



Ministry Board Meeting Agenda
December 15, 2025
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. Approval of Minutes
 - A. Approval of Ministry Board Meeting Minutes from November 17, 2025
- VII. Reports
 - A. Financial Report
 - B. Pastor's Report
 - C. Mark's Report
 - D. Design Team Report / I-Team Report
 - E. Ministry Team Reports
 - i. Finance
 - ii. Property
 - iii. Worship & Music
- VIII. Old Business
 - A. Strategic Planning
 - B. Pastoral Call Committee
 - C. Christmas Eve Worship
- IX. New Business
 - A. Love INC Facility Use Fee Waiver
 - B. Minnesota Paid Family and Medical Leave (PFML) Employee Manual Update
 - C. Peace Youth Covenants
- X. Adjourn
- XI. Closing Prayer
- XII. Information
 - A. Next Meeting: January 19, 2026 | Executive Board Meeting January 15, 2026
 - B. January Meeting Devotions: Karen Dressel
 - C. January Communion Assistants: Karen Dressel and Tory Schmidt

PEACE LUTHERAN CHURCH
UNAPPROVED Board Meeting Minutes
November 17, 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 provided information on Minnesota's new paid leave.

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

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.

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.
- 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.

X. Adjourn

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

XI. Closing Prayer

XII. 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

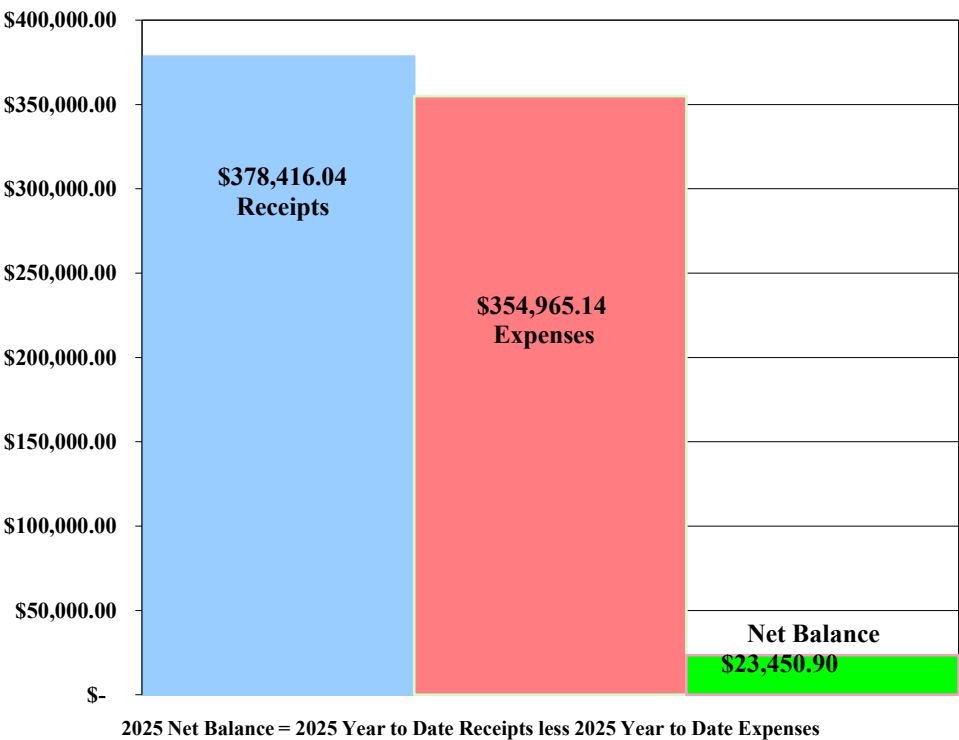
PEACE LUTHERAN CHURCH
TREASURER'S REPORT

November 30, 2025

GENERAL FUND SUMMARY

General Fund 2025 Receipts and Transfers In	\$	378,416.04	
General Fund 2025 Expenses	\$	354,965.14	
General Fund - 2025 Net Balance			<u>\$ 23,450.90</u>

2025
Year-to-Date
General Fund



PEACE LUTHERAN CHURCH

TREASURER'S REPORT

November 30, 2025

Statement of Activities for Period 11 - November
 Company#: 1 Name: Peace Lutheran Church
 Fiscal Year Beginning 1/1/2025

	<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	\$31,117.00	\$348,373.73	\$343,493.06
401010-5 General Fund - Initial	\$0.00	\$0.00	\$10.00
410010 Easter Offering	\$0.00	\$4,422.60	\$4,721.00
410015 Lenten Offering	\$0.00	\$5,093.25	\$4,376.00
410025 Thanksgiving Offering	\$0.00	\$0.00	\$856.00
410030 Cash Offering	\$399.00	\$5,165.55	\$3,911.50
410035 Miscellaneous Income	\$0.00	\$0.00	\$700.00
410040 Mid-week Summer Worship Income	\$0.00	\$0.00	\$688.00
410050 Interest Income	\$877.44	\$8,243.99	\$4,464.03
410200 Youth Events Income	\$202.00	\$1,539.00	\$2,026.72
410300 VBS Registrations Income	\$0.00	\$2,600.96	\$2,380.45
410305 VBS Income - Donation Income	\$0.00	\$53.96	\$105.00
410400 Education-Confirmation Retreat Income	\$0.00	\$2,265.00	\$2,666.00
410450 Education-Adult Events Income	\$0.00	\$658.00	\$558.00
Total Operating Income	\$32,595.44	\$378,416.04	\$370,955.76
419090 Nesvold Matching Gift Income	\$0.00	\$100,000.00	\$100,000.00
419091 Capital Campaign 2025 Income	\$3,613.00	\$229,274.00	\$242,787.00
419092 Capital Campaign 2025 Interest Income	\$3,201.48	\$21,753.87	\$5,666.65
419105 Memorial-Undesignated	\$0.00	\$0.00	\$410.00
419125 Good Samaritan Fund income	\$0.00	\$480.00	\$225.00
419135 Seminary Support Fund Income	\$0.00	\$0.00	\$541.00
420160 Thrivent Mission Fund Income	\$123.00	\$1,244.00	\$539.00
430110 Noisy Offering Fund Income	\$188.11	\$3,622.61	\$3,667.31
430115 Youth Ministry Fund Income	\$568.05	\$568.05	\$229.00
430122 Youth Mission Trip Fund Income	\$300.00	\$21,146.33	\$25,607.67
430125 Youth Mission Trip Fundraisers Income	\$0.00	\$0.00	\$150.00
430126 Sunday School Fund Income	\$0.00	\$200.00	\$0.00
440100 Outreach Fund Income	\$1,577.00	\$3,697.04	\$1,145.49
440105 Outreach Events	(\$825.00)	\$528.00	\$2,225.00
440200 Hospitality Fund Income	\$666.00	\$1,795.33	\$1,901.66
440205 Lenten Suppers Fund Income	\$0.00	\$802.00	\$627.00
440210 Hospitality Events	(\$320.00)	\$346.00	\$990.00
440220 Easter Breakfast Fund Income	\$0.00	\$369.00	\$121.00
440300 Technology Fund Income	\$0.00	\$3,793.34	\$2,155.67
440500 Care Ministry Fund Income	\$0.00	\$50.00	\$0.00
445100 Altar Care Special Gift Fund Income	\$0.00	\$0.00	\$1,000.00
445105 Easter Flowers Fund Income	\$0.00	\$1,344.00	\$1,230.00
490010 Refunded Transactions Fund Income (1)	\$0.00	\$14,238.77	\$36,367.36
490020 Baptism Gifts	\$0.00	\$200.00	\$0.00
490040 Refunded - Coffee Income	\$159.00	\$2,402.00	\$2,637.82
490100 Refunded - Donations Income	\$0.00	\$2,639.08	\$2,180.98
490200 Office Income	\$0.00	\$181.00	\$56.07
Total Income	\$41,846.08	\$789,090.46	\$803,416.44

PEACE LUTHERAN CHURCH

TREASURER'S REPORT

November 30, 2025

Statement of Activities for Period 11 - November
Company#: 1 Name: Peace Lutheran Church
Fiscal Year Beginning 1/1/2025

	<u>Current</u> <u>Period</u>	<u>Current</u> <u>Y-T-D</u>	<u>Prior</u> <u>Y-T-D</u>
Operating Expenses			
Benevolence			
Total Benevolence	\$3,000.00	\$37,940.00	\$35,640.00
Insurance			
Total Insurance	(\$128.00)	\$14,077.79	\$10,892.09
Salaries			
Total Salaries	\$14,497.79	\$200,196.41	\$207,894.09
Pastor Benefits			
Total Pastor Benefits	\$664.00	\$13,380.03	\$15,919.70
Office			
Total Office	\$1,523.64	\$23,549.11	\$17,592.47
Other Finance			
Total Other Finance	\$717.40	\$5,347.32	\$3,489.30
Total All Finance	\$20,274.83	\$294,490.66	\$291,427.65
Property			
Total Property	\$1,902.05	\$20,326.07	\$18,889.01
Education			
Total Education	\$117.28	\$10,976.41	\$10,016.21
Youth Activity			
Total Youth Activity	\$421.37	\$7,888.02	\$5,922.56
Missions			
Total Missions	\$0.00	\$693.28	\$1,472.34
Stewardship			
Total Stewardship	\$0.00	\$485.27	\$998.09
Care Ministry			
Total Care Ministry	\$35.00	\$763.46	\$1,096.50
Outreach			
Total Outreach	\$94.85	\$10,782.47	\$4,936.22
Hospitality			
Total Hospitality	(\$684.86)	\$3,137.64	\$2,961.93
Music			
Total Music	\$100.00	\$2,586.74	\$1,669.66
Altar Care			
Total Altar Care	\$140.89	\$1,491.00	\$1,965.91
Technology			
Total Technology	\$43.34	\$1,344.12	\$3,808.78
Total Operating Expenses	\$22,444.75	\$354,965.14	\$345,164.86

PEACE LUTHERAN CHURCH

TREASURER'S REPORT

November 30, 2025

Statement of Activities for Period 11 - November
Company#: 1 Name: Peace Lutheran Church
Fiscal Year Beginning 1/1/2025

	<u>Current</u> <u>Period</u>	<u>Current</u> <u>Y-T-D</u>	<u>Prior</u> <u>Y-T-D</u>
810090 Nesvold Matching Gift Expense	\$0.00	\$110.00	\$0.00
810115 Build The Future Expense	\$0.00	\$0.00	\$29,958.34
810121 Good Samaritan Fund Expense	\$1,000.00	\$2,000.00	\$224.95
810153 Seminary Support Fund Expense	\$0.00	\$0.00	\$146.60
810154 Properties Fund Expense	\$0.00	\$203.75	\$0.00
810190 Jerry Hendricks Fund Expense	\$0.00	\$0.00	\$222.19
830110 Noisy Offering Fund Expense	\$413.93	\$4,654.05	\$3,254.44
830115 Youth Ministry Fund Expense	\$195.00	\$1,160.10	\$1,397.82
830122 Youth Mission Trip Expense	\$0.00	\$19,542.76	\$21,530.99
830125 Mission Trip Fundraiser Expense	\$0.00	\$993.95	\$3,446.45
830135 High School Scholarship Fund Expense	\$0.00	\$2,000.00	\$2,500.00
840100 Outreach Fund Expense	\$0.00	\$1,130.85	\$5,087.20
840200 Hospitality Fund Expense	\$952.76	\$2,633.06	\$2,071.48
840205 Hospitality Events Fund Expense	(\$155.48)	\$49.35	\$99.02
840300 Technology Fund Expense	\$0.00	\$3,806.02	\$1,627.99
840500 Care Ministry Fund Expense	\$0.00	\$8.13	\$13.75
845100 Special Gift-Altar/Flower Fund Expense	\$0.00	\$586.50	\$1,312.68
845105 Altar Care Fund Expense	\$0.00	\$1,125.20	\$0.00
Total Expenses	\$24,850.96	\$394,968.86	\$418,058.76
Net Income	\$16,995.12	\$394,121.60	\$385,357.68

(1) Final ERTC refund received

**PEACE LUTHERAN CHURCH
TREASURER'S REPORT**

November 30, 2025

November 30, 2025	2025	2024
Operating Income .	\$ 378,416.04	\$ 370,955.76
Operating Expense	\$ 354,965.14	\$ 345,164.86
Balance	\$ 23,450.90	\$ 25,790.90

Previous Month YTD Comparison

October 31, 2025	2025	2024
Operating Income .	\$ 345,820.60	\$ 335,151.69
Operating Expense	\$ 332,520.39	\$ 314,439.32
Balance	\$ 13,300.21	\$ 20,712.37

PEACE LUTHERAN CHURCH

TREASURER'S REPORT

November 30, 2025

Statement of Financial Position for Period 11 - November
Company#: 1 Name: Peace Lutheran Church
Fiscal Year Beginning 1/1/2025

<u>Account</u>	<u>YTD</u> <u>Current</u>	<u>YTD</u> <u>2024</u>
Assets		
Citizens Alliance Checking	\$2,361.06	(\$721.81)
Citizens Alliance HY Money Market	\$143,410.71	\$219,655.04
Edward Jones - 6 mo. CD	\$250,000.00	\$250,000.00
Edward Jones - 12 mo. CD	\$250,000.00	\$250,000.00
Edward Jones - 4 mo. CD	\$140,000.00	\$0.00
Edward Jones - 6 mo. CD	\$80,000.00	\$0.00
Edward Jones - 6 mo. CD	\$50,000.00	\$0.00
Edward Jones - 6 mo. CD	\$75,000.00	\$0.00
Edward Jones - 6 mo. CD	\$50,000.00	\$0.00
Edward Jones - Investment/CD	\$25,129.03	\$24,766.28
Edward Jones - Investment Interest (3)	\$25,005.14	\$0.00
Total Assets	\$1,090,905.94	\$743,699.51
Liabilities		
Credit Card Payable	\$1,069.90	\$624.75
Total Liabilities	\$1,069.90	\$624.75
Net Assets		
General Fund Balance (A)	\$134,354.13	\$156,909.50
Nesvold Matching Gift Fund (1)	\$295,344.81	\$232,845.39
Capital Campaign 2024/25 Fund	\$506,256.00	\$242,787.00
Capital Campaign Interest Fund (2)	\$27,858.47	\$5,666.65
Prepaid Faith Promise - 2024	\$0.00	\$2,211.08
Prepaid Faith Promise - 2025	\$1,105.00	\$0.00
Executive-Undesignated Memorials Balance	\$480.00	\$480.00
Brick & Mortar Fund Balance	\$25,129.03	\$24,766.28
Good Samaritan Fund Balance	\$3,420.69	\$7,281.74
Rainy Day Fund Balance	\$16,362.06	\$11,215.68
Seminary Support Fund Balance	\$394.40	\$394.40
Properties Fund Balance	\$351.17	\$554.92
Repairs and Maintenance Fund Balance	\$15,000.00	\$0.00
Thrivent Mission Fund Balance	\$2,818.00	\$1,539.00
Music Ministry Fund Balance	\$5,465.08	\$5,465.08
Noisy Offering Fund Balance	\$234.53	\$1,265.97
Youth Ministry Fund Balance	\$566.83	\$886.38
Youth Mission Trip Fund Balance	\$7,881.19	\$12,846.64
Sunday School Fund Balance	\$200.00	\$0.00
High School Scholarship Fund Balance	\$4,200.00	\$6,200.00
Mission Ministry Fund Balance	\$3,539.47	\$3,557.00
Outreach Fund Balance	\$5,683.33	\$1,582.14
Hospitality Fund Balance	\$20,513.26	\$20,969.47
Technology Fund Balance	\$1,527.62	\$1,540.30
Care Ministry Fund Balance	\$773.12	\$731.25
Altar Care Special Gift Flower Fund Balance	\$413.50	\$1,378.89
Altar Care Fund Balance	\$597.69	\$0.00
Refunded Transactions Fund Balance	\$9,366.66	\$0.00
Total Net Assets	\$1,089,836.04	\$743,074.76
Liabilities & Net Assets	\$1,090,905.94	\$743,699.51

(A) Reclassed the \$36k ERTC to Refunded Transactions Fund Balance for MB approved project use

(1) Nesvold matching gift total \$381,500

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

(3) Nov YTD interest recorded from Edward Jones investment CD's

PEACE LUTHERAN CHURCH

TREASURER'S REPORT

Budgeted Financial Statement for Period 11 - November 91.67%
 Company#: 1 Name: Peace Lutheran Church
 Fiscal Year Beginning 1/1/2025

November

<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	37,940	3,000	3,000	-	37,940	37,940	-	100.00%
Insurance	12,100	-	(128)	(128)	12,100	14,078	1,978	116.35%
Salaries	258,532	23,348	14,498	(8,851)	234,667	200,196	(58,335)	77.44%
Pastor Benefits	19,602	1,005	664	(341)	16,549	13,380	(6,222)	68.26%
Office	20,185	1,582	1,524	(58)	18,803	23,549	3,364	116.67%
Other Finance	5,247	214	717	504	4,630	5,347	100	101.91%
Total Finance	353,606	29,149	20,275	(8,874)	324,689	294,491	(59,115)	83.28%
Property	23,960	1,930	1,902	(28)	22,505	20,326	(3,634)	84.83%
Education	14,760	-	117	117	13,760	10,976	(3,784)	74.37%
Youth Activity	9,100	758	421	(337)	8,342	7,888	(1,212)	86.68%
Missions	1,550	129	-	(129)	1,421	693	(857)	44.73%
Stewardship	3,000	500	-	(500)	2,500	485	(2,515)	16.18%
Care Ministry	1,800	200	35	(165)	1,600	763	(1,037)	42.41%
Outreach	11,710	260	95	(165)	9,410	10,782	(928)	92.08%
Hospitality	4,900	275	(685)	(960)	4,525	3,138	(1,762)	64.03%
Music	4,385	385	100	(285)	4,070	2,587	(1,798)	58.99%
Altar Care	2,000	100	141	41	2,000	1,491	(509)	74.55%
Technology	3,435	-	43	43	3,435	1,344	(2,091)	39.13%
Total Operating Expenses	434,206	33,687	22,445	(11,242)	398,257	354,965	(79,241)	81.75%

December 2025 Pastor's Report

ADMINISTRATIVE

- **Expecting:**
 - Logan and Megan Hunter
- **New Births**
 - Lyla Jo and Lilia Quinn (Dylan Anderson and Arianna Columbus) – Born October 23. They were early but healthy.
 - Charlie Sagstetter (Curtis and Rachel Sagstetter)
- **Baptism**
 - Jarren Braegelmann (Ashley & Jesse Braegelmann) – December 28
 - Emerson Rizo (Taylor & Chase) – rescheduled to January 11
- **Vacation Days**
 - Sandy – Feb 17-24 tnt
- **Church Closed Day**
 - December 25 & 26 and January 1 & 2.



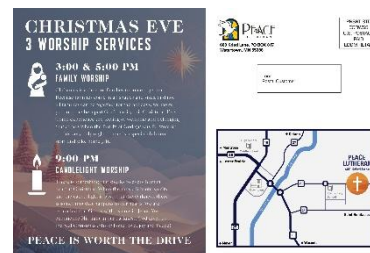
OUTREACH

- A Christmas Eve postcard designed by James Walz will be mailed to the community the week of December 15. *Thank you James!*



MISSIONS

- Operation Christmas Child – Peace collected 119 boxes. Another 299 boxes were brought in from the community. The Western Twin Cities area gathered 11,235 boxes. *A special thank you to Jon & Amy Peterson for coordinating our OCC drive as well as the Peace OCC drop off site.*
- Mittens of Hope collected 27 gifts for students of WM Schools. *Thank you John and Sharon Weinzierl for coordinating this ministry.*
- Advent Giving Calendar has been started for the Gather and Grow Food Shelf. So far collecting over 200 pounds of food. *Thank you Jim Grosshuesch for coordinating this ministry and delivering the food to Gather and Grow.*
- FMSC packing event January 15.



WORSHIP & MUSIC AND TECHNOLOGY

- Mark will give the 3:00 pm Christmas Eve message (part of Internship training).
- Christmas Eve Worship is on December 24 at 3, 5 & 9. Pastor John will read book, Just Enough Room for Christmas at 3 and 5 pm. Each child will receive a stuffed animal, a lamb wearing a shirt that says, "Lamb of God". Mark will give the message at 3 pm. Pastor John will give the message at 5 and 9 pm.
- December 28 will be our Hymn & Carol Sing-Along, followed by an appetizer potluck (bring your leftover Christmas treats).

EDUCATION / YOUTH

- Children's Christmas Program is December 14. The volunteers have been working hard with the youth. It is always a Christmas favorite to watch our youth tell the Christmas story. *Thank you to Nicole Johnsrud and her amazing team for all their hard work.*



- Advent devotionals have been made available for young children, families, and adults.
- Valentine Dinner Fundraiser – February 22.
- Confirmation Retreat – February 27-March 1

OTHER EVENTS

- Advent started on November 30
- Bazaar & Cookie Walk was December 6. We sold \$2,758 in baked goods.
- Matthew Bible study starts January 4. It will be available Sundays at 6 pm; Thursdays at 9 am; and online. We already have 24 people signed up.
- Annual Congregation January 25.
- Augustana District Theological Conference – February 1-3.
- Chili Cook Off and Jersey Sunday – February 8
- Ash Wednesday – February 18





DECEMBER 2025 YOUTH DIRECTOR'S REPORT

Grace and Peace to you all! I want to change how I typically handle this report. Typically, I share about everything I'm working on and what is coming up for our youth, but today I want to take some time to just share about youth ministry right now. What are the hardships we are facing, how are we working through these problems, and most importantly, what is our hope for these kids? If you have questions about the schedule or what I am up to, my door is always open!

Balancing Student Schedules

Currently, students' schedules are the toughest thing to contend with. These students are busy! Many are playing two sports, including high school and club sports. Then you can add in extra groups like musicals, clubs, or unified. Not to mention how many are working jobs. It is so easy to turn these into bad things, but the truth is that a lot of our youth are involved in things that are great. Sports are good! Clubs are good! I've wrestled a lot with vilifying these things. "Wouldn't it be great if basketball cared about our kids' faith? Can't they request work off on Sundays and Wednesdays?" It's pretty easy to sit back and complain; I've done it plenty. But, I think my current focus is how can we worry less about schedules, but be present with kids in their sports, in their work? And how can we make the most of the time that we do have with them at church? How do we make it memorable? Impactful?

Our students are busy, but so are their parents, so is everyone above the age of 12. My goal is to be more present in students' lives. Finding ways to volunteer in the school, making it to games and events, and reminding our students that God promises to be present wherever two or three are gathered. The Holy Spirit is not restricted to our church building. We will still continue youth group and our other youth activities, but I think God has put a great call on us to be present in our community for Him.

Battling Distractions

Our youth, along with many of us, have gotten great at filling the quiet times with noise. Standing in line waiting to order? Grab your phone. Have 30 seconds to kill? Grab your phone. Someone stopped talking? Better check our phone. Phones, once again, can be a very good thing. I love the ability to FaceTime my parents and let them see my kids' faces. Connection is good. Even the knowledge we can get from phones is good. But we are often getting too much of a good thing, and they have become a major distraction for so many people, teens included. This year, we are going to do a little battle on phones, just placing them off to the side so that for our brief time together, we can be focused on each other and on Christ. We have already started this at confirmation and will kick it off at youth group soon!

Equipping Families

This has been something really weighing on my mind lately. For my five years, I have really focused on the youth aspect of my job. Writing lessons, creating events, and reaching out to students, and I will continue to do these things. But studies show that by far the most impactful people on a student's faith life is their parents. Unless they have the best youth director in the world, which sadly, our kids got stuck with me. Anyways, I'm hoping that in 2026 we can really grow in how we equip parents to impact the faith life of their children. We already have a parenting speaker coming in February to lead a session on parenting and faith, but getting to partner with parents is such a beautiful opportunity for the church.



DECEMBER 2025 YOUTH DIRECTOR'S REPORT

Growing Relationships Between Students

My final focus going into the new year is really growing relationships and friendships between students. One of the most beautiful things about the Christian life is our calling to live as brothers and sisters, to all live as part of the adopted family of Christ. We have always been a church that has brought together multiple communities, students coming from a variety of schools. This year, I really want to push kids to grow beyond their comfort zones. How do they grow friendships with new people? With people from other schools? Dare I say... grow friendships with the other gender?

This is often why I push kids to play games. Games may just seem like fun, but getting to laugh together, play together often brings people together and helps to initiate relationships. This year, my great hope is to see our youth grow a kindness, patience, and interest in those around them.

Thank you so much for taking the time to read this. Maybe it was just an exercise in me to think about the current challenges of youth ministry. But I hope it shows that for our youth, we are working to be thoughtful and passionate about leading them to Christ. May you all have a blessed Christmas and a happy New Year.

Spread Joy,
Mark

Finance Team Minutes

Dec 8th, 2025, 6:00 p.m.

Opened Meeting at 6:10 pm

Attending: Dan Cowger, Andy Johnsrud, Linda Senne, Julie Potter, Dan Beulke, Sue Beulke, Karen Dressel
Guest: Paul Nesvold

Adopt Meeting Agenda for 12/8 Meeting: approved unanimous
Approve Minutes from 11/10/2025 Meeting: approved unanimous

Reports:

Special Giving Committee

No Meetings held in November, possibility of holding seminars in 2026

October Financials – Julie P

See Report- Nov ended on a positive number. Covid money that is still available is \$9,366.00 with use approved for a new computer when we have hired a new Pastor \$2,500.00. Ministry board may approve using \$2,500 to install a safety feature at the front door of church.

October Giving – Sue B and Dan C

Sue discussed the capital campaign and has received another \$500.00 pledge, a little over \$3,600.00 of pledges were received in Nov.

Dan reviewed our Edward Jones CDs, and it was voted to renew the 3 CDs that mature in December for a 6 month term.

Current Building Status – Karen Dressel

Karen reported that the Safety, Design, and I team met with Eric from Nor-Son on Dec 5th. The Safety team had a few concerns about window sizes and emergency exits. Changes to be made by Nor-son and the groups will meet again on Jan. 5th. No leader has been picked for the I team yet; Linda and Julie will meet with them once a lead is in place to discuss ease of payment approval for construction invoices.

Old Business:

Sue reported on our 2026 faith promise pledges: we received 74 pledges for 2026 for a total of \$288,788.

In 2025 we received 88 pledges for a total of \$34,336; numbers for 2026 will be used for budget planning.

New Business:

Nathan Wendland will be stepping down from the Finance Board, a thank you card for him was passed around and will be mailed.

2026 Budget information was reviewed, and a few suggested changes. Dan C. will attend the MB meeting on 12/15.

It was decided to hold a special finance board meeting on Monday, Dec. 29th at 6:00 to review budgets before presenting to the congregational meeting.

Meeting Adjourned: 8:20 PM

Next Meeting: Dec 29th @ 6:00 PM (Budget Review)
Jan 12th @ 6:00 PM (Regular Meeting)

Property Ministry Team Notes
December 2025

- Alex Prater volunteered to do the sidewalk snow removal with 5 others who will help when called. He will also be the backup for parking lot snow removal.
- A decision was made to hire out the lawn mowing.

Worship & Music Ministry Team
December 9, 2025
Minutes

- **Attendees:** Pastor John Hopper, JoAnn Deveny, Jim Grosshuesch, Marla Erickson, Ted Pew, and Edie Hanson
- Opening prayer by Pastor
- Next meeting date is **Tuesday, January 13th 9am**

- Other business:
 - Budget review: we reduced by \$1,400. To \$3,062.00
 - December 28th – Jarren Lewis Braegelmann baptism
 - We will be following the LBW order of Baptism and Edie will create slides for the congregation to follow along
- We needed to pick songs for the 12/14/2025 Children's program worship service
 - **Prelude:** Christmas Offering CCLI # 7005509 & For unto us a child is born/Open the Eyes of my Heart CCLI # 7100943
 - **Call to Worship:** Hark the Glad Sound LBW #35
 - **Closing song:** Joy to the World LBW #39

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!

JANUARY'S MUSIC PLAN

January 4th 2nd Sunday of Christmas – Luke 2: 40 – 50

- Sermon Title: "Doing Our Father's Business"

Praise Prelude: He is Here - CCLI #3189339

Call to Worship: "Hark! the Herald Angels Sing" – LBW #60

Sermon Song: "I Wonder as I Wander" – WOV #642

Special Music: Peace Choir TBD

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

"Turn Your Eyes Upon Jesus" – Celebration #340

Closing Song: "Go Tell it on the Mountain" – LBW #70

Praise Postlude: "Go Tell it on the Mountain" – LBW #70

January 18th Second Sunday after Epiphany – John 1:29-42a

- Sermon Title: "Come and See!"

Praise Prelude: "Above All" – CCLI # 2672885

Call to worship: "Brightest and Best of the Stars of the Morning" – LBW #84

Sermon Song: "As with Gladness Men of Old" – Celebration #290

Special Music: Peace Choir

Offering Response: "We Give Thee but Thine Own" – LBW #410

Communion Songs: "Feed Us Now" – CCLI # 55360

"What Feast of Love" – WOV #701

"Blessed Assurance" – WOV #699

Closing Song: "Cry of My Heart" – CCLI #844980

Praise Postlude: "Cry of My Heart" – CCLI #844980

January 11th Baptism of Our Lord – Matthew 3:13-17

- Sermon Title: "The Servant-King"
- Emerson Rose Rizo baptism

Praise Prelude: "Baptized in Water" – WOV #693 and/or "Only Child" by Kevin Schroeder

Call to Worship: "Always Be a Child" – CCLI #29554

Sermon Song: "O Worship the King" – Celebration #104

Special Music: TBD

Offering Response: "Praise and Thanksgiving" – LBW #409

Closing Song: "I Will Follow" – CCLI #5806878

Praise Postlude: "I Will Follow" – CCLI #5806878

January 25th Third Sunday after the Epiphany – Matthew 4:12-25

- Sermon Title: "Caught in the Net of God's Mercy"
- Annual Meeting Following Worship

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

Call to Worship: "Here I Am, Lord" – WOV #752 – aka: "I, the Lord of Sea and Sky"

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

Special Music: Youth

Offering Response: "Praise God, From Whom All Blessings Flow" – LBW #565

Closing Song: "Shout to the Lord" – CCLI #1406918

Praise Postlude: "Shout to the Lord" – CCLI #1406918