

Prince of Peace Lutheran Church
Annual
Congregational Meeting
for the year 2020
January 31st, 2021

*Prince of Peace of La Crescent are people
Rooted in the Word, inspired by the cross,
making God visible
by Welcoming, Sharing and Serving.*

www.princeofpeacelacrescent.org

**PRINCE OF PEACE LUTHERAN CHURCH
ANNUAL CONGREGATIONAL MEETING**

Sunday, January 31, 2021

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Prince of Peace Lutheran Church
Annual Congregation Meeting Agenda
January 31, 2021

Opening Prayer

Pastor Kent Johnson

1. Call meeting to order
Review Agenda

Motion to accept minutes Brian Jerviss, President

2. Breakout Room #1

3. Treasurer's Report

Patti Dockendorff, Volunteer Treasurer

4. Introduction of the Ballot

5. Staff Reports & Breakout Room #2

6. Old Business — None

7. Budget proposal & Breakout Room #3

8. New Business

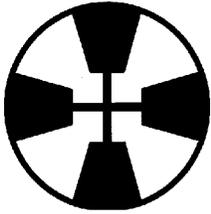
A. Motion to approve our 2021 Budget

B. Election results

Closing Benediction

Cemetery Board Annual Meeting

The Annual Meeting of the Prince of Peace Cemetery Board will be postponed to a later date.



Prince of Peace Lutheran Church

21 North Hill Street
La Crescent, Minnesota 55947
Phone: (507) 895-4440

2020 CURRENT CHURCH STAFF

Michael J. Woods
Lead Pastor

Kent Johnson
Associate Pastor

Michelle Tetzlaff
Office Manager

Cathy Beardmore
Director of Growth Ministries

Chris Gustafson
Director of Music Ministry

Patti Dockendorff
Treasurer

Rose Wegner
Bookkeeper

Kendra Wieser
Faith Connect Coordinator

Gary Larson
Morning Custodian

David Riley
Evening Custodian

2020 PELI FAMILY CENTER STAFF

Haley Osborne – **Director**

Genna Bollman – **4-K Teacher/Curriculum Director**

Lisa Boardman – **4-K Teacher**

Amy Hill & Megan Mathison – **3-K Teachers**

Tasha Carney & Kaytlin Krivich – **Toddler # 2 Teachers**

Kylee Laufenberg & Sherry Massman-Bartelson – **Toddler # 1 Teachers**

Renee Jakobi, Marianne Hanson & Kari Feldman – **Infant Room Teachers**

Makayla Krenzke, Lauren Schoenthaler, AJ Olson & Kjersta Hinz – **Float Teachers**

2020 CHURCH COUNCIL

* Brian Jerviss
President

*Jane Peterson (2020)
Vice President

Kristi Knutson (2021)
Secretary

2020 CHURCH COUNCIL MEMBERS

*Jackson Affeldt (Student 2020)
*Megan Bubbers (Student 2020)
Tari La Rue (2021)
Scott Pechacek (2022)
Pastor Mike Woods
*End of council term

*Sylvia Allen (2020^{2nd} term)
Kevin Gittens (2022)
Eric Morken (2022)
*Cyndy Reichgelt (2020)

Lynn Arends (2021)
Maria Henry (2021)
Brandi Murilla (2022)
Pastor Kent Johnson

Prince of Peace Lutheran Church
60th Annual Meeting of the Congregation
January 26th, 2020

Opening Devotion:

Pastor Kent - from the Gospel of Matthew Chapter 5 verse:13-16

Opening Prayer:

Pastor Kent

Call to Order:

The meeting was called to order at 10:45 AM by President Caryn Peterson.

Consideration of Agenda:

Motion Made / Seconded / Passed (M/S/P) to approve the agenda as it appears in the Annual Report.

Secretary's Report:

The previous annual meeting was held on January 27, 2019.

Motion M/S/P to approve the 2019 Annual Meeting Minutes as submitted.

Treasurer's Report:

President Caryn Peterson acknowledged the work of Patti Dockendorff during the transition to the ICON Software.

2019, what happened - It was a busy year with the transition to the ICON Church Management Software that is web based. Web based means that more than one person can be in the system at a time.

We now have a new volunteer Treasurer and a part time Bookkeeper who is paid. The Treasurer provides oversight for the Bookkeeper.

There is a "New Look" Fund Accounting System for church, preschool, cemetery, endowment ect. Restricted and unrestricted funds are managed in this system. The statements are on pages 18 and 19 of the annual meeting packet.

Cash reserves are up and debt is down for 2019. There is a deficit balance because the debt is more than our cash balance at this time.

Operating expenses are less than budget and actual income for 2019.

Pages 20 and 21 show the different funds and their starting balances, receipts, disbursements and ending balances.

The debt summary is on page 22. We paid \$1000 per month on the line of credit with Merchant's Bank. The ending balance is \$73,401.00

The long term debt went from \$72,889.00 at the start of 2019 to \$51,493.00 on December 31, 2019.

The building fund balance at the end of 2019 is \$10,401.00

Patti showed a pie chart with total contributions for 2019. She also showed a pie chart with the general fund giving trend and each year's budget.

Steve Mau asked a question about the total scrip profit. \$6331.00 was the amount of scrip profit for 2019.

Presentation of Ballot for Election:

President Caryn Peterson presented the 7 congregational members who have accepted the call to run for church council. They are: Kevin Gittens, Eric Morken, Brandie Murilla, Scott Pechacek, Ashley Tollackson, Jane Voves and Susan Wilhelm. Ballots were distributed to the members of the congregation. President Caryn called for additional nominations from the floor for all positions that are on the ballot. John Haugan was nominated for the Nominating Committee, but was not present at the meeting.

The ballots were collected by the committee.

Staff Reports:

President Caryn pointed out the staff reports that are found in the middle pages of the annual report. They are from: Cathy Beardmore, Director of Family and Growth Ministries; Chris Gustafson, Director of Music Ministry and Haley Osborne, Peli Family Center Administrative Director.

Pastor Mike Woods; see the annual meeting packet for his written report on page 10. Pastor Mike opened his remarks with “It’s been a heart stopping year”! “I am incredibly grateful and a changed person”. Giving exceeded expenses in 2019. We currently have 24 employees at Prince of Peace. We have honored the traditional value of meal sharing. We had Great Input in 2019 through our Strategic Planning Survey. Over 1 million dollars has flowed through Prince of Peace in 2019. The budget was within 1 percent of expenses this year. We have Caring Ministries and Consistency with the Peli staff. The Congregation was asked to name a Serious Thing and a Joyful Thing. The overwhelming answer to both questions was “Welcoming”. Mike concluded with “It’s good to be back”!

President Caryn acknowledged Pastor Kent’s willingness to move to full time status during Mike’s absence.

Pastor Kent Johnson: Welcomed Pastor Mike back to Prince of Peace. His written report is on page 11 of the annual meeting packet. Kent was in the Holy Land during the 2019 annual meeting. He thanked the congregation for the gift of the sabbatical in 2019. He acknowledged the new members at Prince of Peace in 2019. “Membership is not as important as Discipleship”. Kent talked about updating the church directory. The last directory was done in 2014. This could possibly be an online and / or a physical directory with our new software. Kent thanked Patti and Rose for filling the big shoes left when Kay Snuggerud retired after 20+ years of dedicated service as our Treasurer. He acknowledged the new pastors at our neighboring churches in the La Crescent area. He is also partnering with the schools and interfaith leaders to raise awareness of issues that expand our ministries beyond the walls of this church. Kent asked for prayers for Bishop Jim and Lynn after 12 years of service to the synod as our Bishop. He thanked the congregation for the celebration of 25 years of ordination given to him and his family.

Presentation of the Proposed Budget for 2020:

The budget was presented by Treasurer Patti Dockendorff and is printed on the last 2 pages of the annual meeting packet. Patti presented pie charts showing the expenses by account classification and ministry / function. The 2020 proposal includes a 2% cost of living raise for employees and the extra cost for Pastor Kent to be full time through the end of March. A 1% increase in giving was calculated into the proposed 2020 budget. Questions / discussion: There were no questions or discussion from the congregation.

Old Business: None

New Business: Motion M/S/P to approve the 2020 Budget as Presented.

Election Results:

Council: Kevin Gittens, Eric Morken, Brandie Murilla and Scott Pechacek

Council Youth: Jackson Affeldt and Megan Bubbers

Endowment Committee: Terry Meyer and Peter Stuber

Nominating Committee: Kristin Boettcher, Jim Howe and John Haugan

Synod Assembly: Brian Jerviss, Sherry Stever, Peter Petersilie and Ed Kruse

Synod Assembly Youth: Megan Bubbers

Bethany Homes Delegate: Carol Leidel and Susan Wilhelm

Sugar Creek Bible Camp Delegate: Carol Leidel and Sandy Jore

Cemetery Board: Dewey Severson, Joel Affeldt and Dave Ebner

President Caryn talked about her word for 2019 which was “framework”. Framework to connect people to God.

Kathy Rosenberg read a thank you message to the congregation from Zumicha Gora.

Closing Benediction:

Pastor Kent reflected on a visit to Dr. Ed Miner at the nursing home in La Crosse. He asked Dr Ed if he could play a song on his harmonica and without hesitation he played the doxology. The congregation stood and sang the doxology for the final prayer.

The 60th Annual Meeting was adjourned at 12:01

Submitted by Brian Jerviss, Council Secretary

Pastor Mike's Report - 2020

It's in times of struggle that we draw upon what has been bequeathed to us by those who have gone before us. They didn't know this struggle that we're in but they did see some things, and they speak to us still about how to get through it, how to go on. This year we sifted through memory and character and discerned the kind of people that we are, the kind of people that we come from. And at the same time, exactly the same time, we're deciding, every day, proclaiming, what kind of people our children will come from, the ones who are watching us now and wanting to know, what's the best way to carry grief or conjure hope, or leave a sign, or cast a lifeline to someone who normally looks fine, but this week needs our help.

This was the year we committed to muscle memory - certain practices: Meaning to ingrain in our flesh the truth, the love, the fire, of 8 disciplines: prayer, reconciliation, gratitude, generosity, story, hospitality, discernment, simplicity. These core values shake the scales from our imagination. They make us reach, stretch, rise. We are not pretending that everything on the other side of pandemic can be all right without our care, and our attention.

What stories will they tell of us, the people who look back, years from now, on this COVID time? What markers can we leave for them, to encourage them, and leave a trail?

I want them to look back at us years from now and say, "Those people, back in 2020, 2021, were really faithful. They named their grief and marked it with story, even as they were still swimming in it, and named their joy deliberately, and they stuck together, with more care for the common good than for their own convenience, more care for the most vulnerable than for how much they preferred in-person worship. They uncluttered their lives from things that got in the way of their relationship with God. They never lost sight of the future, even when it felt foreclosed. And we're the living proof of that," they'll say, "We're their children and their grandchildren. We're the future they imagined way back then."

2020 teaches us to:

Remember who we are, the kind of people we come from, weary and worn, but shining with love.

Name our grief, and also every glimpse of gladness.

Celebrate the kindness of strangers, the faces of friends on the screen.

Honor all that's lost, and also all that isn't.

We are those in that long line of people in our iconic stained glass window asking:

What would honor the Creator of those who came before us?

What Lord is worthy of following for those who'll come next?

Pastor Mike

Pastor Kent's 2020 Annual Report

Dear Sisters and Brother's in Christ,

None of us expected 2020 to turn out the way it did. It has been a challenging year, filled with cardiac rehab, chemotherapy, Covid19, racism and a divisive political campaign ending in controversy. I began the year serving full time while Pastor Mike recovered from his heart surgery. In late February my wife, Lee, went through surgery for ovarian cancer and began chemotherapy just as we held our last in person worship service on March 15. In July the church council allowed me to reduce my work to 2 days a week for three months to focus on caring for Lee in her journey of healing and hope. Lee and I are extremely grateful to Pastor Mike, the staff, council and our congregation for your flexibility, prayers and support.

My pastor's heart grieves the fact that due to the coronavirus pandemic, 2020 was a year of very few opportunities for in-person worship or pastoral visits. However, I will cherish the visit I made on December 29. I was asked to provide prayers of commendation for Gladys Johnson just a few days before she passed through death to God's eternal care. During that prayer service, I handed a PoP "Never Alone" wood chip to her son, Loran, who immediately placed it into his mother's hand. Her family told me that Gladys was clinging to that wood chip until her death on January 2, 2021 at exactly 99 ½ years old.

By God's amazing grace we made it through 2020, clinging to Jesus' promise that: *where two or three are gathered in my name, I am there among them.*" (Matthew 18:20) May we hear anew Jesus' great commission to his disciples: *"Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age."* Mathew 28:19-20 How comforting to know that even when sheltering at home and socially distant, nothing can separate us from the love of God in Christ Jesus. Truly, we are never alone!

We prepare for 2021 knowing that "the ship has set sail," leaving behind a church that we once knew. We know that some form of virtual worshipping community will be here to stay. So also is the hunger to connect with one another in person. As we journey forward as the post-pandemic church, we may trust the Holy Spirit to call, gather and enlighten us to be church together.

*You call from tomorrow, you break ancient schemes,
From the bondage of sorrow, aall the captives dream dreams.
Our women see visions, our men clear their eyes
With bold new decisions, your people arise.*
(James K.Manley, Spirit, Spirit of gentleness ELW 396 vs 4)

In Christ's Love,
Pastor Kent

Faith Formation Annual Report to the Congregation
Cathy Beardmore, Director of Family & Youth Ministries

A farewell note from Mrs. Cathy . . . or Why I Love Prince of Peace!

It's time to say some thank yous. Over the years you have given our family a home where we have played and prayed and worshipped together as one big Prince of Peace family. In addition, you entrusted me with teaching the youngest of God's children at Peli School for 23 years. And I've had the Holy Joy of working with children of all ages as Director of Family & Youth ministry since 2004. Thank you for that gift. The calendar says I am turning 65 in a couple months, and so it's time to let some younger people take over this position. But as Pastor Jim says, we are ALL youth ministers, and I have witnessed that in the years I have served at Prince of Peace. So thank you ALL for being a part of our youth ministry. And thank you for letting me serve alongside you. Have a blessed and grateful day!

How we revolutionized faith formation at Prince of Peace:



Family & Generations Connect on Sunday mornings: This is Holy Ground . . . Sitting around tables with families and generations together. With the wisdom of the elder and the wonder of the child. . . and everything in-between. In 2013 we introduced Family Sunday School to Prince of Peace. We laugh, we play, we eat, we pray, we have caring conversations with family and friends. This is good church!

TOGETHER IN FAITH: Inviting parents to Sunday School was a pretty radical idea when we began this faith stepping stone curriculum in 2004, but now it is such an integral part of our faith education ministry here at Prince of Peace that I can't imagine that we would do it any other way. Together in Faith brings parents and children **together** for two weeks each year, following a curriculum where families explore the most fundamental Christian education building blocks.



We play. We pray. We have fun together.



Bethlehem Bash—we transformed our children's Christmas program into a cross-generational event in 2017. It's a no practice, no stress event so we focus on the true meaning of Christmas.

I love VBS!!! What makes our VBS so unique?

Answer: It's the over 50 middle and high school volunteers that keep coming back every year, and the dedicated and passionate adult leaders. Thank you for letting me be a part of POP's VBS for 33 years.

This is how our VBS works: Max Fabian is our Games Leader for VBS. He took over from Alex Kerska, who replaced Bradley Erickson and Alex Neitzke, who took over from Brandon deZeeuw, who succeeded Ryan Beardmore and Dan Heimer, who learned from Andy Arends . . . and the tradition keeps going on and on.





JAM CLUB: When we started JAM Club in 2006, who knew it would become as essential ministry not only for our POP kids, but for our friends in the community. Pictured: When our JAM Club kids saw our elderly neighbor raking leaves by herself, one of the kids said: 'We should help her.' So ready or not, here comes JAM Club with rakes and a Lot of energy! A couple years ago Andrea Stavenau & Brody Reider announced that they will take over JAM Club when I retire. I will hold them to their promise!

HOMETOWN WORKCAMP 2020: Loving Out Loud in La Crescent. This year we celebrated our 20th year of workcamp, but it was the year workcamp might not have happened. With the pandemic, Group Mission Trips cancelled all workcamps, but our young people have a great desire to serve, so we created HOMETOWN WORKCAMP. We wore masks, we were distanced as much as possible, and we used a lot of hand sanitizer. Over 2,000 volunteer hours helped transform four La Crescent residences and built the Veteran’s Park playground. Thank you to our adult participants Ryan Niemeier, Heidi Kerska, Eric Morken, Stephanie Loberg, Dewey Severson, Matt Thesing, Doug Stavenau, Beth Gonja, Megan Richason and Liesl Allen, and the 30 young adults.

Over the years we have had many youth and adults lovingly donate their time to workcamp. WE NEED TO HAVE A SPECIAL SHOUTOUT to Dewey Severson. Thank you Dewey—you are my hero. You’ll never know the impact you have had on hundreds of young people from our community and those that you served with at the workcamp sites. Also a special shoutout to Beth Gonja who has attended many workcamps as a student and as an adult participant. It is my privilege to announce that Beth will be taking my place and organizing workcamps for years to come.

Workcamp 2020: Pictured here is the crew that built the playground at Veteran’s Park. Our other crews worked on private homes on Sycamore, S. Oak, S. Sixth & S. 2nd Streets. We met a new friend, Laura. *“I just want to say thank you. You were so respectful to an old lady. My house has never looked so good. I was never married and had no children. I now consider these kids my family. Welcome to our family Laura!*



“We are not doing youth ministry, until our youth are doing ministry.” Lyle Griner, National Director of Peer Ministry. Pictured below is our **Peer Ministry Leaders** in 2015, leading a session to our freshmen confirmation students and their parents on Keeping Safe and avoiding the pitfalls of binge drinking. We began Peer Ministry here at Prince of Peace in 2005—it has transformed our youth ministry. Thank you to our passionate youth for living out our mission by ‘making God visible.’



Annual Report -Director of Music Ministry, Chris Gustafson 2020 Vision in the Rear View Mirror: The Year for Learning

- This year taught us, through Set Aside Saturdays, that we like to build and strengthen community and we can do this by rolling up our sleeves in the kitchen, prepping, cooking, eating, and cleaning up together. We like to talk to one another about things that matter and we can do this around a table with a simple meal our church family has collectively prepared. We learned early in the year that we want more of this, but then we also quickly learned that we needed to hold that thought and wait.
- This year taught us that there is something truly indescribable and soul nourishing that occurs when we assemble ourselves in a Drum Circle around our newly built Gathering Drum to join the rhythms of our hands, our hearts, and our souls as we make space to tune into God, make music together, and offer into the world our combined prayers. We were able to carry this music ministry well into the fall since we could assemble outside on our beautiful church lawn.
- This year taught us new ways to listen. While participatory singing needs to be absent, we've still been able to lean into music in different ways, and have found that music can move us to tears and soothe our souls and it doesn't always need words to be sung by everyone. We can immerse ourselves in the singing from a soloist or sometimes even infuse our own words and longings into the notes from the piano. This important learning will carry us forward. We can always learn to listen better and deeper.
- This year taught us that we can experience worship in a variety of ways, even if it has to be delivered to us through a screen and a speaker. Shorter experiences speak to us more clearly and we find it helpful to take smaller, more concentrated bites, in order to savor them. Concise worship experiences allow us to ponder the questions longer later.

We've learned these together, but now a couple of additional things, that I learned as I served among you.

- This year provided more opportunities to better discern and respond towards the needs of others. I've been constantly trying to notice what seems to resonate with others and then think about what music will be helpful, constantly asking myself how the music ministry I can share might help people tune into themselves, connect with God, deepen their experiences, and also provide balm for their souls.
- This year brought me the need to learn how to make videos for posting on the PoP Facebook page and how to make audio recordings to send to singers for rehearsing in their homes. I hadn't previously had a desire or need for these skills, but this year changed that in a big way. I just did a quick count and not counting the Sunday worship uploads, I have made over 150 recordings over the last 10 months. The learning curve was steep, but the necessity was real so I set my mind to learning and growing in this area. Some are definitely better than others, and some have connected more than others, but this beginner is continuing to learn more and more about this all the time.

While we've learned so much in 2020, learning to do so many things in new ways, our learning isn't finished or complete. These important questions remain before us: Who are we becoming? Are we learning to be present and mindful, not only of ourselves and our needs, but also the needs of others? Are we learning how to protect each other, to be less selfish, and work towards a common purpose? Are we seeking pathways that are open to change, trying to meet the demands of what is needed from us now? Are we striving to see God, deepening our faith, and trusting in a future that is filled with hope and love?

Chris Gustafson, Director of Music Ministry

Faith Connect Annual Report for 2020

Last **March** I wrote, *“There are tools we have yet to pick up and experiment with. I cannot promise anything in these experiments except that it is vital that we try to connect.”* When the world changed that month, we filled pizza boxes with faith activities and piled them outside for our first attempt at church-to-go. Now as we pray and plan for the year ahead, I believe our connections are still vital and our holy experiments are vibrant and abundant.

By **May**, our PoP families sent **140** colored scripture pictures to other members. We offered expanded faith formation options for adults, created outdoor faith experiences with Mitch Stavenau’s trail behind Prince of Peace, and experimented with Facebook features like story times and daily Holy Week videos.

Over the summer the following quote summed things up: *“I even accept feeling lost much of the time, since losing my bearings is how I discover things I might not have found any other way.”* -Barbara Brown Taylor At Prince of Peace, we found that faith formation could be expanded throughout the summer, with opportunities to explore faith every month of the year. As baby Marshall (Storandt) Manix showed us, *“2020 Wasn’t All Bad.”*

- June** Driving Prayer Stations with parallel Online Daily Devotion (experimenting with an interest in Devotions from our spring survey)
- July** Build Your Own Faith To-Go bags available to all ages (collaborative staff effort)
- August** Launched the Baptismal Promises Project (annual letters with age-appropriate faith formation ideas to mark children’s baptismal birthday)
- September** Fruits of the Spirit “Jesus-Caching” (scavenger hunt) Event. Delivered FaithBoxes for the first time (family faith activities delivered monthly to grandparents, godparents, daycare, and families from PoP, Peli and beyond our walls)
- November** Launched three Flying Vs (small group opportunities for moms to virtually connect and support one another’s realities.)



By the Numbers (to date):

- 18** photos & facts about our recently baptized to celebrate our baptismal promises together (see mini-example at left)
- 50** Children of God received their letters between August-January
- 164** FaithBoxes delivered (we currently serve 38 families a month)
- 18** Moms meeting at their convenience in three Flying Vs
- 40+** Videos shared on Facebook encouraging, demonstrating and sharing how our families are forming faith at home

I am grateful for the ongoing willingness of our congregation and staff to explore faith in evolving ways. We are undeniably in a period of great change and adaptation. But we are a community of faith, and together we can share the Good News in unexpected and beautiful ways. Thanks be to God!

In Faith, Kendra Wieser 1.10.2021

Peli Preschool & Family Center Annual Report 2020

Peli Preschool and Family Center wrapped up another amazing year with many things to celebrate! I want to start by thanking the staff at Peli for the wonderful gifts of inspiration they give to the children each and every day. We have been blessed with a great group of hard working and caring teachers this year! I also want to thank all of our volunteers who deliver lunch from La Crosse to Peli Preschool and Family Center.

Haley Osborne –Director

Genna Bollman – 4-K Teacher/Curriculum Director

Lisa Boardman – 4-K Teacher

Amy Hill & Megan Mathison – 3-K Teachers

Tasha Carney & Kaytlin Krivich – Toddler # 2 Teachers

Kylee Laufenberg & Sherry Massman-Bartelson – Toddler # 1 Teachers

Renee Jakobi, Marianne Hanson & Kari Feldman – Infant Room Teachers

Makayla Krenzke, Lauren Schoenthaler, AJ Olson & Kjersta Hinz – Float Teachers

Peli had a busy 2020, and we are looking forward to an even better 2021, full of exciting changes, opportunities, and continued care for all children. Peli continues to thrive in the middle of this global pandemic!

Thank You,

Haley Osborne

Peli Family Center Administrative Director

Oversight Team

Executive

Consists of pastors, Council President, Vice President and Secretary. The treasurer serves as an advisor to this committee. Responsible for setting agendas for monthly and annual meetings and long range planning. Also serves as Personnel Committee. Meets monthly as needed.

Building & Grounds

Responsible for the maintenance of the church building and surrounding property. The committee oversees the use of funds from the Maintenance budget line for short-term projects or emergencies and Building Fund for long-term projects. Meets monthly as needed.

Finance

Regularly reviews the finances and insurance for the church. It arranges for an annual audit. It coordinates an annual budget process and works with our treasurer making recommendations to the council concerning cash flow and line of credit situations. Meets as needed.

Endowment

Six people elected at annual meetings plus a pastor and council liaison to oversee investment and distribution of endowed monies for mission purposes beyond our General Budget. Meets quarterly.

Nominating

Five people – three elected at annual meetings and two council members who've completed their terms and a pastor. Purpose is to put together a ballot for the annual meeting of potential Council, Endowment and Cemetery Committee members and delegates for partner ministries. Meets in the fall as needed.

Audit

Reviews the financial records and financial processes of the congregation to assure the members that in regard to its these matters the Congregation Council and its officers are worthy of the congregation's trust. Meets in spring as needed.

Cemetery

Nine people plus a pastor and a council liaison that oversee the development and maintenance of the cemetery, develop policies for the management of the cemetery and oversee the cemetery finances. Meets monthly as needed.

Oversight Team Goals for 2018

- ✓ Explore digital resources to offer more efficient ways of leading congregational life in terms of financial management and communication (Done - Task Group recommended ICON management software)
- ✓ Explore our future like 2013's Transition Task Force. (Ongoing - 2019 Strategic Planning Task Group formed).
- ✓ Prioritize building projects. (Done - Buildings & Grounds).
Introduce the concept of Tax Advantaged or Legacy giving to members. (To do)
- ✓ Evaluate financial practices/systems in terms of best practices. (Done by Best Practices Task Group).
- ✓ Non-anxiously and faithfully communicate an accurate financial picture. (Ongoing)
- ✓ Revise/update our Designated Giving (Memorial) Policy. (Done – Executive Committee)
- ✓ Experiment with online scrip ordering, strive to double scrip profit, create a scrip task group (Ongoing through Scrip Task Group).

Prince of Peace Lutheran Church
Year End Financials 2020
Notes

This year was one of uncertainty, challenge, and gratitude as our normal way of doing things, and our reasonable expectations at the start of the year went out the window with the arrival of the virus and the changes that had to be made as a result.

Statement of Activities

Contributions in the form of cash and checks were 11% over budget for the first calendar quarter, then declined for the last 3 calendar quarters to just under 80% of budget. This decline was partially offset by an increase in on-line giving, so at the end of the year total contributions were 92% of budget: a \$40,000 shortfall.

Total Operating Expenses were also \$40,000 below budget, matching the Revenue shortfall.

Personnel Costs were just 97% of the budget, primarily due to lower than expected salary for Pastor Kent. There were also some savings in the Benefits category as a result of his reduced hours, and Continuing Education and Professional Expenses were also below budget.

Supplies and Other, as well as Utilities, were under budget as a result of reduced in-person activities. Paper and printing costs, worship supplies, music supplies, advertising, youth activities such as VBS and JAM Club, adult education, synod assembly, etc. were all under budget. Utility costs also were under budget for most of the year as building use was restricted.

The **Other Revenue** category contains the SBA Paycheck Protection Grant. In April of this year, the Church applied for and was granted a forgivable loan offered under the Cares Act. The intent of this loan was to be a safety net for small businesses and non-profits so that they could retain and pay their staff as normal, despite uncertainty about their ability to maintain their revenue stream. This money financed payroll and benefits for April –June and allowed the Church to stretch its resources to cover revenue shortfalls in future months. No staff hours or salaries were cut, with the exception of the reduction requested by Pastor Kent this past summer. The Church received notice in early January of 2021 that the loan was entirely forgiven, therefore the amount is shown as grant income instead of as a liability. The full grant was \$111,705. Of this amount, \$61,564 is reflected in the General Fund as it was used to pay for the Church staff, while the remainder was used to pay for Peli Family Center staff.

Other **Financial Sources-Uses** reflects transfers made between Funds. The \$24,000 transfer from the Peli Family Center Fund was planned in the 2020 budget. The transfer from the Debt Retirement Fund, which receives and disburses contributions restricted by the donor for the purpose of reducing debt, was not anticipated. In the last months of 2020, a fund raising appeal for gifts to pay down the balance of the line of credit was made and the response was overwhelming. The line of credit balance was reduced this year by over \$60,000.

Statement of Financial Condition

This reflects very positive changes from the prior year. Cash and savings increased, and the line of credit is decreased. Faithful members continuing to support the Church during this time, coupled with assistance in the form of a large grant, allowed the Church to end the year on a positive financial note. The increase in cash will help the Church navigate the next several months until normal in-person activities can safely resume.

Submitted by Patti Dockendorff, Treasurer

Statement of Financial Position

General Fund

December 31, 2020 and 2019

	12/31/2020	12/31/2019	\$ Change
Assets			
Cash			
Checking	\$10,635	\$20,960	-\$10,325
Savings - General and Earmarked	71,742	11,385	60,357
Total Cash	\$82,377	\$32,345	\$50,032
Other Current Assets			
Sales Tax Refund Credit	\$0	\$2	-\$2
Total Assets	\$82,377	\$32,347	\$50,029
Liabilities			
Current Liabilities			
Payroll Taxes & Withholdings	\$5,391	\$4,927	\$464
Line of Credit (4.55%)	12,721	73,401	-60,680
Total Current Liabilities	\$18,112	\$78,328	-\$60,216
Total Liabilities	\$18,112	\$78,328	-\$60,216
Net Assets			
Unrestricted			
General Fund	\$64,265	-\$45,980	\$110,245
Total Unrestricted Net Assets	\$64,265	-\$45,980	\$110,245
Total Liabilities + Net Assets	\$82,377	\$32,347	\$50,029

Statement of Activities

General Fund

Year Ended December 31, 2020 (Compared to Budget and Prior Year)

	Budget	Actual	Last Year
Revenue			
Unrestricted Gifts and Offerings	\$500,035	\$460,048	\$495,719
Other Operating Revenue (net)	0	895	671
Total Revenue	\$500,035	\$460,943	\$496,390
Operating Expenses			
Compensation - Salaries and Wages	\$270,371	\$263,126	\$249,925
Compensation - Taxes & Benefits	93,310	90,065	88,976
Contracted Services Services	20,960	15,265	18,750
Supplies and Other	24,325	14,071	22,520
Tithes and Contributions	51,603	46,949	51,141
Utilities and Insurance	38,900	30,743	39,204
Total Operating Expenses	\$499,469	\$460,219	\$470,517
Other Revenue			
Interest Income	\$200	\$357	\$210
Miscellaneous income	0	729	5,383
SBA Paycheck Protection Grant	0	61,564	0
Total Other Revenue	\$200	\$62,649	\$5,593
Other Expenses			
Interest Expense	\$3,224	\$2,909	\$4,703
Bank Service Charges	130	174	169
Online Giving Expense	375	467	410
Total Other Expenses	\$3,729	\$3,550	\$5,281
Other Financial Sources-Uses			
Transfers from Debt Retirement Fund	\$0	\$26,680	\$10,000
Transfers from Peli Fund	24,000	24,000	0
Transfers from Scrip Fund	4,000	2,063	2,465
Transfer to Instrument Maintenance Fund	-400	-400	0
Transfer to Sabbatical Fund - Assoc Pastor	-771	-771	-771
Transfer to Sabbatical Fund - Lead Pastor	-1,150	-1,150	-1,150
Total Other Financial Sources-Uses	\$25,679	\$50,422	\$10,544
Net Revenue Over Expenses and Transfers	\$22,716	\$110,245	\$36,729

Change in Net Assets**For Year Ended December 31, 2020**

Fund	Starting Balance	Received	Disbursed	Transfers	Ending Balance
Archive Church Records Fund (R)	\$1,692	\$0	\$0	\$0	\$1,692
Bells of Peace Fund (R)	1,336	235	0	0	1,571
Block Party Fund (R)	2,923	0	0	0	2,923
Building Fund (R)	(41,092)	26,654	5,587	0	(20,025)
Cemetery Association (U)	23,448	5,438	3,807	(10,000)	15,078
Cemetery Perpetual Care (R)	82,830	745	0	10,000	93,575
Chair Replacement Fund (R)	500	0	0	0	500
Debt Retirement Fund (U)	0	26,680	0	(26,680)	0
Endowment Earnings Fund (U)	4,640	1,676	391	0	5,925
Endowment Principal Fund (R)	136,165	35	0	0	136,200
Endowment Seminarian Fund (R)	7,366	0	7,366	0	0
First Communion Cups (R)	135	0	0	0	135
General Fund (U)	(45,980)	524,552	464,729	50,422	64,265
Instrument Maintenance Fund (U)	250	0	0	400	650
Kitchen Ministry Fund (U)	10,444	3,499	9,882	0	4,060
Kitchen Remodel Fund (R)	1,970	0	1,970	0	0
LED Lighting Fund (R)	250	0	250	0	0
Library Fund (R)	440	50	0	0	490
Liturgical Arts Fund (R)	249	455	140	0	564
Making God Visible Fund (U)	1,305	1,460	2,036	0	730
Memorial Book Box Fund (R)	415	0	0	0	415
Music Ministry Fund (R)	230	375	286	0	319
Parish Nurse Fund (R)	57	190	261	0	(14)
Peli Family Center (U)	33,883	472,407	386,393	(24,000)	95,897
Peli Large Motor Equip Fund (U)	440	0	0	0	440
Peli Restricted Gifts Fund (R)	728	1,175	1,752	0	150
PT - Beyond Doors Global Fund (R)	0	100	100	0	0
PT - Beyond Doors Local Fund (R)	0	2,068	2,068	0	0
PT - Come for Supper Fund (R)	0	50	50	0	0
PT - ELCA World Hunger Fund (R)	0	4,348	4,348	0	0
PT - Local Food Shelf Fund (R)	0	1,555	1,555	0	0
PT - Lutheran World Relief (R)	0	1,560	1,560	0	0
PT - Pastor Emergency Fund (R)	0	1,355	1,355	0	0
PT - Sugar Creek Bible C Fund (R)	0	20	20	0	0
Quilters Fund (R)	626	330	0	0	956
Refugee Response Fund (R)	2,508	1,886	3,183	0	1,211
Sabbatical Fund - Assoc Pastor (U)	489	0	0	771	1,260
Sabbatical Fund - Lead Pastor (U)	1,535	0	0	1,150	2,685
Sabbatical Fund - Youth Min (U)	300	0	0	0	300
Scrip Program (U)	8,030	59,425	52,937	(2,063)	12,455
Stewardship Fund (U)	2,073	0	0	0	2,073
Third Grade Bibles Fund (R)	175	330	200	0	305
Unrestricted Memorials Fund (U)	5,889	2,235	5,747	0	2,376
Womens Retreat Fund (R)	108	0	0	0	108
Youth - After School Fund (U)	600	0	0	0	600
Youth - Sugar Cr Camperships (R)	1,767	781	159	0	2,388
Youth - Workcamp Fund (R)	14,166	6,134	15,933	0	4,367
Youth Ministry Fund (R)	16,715	1,084	1,166	0	16,633
Total	\$279,602	\$1,148,886	\$975,232	\$0	\$453,256

Prince of Peace Lutheran Church
Debt Summary
As of December 31, 2020

	Line of Credit Merchants Bank	Long-term Debt Mission Investment Fund
	<i>Due 5/1/2021 4.55%, lending capped at \$125,000</i>	<i>Due 9/1/2026, P&I payments \$1,610/month, 3.75% (rate to be reneegotiated 9/1/2021)</i>
Balance at December 31, 2019	\$73,401	\$51,493
New Borrowing	\$0	\$0
Repayments:		
From Peli Family Center per budget plan	-\$24,000	
From Building Fund offerings		-\$17,874
From Donor-Restricted gifts directly applied	-\$26,680	\$0
From General Fund Cash Reserves	-\$10,000	
Balance at December 31, 2020	\$12,721	\$33,619

Prince of Peace Lutheran Church
Building Fund Activity

	Cash	MIF Debt
Balances at Beginning of Year	\$10,401	\$51,493
Donations received	\$26,280	
Interest income	\$139	
Expenditures		
Loan principal and interest payments	-\$19,320	-\$17,874
Fencing	-\$2,092	
Minor Equipment	-\$452	
Miscellaneous repairs	-\$1,363	
Balances at End of Year	\$13,593	\$33,619

Electronic Giving at Prince of Peace Lutheran Church

We have a few different methods to choose from for online contributions to the church.

1. E-giving at Merchants Bank:
2. Tithe.ly App:
3. PayPal: there are charges to the church when you use PayPal

Merchants Bank

Merchants Bank is our regular bank. To do either weekly or monthly withdrawals from your checking or savings account, you contact Michelle in the church office for a form stating how much you choose to have withdrawn, which way (monthly or weekly), your choice for where the money is to go, i.e. regular giving, building fund or other giving. Then you will list your financial institution and your bank account number using a voided check or deposit slip. The information will be put into a special computer program at Merchants Bank and automatically be withdrawn each week or month.

Tithe.ly App Mobile Giving and Online Giving

Mobile: Download the tithe.ly app from Google Play or the app store. Online Giving: visit <https://get.tithe.ly/>
 The Tithe.ly transaction fees are as follows: Credit / debit card transactions: 2.9% + 0.30 per transaction.
Example: \$100 donation --> \$96.80 deposited. Or \$50 donation--> \$48.25 donation. You may choose to pay transaction fees or have it come out of your donation. Minimum \$5 donation is required.

PayPal

You go to the church website and click on the PayPal button following their directions. PayPal charges the church a portion of the donation. They take it out before the church receives the donation. PayPal does now have a program to have recurring charges made to your account and sent to the church. To sign up for this method, you need to go to the church website and click on the PayPal button.

STATISTICAL REPORT FOR PRINCE OF PEACE LUTHERAN CHURCH					
Membership Record	2016	2017	2018	2019	2020
Baptized	1237	1280	1079	1080	1092
Confirmed	947	984	787	788	813
Detailed Statistics					
Baptisms	26	21	20	23	6
Confirmed this year (10th graders)	18	30	18	22	0
Confirmands now being instructed:					
8th Grade	19	24	25	12	17
9th Grade	33	20	26	18	11
Weddings	11	10	16	12	1
Funerals/Deaths (Members & Non-Members)	15	11	12	15	11
Transfers Out (Baptized)	15	6	5	11	3
To Non-Part. (Baptized)	168	12	243	16	136
Received (Baptized)	35	41	25	28	9
Total Number Communed Per Year	9960	9961	10036	9821	n/a

Prince of Peace Cemetery Association

Prince of Peace Cemetery

2020 Annual Report

The Prince of Peace Cemetery Board submits the following report for the 2020 calendar year.

Grounds - Due to this pandemic year we did not have Memorial Day in the usual manner. The American Legion still came to perform their ceremony. Instead of coming by bus they came in individual cars. There were about 50 in attendance and most stayed in their cars or did the social distancing. No coffee and cookies served. There were no work days. With the ground crew of Don Hill, Les Snuggerud, Gary Larson, Steve Chapman & Richard Jore the cemetery was kept as one of the best in Tri-State area. Some large branches broke off from the Maple trees, but no damage was done to any monuments. There were no special projects done this year

Financial - Perpetual care funds have been invested in the ELCA Mission Investment Fund. As of 12/31/2020 our perpetual care fund in ELCA Mission Investment Fund is \$ 82, 500.00 and in Edward Jones Money Market \$ 10,275.00. The general operating account has a balance of \$ 1,728.00.

Personnel - The following individuals were elected to Board in 2020 for 3 year term, Richard Jore, Don Hill and Gary Larson. Elected as officers, Richard Jore, President, Joel Affeldt, Vice President, David Loberg, Secretary, and Bruce Bauer, Treasurer.

Other - The Cemetery Board appreciates the assistance of volunteers during the Year and especially on designated work days. Together, we all agree that care of the cemetery was a work "WELL DONE". The Board also thanks all those who support the Cemetery through gifts, memorials and bequests. Your help is greatly appreciated. There were a total of 5 interment during the 2020 year. A total of 8 gravesites and 1 columbarium niche have been sold during the 2020 year. A total of 346 gravesites and 6 columbarium niches have been sold. There have been a total 147 interments.
Respectfully submitted

Prince of Peace Cemetery Association Board Richard Jore-President, Joel Affeldt, Vice President, David Loberg-Secretary, Bruce Bauer-Treasurer, Dewey Severson-Sexton, Tim Ferkingstad, Don Hill, Gary Larson, David Ebner, Pastor Mike Woods, Maria Henry-Council Representative

2021 Nominations for Cemetery board members are:
Tim Ferkingstad, David Loberg, & Bruce Bauer

Statement of Financial Position

Cemetery Association and Cemetery Perpetual Care

December 31, 2020 and 2019

Assets

Checking and Savings

	12/31/2020	12/31/2019
Checking	\$1,928	\$1,928
Savings	0	9,530
Edward Jones MM	10,275	0
Total Checking and Savings	\$12,002	\$11,458

MIF Investments

CD 195171 (1/7/21) Accum Interest	\$1,749	\$1,426
CD 195171 (1/7/21) Principal	12,500	12,500
CD 199420 (1/29/23) Accum Interest	922	9,986
CD 199420 (1/29/23) Principal	40,000	30,000
CD 223716 (7/26/22) Accum Interest	11,480	10,908
CD 223716 (7/26/22) Principal	30,000	30,000
Total MIF Investments	\$96,650	\$94,820

Total Assets

\$108,653	\$106,278
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Net Assets

Restricted

Cemetery Perpetual Care	\$93,575	\$82,830
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Unrestricted

Cemetery Association	\$15,078	\$23,448
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Total Net Assets

\$108,653	\$106,278
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Statement of Activities

Cemetery Association and Cemetery Perpetual Care

Year Ended December 31, 2020

Revenue

Donor-Restricted Gifts	\$120
Unrestricted Gifts	100
Cemetery Plot Sales	1,050
Funeral Fees	225
Grave Opening Fees	2,300
Other Fees	175
Perpetual Care Fees	125
Sexton Fees	75

Total Revenue	\$4,170
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Expenses

Purch Serv - Other Staff	\$200
Building Repairs & Maintenance	27
Grave Opening Expense	1,813
Grounds Upkeep	861
Other Equipment Repair	20
Gas & Oil	273
Maintenance & Cleaning Supplies	42
Electricity	572

Total Expenses	\$3,807
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Other Revenues

Interest Income	\$2,012
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Other Financial Sources-Uses

Operating Transfers

From Cemetery Association	\$10,000
To Perpetual Care	-\$10,000

Total Operating Transfers	\$0
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Total Net Revenue Over Expenses	\$2,375
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Statement of Financial Position

Endowment Earnings Fund:Endowment Principal Fund:Endowment Seminarian Fund

As of December 31, 2020

Assets

Checking	<u>\$5,960</u>
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Investments - Mission Investment Fund

CD 0053 (2/2/21)	\$20,000
CD 182467 (7/24/22)	34,464
CD 1882 (11/23/23)	17,700
CD 4553 (5/23/23)	10,000
CD 6359 (12/13/21)	7,000
CD 6992 (2/3/22)	20,000
CD 7155 (2/17/24)	<u>27,000</u>

Total MIF Investments - Endowment	<u>\$136,164</u>
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Total Assets	<u><u>\$142,125</u></u>
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Net Assets

Restricted

Endowment Principal Fund	\$136,200
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Unrestricted

Endowment Earnings Fund	<u>5,925</u>
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Total Net Assets	<u>\$142,125</u>
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Statement of Activities
Endowment Earnings Fund, Endowment Principal Fund,
Endowment Seminarian Fund
For Year Ended December 31, 2020

Revenue

Donor-Restricted Gifts \$35

Total Revenue **\$35**

Expenses

Contributions Made - ELCA Fund for Leaders \$7,366

Contributions Made - Other 391

Total Expenses **\$7,757**

Other Revenues

Interest Income \$1,676

Total Other Revenues **\$1,676**

Net Revenue (Expense) **-\$6,046**

Prince of Peace (POP) Scrip Program-2020 Year in Review

The Scrip Program allows POP to buy gift cards from area businesses and the Great Lake Scrip Center (GLSC) at a discounted price. The gift cards are sold at face value and the proceeds go to various ministries voted on by the church council such as the ELCA Synod, the Parking Lot Fund, the Making God Visible Fund and the POP's General Fund.

The Scrip Program was initiated in 2011 as a way to raise funds for the Peli Preschool program. The Scrip program is overseen by a council appointed committee. Until COVID 19 caused a pause in in-person worship services in March 2020, volunteers sold Scrip before and after Sunday morning worship, kept local gift cards in stock and ordered specific cards from the GLSC every six weeks.

At present, local gift cards are still available for immediate purchase during regular office hours at the church. We keep a supply of gift cards on hand from many local businesses including Kaddy's Kafe, Hardware Hank, Sport's Hub, Corky's, Time Out Tavern, Swing Bridge Pub, Quillins, Festival, Woodmans and Kwik Trip. For people wanting to order gift cards from other big box retailers and restaurants, there are order forms printed on pink paper (known as pink sheets). We are currently ordering about every other month, but if you have a specific need, call the church office or email princeofpeacescrip@gmail.com to see if it's feasible to order.

If you want to see what can be ordered and what amount of rebate POP would receive, check out www.shopwithscrip.com. Personal orders can also be individually placed on the GLSC website and POP can be your designated beneficiary of any rebate profit. The first scrip orders for 2021 are due February 5, for pick up on February 12, just in time for Valentine's Day. Watch for future order dates published in the weekly e-newsletter.

Thanks to everyone who continues to buy and use scrip during COVID. Scrip profit for 2020 decreased about \$1500 from 2019 when it was about \$4,000. Anyone wanting to order scrip can call the church office or contact princeofpeacescrip@gmail.com.

Respectfully submitted, Terri Discher, Scrip Program Coordinator
princeofpeacescrip@gmail.com

Altar Guild 2020

From time to time I have thought about the words in the Easter gospel of Luke in chapter 24 and how it relates to the activity of your Altar Guild. *"But on the first day of the week, at early dawn, they (the women who had come with him from Galilee) returned to the tomb, taking spices that they had prepared."* The Altar Guild continues that act of love and devotion. Each week Guild members make time to prepare the bread and wine (the Body and Blood of Christ) for Holy Communion.

There are 60+ people, serving on seven teams who quietly and devotedly prepare the elements for holy communion. Like all things at Prince of Peace, the activities of the Altar Guild stopped in March 2020. We look forward to resuming our preparations when it is safe to have services again.

Each year some members of the guild retire and new volunteers are welcomed. This year one member who retired did so because her professional duties made it difficult to participate as fully in Guild as she wanted to do. She is a nurse at one of our local medical facilities. Thank you for your years of service to Prince of Peace and to mankind.

This year we rejoice in the life of Esther Hahn. Esther was the first director of Altar Guild. She set the example of what our Guild has become.

Respectfully submitted,
Sylvia Allen, Leader

Building & Grounds

To Do List For The Fix-It-Fellows - 2020

- Garden on North side & Peli Playground
- Mowing and trimming of Church Lawn-- weekly
- Yearly Spring Mnt. On John Deere Mower
- 4-K playground - swing gates station poles for - April 2020
- Change filters in ceiling heaters -
- Changing of filters – boiler May 2020 - Randy
- Changing of filters – church wide -Oct. 2020 Randy
- Paint walls in Ladies' Restroom - Fellowship Hall
- Hang Baby Changing Station - Men & Women's Fellowship Hall bathrooms
- New gas weed wacker - Breyers,(\$200.) May 2020
- Replacement of door knob in Peli Toddler #2 storage room
- New door; furnace room by office - purchased through Badge-Les S. June 2020
- Painted doors Music hall double doors - Jim Schubach Oct. 2020
- Painted doors / jams Peli Storage & Office Storage - Jim Schubach Sept. 2020-New door lock office storage
- Rock at fellowship hall windows, east side
- Take Toddler playground shade sail down; October 2020
- Filters for the roof top HVAC unit, Randy November 2020
- Removal of the broken slide on Peli 3-K playground and putting up crossbars to close the area for safety

Contracted Updating/Remodeling for Current Year

- Philip Fencing - New fence / two swing gates for 4-K playground - April 2020

Contracted Repair for Current Year

- New gas weed wacker - Breyers, (\$200.) May 2020
- New door; furnace room by office - purchased through Badge-Les S. June 2020
- Painted doors / jams Peli Storage & Office Storage - Jim Schubach Sept. 2020-New door lock office storage
- New Faucet in Office - Gary Larson; April 2020
- Roof Repair: Upper Flat Peli 3-K; McCabe Roofing - 2 tears in membrane Sept. 2020
- Painted doors Music hall double doors - Jim Schubach Oct. 2020
- Plumbing, repair of the women's toilet by sacristy, inside components

Many thanks to the hard work, hours and the care our building and grounds members put into Prince of Peace. Truly we are blessed at Prince of Peace to have you all.

Community Team 2020

Evangelism (E-Team)

Welcomes guests to PoP by creating an atmosphere that is warm and welcoming via greeters, coffee fellowship and by following up with worship guests with cards, emails and phone calls.

Seeks to deliver a welcome basket to all new members, and schedules a new member brunch twice a year to help new members build relationships with one another, council leaders and the E-team. New members are invited to discover their spiritual gifts and are encouraged to engage with a meaningful small group.

Invites neighbors and friends to be part of our ministries and keeps people informed through communication ministries.

Social Concerns

Our purpose is to increase awareness about social issues and provide ministry opportunities to respond to the needs of God's people. Past projects include Refugee Response, Mental Health forums, the La Crescent Food Share, ELCA Hunger, Fair Trade Fairs and discussions on white privilege, racism, Islamophobia and Middle East peace.

Stewardship

Promotes Christian giving and stewardship of all life (time, talents and treasures.....even blood drives); informs the congregation about local and wider ministries and needs of the church; encourages cheerful participation in Stewardship activities using Tithely and electronic fund transfers (EFT).

Kitchen Task Force

Includes running/supplying/cleaning the kitchen and events such as Sunday coffee, funeral lunches, new member meals, Lenten soups, non-Lenten Wednesday meals, breakfasts, block party, pie bake, meatball supper.

Community Team Accomplishments 2020

- ✓ Created online church directory.
- ✓ During the early stages of the pandemic, promoted a "front porch project photo" as a fun way to promote updating the directory.
- ✓ Created a phone caller ministry to check on older members sheltering at home alone.
- ✓ Established an "iPad outreach ministry" to make digital worship available to members without internet.
- ✓ To celebrate PoP 60th Anniversary, delivered a PoP coffee mug to each household.
- ✓ For clarity in communication moved to twice a week updates & away from monthly news.
- ✓ Refugee and Hunger Responses, Relay for Life and Habitat for Humanity continued. Total monies that went beyond our doors equal to previous year (about \$80,000).
- ✓ Facilitated community-wide Waking Up White book study.
- ✓ Several members received Shoulder to Shoulder training on bringing together people with different viewpoints.
- ✓ Stewardship campaign indicates a 2.5% increase in forecasted giving.
- ✓ Kitchen remodel has begun, repairing our island with new sinks, dishwasher, countertop.

Report to the Congregation for the American Red Cross La Crescent Community Blood Drive:

Prince of Peace has been the sponsor of the American Red Cross La Crescent Blood Drive for several years. It is my pleasure to serve as the Chairperson of these lifesaving blood drives. We have met or exceeded the goal set by the American Red Cross each year since Prince of Peace began its sponsorship. The first two blood drives of 2020 were held in the fellowship hall with refreshments provided by a Thrivent Action Grant and chicken wings provided by the Sports Hub and Timeout Tavern, volunteers providing hospitality.

Then came Covid-19!

Many Blood Drives were canceled in Minnesota due to Covid-19 concerns. The last four drives were moved to the La Crescent Event Center with only one volunteer present and prepackaged refreshments provided by the Red Cross. With all of these changes plus the early closing of the drive in May due to a power outage, The La Crescent Community Blood Drive exceeded the goal for 2020 by one unit of blood. 286 units of blood were collected meaning that 858 patients were helped by our blood drives. La Crescent blood donors, Prince of Peace volunteers and staff rock!

Thank you. Five blood drives have been scheduled for 2021.

We received a certificate of commendation from the President and Chief Executive Officer of the American Red Cross.

Respectfully submitted'

Sylvia Allen, Chairperson

Refugee Response Team Annual Report for 2020

The year of 2020 has brought a vast multitude of changes to our world and impacted the way we work, play, live, and serve. That is also true for POP's Refugee Response Team! We have not disappeared, but rather have continued to exist and function as best we can to carry out our mission. Zoom meetings have been helpful!

We feel it is part of our mission to provide information to our congregation, but it is up to individuals to respond to that information as they see fit regarding participation in events and in contacting their elected representatives to share their viewpoints. We continue to work for AWARENESS, ACCOMPANIMENT, and ADVOCACY.

Here is a list of some of the things we have done in 2020:

- In a collaborative effort between POP and the La Crosse Area Synod, with additional financial support from a Thrivent Action Fund, 27 boxes of new underwear and socks collected at the 2019 Synod Assembly meeting, were boxed and shipped to locations on the southern border as recommended by the ELCA AMPARRO Program for men, women, and children refugees detained in that area.
- Through the Border Servant Corps Amazon Wish List, we provided gifts of soccer balls, sweatshirts, raincoats and mittens to children being held in detention at the border.
- Some members have participated in Lutheran Immigration and Refugee Services (LIRS) webinars and daily and weekly immigration updates from the LIRS website.
- Under the theme of "Hope Can't Be Quarantined," we presented three opportunities to help others while taking care of ourselves: making masks for Lutheran World Relief; donating money to the Good Samaritan Fund of our sister congregation, Christ Lutheran (ELCA) in Arcadia, for their parking lot food pantry being used by immigrants who have lost jobs due to Covid; and support migrants in detention during this time of crisis with letter writing.
- Created Christmas cards for immigrants in family detention centers and provided information for sending money to buy Christmas gifts for children in three family detention centers in the "Hope for the Holidays" efforts of LIRS.
- Continued to educate ourselves about refugee needs and ways to be of help to those in our area and beyond. We were arranging to meet and learn about the Winona Sheltering Network, but Covid caused cancellation of that opportunity.
- After considering several different learning activities, we began planning for a book study of After the Last Border, by Jessica Goudeau, a book presented on the LIRS virtual book series. We'd like to plan so as to include more people from the congregation beyond our team. Watch for that in the coming year.

The support for the Gora family included the following:

- Set the goal of continuing our support of Zemecha to help him become independent and in his quest to get his wife Ojwor and young son Marobet to the U.S. to be with him. There are still hurdles to jump, but each step brings hope.
- Recognized the need to continue to help Zemecha with budgeting and to learn about finances and other things that are new to him in the American culture to help him transition to independence. Bobbi Haugan has been his mentor in this regard.
- Have occasionally helped pay rent so Zemecha could use his own money to help other family members as he saw fit.
- Helped Kwot move to Albert Lea to live with Zemecha and helped the two of them move from the upstairs apartment to the downstairs apartment to have a two-bedroom space.
- Provided masks and advised on Covid 19 safety. Both Kwot and Zemecha contracted Covid and recovered. Covid impacted their hours at work and their access to food from previous sources, so we helped with rent in this instance.
- Helped solve car problems.

We welcome anyone who would like to join our team! Respectfully submitted by Kathy Rosenberg and Cyndy Reichgelt

Formation Team 2020

Faith Formation Program

Recruit, train and support members in the faith formation ministries of the congregation across the life cycle (child, youth, cross-generational and adult) and to provide appropriate materials and equipment for instruction.

Sundays: Little Pops – Family Connect - Together in Faith

Midweek: JAM Club - Confirmation – Peer Ministry

Summer: Vacation Bible School - Sugar Creek Bible Camp – Workcamp Mission Trip
Peli Preschool and Family Center

Worship & Music Program

Goal is for worship experiences to be experiential, participatory, image based and connective. Recruits and provides training for persons in the conduct of worship experiences (assisting ministers, readers, ushers, acolytes, Altar Guild and Communion servers). Arranges for the seasonal decorating of the church and weekly preparation of our worship space (Altar Guild).

Formation Team accomplishments 2020

- ✓ Move family faith formation from a 9-month program to year round.
- ✓ Deliver family faith formation to homes and experienced much growth.
- ✓ Held our first Covenant Sunday & Baptismal Promises Project & several mom's support groups.
- ✓ A seamless transition of faith formation directors.
- ✓ Focus on monthly spiritual practices, online bible study and discussion groups.
- ✓ Workcamp and food drive to benefit our La Crescent community

- ✓ Keep Peli Family Center open as an essential service.
- ✓ Show appreciation for Peli staff.
- ✓ Provide support for regular Peli chapel time

- ✓ Worship that is: attentive to screen medium, sustainable, online for love of our neighbor and constantly evaluated.
- ✓ Two Midweek Devotion times – one spoken, one musical.

Statement of Financial Position

Peli Family Center, Peli Large Motor Equipment Fund, Peli Restricted Gifts Fund

December 31, 2020 and 2019

	12/31/2020	12/31/2019	\$ Change
Assets			
Cash			
Checking	\$50,639	\$13,625	\$37,014
Savings - Donor-Restricted	150	728	-578
Savings - General and Earmarked	45,698	20,698	25,000
Total Cash	\$96,487	\$35,051	\$61,436
Total Assets	\$96,487	\$35,051	\$61,436
Net Assets			
Restricted			
Peli Restricted Gifts Fund	\$150	\$728	-\$578
Total Restricted	\$150	\$728	-\$578
Unrestricted			
Peli Family Center	\$95,897	\$33,883	\$62,014
Peli Large Motor Equipment Fund	440	440	0
Total Unrestricted	\$96,337	\$34,323	\$62,014
Total Net Assets	\$96,487	\$35,051	\$61,436

Statement of Activities

Peli Family Center, Peli Large Motor Equipment Fund and Peli Restricted Gifts Fund

Year Ended December 31, 2020 (Compared to Budget and Prior Year)

	Budget	Actual	Last Year
Revenue from Operations			
Tuition/Fees/Registrations	\$438,214	\$373,904	\$375,442
Total Operating Revenues	\$438,214	\$373,904	\$375,442
Operating Expenses			
Compensation - Sal & Wages	\$334,677	\$326,836	\$284,659
Compensation - Taxes & Ben	25,602	25,090	25,200
Contracted Services	900	850	864
Supplies and Other	33,750	28,125	27,478
Utilities and Insurance	3,800	4,137	0
Peli Expansion Project	0	0	28,003
Total Operating Expenses	\$398,729	\$385,038	\$338,201
Other Revenue			
Donations and Fundraisers	\$0	\$1,690	\$0
Interest Income	0	0	9
Miscellaneous Income	0	60	25
DHS COVID Grant	0	46,750	0
SBA Paycheck Protection Grant	0	50,142	0
Total Other Revenue	\$0	\$98,642	\$34
Other Expenses			
Peli Expansion Project Costs	\$0	\$0	\$28,003
Other Expense	1,900	2,072	1,559
Total Other Expenses	\$1,900	\$2,072	\$29,562
Other Financial Sources-Uses			
Transfer from Scrip Fund	\$0	\$0	\$2,147
Transfer to General Fund	-24,000	-24,000	0
Total Other Financial Sources-Uses	-\$24,000	-\$24,000	\$2,147
Net Revenue Over Expenses and Transfer:	\$13,585	\$61,436	\$9,860

2021 Council Nominees

Page 1 of 2



Amy Galster

Amy is married to John and they have a 16 year old son. She has three adult children from a previous marriage and two step children. Amy and John are grandparents to 5 grandchildren. Amy works as a Administrative Assistant. She has been a member of PoP since 1963 being baptized by Pastor Holy. Amy remembers helping her dad count offering change on their living room floor as a child and her father being our church treasurer. She has been involved with VBS, Christmas programs, Circle and teaching Sunday School. She has served in our community as a boy scout leader, girl scout leader and as a past member of the Jaycees.

How do you see God at work through PoP?

"I see God at work through PoP every day when I look at my husband and see his pride in his sobriety and reform that would not be possible without Pastor Mike and the generosity of a loving congregation. I see God at work through my children who attended Peli School which gave them love and memories they will carry forever. I see God at work throughout our community in our church without walls helping ALL in need. I see pastors and a congregation that are welcoming and willing to reach out.



Christi Nowland

Is a therapist for Garrison Counseling. A member of Pop since 2000 Christi has been a member of bell choir, back up organist, sang in choir, council member years ago, represented the church at numerous Synod conventions, helped with communion to shut-ins, chaperoned on Mission trip to Colorado, been confirmation mentor and served on our synod Candidacy Committee for the past 12 years.

How do you see God at work through PoP?

I see God at work through the members of POP care about the world outside of our walls. We welcome all types of people and have been supportive of people who are refugees or the homeless. POP has been financially supportive to hunger issues as well as supporting the food shelf in our community. POP opens our building to community groups. POP is creative in worship and uses music to celebrate our life together as well as a way to express faith. POP finds ways to bring people together to grow in faith and inspires us to share that with others. POP celebrates children as well as finding ways to bring generations together.

2021 Council Nominees

Page 2 of 2



Stephanie Loberg

Stephanie is married to John and has two daughters, Morgan and Lexi. She has been a member of Prince of Peace since 1998. She enjoys her day to day contact with the students of the high school with her position as school cook. Her involvement in church has been in Sunday school when her kids were little, Peli School, confirmation guide fill in and she joined the many students in four different workcamps.

Where she sees God working is Mrs. Cathy! Highschool kids with their mission work and wanting to help others. The welcome of others to our church family.



Shannon Stremcha

Shannon is married to her husband Greg who serves on the La Crescent School Board. They are parents to four children and joined PoP in 2017. Since joining she has helped with Altar Guild, Sugar Creek Breakfasts and coffee fellowship, along with attending worship regularly.

Shannon has been active in various roles on the Applefest Board.

How do you see God at work through PoP?

Shannon writes: PoP is a welcoming church. Once I walked in and sat down on my first Sunday attending I knew I was home. PoP is able to reach all its members – from the very young to teenagers to adults. The pastors and many members go out of their way to connect with people.



Nancy Wright

Nancy is retired (sort of) working flex time for the town of Shelby. She is married to Terry and they have four grown children and 10 grandchildren. Nancy is a charter member of PoP (editor's note: she was very young at the time) and after a time away from La Crescent where she was active at Trinity Lutheran in Cashton she moved back to PoP in 2005. Since then Nancy has been active with Peli, Evangelism Team and head cook for our Wednesday night suppers.

How do you see God at work through PoP?

Helping bring families together. PoP is a place for our young people to gather and share. PoP reaches out to help those in need locally and globally. PoP is helping us to share our stories with those we meet.

2021 Ballot of Prince of Peace Lutheran Church

Church Council

3 yr. term, vote for **four (4)**

Amy Galster
 Stephanie Loberg
 Christi Nowland

Shannon Stremcha
 Nancy Wright
 _____ (write-in)

Church Council Youth

1 yr. term, vote for **two (2)**

Amanda Anibas

Evan Pechacek

Endowment Committee

3 yr. term, vote for **two (2)**

Patti Dockendorff
 _____ (write-in)

Jeff Marnach
 _____ (write-in)

Nominating Committee

1 yr. term, vote for **three (3)**

Kristin Boettcher
 John Haugan

Jim Howe
 _____ (write-in)

Synod Assembly Delegates

1 yr. term, vote for **four (4)**

Brian Jerviss
 Ed Kruze
 Peter Petersilie

Sherri Stever
 _____ (write-in)

Synod Assembly Youth Delegate

1 yr. term, vote for **one (1)**

Max Fabian

_____ (write-in)

Bethany Homes Delegate

1 yr. term, vote for **two (2)**

Carol Leidel

Sandy Jore

Sugar Creek Bible Camp Delegate

1 yr. term, vote for **two (2)**

Carol Leidel

_____ (write-in)

Cemetery Board

3 yr. term, vote for **three (3)**

Bruce Bauer
 Tim Ferkingstad

David Loberg
 _____ (write-in)

Prince of Peace General Fund Budget Notes

Gifts and Offerings:

Gifts received as cash or checks are budgeted at 80% of the average of 2019 actual and 2020 budget through August, then rising to 95% of that average in the fall. Electronic gifts are budgeted at an average level amount throughout the year.

The 2021 pledge card response was encouraging. Total pledges for 2021 are higher than both 2020 and 2019. However, giving in 2020 was down by about 20% from those members who do not traditionally complete pledge cards. This may be due to no in-person services, or other economic issues related to the virus. The budget for 2021 is very conservative.

Personnel Costs:

Increase over actual 2020 by less than 1%...2.3% less than 2020 budget.

Modest targeted raises as recommended by the Council, not across-the-board.

The Youth Director position was reduced from 1.0 fte to .75 fte.

Contracted Services:

Many of the expenses in this category relate to in-person services and activities. A return to "normalcy" was projected to occur in September, which will result in expenses more in line with past years.

Utilities and Insurance:

Increase over actual 2020 of 5.4%...16.7% less than 2020 budget.

Utilities also were lowered in 2020 due to no in-person services and less use of the

Increase over actual 2020 of 20.1%...12.5% less than 2020 budget.

Snow removal costs vary widely depending on weather and billing cycle. 2020 was extremely low.

Copier costs were reduced, as the lease contract was fully paid in mid-2020.

Payroll processing costs have increased.

The budgets for building repairs and equipment repairs were increased.

Other supplies and expenses:

Increase over actual 2020 of 42.5%...17% less than 2020 budget.

building for other activities. They are expected to rise to a near normal level by the last quarter of 2021.

Property and liability insurance came in lower than budget for 2020, the renewal was put out for bids and modest savings were realized.

Cash Flow and Debt:

The Paycheck Protection grant has allowed the church to build a bit of a cash balance at year end. This will help to finance any shortfalls that may arise as the virus continues to have an impact on our ministry into 2021.

The Line of Credit was reduced this year by \$24,000 using fund transfers from Peli. These transfers were budgeted to occur during 2020. The loan was further reduced by special donations received in response to the triple match challenge. Over \$16,600 was raised late in 2020 to match (exceed!) the original anonymous gift of \$10,000, plus a payment of \$10,000 was made from General Fund reserves. The loan is expected to be paid off before June 30, 2021.

**Prince of Peace La Crescent
General Fund Budget**

2021 Proposed Budget

	Budget 2020	Actual 2020	Budget 2021
Revenue			
Contribution Revenues	\$ 500,035	\$ 460,048	\$ 449,802
Other Revenues (Net)	\$ -	\$ 894	\$ -
Total Revenue	\$ 500,035	\$ 460,942	\$ 449,802
Operating Expenses			
Compensation - Salaries and Wages	\$ 270,371	\$ 263,126	\$ 260,658
Compensation - Taxes & Benefits	\$ 93,310	\$ 90,065	\$ 94,814
Contracted Services - Church Staff	\$ 1,000	\$ 550	\$ 500
Contracted Services - Other	\$ 19,960	\$ 14,715	\$ 17,841
Supplies and Other	\$ 24,325	\$ 14,071	\$ 20,050
Tithes and Contributions	\$ 51,603	\$ 46,949	\$ 46,480
Utilities and Insurance	\$ 38,900	\$ 30,743	\$ 32,400
Total Operating Expenses	\$ 499,469	\$ 460,219	\$ 472,743
Other Revenue			
Paycheck Protection Grant	\$ -	\$ 61,563	\$ -
AP Discounts Taken/Misc Income	\$ -	\$ 729	\$ -
Interest Income - Merchants	\$ 200	\$ 356	\$ 350
Total Other Revenues	\$ 200	\$ 62,648	\$ 350
Other Expenses			
Line of Credit Interest	\$ 3,224	\$ 2,908	\$ 300
Bank Fees	\$ 130	\$ 174	\$ 150
On-Line Giving Expense	\$ 375	\$ 467	\$ 500
Total Other Expenses	\$ 3,729	\$ 3,549	\$ 950
Other Financial Sources-Uses			
Operating Transfers			
From Debt Retirement Fund	\$ -	\$ 26,680	\$ -
From Peli Fund	\$ 24,000	\$ 24,000	\$ 24,000
From Scrip Fund	\$ 4,000	\$ 2,063	\$ 2,000
To Lead Pastor Sabbatical Fund	\$ (1,150)	\$ (1,150)	\$ (1,150)
To Assoc. Pastor Sabbatical Fund	\$ (771)	\$ (771)	\$ (771)
To Instrument Maintenance Fund	\$ (400)	\$ (400)	\$ (400)
Total for Other Financial Sources-Uses	\$ 25,679	\$ 50,422	\$ 23,679
Total Revenue	\$ 500,035	\$ 460,942	\$ 449,802
Total Expenses	\$ 499,469	\$ 460,219	\$ 472,743
Total Other Revenue	\$ 200	\$ 62,648	\$ 350
Total Other Expenses	\$ 3,729	\$ 3,549	\$ 950
Total Other Financial Sources-Uses	\$ 25,679	\$ 50,422	\$ 23,679
Net Revenue Plus Other Financial Sources	\$ 22,716	\$ 110,244	\$ 138
General Fund Checking and Savings at			
Start of Period		\$ 32,345	\$ 82,377
Add (Less) Net Revenue (Expenses)		\$ 110,244	\$ 138
Change in Other Current Assets/Liabilities		\$ 468	
Repayments on Line of Credit		\$ (60,680)	\$ (12,721)
General Fund Checking and Savings at End of Period		\$ 82,377	\$ 69,794
Line of Credit at Start of Period		\$ 73,401	\$ 12,721
Repayments		\$ (60,680)	\$ (12,721)
Line of Credit at End of Period		\$ 12,721	\$ -

Notes: