



Prince of Peace Lutheran Church

Council Meeting Minutes

June 24, 2025

Present: Pastor Glen Bickford, Ann Maczuga, Terri Revell, Allison Isenberg, Pam Eliason, Melissa Johnson

Absent: Rachel Henderson, Mari Senstad

Call to Order: Ann called the meeting to order at 6:03 pm

Opening Devotion: Allison led us in devotions/prayer

Adoption of the Agenda: Ann requested a revision to the agenda to add a review of tasks from the May meeting in Old Business. Melissa made a motion to adopt the revised agenda. Pam seconded the motion. Motion carries.

Approval of Previous Minutes: Ann made a motion to approve minutes from the May 20, 2025 council meeting. Mari seconded the motion (via email). Motion carries.

Old Business

Review tasks from previous meeting

- *Mental Health Connect topics:* will table to September meeting to allow focus on MSP, etc.
- *Detailed budget information:* Ann will check with Rachel on getting the detailed monthly budget information to the council Google drive
- *Vision Statements:* Reviewed proposed mission and vision statements. Members suggested slight modifications. Pam made a motion to adopt the revised vision statements. Terri seconded the motion. Motion carries.
 - We will announce on Sunday, have a slide during announcement, and provide visual in the welcome center as well. Will also check with Nate about adding to the bulletin
- *Detailed emergency preparedness plan:* Need to have larger plan as well as detailed plan
 - Ann, Glen, and Jeff will meet with Nate to start work on this. Katie also invited to participate as staff, and Pam will review as needed
- *Brooklyn Park Community Development about ditch area:* Ann talked to council person for POP area; Ann will schedule a time to discuss the ditch area.

Tech position: Ann to ask Philip McDougle if he would take the volunteer tech position

Congregational update: Terri provided an update to council. Over 100 letters were sent; some were returned and updated addresses were located for all but 2 of the letters that were returned. Preliminary numbers indicate 241 active members. Anticipate there are still more to come in and that it will be closer to 400.

Stewardship Committee: Jeff Carlson, Jeff Amstrup, Terri Revell, Candi Kvamme, Julia Sevald, Pastor Glen will form the Stewardship Committee. Plan to meet this summer with stewardship plans for the fall.

Audit Committee: Julia Sevald, Ben Anderson, Rich Kvamme and Danny Johnson were proposed names to be on this committee. Pastor Glen will ask proposed members about being on this committee.

Volunteer List: Discussed list of volunteer needs that will be shared with the congregation for volunteer opportunities.

REPORTS

Executive Team Reports:

President's Report

Well, June has started off to be a very busy month! I have worked on messaging about the volunteers that are needed for various tasks around the church. We have had one person volunteer to look at the Website and try and make some necessary adjustments and fixes.

We are closer to a volunteer Tech position too. This position will coordinate the sound and audio equipment and volunteers to help for Worship services. As we look at our needs in the church and with whom those responsibilities lie, we are continuing to look at the most efficient ways to meet those needs.

Our revised Mission and Vision statements are also almost ready to share with the Congregation and used to begin a strategic plan.

Listening sessions seem to have gone somewhat to the wayside at this moment. Consideration around whether to proceed with the last session or move forward with a Congregation Survey is being discussed with the Council.

A final version of the Leadership of the Church diagram is also at the final stages and ready to present to the Staff, Ministries, and Congregation.

Pastor Glen and I have been working on our financial plan and are finishing up phase 1. We will be presenting the plan to the Congregation once a date and time are finalized.

Many tasks are being completed in the next couple of weeks. Therefore, it is time to begin talking about and selecting the Ministry Site Profile Team. As soon as we have the team, we will be announcing them and I will plan a meeting with the Congregation and the Bishop to talk about the Ministry Site Profile and next steps!

The work is continuing to move forward. In the meantime, thank you to all who are keeping all of our ministries moving and the Church operating!

Blessings,

Ann

VP Report - No report

Treasurer's Report

MONTH	Actual	Budget	2025 Favorable/ (Unfavorable)	Actual	2024 Favorable/ (Unfavorable)
Gen/Bldg Fund:	May-25	May-25		May-24	
Offerings/Receipts	55,358	39,582	15,776	36,000	19,358
Expenses	(52,642)	(51,567)	(1,075)	(59,401)	6,759
Net Gain/(Loss)	\$2,716	(11,986)	\$14,702	(\$23,401)	\$26,117

YEAR TO DATE	Actual	Budget	2025 Favorable/ (Unfavorable)	Actual	2024 Favorable/ (Unfavorable)
General/Building Fund:	May-25	May-25		May-24	
Offerings/Receipts	283,424	221,706	61,718	236,039	47,385
Expenses	(281,408)	(282,498)	1,090	(333,007)	51,599
Net Gain/(Loss)	2,017	(\$60,792)	\$62,808	(\$96,968)	\$98,984

Notable May Activity:

- ❖ For the month of May receipts were higher than expenses.
 - Total offering for the general/building fund for the month was \$44,485. This was higher than the budget by \$12,653.
 - Other income (building use, grants, interest, etc.) was \$10,913, which was higher than budgeted by \$3,123.
 - Expenses are unfavorable to budget this month, but favorable to prior year.
 - Our average monthly expenses continue to be higher than revenue by approximately \$8000/month. That will decrease in the coming months as we have made adjustments to office/property expenses.

*Current income reported includes generous donations to the reserve fund. The reserve fund donations will help us through the leaner months, but we still have less offering coming in than sustainable actual expenses.

- ❖ For May year to date, receipts are higher than expenses, overall YTD we are up \$2017.
 - Overall, through May, receipts are higher than budgeted
 - RESERVE FUND DONATIONS at end of May >\$40,000
 - Expenses are favorable to budget for the year and favorable to last year.
 - o After reviewing contracts, we have found several areas to decrease monthly expenses, including: telephone, copy machine, landscaping and payroll administration

fees. These changes have started and will continue through the next few months. We will begin to see realization on expenses in the coming months.

- ❖ Cash balances available at the end of May were \$48,669 with an additional \$35,000 in investment accounts.

Submitted by Rachel Henderson, Treasurer

Secretary's Report - No report

Pastoral Report:

Pastor Glen's Report

What have I been doing with my time? I had a few days of vacation in late June, so got down to New Orleans for a mediation convention (my other career continuing ed). The most interesting part was spending time in New Orleans in an off season, so few lines, and still great food and entertainment. Got to the Jazz Museum and walked the streets. Even got a caricature of me playing piano done. More importantly, I attended a great seminar on how to mediate with high-conflict personalities. That alone was worth the trip.

I also have been finishing up the project of contacting some donors for a summer reserve fund for the church that would be used now in lean summer months and replenished in the fall.. About 54K has been collected, with 5 K more pledged but not received. These donors represent about 10% of givers, so we hope when we have our finance meeting after church Sunday that others in the church will join their effort and give above and beyond ordinary giving for the reserve fund. I've been working with the finance committee folks to accomplish this, and in one-on-one visits. It has been great to chat with folks in their homes. I continue with other visits to members and this week and was invited to 2 personal social events.

I have reached out to members regarding a stewardship committee. Five members: Jeff Amstrup, Jeff Carlson, Terri Revell, Candy Kvamme and Julia Sevald have agreed to do so. If approved by Council* I expect to meet a couple times in summer and then in fall to determine the nature of stewardship at POP this fall. I am prepared to help the MSP team get started this summer also.

Nate, Ann and I are meeting this summer with each of the renters for a check-in. So far, we have been welcomed and this heads off problems before they become difficult. Good relationships between tenant and landlord are important. I'm also taking with Nate about policies and procedures so less time will need to be spent by future pastor and councils trying to reinvent the wheel.

As head of staff, various members of the personnel committee and I have been meeting with staff for review conversations. We have yet to meet with Choir director John M., but the others are complete. My own 6-month review was completed last week. No major issues.

I continue to write weekly devotions and my sermons have been well received. I am preparing two studies for fall: another CS Lewis book, the Magician's Nephew, for a few folks who wanted to study another Narnia study and I'm also working on an Old Testament study. My calf is occasionally sore and swollen after running, but otherwise fully healed.

Ministry Team Reports:

Melissa:

Global Ministries: No Report

Local Ministries:

Avenues News...

- In June, five Avenues youth graduated from high school! This is such an amazing accomplishment for these youth! The Outreach Team used Thrivent Action Team funds to purchase a cake, party decor, and gifts for each of the graduates.

CEAP News...

Farm Fresh

- PoP recently supported CEAP by volunteering for Farm Fresh on June 9th
- We will be looking for more volunteers to join us on July 21st from 1-4PM
 - Sign-up sheets will be on the kiosk, or reach out to Jeanne Hanson

Diaper Kits

- The Outreach Team will be assembling more diaper kits. Diapers and wipes were purchased with Thrivent Action Team funds.

Meals on Wheels

- Looking for a few more volunteers to support Meals on Wheels as a sub. The volunteer responsible for the 5th Friday of the month is no longer available.

Back to School Drive

- We will collect supplies from mid-July through August 10. Jeanne will get a list of most needed supplies from CEAP and request donations from the congregation. CEAP will likely need help with backpack/supply distribution also. More to come on that.

Park Brook News...

- PoP volunteers helped out at the 5th Grade Graduation Ceremony

Other News...

- Volunteers are needed to make coffee on Sunday mornings
 - We don't have any volunteers for several dates in the summer
 - Jeff and Jeanne Hanson, Jodi Spoden and Ann Maczuga are willing to help, but won't be there every Sunday
 - If we are unable to find volunteers, we'll have to go without coffee/cookies on those Sundays

- PoP Funeral Team could use a couple boxes of placemats. They currently have white, but would like some blue, and maybe red.

Care Team - No Report

Mari:

Mental Health Connect: MHC is now offering Mental Health First Aid for Adults and Youth. Classes available at discounted rates for collaborative congregations. To sign up or host a course at your church, contact your congregations' ambassadors or email (Rachel Henderson: leadnavigator@mhconnect.org). We had a great June meeting presented by the Bethlehem healing touch community. Recordings available to tune in for a relaxing, restorative deep breathing session.

Funeral Team: One funeral was held and another is coming up soon.

Quilters: The Quilters are on break for the summer months. They will meet again in September.

Library: No new updates

Pam:

Garden Team: No updates

Building Team: No updates

Sunday Morning Experience Teams: No updates

Staff Reports

Children, Youth and Family Ministry

PRAISES from PAST Events

- Grad Sunday as a phenomenal morning of blessing and celebration of this years Graduating Class. It has been a while since we have had that much involvement from our Graduating Seniors with all of them doing SOMETHING in Worship
- First week of Summer Day Camp is in the books, and is the case every Summer, the first week gave us a chance to iron out details, and get back in the groove.
- Our first Middle School Wednesday was a success as we headed to Valleyfair with 14 young people.

CURRENT UPDATES: CYF

- Our Colorado Trip is in the middle of our "Buy-A-Mile" Fundraiser with a goal of raising \$2500. This will help offset the cost of van rental, gas prices and other travel expenses.
- The Theme for Summer Day Camp is "Old School" We will spend the Summer going back into the Old Testament. There will be NO DAY CAMP the week of June 30th - July 4th due to the Holiday Week
- Childrens Ministry will meet IN PERSON (during Worship) twice a month
- We have a few Baptisms scheduled this Summer
- Middle School Ministry will once again alternate between Fellowship and Service Days. There will be NO MIDDLE SCHOOL WEDNESDAYS on July 2nd (due to the Holiday), July 30th (due to WAPO Week) and August 6th (due to Katie's vacation)

CURRENT UPDATES: Full Church

- Continuing to work with Rachel Henderson to clean up different spaces around the Church - it seems to be an ongoing thing, but also very necessary.
- Working with Nate (sporadically) to help get more volunteers to step up and help out on Sunday mornings and at other times

LOOKING AHEAD

- WAPO Week/Weekend is July 27th-August 1st (4th Grade - High School) and August 1st-3rd (1st-3rd Grade). I will be up there from Sunday-Monday and then Thursday-Sunday
- Kick-Off Sunday will be Sunday, September 7th. (FOR COUNCIL, would like to start talking more in-depth about this in JULY)
- Affirmation of Baptism will be on Sunday, October 26th @ 9:30. Starting in September I will start working with those who plan to participate in that Milestone
- Bible Milestone (2nd Grade) will take place on Sunday, October 5th

Other Financial Reports/Information

Pastor Glen provided an update on additional financial information that will be shared with the congregation on Sunday 6/29.

New Business

MSP Team: Discussed potential MSP team members. Ann and Glen will contact those recommended and follow back up with confirmations with council

Announcements/E-news additions

Volunteer needs, MSP team, Mission and Vision Statement, and Stewardship Committee

Next Meeting: Tuesday July 15; 5-6 pm Executive Meeting, 6-7 pm Council meeting.

Adjournment: Melissa made a motion to adjourn. Pam seconded the motion. Meeting adjourned at 7:25 pm

Unfinished Business

New Business

Announcements and Action Items: