

# Spirit of Peace

## 2023 Annual Report

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# Annual Meeting Announcement and Agenda

## Annual Meeting Announcement

The 2024 annual meeting for Spirit of Peace and St. Paul's Evangelical Lutheran Church will be held on January 27 in the Mills Church Sanctuary, immediately following the 4:30 PM Saturday Service. The business of the meeting is described in the agenda below.

Note that this meeting serves as the annual meeting for both congregations as independent legal entities.

## 2024 Annual Meeting Agenda

- Invocation
- Call to Order
- Establish Quorum
- Approval of 2023 Annual Meeting minutes
- Approval of November 2023 Special Meeting minutes
- Introduction and Opening
- In Memoriam
- Presentation, conversation and questions about Spirit of Peace's direction and sustainability
- Finance Report
- Proposed budget action
- 2024 Council Election
- Transition presentation and discussion
- Listening Session
- Thank Yous
- Adjourn

## Pastor's Report

by Pastor Zoe Kuester

*Find a group of people who challenge and inspire you, spend a lot of time with them, and it will change your life.*

Amy Poehler

Amy, I couldn't agree more! I have had the great gift of being both challenged and inspired by an amazing group of people over the past eight plus years, and my life has changed in ways I could never have imagined! I have been humbled, awed, pushed, delighted, surprised, and stretched to open wide my heart, my mind and my creativity. I will never be the same and I wouldn't have it any other way.

In a few short months I will say my farewells to this beloved community. I am deeply grateful to God for leading me here and for the opportunity to walk with you through so many changes. We have laughed and cried together, worshiped and spread our spiritual wings, and waded into the deep work of justice and advocacy for our community and our planet. Though I am excited to move into retirement and the chance to travel with my new, wonderful husband, it is truly a bittersweet juncture in my life.

To gain a bit of historical perspective, I pulled up previous annual summaries all the way back to 2015, when I first began at Mizpah. Goodness, we have come a long way together! The joyous (at least at first!) blending of our two congregations, the potential and energy of our shared ministry and choosing our new name, the dreadful pandemic and the way everything turned upside down for much longer than we could bear, the unexpected friction and the difficult split, the tenacity of so many who regrouped and *moved forward*, and the sweet community, connection and friendship that has been forged in the tumult of all that upheaval. I can honestly say that in spite of all the struggle (and maybe because of it!), we have emerged stronger, wiser, closer and more mature as people of faith and followers of the Holy One.

This year has been especially rewarding as we synthesized information gathered from several all-congregation workshops exploring our purpose and identity over the past few years and landed on this as a description of who we are: ***An Intergenerational Planet Care Congregation***. This mission is specific enough for our size, our resources and our interests but broad enough to cover, well, the whole world! We dived in by inviting all who wished to join us in creating *The Planet Care Roadshow*, a completely original story/puppet show/musical adventure. We called on the skills and energy of so many of our congregation as well as talented friends. We have performed it twice, with the possibility and intention of expanding our schedule as the word gets out!

The *Roadshow* and our environmental work are the latest additions to our repertoire of programs and outreach. It takes a giant initial burst of energy to establish a new venture, but after a trial run or two, things flow smoothly and our good work expands. The initiatives that have become *regulars* include our Community Gardens, Nominate a Nonprofit (where we donate \$12,000 each year), and Cabin Fever Reliever fun nights. There's Pickleball, Perfection Free Singing and our ever-evolving but at-the-core-of-everything worship services. And, of course, the way we lift in prayer all those involved in our circle of friends at the beginning of every church board, committee and taskforce meeting.

I am grateful to so many Spirit of Peace Friends. I couldn't possibly name everyone because I would have to mention every single one of you! When the time comes, I know I will miss you all terribly and the way we seamlessly (mostly!) do the work we have been given to do. I will carry you all in my heart for the rest of my days and give thanks always for the way Spirit of Peace has changed my life.

In the meantime, we still have lots of songs to sing, joy to share, and love to offer!

With abundant warmth and gratitude,

Pastor Zoe Kuester

## In Memoriam

Reynold Andrew Lindquist  
 June 30, 1939 - May 22, 2023  
 Service: June 22, 2023

Lillian Rand  
 October 17, 1930 - May 31, 2023  
 Service July 15, 2023

Deloris Majersky  
 September 20, 1940 - December 31, 2023  
 Service February 24, 2024

## Worship Participation

by Dick Flynn

### 2024 ATTENDANCE REPORT

	2021*	2022	2023
<b>Worship Average 52 Weeks: All Services</b>	37.2	32.7	32.5
<b>Online Participants</b>	1-10	2-7	1-5
<b>YouTube Subscribers</b>	31	45	52

\* Didn't start in person worship until August 2021

## Lay Leadership Report

by Joanne Lynch

2023 was a fruitful year in terms of the congregation endeavors. We grew in new directions and expanded our paths and connections.

It truly was a wonderful year for spiritual growth!

There were some difficult times in 2023 where we needed to step back, stop, and take some difficult steps. As a result, we gained insight into what we needed to do, and closed the year much stronger, with a deeper understanding of what checks and balances we need to have in place, so there is a stronger foundation going forward. These steps provided much needed learning opportunities, so Spirit of Peace could move forward.

Thank you for the opportunity to serve as the Church Council President in 2023!

## **Church Life Team**

**by Deb Flynn**

Church Life is a group of nine people (Randy and Deb Sund, Janet Labrecque, Deb Mathison, Laura Eggert, Kay Smith, Kris Jacobson, Deb Flynn and Pastor Zoe) who meet monthly to plan worship experiences, all-church events, and drives for the Spirit of Peace congregation.

In 2023, Church Life hosted 30 all-church events. We provided sermon or season theme-related decor for the sanctuary, publicity for services, communion, 2 potlucks, and 2 Nominate A Nonprofit events. Some of the other events were: 3 Cabin Fever Relievers in February and March, attending the play “Joseph and the Amazing Technicolor Dreamcoat”, Carnival Fall Kick-Off, and pickleball and perfection free singing every week. These activities and events were in addition to our weekly service, coffee hour, and adult education Zoom groups. We also held four joint services with Mills Church in 2023- Easter, July potluck, Interfaith Thanksgiving service, and Christmas Eve.

Other all-church events were; a meatless meal supper, an Easter hunt, our Two Year Anniversary potluck, honoring our graduates, Kids Kamp, garden, a booth at the Raspberry Festival, 2 song circles with Sarina Partridge, Pastor Appreciation in October, and a charming Blessing of the Animals.

We held many food/supply drives, which the congregation generously contributed to, including food for ICA; warm wear, toys and school supplies for Resource West; sandwiches, hygiene kits, hats, a Christmas meal, holiday gift baskets, and snack bags for Our Savior’s Housing; and pajamas for Sojourner’s,

Church Life facilitated two funerals this year with Pastor Zoe - Rey Lindquist and Lillian Rand.

We had 33 kids and teen helpers, plus 8 adults at Kids Kamp in August.

We started collecting coins this year for the children of the church to have a small amount of money to give away to organizations that they chose. This year the money went to supplies and gifts for 7 Holiday Baskets for clients at Our Savior’s Housing.

Church Life welcomes new people at any time to join the team. If you have an interest in doing any part of Church Life’s jobs, such as preparing communion once in a while, please let Laura Eggert know.

## **Growth Task Force**

**by Dick Flynn**

Our church growth strategy is based on visibility and visitors.

In 2023, the following ministries increased our visibility and brought visitors to our facility or activities:

- Word of Mouth Invitations by Members and Friends (still our best outreach strategy)
- Weekly Worship
- Online Worship Streaming
- Spirit of Peace Website

- Memorial Services for two members
- Sandwich Boards
- Sign on Baker Road
- Cabin Fever Relievers
- Blessing of the Animals
- Pickleball
- Perfection Free Singing
- Hopkins Raspberry Festival
- Kid's Kamp (Note: Sun Sailor Reader's Choice Award)
- Planet Care Road Show
- Spirit of Peace FaceBook page

## Communications Team

by Karen Huey

In 2023, Communication continued as it did in 2022.

Current Communications Areas Include:

### Web Site

Vince continues to work on our website, independently and with Pastor Zoe.

### Email

Continues to be monitored officially by Karen Huey, and unofficially by Vince. There are several emails each week, many of them are ads which are dumped. The ones that need responses are either answered or forwarded to more appropriate responders.

### Telephone

The telephone continues to be parked in Karen's bedroom, and it has lost its charge on occasion. I'm sorry. Callers are directed to leave messages. As in email, the ones that need responses are either answered or forwarded to more appropriate responders. The rest are deleted. Because I forget about it, I would prefer to pass on responsibility for it to someone else, or eliminate it.

### MailChimp/Mass Emails

The Wednesday Updates via MailChimp - continue to be sent to the Spirit of Peace community and friends who express interest. Typically, information for the week is composed by Deb Flynn and submitted for content to Karen, who slaps it into the template. Thank you so much, Deb, for doing the work!

Some special notifications have been sent in 2023, as well.

Submitted by Karen Huey 1/3/2024

Karen Huey has completed her term of service, where she so carefully and lovingly cared for so many aspects of our communications. THANK YOU, Karen!

If you are interested in serving a communications role in our congregation, please contact a council member.

## Nominating Committee

by Joanne Lynch

THANK YOU, Nominating Committee: Dick Flynn and Joanne Lynch

Our bylaws call for three-year council member terms, rotating so that two of the six elected members are elected each year. We are nominating two council members to serve the term beginning in 2024, and two council members to complete two years of the term beginning in 2023 that have been vacated early.

### **Nominations for 3-year term beginning in 2024**

- Kay Smith
- Vince Jacobson

### **Nominations for remainder of 3-year term that began in 2023**

- Paul Olson
- Barry Jensen

### **Returning members (3-year term beginning in 2022)**

- Dick Flynn
- Joanne Lynch

## **Sustainability Action Plan Report**

**by Vince Jacobson**

At last year's annual meeting, several assertions and recommendations were made. These assertions and recommendations were essentially adopted as proposed. The recommendations included a (nine year) sustainability action plan. They are restated here (*in gray*) for reference.

### **Assertions presented / discussed for 2023**

*The coordinating council reviewed the budget numbers and worked diligently to discern and make decisions on behalf of the congregation. Three key assertions guided much of the decision making:*

#### **Assertion: Ministry – It's NOT about number of members or money**

*Council asserts that our congregation wants to serve and would not be in favor of making ministry decisions solely based on the likelihood of increasing membership or raising money.*

*On the other hand, we endeavor to carry out our ministry in a way that invites others, and it is reasonable to expect that membership would increase as a result of others joining in our ministry.*

#### **Assertion: Sustainability – It's ALL about number of members and money**

*Council recognizes that we will not be financially sustainable if we continue to carry a large deficit. We believe that we must consider sustainability but that it cannot be done at the cost of abandoning ministry.*

*It would be fair to say that the council concluded sustainability is a goal but not a requirement. We choose to perform our best ministry as long as possible, but we do not choose to perform a less effective ministry solely to survive for a longer time.*

#### **Assertion: Cash Assets – "Seed Money" to sustain us until we can sustain ourselves**

*St. Pauls' cash assets make it possible for us to operate at a deficit while we become established. The consensus St. Paul's opinion is that those assets are for ministry, and that we should only use it for ourselves if we believe that it will produce more effective ministry than donating it to some other cause.*

### **Recommendations for 2023**

- *Fully fund desired ministries, but be intentional about cost effectiveness.*
- *Make details of operating costs, deficits, and strategy very clear to the congregation. Encourage reconsideration of pledges considering this information*
- *Work intentionally to clearly discern and refine our mission definition and direction*
- *Embark on a nine-year plan, carefully monitoring membership and giving progress reports, and recommend course corrections as needed*

We have lived into the recommendations throughout 2023. As we go into 2024, council continues to support the stated assertions.

### **How did we do on the 2023 recommendations?**

#### **Fully fund desired ministries, but be intentional about cost effectiveness.**

We did this reasonably well. The council had many focused discussions as we made ministry and spending decisions throughout the year.

#### **Make details of operating costs, deficits, and strategy very clear to the congregation. Encourage reconsideration of pledges considering this information**

It could be said that we did reasonably well on this during the budget presentation and approval process, but unexpected circumstances in both 2022 and 2023 conspired to prevent the council from having reliable financial information to track detailed operating costs and deficits.

#### **Work intentionally to clearly discern and refine our mission definition and direction**

We did very well on this. We had a full congregation workshop to discern our mission and objectives. From that workshop, the congregation committed to a focus on INTERGENERATIONAL PLANET CARE. We proceeded to become a recognized planet care congregation, and created the Planet Care Roadshow as our signature planet care activity.

#### **Embark on a nine-year plan, carefully monitoring membership and giving progress reports, and recommend course corrections as needed**

Well, umm, yes, we did carefully monitor membership, which did not increase, but we did not really give many progress reports. We considered the potential of recommending course corrections, but did not identify any compelling candidates.

### **New Challenges**

It is clear that the nine-year plan toward sustainability is replete with challenges, but we have proceeded with confidence that the journey is worthwhile, especially with Pastor Zoe's leadership. Pastor Zoe's retirement, along with the need to search for a new pastor, introduces a new set of challenges. It is important to reconfirm our assertions and objectives in light of this new challenge. We also have to consider the extent to which our gifts and skills as a congregation will be able to engage all of our challenges.

### **Mitigations**

For budgeting purposes, we have assumed that we will not have a new pastor in place during 2024. One side effect of this is a significant reduction in our budget.



Council voted to invest our capital with a financial advisor starting in 2023. In prior years, the income from that capital was insignificant. In 2023 the investment income was \$18,580, and it is projected to be \$20,000 in 2024. This will significantly reduce capital reduction resulting from a deficit budget.

## **Recommendation**

- Fully fund desired ministries
- Engage the entire congregation in listening sessions and workshops to
  - Revisit / discuss / confirm 2023 stated assertions
  - Assess viability of potential paths forward
  - Support the needs of the transition team.

## **Transition Team Report**

**by Dick Flynn**

The transition team was formed by council under the leadership of Joanne Lynch and Dick Flynn, who recruited additional members: Kay Smith, Kris Jacobson, Vince Jacobson, and Deb Flynn.

The transition team was formed because Pastor Zoe Kuester is retiring. Her last Service of Worship will be April 13, 2024 (two weeks after Easter).

The transition team met several times to discuss:

- The importance of organizing a proper farewell
- Keeping our ministries moving after Pastor Zoe retires
- Establishing important initial first steps
- Keeping everyone informed and involved

## **A Proper Farewell**

A “Farewell Committee” is working on plans to conclude and honor Pastor Zoe’s ministry with Spirit of Peace with joy and gratitude. As events are finalized the congregation will be informed. If you would like to participate in those plans, please contact Deb Flynn.

## **Keeping our ministries moving**

We will continue our current worship schedule and location for the foreseeable future.

The Ministry of Spirit of Peace does not stop for a moment. The church is always bigger and stronger than just one person. Our strength and vision always lie in community.

Our 2024 budget anticipates using Pulpit Supply for the remaining services in 2024.

## **Establishing important initial first steps**

We will bathe this transition in prayer as we seek the leading of the Holy Spirit for the work of this church. We will pray at worship, at all church meetings, at council and we ask for you all to offer your private prayers for loving guidance and caring wisdom.

Council will be appointing a “Worship Curator” to coordinate worship activities: musicians, preachers, readers/liturgists, communion, decoration, bulletins, etc., in order to insure as few missteps as possible. We are a PERFECTION FREE ZONE.

Council will be appointing a “Pastoral Care Team” to coordinate any weddings, services of memory, visitation and the general spiritual health of the congregation. We have a number of skilled and experienced people in our congregation that can do this important ministry.

Council has already done some of this among ourselves and have already brainstormed lists of resources we might be able to tap into depending upon a consensus of direction from the congregation.

## **Keeping everyone informed and involved**

We will need everyone’s input, participation and commitment to the future of Spirit of Peace.

We know how important communication is to any community of faith. Council will be providing regular updates at worship, the Wednesday Update, special letters and on the church’s website. We know there are some parts of the transition that will require some confidentiality and we will respect that important caveat.

These first steps are only the beginning. Spirit of Peace Coordinating Council wants/needs to hear from everybody before developing a more comprehensive plan. It is critical for the congregation to collaborate in many of these important decisions; especially in revisiting the elements of our sustainability action plan, the need to utilize an interim minister, and the timing of a call process.

We will be conducting a series of “Listening Sessions” to hear from the whole of the congregation. We know there will be a sense of loss, concerns about the future and a host of ideas about the future of Spirit of Peace.

We will schedule at least 3 listening sessions. Vote for 3 from the following at the annual meeting

- Saturdays before church: Feb 3, March 9
- Weekday morning sessions 10AM: Monday Feb 19, Tuesday March 19
- Weekday evening sessions: Monday Feb 26 at 7PM, Thursday Mar 21 at 7:45PM

An introductory listening Session will take place during the annual meeting.

## **Finance**

### **Moving Forward Thoughts**

We find ourselves at a crossroads. While we are working diligently toward making ourselves known seeking a path toward sustainability, we have the additional challenge of finding a new pastor following our beloved Pastor Zoe’s retirement.

This is normally a time for a congregation to step back, assess ourselves and our missions and make major decisions about how to embrace our future. For most congregations, this involves engaging an interim minister (typically for well over a year) with specialized training to guide us through these efforts as well as to help us with the search for a new pastor. In our case, it seems like we have been doing that all along. The council and the transition team, at least initially, do not anticipate utilization of an interim minister.

The proposed budget funds our operations at current levels through Pastor Zoe’s retirement and at lower levels through a discernment phase then into a search phase. In the event that a new Pastor is secured during 2024, a revised budget could be approved at the congregational meeting where the call is authorized.

## 2023 Investment Report

<b>Beginning Balance January 1, 2023</b>	<b>Deposits/In vestments</b>	<b>Expenses/ Fees</b>	<b>Distributions to Spirit of Peace</b>	<b>Investment Income</b>	<b>Ending Balance December 31, 2023</b>
\$0.00	\$270,000.00	\$1,878.34	\$40,000.00	\$18,580.47	\$246,702.13

Notes:

We began our account with MRK Financial Solutions in April 2023 with a deposit of \$270,000.00.

The Coordinating Council chose to invest in a “moderate risk” account.

MRK has reported that the range of expected return on such an account could vary from as low as 4% to as high as 22% with a reasonable average of 11%.

Our Investment Distributions

Money Market:	13.3%
Bank Deposits	0.8%
Equities	49.2%
Fixed Income	38.7%

We know future predictions are subject to all kinds of unknown factors, but our expected investment income could vary from \$7,500 to \$55,000, but \$20,000 would be a more reasonable expectation that Spirit of Peace can use for budgeting purposes in 2024.

The Coordinating Council instructed MRK to structure our investments, as much as possible, to be in line with our Christian values and to be “green” investments, as much as possible. These instructions close us off from some types of investments that have successful histories, but on the other hand, also open us up to new emerging investments with great potential, but that have yet to demonstrate successful financial histories and increase our risk for success.

## 2024 Pledge Report

Pledge Cards Picked Up or Mailed	32
Pledge Cards Returned	20
New Pledges	1
Lost Pledges	1
Total Amount of Pledges	\$66,330
No Pledge but donated	8
Assumed Pledge Amount	\$3,245
Total Pledge Income Expected for 2024	\$69,465

## 2023 Financial Position

This section describes the financial position of St. Paul's Evangelical Lutheran Church and Spirit of Peace in three components; the assets of each and the total at the start of the year, at the end of the year, and the change.

Jan 1 2023	ASSETS	General Fund	Memorial Fund	Investments	TOTAL
<b>St Paul's Evangelical Lutheran Church</b>					
	St. Paul's Star Bank			286,472.58	286,472.58
<b>Spirit of Peace</b>					
	Minnetonka City Bank (Checking)	6,982.49			6,982.49
<b>TOTAL ASSETS</b>		6,982.49	0	286,472.58	293,455.07

Dec 31 2023	ASSETS	General Fund	Memorial Fund	Investments	TOTAL
<b>St Paul's Evangelical Lutheran Church</b>					
	St. Paul's Star Bank			0	0
<b>Spirit of Peace</b>					
	Bremer Checking	3,519.59	1,000.00	-1,000.00	3,519.59
	Minnetonka City Bank (Checking)	38.11		310.29	348.4
	Bremer Money Market	756.11			756.11
	MRK Financial Solutions			246,702.13	246,702.13
<b>TOTAL ASSETS</b>		4,313.81	1,000.00	246,012.42	251,326.23

<b>CHANGE IN TOTAL ASSETS</b>		-2,668.68	1,000.00	-40,460.16	-42,128.84
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## 2023 Year End Budget Report

Category	YTD Actual	Annual Budget
<b>INCOME CATEGORIES</b>		
<b>General Offerings</b>		
Pledged Giving	78663	76000
Koins for Kids	-318	350
Unpledged Giving	9706	10000
Loose Offering		
Subtotal	88051	86350
<b>Income Categories Total</b>	<b>88051</b>	<b>86350</b>
<b>EXPENSE CATEGORIES</b>		
<b>Personnel</b>		
Pastor Salary	29627	26144
Pastor Housing	25000	24000
Pastor Pension	12608	7020
Pastor Social Security Offset	2194	3836
Pastor Medical	2333	4000
Continuing Education		1000
Pastor Books		300
Musician Payroll	13306	16000
Pulpit Supply	1275	1800
Payroll Taxes	4381	1700
Other Wages		
Workers Compensation Insurance	616	
Subtotal	91339	85800
<b>Building</b>		
Rent	23800	20400

Category	YTD Actual	Annual Budget
Building and Grounds		1000
Piano Tuning	210	400
Gardens		
Liability Insurance	267	
<b>Subtotal</b>	<b>24277</b>	<b>21800</b>
<b>Administration</b>		
Accounting Fees	2218	3500
Bookkeeper	4673	
Worship Supplies		1000
Future Growth	2500	4000
Misc Expense	1094	400
Office Expenses	589	200
One License	290	
CHURCHTRAK	297	
Online Giving Fees	937	
<b>Subtotal</b>	<b>12598</b>	<b>9100</b>
<b>Church Life / Outreach</b>		
Nonprofit Giving	11390	12000
Misc SOP Community Expense	284	600
Children & Youth & Family	106	1000
All Church Retreat		
Kids Kamp		
<b>Subtotal</b>	<b>11780</b>	<b>13600</b>
<b>Expense Categories Total</b>	<b>139994</b>	<b>130300</b>

### Proposed 2024 Budget

The proposed 2024 budget takes into account the expectation that we will not retain a new pastor within the 2024 calendar year. Other than that, it has only small adjustments from the 2023 budget.

The proposed budget has a \$22,180 projected deficit. Our investments have a projected income of \$20,000. That means that a \$20,000 deficit could be supported without consuming any investment principal.

Category	2024 Proposed Budget
<b>INCOME CATEGORIES</b>	
Pledged Giving	\$70,000
Unpledged Giving	\$6,000
<b>Income Categories Total</b>	<b>\$76,000</b>
<b>EXPENSE CATEGORIES</b>	
<b>Pastor</b>	
Pastor Salary	\$7,039
Pastor Housing	\$6,462
Pastor Medical	\$1,077
Pastor Pension	\$1,890
Pastor SS Offset	\$1,033
Transition expenses	\$10,000
	<b>Subtotal</b>
	<b>\$27,500</b>
<b>Worship</b>	
Pulpit Supply	\$7,600
Worship Supplies	\$300
	<b>Subtotal</b>
	<b>\$7,900</b>
<b>Music</b>	
Musician's Payroll	\$12,000
Music Supplies and expenses	\$690
	<b>Subtotal</b>
	<b>\$12,690</b>
<b>Serving Our Community</b>	
Community Events	\$600
Future Growth	\$6,000
Nonprofit Giving	\$12,000
Garden	\$0
	<b>Subtotal</b>
	<b>\$18,600</b>
<b>Serving our Children, Youth and Family</b>	
Children & Youth & Family	\$1,000
	<b>Subtotal</b>
	<b>\$1,000</b>
<b>Operations and Administration</b>	
Rent	\$22,800
Accounting - Bookkeeper Payroll	\$1,800
Accounting - Software	\$2,500
Online Giving Fees	\$0
Office Expenses	\$400
Insurance	\$1,034
Employer FICA	\$856
Employer Medicare	\$200
General administrative expenses	\$900
	<b>Subtotal</b>
	<b>\$30,490</b>
<b>Expense Categories Total</b>	<b>\$98,180</b>
<b>Balance</b>	<b>(\$22,180)</b>

## Appendix A – 2023 Annual Meeting Minutes

Coordinating Council President Vince Jacobson welcomed everyone to the Annual Meeting.

Coordinating Council President Vince Jacobson called the meeting to order.

Coordinating Council Treasurer and Annual Meeting Parliamentarian, Mary Hromatka confirmed a quorum was present for both Spirit of Peace and St. Paul's Evangelical Lutheran Church, ELCA.

The Agenda for the Meeting was reviewed and the following corrections were announced:

- The date on the agenda was corrected to read 2023

- The Annual Report was corrected to include a remembrance of both Mary Kay Peterson and Ruth Elizabeth Thompson.

The Minutes of the January 29, 2022 Annual Meeting were reviewed:

Willie Arnold moved, Barb White 2nd that the minutes be accepted as presented. There being no corrections from the floor, the Motion to Approve the January 29, 2022 Annual Meeting Minutes as presented passed unanimously by voice vote.

An expression of fond remembrance was expressed for members Mary Kay Peterson (January 10, 1938 - January 18, 2022) and Ruth Elizabeth Thompson (September 16, 1918 - February 2, 2022), including a slide with their photographs on the sanctuary screens. They are lovingly remembered and will be missed in our fellowship. We affirm our deep faith that they are now among "all those who rejoice with us, but upon another shore and in a greater light."

It was noted, with appreciation, that Ruth Thompson had remembered St. Paul's ELCA with a generous financial gift in her estate.

Coordinating Council President Vince Jacobson led a discussion of the Coordinating Council's plan for Spirit of Peace to attain financial and organizational stability over a nine year period of time as summarized in the Agenda. Of significant note is the need for Spirit of Peace to add 2 to 3 families each year to our rolls, who donate financial at the level of 80% of our congregation.

Discussion of St. Paul's Evangelical Lutheran Church assets:

Mary Hromatka moved to gift St. Paul's ELCA assets to Spirit of Peace and then withdrew her motion in consideration of being the Treasurer. Then, Janet Labreque moved, Jim Uden 2nd: I move to gift all assets of St. Paul's Evangelical Lutheran Church to Spirit of Peace, an interdenominational church.

Discussion of motion to gift St. Paul ELCA assets.

Motion passed: the ayes were 18 and the nays were 0 (16 St. Paul's ELCA members voting in person, 2 St. Paul's ELCA members voting via Zoom). Motion therefore passed unanimously, only members of St. Paul's ELCA voting.

A budget for 2023 was presented and explained:

Deb Mathison moved, Barb White 2nd: I move to accept the budget as recommended by council.

Discussion of budget proposal.



Motion passed unanimously by voice vote.

It was noted that MRK Financial in Plymouth, MN will be assisting with the investment of our assets to insure maximum, safe return. Greg Walz has been coordinating that contact.

Spirit of Peace Coordinating Council Election of Officers:

Barry Jensen and Mary Hromatka were thanked profusely for their dedicated service to Spirit of Peace during the year 2022.

A Nominating Committee composed of Vince Jacobson, Dick Flynn, Joanne Lynch and Pastor Zoe Kuester moved and 2nd the following slate of candidates for 3 year terms on the Coordinating Council beginning in February 2023:

Greg Walz

Mary Hromatka

No additional nominations were made from the floor.

Motion passed unanimously by voice vote.

Congratulations and thank you, Greg and Mary!

Pastor Zoe Kuester rose to express a heartfelt thank you to Vince Jacobson for his exceptional leadership as Coordinating Council President in 2022. The congregation responded with a standing ovation. Thank you, Vince!

Greg Walz moved, Deb Flynn 2nd that the Annual Meeting be Adjourned. Motions passed unanimously.

Respectfully Submitted,

Richard Flynn

Coordinating Council Secretary for 2022

February 1, 2023

## **Appendix B – November 2023 Special Congregational Meeting Minutes**

### **Agenda**

Invocation  
Call to Order  
Establish Quorum (15 members required)  
Present and discuss the revised 2022 Financial Report  
Entertain motion to accept the revised report  
Adjourn

### **Meeting Minutes**

Attendance: 19 members (sign in sheet attached)

Invocation by Pastor Zoe

Joanne Lynch called the meeting to Order at 5:35

Joanne Lynch declared that a quorum is present (greater than 15 members)

Joanne Lynch presented a brief overview of the purpose of the meeting and why council decided it needed to be held

Greg Walz presented and discussed the revised 2022 Financial Report (included below)

Greg led the presentation and described the information on the handout. In general, “There was a mistake in the 2022 finance report and the council has a responsibility to present the congregation with corrected information. We hired Char Merz, and asked her to reconcile the finances from 2022.” Greg covered details surrounding the bottom-line deficit and mentioned the expected recovery of the 2022 pension overpayment.

Greg invited questions:

- Jan – Thank you for putting this all together.
- Deb S – If we are running a deficit, what is our balance? The October balance sheet reports our net assets as \$252,544.98
- Laura – Asked for and received clarifications regarding musicians and music director positions

**Deb Matheson moved to accept the revised 2022 finance report as presented. Deb F seconded. Carried unanimously**

Greg moved to Adjourn. Meeting adjourned at 5:49 PM

## Revised 2022 Financial Report included below

<b><u>Income</u></b>	<b>2022 Budget</b>	<b>2022 Finance Statement (approved)</b>	<b>2022 Finance Statement (revised)</b>	
<b>Pledged Offerings</b>	\$68,656	\$79,933	\$90,517	
<b>Koins For Kids</b>		\$616	\$348	
<b>Unpledged Offerings</b>	\$20,000	\$21,917	\$1,118	
Pass through giving			\$1,574	
<b>In Kind Giving</b>		\$423		
<b>Memorial</b>		\$11,000	\$12,625	
<b>Total Income</b>	<b>\$88,656</b>	<b>\$113,889</b>	<b>\$106,182</b>	
<b><u>Expenses</u></b>				
<b>Personnel</b>				
	\$19,300	\$19,300		\$19,300 was incorrectly entered in budget. Should have been \$23,500. Also this includes Social sec offset, health insurance that are not actually part of salary
<b>Minister Salary</b>			\$40,000	
<b>Minister Housing</b>	\$27,600	\$27,600	\$25,008	
<b>Minister Pension</b>	\$16,000	\$17,500	\$13,747	<b>OVERPAID! \$6727 Should be refunded</b>
<b>Minister S.S. Offset</b>			\$0	
<b>Organist/Pianist Salary</b>	\$16,000	\$14,000	\$8,050	Includes all Musician Salaries
<b>Music Director</b>			\$2,100	
<b>Music Accompanist</b>			\$3,575	
<b>Pulpit Supply</b>	\$1,400	\$600	\$600	
<b>Payroll Fees</b>			\$1,833	
<b>Payroll Taxes</b>	\$1,700	\$2,100	\$0	Payroll Taxes & Expenses enumerated below
<b>FICA</b>			\$6,206	
<b>Medicare</b>			\$1,451	
<b>State</b>			\$261	
<b>Federal</b>			\$6	
<b>Fed Unemployment</b>			\$96	
<b>Subtotal</b>	<b>\$82,000</b>	<b>\$81,100</b>	<b>\$102,934</b>	
<b>Building</b>				
<b>Rent</b>	\$18,000	\$19,020	\$19,400	
Insurance (Liability)			\$2,094	
<b>Building and Grounds</b>	\$700	\$3,175	\$788	includes \$638 office remodel
<b>Piano Tuning</b>	\$400	\$200	\$0	

<b>Subtotal</b>	<b>\$19,100</b>	<b>\$22,395</b>	<b>\$22,282</b>
<b>Administration</b>			
Accounting Fees	\$3,500	\$3,000	\$1,156
Worship Supplies	\$700	\$775	\$0
Future Growth	\$6,000	\$6,000	\$3,180
Misc Expense		\$700	\$1,058
Office Supplies		\$481	\$650
Zoom Fee			\$161
<b>Subtotal</b>	<b>\$10,200</b>	<b>\$10,956</b>	<b>\$6,205</b>
<b>Church Life / Outreach</b>			
Children Youth & Family	\$12,000	\$1,300	\$1,212
Fall Retreat			\$1,793
Misc SOP Community Expense	\$400	\$450	\$774
Nonprofits		\$12,300	\$10,240
<b>Subtotal</b>	<b>\$12,400</b>	<b>\$14,050</b>	<b>\$14,019</b>
<b>Total Expense</b>	<b>\$123,700</b>	<b>\$128,501</b>	<b>\$145,440</b>
<b>Surplus / Deficit</b>	<b>(\$35,044)</b>	<b>(\$14,612)</b>	<b>(\$39,258)</b>

Anticipated Pension Recovery in 2023

\$6,727

**Adjusted balance**

**(\$32,531)**