(s) were used also. Many other contributed items to help with providing "Blessing Bags" for the residents at Brittany's Place.

- Dani Hahn and Luce Line Dental - toothbrushes, toothpaste & floss.
- Tricia Rupp and Haven and Home - bookmarks.
- The Gideon's - Bibles.
- Thrivent Financial - Action Team Cards.
- Teri & Tim Dressel, Sharon & John Weinzierl and everyone who provided Action Team cards to buy clothing, blanket materials, blessing bag supplies & more.
- Those who helped tie blankets & collect items for the blessing bags.



JANUARY 2025 YOUTH DIRECTOR'S REPORT

Happy New Year! As we get into 2025, I am excited to return to a little bit of normal. The last two months have been wild between welcoming Micah, having Christmas and New Years fall on Wednesdays, and a variety of other hiccups it feels a little like we are starting to get back to some degree of normalcy. With this January review, I want to take some time to focus in on successes and share some goals for our youth in this new year. My door is always open for questions about our youth program or ideas for our youth program!

Successes of the Past Year/Youth Program

- We have worked hard to create consistency on Wednesday nights. We have a variety of leaders who are able to keep youth group running even when Mark has a Wednesday off.
- Seeing students grow! I think just seeing some of our older students and hearing them talk about how youth group, mission trips, and other activities have impacted them has been wonderful.
- In general, our youth attendance has grown, there have been ups and downs, but when we first started a typical youth night could be 5 people, now it's not uncommon to have 25 high schoolers present for a youth night.
- We have added events like parent speakers, bible studies, and more!
- A huge strength of our youth program is that our congregation is wildly supportive of our youth ministry. We understand not all kids will be from Peace and we have done an incredible job welcoming students in no matter their background.

Goals for the New Year

- Creating opportunities for youth to grow in leadership. This includes a youth leadership retreat, having 1-2 students join the youth activities board, having students play roles in youth group like leading worship or leading parts of the lesson, and helping to plan the topics we discuss.
- An adult leader rotation so that we can be confident in having adults who are strong in their faith always present to pour into our youth while not asking too much of them.
- Grow culture around our program. My hope is to see new relationships formed that don't just stay in the church but radiate into our schools and communities.
- Growing communication with parents. When it comes to growing the faith of our youth, I plan to be more consistent in providing parents with useful resources as well as more opportunities for parents to come together and help each other raise our children to know Christ and his love.

Finally, I want to share the mission statement that the Youth Activities Ministry Team has created to be a guide for us. I think it provides us with a great example of what we hope the youth ministry looks like for our church.

Youth Group Mission Statement:

The mission of the Peace Lutheran Youth Group is to provide students with a welcoming and inviting space where they can come to develop positive relationships with their peers, as well as adults who care for them. Beyond that, we strive to develop students for a lifelong walk with God. One that is full of prayer, worship, and a reliance on God's faithfulness. Our greatest goal is that all students know of God's vast love for them and his desire for a relationship with them.

Spread Joy,
Mark

FINANCE TEAM MEETING

January 9, 2025, at 6 pm

Present: Dan Cowger, Dan Beulke, Linda Senne, Julie Potter, Bill Helfritz, Nathan Wendland, Cathy Rieckenberg, Pastor David

Absent: Sue Beulke, Andy Johnsrud

Opening Prayer – Cathy Rieckenberg

Adopt Meeting Agenda for 1-9-25 with one addition under New Business---motion made Cathy R/ Julie P/ Carried

Approve Minutes from 12-9-24 meeting – motion made Bill/ Dan B/ Carried

Reports:

Review December and YTD Giving – Team went over the December general fund giving...and discussed maybe a new format where we could compare last year at the same time to see exactly if we are up or down with our giving. Julie P said after the Congregational meeting that she and Sue would work together to make a better report format.

Review December and YTD Financials- Julie reviewed the year end giving and expenses. We are over \$29,740 in surplus (actually \$30,000 with new report of today). As Dan stated this is a result of operating income above budgeted and operating expenses below budgeted. Julie did add a new category “Misc. income” for a new client rebate from the new copier.

Old Business:

Capital Campaign

1. Review of Capital Campaign gifts to date= \$32,000 was received against the pledges in December.
2. Review Fund Balances – Julie went over
3. Design Development Team has been selected: Norm Bauer, James Walz, Elizabeth Schultz, Cory Meyer, Lindsey Schmidt. Secretary is Deb Wasser.
It was discussed on safeguards for paying bills when they start coming in, and how we keep track of the bills NOT going over the approved amount. Will be discussed later and at the Ministry Board meeting –maybe a “go to person” to keep track?
4. First CDs mature on Feb 14th (\$175,000) – these will be discussed at next Finance Mtg.

Employee Retention Tax Credit: Julie and Dan

Applied with IRS for 5 Quarters 2020 Q2 to 2021 Q1
Received \$43,465 Expense \$7,098.55 Net \$36,367
One Quarter still Outstanding—Net estimate \$11,500

Julie is going to reach out to the firm, which applied for us, to check on the status of the remaining quarter since we have heard nothing.

A discussion on the "Covid money", a one-time income, and how to utilize it resulted in the decision to use this on one-time expenses: such as New Robes for acolytes, 4 office computers, and Sling/ Streaming expenses. This will go to the Ministry Board. It was also suggested to monitor these expenses by providing the ministry team, which the expense is from, a statement of the allowed amount for the expense and the account number 490010, from which these funds will be taken from.

2025 Preliminary Budget - Julie and Dan

2025 Preliminary Budget – Met with Ministry Board on 12-16-24 to go over the budget and answer any questions.

How to apply the Budget Surplus for Future Needs? Property Fund? Rainy Day Fund? General Fund? After much discussion on Peace's needs, it was decided to save money for future HVAC concerns since our units are getting older and we need to plan accordingly.

A motion was made to utilize this year's surplus of over \$29,741 to a Repair Maintenance fund for \$15,000, \$4740 to Rainy Day fund (so it is at \$15,000), and the remainder would remain in the General Fund. Bill H/ Dan B/ carried.

New Business

Discussion and set Date for Will and Estates Meeting-

A date of March 3rd at 6 pm was set for this meeting. This will be an initial meeting to discuss the possibility of offering this topic for our congregation in the future, and to discuss what areas should be covered. Since it is a planning meeting, several Peace members with this background will be invited along with the Finance team. More discussion on this in the Feb Finance mtg.

Confidentiality Agreement- discussion on who needs to sign it and why. Dan B is going to look at policies for this and make recommendations. Bill H. also brought up the idea of having 2 people take the Sunday offering to the safe and having 2 people count the offering. This is to protect Peace and to protect the people counting the money. Dan B will review policies for this and report in Feb.

This Sunday Judy Jacobson will be recognized during the service for her years of service as the Financial Administrator. We encourage the Finance Team to attend.

Date for next meeting is Monday, February 10th at 6 pm.

Motion to adjourn by Bill H/ Nathan / Carried
Adjourned the meeting at 7:45 pm

Closing Devotions by Nathan W.

Outreach January Minutes
January 6, 2025, 6:00 p.m.

Pastor David opened with prayer

Attending: Mary Fritz-Barfnecht, Brenna Demeules, Brian Ely, Wendy Ely, Karen Lotito, Robert Lotito, Audrey Nickleby, Thomas Nickleby, Pastor David, Karen Dressel

Unable to attend: Cathy Rieckenberg

- **Coffee Cake and Conversation** – dates will be assigned as needed
- **New Member Sunday** – February 23. Currently have four households interested, two with paper already turned in
- **Pineapples** – will check-in with Cathy. Usually April or May. Last time, Brenna met Michelle Kreimeyer and they had a 45 minute visit!
- **Butter Braids** - yes! We will sell butter braids. Mary will get us more info
- **Spring Flower Sale** – Site open February 17-March 31 for delivery for Mother's Day weekend (May 5-10) Karen will call to schedule delivery date
- **CHILI for the WFD and EMTs** – March 3, 2025 Karen will verify the date.
- **EGGSTRAVAGANZA** – Saturday, April 19
- **WNCF** – Saturday, August 2nd

Also discussed:

- *Hosting a picnic lunch for the Watertown city workers*
- *Promoting outdoor services – July 13; what about a fun event under the tent on July 12 -bingo?*

Next meeting will be February 3, 6 p.m.

Closed with the Lord's Prayer

Worship & Music Ministry Team
January 14, 2025
Minutes

- **Attendees:** Ruth, JoAnn, Marla, Jim, Pastor, Kevin, Edie
- Opening prayer by Pastor and closed meeting with the Lord's prayer in unison
- Next meeting date is **Tuesday, February 11th 9am**
- **Other business**
 - Music director position can't be pursued until after the annual meeting.
 - The proposal is for the position to be paid hourly.
 - Kevin would like to participate in the process of defining the role.
 - Marla will ensure a check request is completed to pay Ruth when she substitutes for JoAnn

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 | Password: [PraiseB@nd1!](#)

FEBRUARY MUSIC PLAN

February 2nd – 4th Sunday after Epiphany – Luke 4: 31 - 44

Jesus drives out an impure Spirit and heals many

Praise Prelude: “Goodness of God” – CCLI#7117726

Call to Worship: “God of Grace and God of Glory” – LBW #415

Sermon Song: “Be Still and Know” – CCLI #2758912

Special Music: Adult Choir “Unbounded Grace”

Offering Response: “Let the Vineyards Be Fruitful” – LBW page 86

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

“Let Us Break Bread Together” – LBW #212

“Bread of Life from Heaven” – Gather #803

Closing Song: “Shout to the Lord” – CCLI #1406918

Praise Postlude: “Shout to the Lord” – CCLI #1406918

February 16th – 6th Sunday after Epiphany – Luke 6: 17 – 26

Blessings and Woes (different than the Beatitudes) – Changing the theme to LOVE

Praise Prelude: “Love You So Much” – CCLI #2195276; “I Give You My Heart” – CCLI # 1866132

Call to Worship: “You are My King (Amazing Love)” – CCLI #2456623

Sermon Song: “Love Divine, All Loves Excelling” – LBW #315

Special Music: Adult Choir “The Gift of Love

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

Communion Songs: “What Feast of Love” – WOV #701

“For the Bread Which You Have Broken” – LBW #200

“Let Us Be Bread” – Gather #808

Closing Song: “The Power of Your Love” – CCLI #917491

Praise Postlude: “The Power of Your Love” – CCLI #917491

February 9th – 5th Sunday after Epiphany – Luke 5: 1 – 11 - Baptism

Jesus calls His first Disciples

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

Call to Worship: “Lord, Speak to Us, that We May Speak” – LBW#403

Sermon Song: “You Have Come Down to the Lakeshore” – WOV #784

Special Music: Children's Choir: “I Love You Lord”

Offering Response: “Now Thank We All Our God” – LBW #534

Closing Song: “Here I Am, Lord” – WOV #752 – aka: “I, the Lord of Sea and Sky”

Praise Postlude: “Everlasting God” – CCLI #4556538

February 23rd – 7th Sunday after Epiphany – Luke 6: 27 – 38 - New Members

Love for Enemies

Praise Prelude: “Jesus Lover of My Soul” – CCLI# 1198817

Call to Worship: “I Love You Lord” – CCLI #25266

Sermon Song: “How Deep the Father's Love for Us” – CCLI# 1558110

Special Music: Youth

Offering Response: “Thank You, Lord” – Celebration #513

Closing Song: “Your Grace is Enough” – CCLI # 4477026

Praise Postlude: “Your Grace is Enough” – CCLI # 4477026

Worship & Music Ministry Team
December 10, 2024
Minutes

- **Attendees:** JoAnn, Ruth, Marla, Jim, Pastor, Edie
- Opening prayer by Pastor
- Next meeting date is **Tuesday, January 14th 9am**
- Other business
 - Choir will be having 3 rehearsals per month going forward and Marla will poll the choir members to see what time is preferred by most.
 - Ruth suggested three songs that we reconsider having as congregational songs.
 - Love You so much – we discussed having this be only a prelude or postlude but not congregational going forward
 - Because He Lives Amen by Matt Maher – we also discussed having this be only a prelude or postlude going forward
 - Eat this Bread – This was supposed to be removed from the communion rotation and was put in a service by mistake.

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JANUARY'S MUSIC PLAN

January 5th – 2nd Sunday of Christmas – Luke 2: 40 – 52 or Feast of the Epiphany – Matthew 2: 1 - 12

The boy Jesus at the Temple or The Magi visit the Messiah

Praise Prelude: “Mighty to Save” – CCLI #4591782

Call to Worship: “Bright and Glorious Is the Sky” – LBW #75

Sermon Song: “We Three Kings” – Celebration #288

Special Music: “Who Would Send a Baby” Adult Choir

Offering Response: “Let the Vineyards Be Fruitful” – LBW page 86

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

“One Bread, One Body” – WOV #710

“I am the Bread of Life” – WOV #702

Closing Song: “Shine, Jesus, Shine” – WOV #651

Praise Postlude: “Mighty to Save” – CCLI #4591782

January 19th – 2nd Sunday after Epiphany – John 2: 1 - 11

Jesus changes water into wine

Praise Prelude: “How Great Thou Art (Until That Day)” - CCLI Song #7195204

Call to Worship: “Praise to the Lord, the Almighty” – LBW #543

Sermon Song: “Beautiful Savior” – LBW #518

Special Music: “Blessings” Kristi Mittelstaedt

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

Communion Songs: “We Remember You” – Celebration #459

“Feed Us Now” – CCLI # 55360

“Blessed Assurance” – WOV #699

Closing Song: “I Will Follow” – CCLI #5806878

Praise Postlude: “I Will Follow” – CCLI #5806878

January 12th – Baptism of Our Lord – Luke 3: 15 – 22

John the Baptist prepares the way

Praise Prelude: Godspell’s “Prepare Ye the Way of the Lord” (JoAnn has the music with a descant portion)

Call to Worship: “Oh, for a Thousand Tongues to Sing” – LBW #559

Sermon Song: “Baptized in Water” – WOV #693

Special Music: “For Unto Us” Adult Choir

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

Closing Song: “Jesus Messiah” – CCLI # 5183443

Praise Postlude: “Jesus Messiah” – CCLI # 5183443

January 26th – 3rd Sunday after the Epiphany – Luke 4: 16 - 30

Jesus rejected at Nazareth

Praise Prelude: “White as Snow” – CCLI # 491917

Call to Worship: “Here in This Place (Gather Us In)” – WOV #718

Sermon Song: “O Master, Let Me Walk with You” – LBW #492

Special Music: Youth

Offering Response: “Give Thanks” - Celebration #170

Closing Song: “Lord I Lift Your Name on High” – CCLI # 117947

Praise Postlude: “Lord I Lift Your Name on High” – CCLI # 117947