

**PEACE LUTHERAN CHURCH**  
**APPROVED Board Meeting Minutes**  
November 17, 2025 – Updated December 15, 2025

**I. Call to Order:** 6:32 pm by Cathy Rieckenberg at Peace Lutheran Church.

**II. Members Present:** Karen Dressel, Bill Helfritz, Dan Nelson, Jon Peterson, Ted Pew, Cathy Rieckenberg, and Pastor John Hopper

**Absent:** Tory Schmidt

**Others:** Bob Rieckenberg and Julie Potter

**III. Devotions:** Done by Bill Helfritz

**IV. Open Forum:**

Bob Rieckenberg provided an update on Nominating Committee.

Julie Potter presented information on Minnesota Paid Leave. See X. A. for details.

**V. Adopt Agenda:**

*Motion to approve Ministry Board Meeting Agenda as written. Jon / Bill / Carried*

**VI. Approval of Minutes**

A. Approval of Ministry Board Meeting Minutes from October 20, 2025.

*Motion to approve the October 20, 2025, Ministry Board meeting minutes as written. Ted / Jon / Carried*

**VII. Closed Session**

**VIII. Reports:**

A. Financial Report:

Reviewed Financials: Karen reviewed the financials and Finance Ministry Team minutes.

*Motion to approve Financial Report as written. Karen / Ted / Carried.*

B. Pastor's Report:

*Motion to approve Pastor's Report as written. Bill / Jon / Carried.*

C. Mark's Report:

*Motion to approve Mark's Report as written. Dan / Ted / Carried.*

D. Design Team Report: No Report

E. Call Committee Report – 1) Approval of church and pastor profiles, 2) Pastor John will be doing a Bible study with the Call Committee on the Call, 3) Ministry Board to decide when to post on LCMC, Augustana, and maybe NALC sites

- 1. Church profile was approved in October
- 2. Pastor profile

*Motion to accept Pastor profile as written. Karen / Dan / Carried*

- 3. Decision to Post

*Motion to post the church and pastor profiles on the three sites listed above as presented. Call will be posted January 5, 2026. Dan / Ted / Carried.*



*Motion to approve the Call Committee Report as presented. Dan / Ted / Carried.*

**F. Ministry Team Reports**

- Altar Care
- Prayer & Care
- Christian Education
- Finance
- Hospitality
- Missions
- Worship & Music (October and November)

*Motion to accept Ministry Team Reports as written. Jon / Ted / Carried*

**IX. Old Business:**

- A. I-Team: Bob Rieckenberg reported for the Nominating Committee during Open Forum.

I-Team: Members appointed by Ministry Board: Cory Meyer, Arvin Senne, Alex Hickel, Elizabeth Schultz; yet to confirm: Jim Grosshuesch

- B. Strategic Planning: tabled

**X. NEW BUSINESS:**

- A. Minnesota Paid Leave: Julie Potter gave us a very thorough explanation, during Open Forum, on this new Minnesota Law that takes effect January 1, 2026. *For 2026, it was agreed – even split .33% employee and .33% Peace – for a total of .66%.<sup>1</sup>*

*Motion to proceed with implementation and communication. Jon / Bill / Carried*

- B. Missions & Outreach: Cathy discussed the 10% tithe based on the previous year's budget, which should cover both groups, *as written in the by-laws.<sup>1</sup>*
- C. Holiday Office Hours: Christmas Day and New Year's Day holidays fall on a Thursday this year. Discussion regarding closing the office on Friday, December 26, and Friday, January 2.

*Motion to close the office on Friday, December 26, and on Friday, January 2. Karen / Jon / Carried*

- D. Congregational Update: Cathy will give an update during the service on the I-Team and the signing of the contract on November 30. 23.<sup>1</sup>

**XI. Adjourn**

*Motion to adjourn the meeting. Bill / Ted / Carried. Adjourned at 8:00 pm*

**XII. Closing Prayer**

**XIII. Information:**

- Next meeting December 15, 2025, 6:30 | Executive Board Meeting December 11, 2025
- December Meeting Devotions: Cathy Rieckenberg
- December Communion Assistant / MB serving: Jon Peterson and Dan Nelson

<sup>1</sup> *amendments approved at 12/15/2025 Ministry Board meeting*