

# Spirit of Peace 2021 Annual Report

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# Annual Meeting Announcement and Agenda

## Annual Meeting Announcement

The 2021 annual meeting for Spirit of Peace and St. Paul's Evangelical Lutheran Church will be held on January 29 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. To support that purpose, members and supporters of either entity are recognized as voting members of both entities.

## Annual Meeting Agenda

- Invocation
- Call to Order
- Establish Quorum
- Approval of prior Congregational Meeting minutes
- Introduce Reports
  - In Memoriam
- Conversation and questions
- Presentation, discussion and vote on Proposed Bylaws
- Motion to proceed with Legal Incorporation of Spirit of Peace
- Presentation, discussion & vote on 2022 Council
- Presentation, discussion & vote on proposed budget
- Thank Yous
- Adjourn

## Our 2021 Story and Pastor's Report

### **Pastor's Introduction** *by Pastor Zoe*

*Don't fret or worry. Instead of worrying, pray. Let petitions and praises shape your worries into prayers, letting God know your concerns. Before you know it, a sense of God's wholeness, everything coming together for good, will come and settle you down. It's wonderful what happens when Christ displaces worry at the center of your life.*

*Summing it all up, friends, I'd say you'll do best by filling your minds and meditating on things true, noble, reputable, authentic, compelling, gracious...Do that, and God, who makes everything work together, will work you into God's most excellent harmonies.*

Philippians 4:6-9 *The Message*

Dear Friends of Spirit of Peace,

I'm humbled when I consider this past year and note how the Apostle Paul's confident and assuring words describe our amazing journey. Indeed, I believe we have assuredly sensed God's wholeness settling us—guiding our actions, our relationships and our spirits. It has been quite a year, full of grace, goodness, sharing, heartbreak, and harmony. This is most certainly true!

A year ago, many of us looked forward with anticipation to 2021, imagining we would leave the pandemic and its isolating restrictions behind. We hoped we would soon return to our physical building for worship and connection. But COVID continued in distressing surges, limiting us to virtual worship until Easter—when our service was held drive-in style, outside in the Mizpah parking lot. That morning was a glorious celebration of full-hearted singing, hunting for eggs on the front lawn, Holy Communion in our cars, the stunning *Flowering of the Cross* tradition, and a whole lot of Revolutionary Love. The weather couldn't have been better, and it was wonderful to see people we hadn't set eyes on for a whole year!

There was another event in the life of the church that day; the service marked my last Sunday as Pastor of the Shared Ministry. Even as many elements of the joined congregations thrived and flourished, the previous several years had also been tense with difficult conversations and emerging disagreements concerning some details of our combined operations. By early 2021, I felt I had no more to offer to the process and it was time for me to move on. I planned to take a few months off for reflection and healing before deciding what to do next.

At the same time, some participants in Spirit of Peace had decided that the combined operations were preventing its ministry from moving forward. Since I was out of the picture by that point, I'll let them tell their story.

## **The Moving Forward Task Force makes things happen** by Deb Flynn

The Moving Forward Task Force was a group of twenty people who met weekly starting in April, 2021, to move Spirit of Peace forward. Our Zoom host was Monte White and our facilitator was Karen Huey. We looked forward to being together on Sunday nights and were committed to planning our next steps. These efforts took many hours outside of the weekly meetings, and were spearheaded primarily by Mary Hromatka, Vince Jacobson, and Rey Lindquist. The task force secured a new location for our church, finalized our name, and established a YouTube channel, website, email address, and Facebook account very quickly. We put our finances in order, made sure Pastor Zoe's separation from Mizpah was handled properly, set up online giving, and offered contracts to our musicians. Next, our temporary worship committee contacted guest preachers, and we broadcast pre-recorded services on YouTube for the next 6 weeks. Later, we organized Church Life, Finance and Constitution committees. A consulting contract was offered to Rev. Zoe Kuester in May, 2021, which she accepted. The MFTF continued meeting weekly until late July, when we were able to meet less frequently. We began broadcasting services live, initiated donation drives and other giving ministries, and planted a community garden. We elected an Interim Church Council in October at which time the MFTF disbanded. We celebrated their achievement with a liturgy of release during a worship service.

## **We Come Together** by Pastor Zoe

In mid-May, the Moving Forward Task Force called to ask if I might consider serving as pastor at the newly-formed church. When they filled me in on all they had accomplished, I was absolutely blown away! It was impossible not to be moved by the rich mélange of determination, creativity and Spirit-guidance that was clearly motivating them. Their story was thrilling and I wanted to be a part of it. I said *Yes!* and my first Sunday was the end of May.

Now, looking back I am astonished anew at all that has unfolded. It's been barely more than half a year but so much has happened! Here are some of the highlights:

## **Drawing Together in Worship and Learning** by Pastor Zoe

The heart of our community is our joyous, music-filled, progressive worship gathering each week. We've explored *The Theology of New* (Randy, your fabulous, crazy-colorful kites gave us such joy!), *The Season of Creation* (with great thanks to our Scottish partners for glimpses of the highlands and ongoing news of COP26 in Glasgow), and *Advent's Housing the Holy* (we appreciated using that old door, Darold and Diane!)

We are uniquely blessed by our trio of incredible musicians—Paolo, Chun-Chi, and Jason—as well as our wonderful, versatile choir and the many, many talented friends who have gifted us with special music and excellent readings. Our Christmas Concert was a definite highlight, and I am grateful to each and every participant who made it so memorable.

Thank you to the dedicated Church Life Team that fills our sanctuary with visible beauty but also works faithfully behind the scenes preparing Communion, providing greeters, making sure Coffee and Treats are ready and waiting, and attending countless other details with grace and generosity. And of course, we are endlessly indebted to Vince and Gabe for their considerable skills at making

sure all the sound is clear and the words and images are projected in the sanctuary AND shepherding our worship services through the interwebs and onto your home screen.

Supporting and complementing our weekly Saturday service are small group gatherings that offer space for deeper conversations and interpersonal relationships. Great thanks to Jim Uden in facilitating the monthly Progressive Theology Study Group. Jim and Al Carp started this exploratory meeting years ago and it continues to provide a forum for new perspectives of the Christian traditions and teachings. Aha Moments is a weekly lectionary study group that consistently feeds us with fresh insights and inspiration. I am so grateful for the openness and curiosity exhibited by the Members and Friends of Spirit of Peace. God is Still Speaking and we are still learning!

### **Beyond Our Doors** by *Deb Flynn and Pastor Zoe*

Our church has been wonderfully blessed and the sharing of our abundance is a cornerstone of our community. The Spirit of Peace members and friends are incredibly generous! Month after month, the Church Life Team organized food and/or supplies drives. When they put out a call, Spirit of Peace members responded, donating household goods, toys, coats, baby products, sandwiches, snacks, school supplies, and even eyeglasses. With COVID, some of our collections were *literally* drives: volunteers lined up in the parking lot to welcome members in their cars as they popped the trunks to drop off bags of food or supplies. Once it was safe to gather in person, the "drives" moved inside but the enthusiasm never stopped.

In addition to hands-on food and supply drives, Spirit of Peace budgeted outreach monies to support a wide variety of worthy service-oriented nonprofits. The 16 nonprofits we chose represented local, national, and international organizations such as CAPI, Pathways to Hope Africa, Bridges of Grace USA, 10,000 Things, Giving Voice, Lift Up, and Jeremiah Project.

In August, we opened our doors and our hearts for *Kids Kamp*, which drew 31 children from multiple churches and neighborhoods. Five days of high excitement, energy and making new friends filled our church and yards and with joy and laughter. Who knew the Minnetonka Fire Department would provide the aerial bucket of their shiny new truck for us to use for an egg drop! Many thanks to all who donated materials, snacks and their valuable time. A special thanks to the event planners led by the effervescent and indefatigable Deb Flynn! A BIG thank-you to Deb and Randy Sund, Mary Hromatka, Kris Jacobson, Laura Eggert, Deb and Dick Flynn, and Deb Mathison for their energy and love!

### **Connecting inside Our Community** by *Pastor Zoe with help from Deb Flynn*

Building on the cohesion of the Moving Forward Task Force, Spirit of Peace members and friends thoroughly enjoy spending time together! There is great joy and satisfaction in working towards a shared purpose and vision, and we have come to value each other's' skills, energy and commitment as we follow the Spirit's lead. The details of establishing a new church have created many opportunities for connection. Some are to be expected such as regular worship, coffee hour, and adult education groups. But others have brought us together through ordinary and even mundane tasks: cleaning our new facility, making sandwiches or snack bags for Our Savior's Housing, organizing the storage spaces, weeding the community garden. We planned some excellent events

for building relationship: an all-congregation planning and dreaming session in June, a kick-off barbeque in July, a Deep Listening seminar and fundraising carnival in September, an evening retreat in October, and a bake/craft sale and wonderful Christmas concert in December. I love that we have added a fourth *expectation* of offerings to our community: in addition to time, talent and financial support we have added—your opinions!

### **Nurturing a New Connection** *by Pastor Zoe*

A most delightful surprise at Spirit of Peace has been the opportunity to work with Pastor David Landt and all the good people of Mills Church. Our congregations have traversed very different highways but we seem to have ended up in a mutually compatible place. Our churches are building on connections that span decades through the Interfaith Thanksgiving Service, joint Lenten gatherings, and many other collaborations over the years. We have been received with warm hospitality and as we are getting to know each other, we are exploring ways we might serve our community together. When the annual multi-congregation Interfaith Thanksgiving seemed too much of a stretch in this year of COVID, we planned a joint service of Mills and Spirit of Peace. During Advent we enjoyed a shared Christmas Concert and a warm and moving Christmas Eve service. I look forward to discovering what unfolds in the coming year.

### **Extraordinary Meetings** *by Pastor Zoe*

This is not a typical topic in the Annual Pastor's Report, but I can't help myself. Since I have joined Spirit of Peace at Mills, at *least* once a week I am overwhelmed by the joy, the equanimity, the commitment, and the open-hearted kindness of our members and friends. It might seem as if I'm stretching the truth, but I mean this completely: every single meeting I've attended at Spirit of Peace has been friendly, productive, respectful, and infused with goodwill. Laughter breaks out frequently. People speak freely and our discussions often lead to ideas or solutions no one person could have come up with on their own.

This is not to say we always completely agree! A good example is the decision to move our worship from Sunday morning to Saturday afternoons. That was (and continues to be) a many-layered issue that could not be solved in easy compromise. But we gathered all the concerns and possible resolutions and then created as fair and clear a process as we could devise. This is the question we asked for each possible worship time: *If we decided on \_\_\_ day at \_\_\_ time, would you attend?* Regardless of what people might have wished the outcome to be, almost every person indicated they would attend worship however we decided. This was such a vote of confidence in our community and our church! I believe that some may still be hoping that there will be a return to Sunday morning worship somewhere in the not-too-distant future. For now, though, this is what we've chosen, and our community has adapted as it can. It's a beautiful example of how we are learning to soften and bend to each other.

Most important, it's apparent that the Holy Spirit is moving among us, whispering in our hearts and our minds, and nudging us gently but firmly forward. I am humbled by the luminous and sacred web that gently holds us in this work. From the bottom of my heart, I offer thanksgiving and deep gratitude for this community and all the love, joy and wonder it holds! We are blessed, so blessed.

## **Making it Official** by Vince Jacobson

There are a lot of things involved in becoming a church, and a lot more things involved in officially becoming a church. In a world filled with chickens and eggs, a church needs to be incorporated to be official. But incorporation requires documentation describing who we are, and we really need to spend some time on a journey as that church to be able to express who we are. One piece of our new identity will be to explore what it means to be an *interdenominational* congregation.

We have been blessed to have *St. Paul's Lutheran Church* serve as a brood hen, allowing us to set aside all of the official chicken stuff so we could completely focus on our journey as an egg. We formed a constitution task force to describe who we are and how we want to operate, even while that identity was still emerging. WOW, this has been an inspirational and amazing experience. We navigated more twists and turns than one could imagine, and by October, we believed we had a draft constitution that was "good enough for a test drive". We called a congregational meeting, and the congregation expressed the confidence to adopt it as an interim constitution, and to elect an interim council to perform the test drive until the January Annual Meeting.

Here we are, at the January annual meeting. The test drive is over. During the test drive, we discovered how to incorporate using bylaws rather than a constitution, and we are ready for a vote today to make the Bylaws official.

## **Reports**

### **Membership**

Membership Statistics: January 1 to December 31, 2021

Baptisms: 0

Weddings: 0

Additions to Membership:

Confirmation: 0

Affirmation of Faith: 0

Removals from Membership:

*A number of members of Spirit of Peace opted to stay with Mizpah when the Shared Ministry ended. We include in our membership those who have continued to make financial contributions to Spirit of Peace and/or who have indicated they consider themselves current members or friends of Spirit of Peace.*

Deaths:

Bev Nilsson

Al Carp

Rev. Howard Rand

Roger Ramsden

d. November 10, 2020; Service on August 10, 2021 at Augsburg Chapel

d. February 23, 2021; Service on June 25, 2021 at Mound Cemetery

d. April 14, 2021; Service on June 19, 2021 at Spirit of Peace

d. August 16, 2021; Service on September 7, 2021 at Fort Snelling

Spirit of Peace

Total Members: 84

### **Worship Participation**

For a significant part of this *second* unusual year of Covid, in-person worship was not an option. Our worship services for 2021 were therefore a hodge-podge: half the year Online Only, half the year In-Person if people felt comfortable, and lots of Hybrid services, where both were offered.

Given these circumstances, it's difficult to get an accurate sense of worship participation for the year. An additional complicating factor is this: while some online views were concurrent with the live-streaming, most were at a later time. Our regular services ranged from 30-50 in person, with an additional 4-10 streaming live online. By year's end however, our services were accruing between 80 and 125 views each week.

Services with the largest participation were (not surprisingly!) Thanksgiving, the Christmas Concert and Christmas Eve—the three joint services with Mills Church.

## Lay Leadership Report

You've got to know the year is extraordinary when there are two leadership groups; the Moving Forward Task Force (MFTF) and the Coordinating Council.

MFTF was a very exciting group of nearly twenty folks that was formed in early April to organize and help Spirit of Peace navigate an important transition in our journey. This group met weekly and did EVERYTHING, including weekly live casted worship services and maintaining active ministries without an active Pastor, in addition to finding a new home with Mills Church and moving in. As the year went on, some of the activities were delegated starting with 'Church Life' and the constitution task force.

THANK YOU, Moving forward task force members: Karen Huey, Barry Jensen, Bob & Jan Guetschow, Karen Huey, Deb Flynn, Deb Mathison, Deb Sund, Janet Labrecque, Joanne Lynch, Kris Jacobson, Laura Eggert, Mary Hromatka, Monte White, Randy Sund, Rey Lindquist, Richard Flynn, Vince Jacobson.

Once the constitution became reasonably well formed, a congregational meeting was called to approve working under the interim constitution and to elect a coordinating council. The coordinating council has been in place since November and has been very busy putting a more formal structure in place.

THANK YOU, interim coordinating council members and officers: Vince Jacobson – President, Joanne Lynch – Vice President. Dick Flynn – Secretary, Mary Hromatka – Treasurer, Paul Olsen – at large, Pastor Zoe - Pastor

## Church Life Team

Church Life is a group of nine people (including our pastor) who meet monthly to plan worship experiences, all-church events, and drives for the Spirit of Peace congregation. The members are: Laura Eggert, Deb Flynn, Kay Smith, Linda McGee, Kris Jacobson, Jan Guetschow, Deb and Randy Sund, Deb Mathison and Pastor Zoe.

In 2021, we provided two parking lot services, sermon-theme related decor for the sanctuary (after in-person worship resumed), publicity for services, communion, coffee hour, a potluck, and a kid's craft table. All-church events began in January, as drive-thru's. Our members would drive through the parking lot to drop off food for ICA (for example) and were given a Lenten booklet, a church directory, or a palm, and a chance to speak with Pastor Zoe.

Other all-church events, besides regular worship services and adult education Zoom groups, were; an egg hunt, moving day, planning day, Kid's Kamp, Deep Listening seminar, carnival, storage room clean-up, and an evening retreat.

We held many food/supply drives, which the congregation generously contributed to, including food for ICA; coats, toys and school supplies for Resource West; sandwiches, cereal and snack bags for Our Savior's Housing; and baby formula for a shelter in Brooklyn Center.



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.

## **Communications Team**

In late April, when Temporary Task Groups were formed, a Communications Task Force began with Janet Labrecque, Jan Guetschow and Karen Huey to communicate necessary information with the Spirit of Peace community, especially what was happening in the Moving Forward Task Force. This was done with Wednesday Updates, sent via MailChimp. Starting from scratch, communication needs for Spirit of Peace had to be determined, and the (still) evolving process saw other needs, as well. An expanded Task Force (Task Group?) came to be, by adding Monte White, Vince Jacobson and Pastor Zoe Kuester. This is the group currently in place and has met several times, as needed. Meetings have been on Zoom, due to Covid-19, and the ease of the meeting platform.

Current Communications Areas Include:

### **Social Media –**

Monte has taken the lead on this (thank you so much, Monte). He established a closed Facebook account/site, for use by those already close to Spirit of Peace. He has also thought about, but not yet established a Facebook account for public use as well as other social media formats (Twitter, Instagram). Once Spirit of Peace is ready, we hope to have those in place, as well.

### **Advertising –**

Sandwich boards have been used to advertise our church and some events. THANK YOU, KRIS JACOBSON!

We hope to have advertising in local publications soon, as well. Jan has all kinds of ideas floating in her head.

### **Web Site –**

Vince set up a new website domain, and has been working with Pastor Zoe (with Task Group input) on ideas of how to best set up our web site.

### **Email -**

Vince set up a new email account for us. This might be temporary, or it could be permanent.

### **Telephone –**

Vince set up a telephone number, on a cell phone, for use as long as needed (until we have someone in place for administrative tasks, in the church building?). It currently resides in Karen's bedroom, and does not receive many calls – most are from "Scam Likely".

### **MailChimp/Mass Emails –**

Wednesday Updates have continued, with general information for our Spirit of Peace community, following the end of the MFTF.

In addition, some special notifications have been sent, as well.

Submitted by Karen Huey 12/29/21

## Constitution Team

THANK YOU, Constitution Team: Dick Flynn, Janet Labrecque, Karen Huey, Randy Sund, Vince Jacobson, Pastor Zoe

The constitution team has had a very busy year. We started with many of the same participants that had been working on the constitution in 2020. We determined that Spirit of Peace represents the same values and is moving in the same direction as last year. It is only our circumstances that have changed. We unanimously decided to continue moving forward with the already-in-progress constitution documents. Along the way, we learned that all the necessary legal provision could be included in a single document called *Bylaws*. We liked the simplicity of that idea and dropped the term “constitution.”

This incredibly dedicated group worked quickly and efficiently through many twists and turns and produced a “good enough” interim version that the congregation approved for temporary use in an October congregational meeting, where an interim council was also elected.

A commitment was made “put a few miles on the Bylaws” and to have a final version completed for approval in a January 2022 annual meeting.

There were plenty more twists and turns after that, resulting a completed version just in time.

Many thanks to this dedicated team and all of those who reviewed and provided feedback, and special thanks to the congregation for the vote of confidence that made this possible! The bylaws are dedicated to Al Carp for his sensitive, detailed commitment to Spirit of Peace and the Bylaws development effort.

## Nominating Committee

THANK YOU, Nominating Committee: Dick Flynn, Karen Huey, Vince Jacobson, Pastor Zoe

Our brand-new bylaws call for three-year council member terms, rotating so that two of the six elected members are elected each year. Since this will be our first year, all six council members are elected this year. The term rotation is initiated by intentionally nominating two members for each of three-, two-, and one-year terms.

It is a great privilege to serve on the nominating committee when so many people are open and willing to share their gifts. The following members have agreed to share their gifts by serving on our first coordinating council.

Joanne Lynch (3 year term)  
Dick Flynn (3 year term)  
Vince Jacobson (2 year term)  
Kay Smith (2 year term)  
Barry Jensen (1 year term)  
Mary Hromatka (1 year term)  
Pastor Zoe

## Finance

THANK YOU to our hard-working Treasurer, Mary Hromatka!

Financially, 2021 has been a wild ride. Church finances usually involve a carefully negotiated budget and a finance committee, guided by the council to manage spending within that budget. For 2021, we were basically on a raft, shooting the rapids, carrying a payload of care for the greater community.

Our treasurer worked within two fundamental requirements; to keep financial issues from driving us into the rocks, and to ensure that our payload was safely delivered.

The evidence is clear that we didn't wind up in the rocks, and our payload of community support totaling \$11,114 is detailed below:

ICA	Local Food Shelf	1,600.00
Resource West	Local Human Services Organization	264.00
180 Degrees	Youth Shelter and Reentry Support into Society	1,000.00
Jeremiah Project	Disrupt the Cycle of Poverty For Families	1,000.00
Help at Your Door	Assisting Seniors Aging in Their Homes	250.00
The Bee Conservatory	Environment Conservation	250.00
SheRockSheRock	LGBTQI+	250.00
Giving Voice Chorus	A Choral Music Program for Those Living With Dementia	500.00
Ten Thousand Things Theatre Co.	Lifting up anti-racism practices in theater	500.00
Pathways of Hope Africa	Building Strong Communities to Combat Human Trafficking	1,000.00
Lift Up	Refugee Housing Assistance	1,000.00
USFCH	Relief for Haitian Children Earthquake Survivors	1,000.00
Our Saviours Housing	Eliminating Homelessness	1000.00
Bridges of Grace~ Ian Sendi	Creating a Community Center to Serve Children in Uganda	1,000.00
Children's Home Society LSS MN Adopt	Minnesota Adoption Agency	500.00

### January 2022 Financial Position

Star Bank Balance as of December 31, 2021	\$146,269
Americana Bank Balance as of December 31, 2021	\$102,537
First Minnetonka Bank Checking plus Money Market Account Balance	<u>\$17,000</u>
	\$265,806

## 2021 Year End Report and Proposed 2022 Budget

DESCRIPTION	2021 ACTUAL 7 MONTHS	2022 Proposed Budget		Notes
		Income	Expenses	
<b>INCOME</b>				
2021 Actual Receipts Apr-Oct	\$60,657			
2022 Pledged Giving		\$68,656		Actual Pledges Projected
2022 Unpledged giving		\$20,000		
<b>INCOME TOTALS</b>		\$88,656		
<b>EXPENSE</b>				
<u>PERSONNEL</u>				
Minister Salary	\$7,582		\$19,300	
Housing	\$8,050		\$27,600	
Minister Benefits, Taxes, Expenses	\$7,750		\$16,000	
Musician Salaries	\$12,500		\$16,000	
Pulpit Supply	\$5,440		\$1,400	
Payroll Taxes & Expenses	\$944		\$1,700	
<b>PERSONNEL TOTALS</b>	\$42,266		\$82,000	
<u>BUILDING</u>				
Rent	\$9,000		\$18,000	
Building & Grounds	\$564		\$700	
Piano Tuning	\$191		\$400	
<b>BUILDING TOTALS</b>	\$9,755		\$19,100	
<u>ADMINISTRATION</u>				
Accounting Fees	\$825		\$3,500	
Worship Supplies	\$600		\$700	
Future Growth	-		\$6,000	Council Request
<b>ADMINISTRATIVE TOTALS</b>	\$1,425		\$10,200	
<u>OUTREACH</u>				
	\$10,000		\$12,000	\$1000 per mo. commitment
<u>CHILDREN &amp; YOUTH</u>	\$285		\$400	
<b>CHURCH LIFE/OUTREACH TOTAL</b>	\$10,285		\$12,400	
<b>EXPENSE TOTALS</b>	\$63,731	\$88,656	\$123,700	
<b>DEFICIT</b>			\$35,044	

**COUNCIL RECOMMENDATION** Accept as proposed - Utilize opening bank balance of \$17,000, and authorize use of \$18,000 from reserves to cover remaining deficit.

**Appendix A – April 8, 2021 Congregational Meeting Minutes**  
**St. Paul’s Evangelical Lutheran Church**  
**Special Congregational Meeting**

**April 8,2021**

*This special meeting was held via Zoom, a virtual meeting platform, Due to  
COVID-19 requirements of 6 foot social distancing of gatherings.*

**Present:** Vince Jacobson, Kris Jacobson, Dean Bonner, Mary Hromatka, Randy Sund, Deb Sund, Laura Eggert, James Uden, Rey Lindquist, Lois Lindquist, Bob Guetschow, Jan Guetschow, Janet Labrecque, Lillian Rand, Bernie Johnson, Ruth Johnson, Jeanne Moe, Ronald Falk, Grace Falk, Eric Reishus, Diane Reishus, Carolyn Carpenter. Guests (non members) Karen Huey (meeting host), Dick Flynn, Deb Flynn, Joanne Lynch, Tim Rand, Mary Ortiz Bink Semmer, Sherry Niles.

The meeting was called to order by Vince J at 7:03 PM

Vince stated that he was asked by our elected council members to chair this meeting as he was the most recent serving council president.

Vince stated that Randy S will be recording the minutes, and Mary H will serve as parliamentarian. Mary H and Karen H will take care of all things numbers.

Opening prayer was given by Janet Labreque.

Mary H stated that we need at least 9 members to establish a quorum, and that is established with 22 members present.

First order of business- to vote on a resolution, Vince read the resolution,

WEREAS, the people of St Paul’s Evangelical Lutheran Church are committed to the goals and objectives envisioned in the shared ministry; and

WEREAS, events have shown us that the shared ministry leadership have kept us from making progress toward those goals; and

WEREAS, the shared ministry has sought external mediation which was unable to mitigate these issues; and

WEREAS, the joint council attempted unsuccessfully to remove the uncooperative from leadership positions; and

WEREAS, Pastor Zoe Kuester has provided the primary leadership that offered the shared ministry hope of success; and

WEREAS, certain persons and events succeeded in forcing Pastor Zoe Kuester to resign; and

WEREAS, the history connected to the 412 5<sup>th</sup> Street North Hopkins location has prevented the shared ministry from

RESOLVED, the people of St Paul’s Evangelical Lutheran Church call upon the joint council to allow the shared ministry to be moved to a different location immediately; and the people of St Paul’s Evangelical

Lutheran Church hereby terminate their role in the partnership with Mizpah United Church of Christ, in the shared ministry agreement effective **April 13, 2021** unless appropriate remedies have been initiated.

Vince opened the floor for discussion, no discussion followed. Mary motioned to accept and Dean B seconded, followed with a vote to pass, unanimously.

Second Item of business: Vince J read the motion.

We the people of St Paul's Evangelical Lutheran Church hereby authorize expenditure of funds in the amount of \$8204.00 to cover St Paul's portion of Pastor Zoe Kuester's severance package subject to acceptable shared ministry separation. Authorize Mary Hromatka and Rey Lindquist to assess agreement acceptability.

Mary H explained that within the severance package is actually 3 months of earned sabbatical as of the 1<sup>st</sup> of October and 3 1/2 weeks of vacation that she couldn't use because of the Covid Pandemic plus 1 week vacation earned in 2021.

Vince asked Mary if she wanted that explanation to be amended into the motion.

The wording to be included into the motion is as follows:

The termination monies for the termination of Pastor Zoe Kuester's call include a three months sabbatical, three and a half weeks of 2020 vacation, plus one week of 2021 vacation. The \$8204.00 is St Paul's portion of the total shared ministry package of \$36097.00.

Mary called for a vote to accept the motion with the amendment

Vote taken – unanimous

Vince stated that the business has been completed and asked for a motion for adjournment. Motion to adjourn by Randy S and seconded by Mary H

with a unanimous vote.

Meeting adjourned at 7:23 PM.

Respectfully submitted

Randall Sund

## **Appendix B – October 2, 2021 Congregational Meeting Minutes**

Spirit of Peace

Congregational Meeting Minutes

October 2, 2021

Re: Constitution Draft and Temporary Coordinating Council

Presented by Constitution Team –

Vince Jacobson, Dick Flynn, Pastor Zoe Kuester, Janet Labrecque, Randy Sund, Karen Huey

Began meeting with prayer by Pastor Zoe Kuester at 5:35pm.

Dick Flynn spoke about our identity and journey to this point.

Vince Jacobson called the meeting to order.

Mary Hromatka reported that we had a quorum. Of 87 total possible voting members, there were 22 in person voters, and 2 voters on zoom.

Mary then presented a report of Spirit of Peace finances as of August 31, 2021.

Vince spoke about the approach going forward for Spirit of Peace.

Karen Huey explained the approach taken by the Constitution Team to developing the constitution and bylaws.

The floor was opened to questions about the documents. It was explained that suggestions for changing them are welcomed, as the final draft is prepared. In order to do so, suggestions should be made by November 15, 2021. Questions going forward can be directed to members of the Constitution Team.

Jim Uden made a motion to accept the current drafts of the constitution and bylaws on a provisional basis, until the final draft is voted on at the Congregational Meeting in January 2022. Deb Flynn seconded. The motion passed unanimously.

Linda McGee, as a member of the Nominating Team, presented a slate of members for the Interim Coordinating Council. This is to be effective immediately, until a full-term Coordinating Council is voted on at the Congregational Meeting in January 2022. Nominations were requested from the floor and no nominations were offered.

The members nominated are:

Dick Flynn	Mary Hromatka
Vince Jacobson	Joanne Lynch
Paul Olson	(As Pastor, Zoe Kuester will be included, as well, without election)

The slate of Interim Coordinating Council members was approved unanimously.

Pastor Zoe presented the “We Believe Statements” included in the Constitution, because they express the basis of our community of faith.

The meeting was adjourned at 6:17pm

Submitted by Karen Huey