

St. John's Lutheran Church
148 S. Chestnut ST
Belle Plaine MN 56011

November 2024

Called to Worship / Committed to Serve / Connected in Faith



Staff:

Interim Pastor:

Ted Vanderpan

Office:

Amanda Schultz

Accounting:

Monica Braesch

Custodian:

Sarah Padgett

Choir Director:

Allison Vandermark

Organist:

Eileen Hanlon

Accompanist:

Wednesday service 6:00 pm

Connect & Confirmation classes 6:00 pm

Sunday Worship service at 8:00 am & 9:15 am

Sunday School at 9:15 am

DEADLINES FOR BULLETIN & NEWSLETTER

If you are interested in placing an announcement in the bulletin, please do so by noon on Thursday.

If you would like an announcement in the Newsletter, please submit the information by the 16th of the month. This will allow for enough time to create, print and mail the newsletter in a timely manner.

Thank you,

Amanda Schultz

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Church office: 952-873-6492

office@stjohnbelleplaine.org

Unapproved St. John Lutheran Church Council Minutes

October 14th, 2024

President Albert Koepp called the meeting to order at 6:34pm

Present:

X	Pastor Ted	X	Albert Koepp	X	Jim Eggers	X	Anne Herrmann
X	Teresa Latzke	X	Jan Effinger	X	Tim Moonen	X	Chris Zellman
X	Jerold Stauffacher		Jaime Petersen		Cayla Menke	X	David Bungarden
X	Steve Kelm						

Opening Devotions:

Pastor Ted opened the meeting with a passage from Romans 12.

Approval of Minutes:

Members of Council reviewed the minutes from September 9th, 2024 Council Meeting. Motion was made, seconded and carried to approve the meeting minutes from September. A motion was made, seconded and carried to approve the agenda for October 14th, 2024.

Pastor Ted Report:

Things to Consider in the Upcoming Months:

Ask Transition Team to do Strategic Planning – I previously suggested that since the Transition Team is identifying top priorities for the next 3 to 5 years, with a little extra work that could turn into a strategic plan to accomplish the goals identified. Several goals with general timelines could be identified for each of the priorities. Make sure there is some room in the goals for the next pastor to help shape them and you would be ready to “hit the ground running” when the pastor gets here – rather than try to figure out what you want to do with each of the top priorities that have been identified.

2025 Budgeting Process – If the above is done, the Council considers using the dollars set aside for strategic planning to begin working on the number one priority identified by the congregation, which is to invest in our youth ministry.

Transition Team Submits the MSP before Christmas – In visiting with the synod office contacts about our progress here, I asked if it would help if we submitted the MSP shortly before Christmas. They said it would speed things up if we want to launch a Call Committee before the Annual Meeting. I have visited with the TT about this and they are gearing toward that.

Inviting The Synod Bishop to Attend the Annual Meeting – I asked Bishop Nagel if she would consider attending our Annual Meeting in order to launch the Call Process. She said if it is open on her calendar she would. I asked her to “pencil” it in. The reason for this is that the Bishop goes over the MSP with the congregation before we officially start the process. Also, the Synod launches the Call Committee with an introductory and organizing meeting. We may be able to get these both accomplished the day of the Annual Meeting. So, the Council could consider:

- Submitting the MSP before Christmas
- Appointing the Call Committee by or at the January Council Meeting
- Schedule the Bishop to attend the meeting on January 26th if she is able.

Be Aware About My Ending – the timing of a new pastor arriving is in the range of 5 or 6 months, at the earliest, after the Call Committee begins. If we launch the Call Committee in January, we are looking at May or June at the earliest. Of course, it could happen sooner than that or slower, but we should begin thinking about it. The Interim Contract obligates the congregation to compensate me for one month after I complete my work. It would be best if I am finished at least one month ahead of the new pastor arriving so that the congregation is not paying two pastors at the same time. This of course could have implications for the 2025 budget and I expect the congregation will begin asking about this.

Staff Reports:

A. nothing to report

Treasurer:

Jerold reported to the council that the Offering Revenues for the month were down and that they are also down from the budgeted amounts for the year. The total Revenues for the year are down, compared to last year at this time. Expenses for the month were down and for the year expenses are down compared to last year.

Jerold reported that he has contacted Church Mutual regarding the incident outside of the Church that caused some damage and they require a case number and quotes from the Insurance claim that was filed.

Transfers:

Motion was made, seconded, and approved to accept the following transfers In:

2024 Confirmation Class:

Wyatt Fogarty , Murial Hilgers, Lauren Koepf, Emma Martin, Adriane Nelson, Austin Oldenburg,

Jacob Petersen, Will Posthumus, Ellie Schultz, Sully Schultz, Caleb Smith, Kolin Stier, Leah Theis, Connor Vycital

There were no transfers out.

Ongoing Business:

A. Nothing to report on the Church Roll update.

B. The Transition Team provided an update on the results from the goals survey. The top three were 1. To invest in Youth, 2. Opportunities to grow in faith, 3. Bring together Fellowship. The results have been posted in the bulletins and will be displayed on the TV's. The Transition team will be sending out the second round of surveys at the end of the month on what pastoral traits the congregation wants.

C. The Custodian position has been filled. Applicants were interviewed and the position has been offered and accepted by Sarah Padgett.

D. Scholarship program has been placed on hold.

E. A discussion was held regarding the Church keys and handling of the money. Insurance companies do not want cash left in the building overnight. The new process will be discussed with the appropriate parties and put into place. A discussion was held regarding the possession of church keys. This will be a topic to discuss at the next building and grounds committee meeting to determine what should be done.

New Business:

A. Monica Braesch has accepted the offer for the Accountant position. Jerold confirmed that she is all set up with access.

B. The council reviewed the Personnel Committee meeting update report. The Custodial and Accountant position have been filled. They are currently working on setting up Yearly reviews for office staff.

C. Jerold reported that Church Mutual has renewed our insurance for the next calendar year. The rates went up about 20%. Jerold did receive a second quote from another company and their rates were going to be more than \$3000 more than Church Mutual renewal rates.

D. A discussion was held regarding the new family leave law. The new legislation requires congregations to register all employees by October 31, 2024. The Paid Leave Law is a new statewide program that will begin in 2026. The Council members appointed Monica to submit the information needed. A motion was made, seconded and carried to approve the personnel committee to oversee the completion of the new family leave policy by October 31, 2024.

E. It was brought to the council's attention that the video system does not currently work. In the meantime the recordings of church services will be done with a video recorder in the balcony.

Ministry Team Updates:

A. The Stewardship Committee reported that they have continued on with their plan to engage the congregation with "Embracing Stewardship" newsletter articles: August – focus on volunteers and October – lean into finances. They have discussed the themes for kickoff of the annual response and aligned on the annual response timeline. Some of their ongoing projects that they are working on is the Logistics of the Stewardship campaign: Announcements, Estimate of giving cards and envelopes, and Returning cards.

B. The Congregational Outreach Team reported that they have connected with Confirmation Leaders about getting the Confirmands involved after they are confirmed. They would like to sign students/families up for different committees. They have been providing advanced communication with the Church office for rotation of the following: Greeters, Communion Assistants and Lay Readers. They mentioned that there is an immediate need for Powerpoint Volunteers.

C. The Buildings & Grounds Committee report was reviewed and they noted a discussion was had regarding the window replacements. They have received a quote for the church skylight to be repaired. They reported that the Hayden House will have to have gutters put on. They plan to focus on the Parking lot research for next quarter.

Motion was made, seconded, and carried to adjourn the meeting at 9:57 p.m. Meeting was adjourned followed by the Lord's prayer.

Respectfully Submitted,

Teresa Latzke,

Happy Birthday

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
					Logan Anderson David Bungarden Katie Graff Skyler Jonason Justin Kruger Janene Meyer	Dana Baker Brett Holbrook Andrea Jeurissen Josh Koepp Colt Oldenburg Charlie Reinsma
3	4	5	6	7	8	9
John Hilgers Logan Schultz Elisa Theis	Gilbert Bristlin Albert Koepp Anita Lambrecht Maverick Borresen	Alyssa Baker Adraine Nelson Robert Schultz	Nicole Bauleke Angela Hoff Marcy Ritsch Sam Schultz		Annette Moylan Lincoln Kelm Carson Morrison	Elise Davidson
10	11	12	13	14	15	16
Carter Brink John Koepp Ellie Martin Olivia Petersen Val Peterson Michael Sirek	Troy Shackle Elliot Letterman	Shannon Swenson Gavin Theis	Bradley Pederson Ari Hiles	Shelly Trost Liam Carter Josalyn Henning	Chris Potter Hazel Husfeldt	Corwin Schroeder Carol Stoppelmann Elsie Wolff
17	18	19	20	21	22	23
Richard Koepp	Dave Bungarden Katie Graff Justin Kruger Skylar Jonason	Sue Koenig	Paul Traxler		Kristine Koniarski Neal Williamson	
24	25	26	27	28	29	30
Mallory Benner Karmen Gruhn Jim Lange Jackson Nagel Thomas Nagel	Monica Braesch Amy Retting	Shara Hiles Sawyer Kelm Macy Leonard	Marv Doeden Laura Mellgren David Otto	Blakely Buszmann Caleb Eppen April Westerfield	Virginia Bessel Cole Eggers	Kohen Hutchison

Calendar

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
8:00 & 9:15 Worship *9:15 noisy offering 9:15 am Sunday School 9:15 am Transition team meeting	5:30 pm Worship/ Music 6:30 pm Personnel meeting 6:30 pm Boy Scouts	11:00 Lutheran Home Service 1:30 pm Kingsway Service	5:20 pm pizza 6:00 pm Connect/ Confirmation 6:00 pm Worship	5:00 pm TOPS		
10	11	12	13	14	15	16
8:00 & 9:15 Worship 9:15 am Sunday School	6:30 pm Boy Scouts 6:30 pm Church Council		5:20 pm Pizza 6:00 pm Connect/ Confirmation 6:00 pm Worship	5:00 pm TOPS		
17	18	19	20	21	22	23
8:00 & 9:15 Worship 9:15 am Sunday School 9:15 am Transition team meeting	6:30 pm Boy Scouts	4:30 pm Stewardship 6:00 pm Cub Scouts	5:20 pm Pizza 6:00 pm Connect/ Confirmation 6:00 pm Worship	5:00 pm TOPS		
24	25	26	27	28	29	30
8:00 & 9:15 Worship 9:15 Sunday School	6:30 pm Boy Scouts		NO Connect/ Confirmation class 6:00 pm Worship	*Thanksgiving – office closed	*office closed	

The Annual W/ELCA Christmas Dinner for all Congregation and Community members, family and friends will be held on Tuesday, December 3rd in our Gathering area here at St. John.

Social hour will begin at 6 pm and dinner served at 6:30. The meal will be catered by Cindy's Kitchen and will include: Chicken, Roast Beef, Mashed Potatoes, Gravy, Stuffing, Corn, and Cole Slaw. We will also serve desserts. A vegetarian meal is available upon request. Ticket price is \$20. Entertainment following the meal will be provided. Tickets will be available for purchase during the month of November in the Church office Monday through Friday and between Church services during Coffee hour.

We can't wait to celebrate with you!



Embracing Stewardship

first fruit giving

Jesus taught that we demonstrate what is most important to us and we honor God when we practice "first fruits giving". "First fruits giving" comes from the agricultural culture of Jesus' day and the fall harvest. This is why our Estimate of Giving or stewardship campaign takes place in the fall. Today giving our first fruits is the practice of planning our giving right into our household budget and making giving a priority and a commitment. Our giving should be in proportion to how God has blessed us. The Bible teaches "to whom much is given, much is expected" (Luke 12:48). We are all called to use our abundant blessings for his glory. An element of proportionate giving is Percentage Giving, and this means giving a planned percent of your income. The Bible outlines a benchmark of 10% of our income called a tithe. It should be everyone's goal to tithe. If you are not at this level of giving, please consider stepping up to the next percentage and gradually build up to 10% as you grow in your faith.

Weekly Giving Chart

First, find where you are on this chart:

Look down the first column to find your approximate annual income, then look across the row to find the dollar amount closest to your average weekly giving. Now move one block to the left. This will determine your step-up amount.

Annual Income	15%	12%	10%	9%	8%	7%	6%	5%	4%	3%	2%	1%
\$50,000	144	115	96	87	77	67	58	48	38	29	19	10
\$60,000	173	138	115	104	92	81	69	58	46	35	23	12
\$70,000	202	162	135	121	108	94	81	67	54	40	27	13
\$80,000	231	185	154	138	123	108	92	77	62	46	31	15
\$90,000	260	208	173	156	138	121	104	87	69	52	35	17
\$100,000	288	231	192	173	154	135	115	96	77	58	38	19
\$110,000	317	254	212	190	169	148	127	106	85	63	42	21
\$120,000	346	277	231	208	185	162	138	115	92	69	46	23
\$130,000	375	300	250	225	200	175	150	125	100	75	50	25
\$140,000	403	323	269	242	215	188	162	135	10	881	54	27
\$150,000	433	346	288	260	231	202	173	144	115	87	58	29

Myth:

Christians automatically commit themselves to generous financial stewardship.

Reality:

Strong, financial stewardship, like every other aspect of Christian discipleship, require spiritual growth. Generous congregational giving patterns do not happen without the marriage of effective annual stewardship programs and biblical theology regarding the connection between giving money and growing rich towards God.

From Pastor Ted:

Thanks - Giving

For me, November means giving thanks. It seems to be etched in my mind, conscious and subconscious. As I am writing this we are still anticipating Confirmation Sunday, Halloween, and the church's All Saints Day. But as the deadline approaches for the November newsletter, I am forced to think of November and when I do, I think of Thanksgiving Day and giving thanks for all we have in our lives.

The thing is what we call "Thanksgiving" doesn't just happen. Thanksgiving takes planning, doesn't it. For Thanksgiving to happen we need to coordinate schedules, get the shopping done, do prep for the meal, time the meal, and more. To really enjoy the celebration and have everything go just right takes planning.

Giving thanks to God for all God has put in our lives is the same way. One of the primary ways we express our thanks to God is by giving back to God from our finances. I have never seen or heard of anyone serving leftovers for Thanksgiving. For almost all of us, Thanksgiving revolves around the big meal – and it is never leftovers. Special care and planning goes into making the Thanksgiving meal. It is similar to saying "Thank you to God" through our financial giving. If we fail to plan our giving of thanks, then God will get our leftovers. And few of us have enough money left over at the end of the month to adequately say "Thank you" to God. To really say Thank you to God requires planning our financial giving into our monthly budget.

And so, over the next few weeks, you will be invited to return an Estimate of Giving Card on Sunday,

November 10th . This is to be an estimate of your financial giving through St John in 2025. Giving back to God

through our church is one of the ways we "Give Thanks" to God.



We are in full swing with the 8:00am and 9:15am worship services. Please consider joining the volunteer crew to: usher, read, serve communion and/or help with the power point. (the 9:15 service could really use ushers and power point helpers) If you are interested in one or more of these please contact the church office!
It takes many hands to make light work.

Alter guild: Laurie Hiles & Deb Brazil

November 3 Worship Assistants

Coffee Hour: Sunday School 2nd grade families

8:00	9:15
Greeters: Brian & Deanne Siekmann Lay Readers: Deanne Seikmann Communion Assistants: Brian & Deanne Seikmann, Albert Koepf Ushers: Brian Schmidt , Jonathon Schmidt, Jason Schmidt, Doug Hillstrom, Dave Latzke, Jerold Stauffacher	Greeters: Cindy Schoenbauer and Jenny Petty Lay Reader: Steve Schroeder Communion Assistants: Cindy Schoenbauer, Jenny Petty, Chris Moylan Ushers: Chris & Annette Moylan , Steve Schroeder, Lee Sauter, Jenny Petty

November 10 Worship Assistants

Coffee Hour: Theis & Henning families

8:00	9:15
Greeters: Brian & Jonathan Schmidt Lay Readers: Angela Kahle Communion Assistants: Dave Latzke, Sharon Adelman, Kirk Frank Ushers: Brian Schmidt , Jonathon Schmidt, Jason Schmidt, Doug Hillstrom, Dave Latzke, Jerold Stauffacher	Greeters: Chris & Annette Moylan Lay Reader: Chris Moylan Communion Assistants: Steve Schroeder, Annette Moylan, Linda Rueben Ushers: Chris & Annette Moylan , Steve Schroeder, Lee Sauter, Jenny Petty

November 17 Worship Assistants

Coffee Hour: This date is available— please contact the office if you are interested

8:00	9:15
Greeters: Joyce Nyblom Lay Readers: Bryn Davis Communion Assistants: Nick & Bryn Davis, Angela Faucette Ushers: Marc & Mindy Chevalier , Abby Kubes, Josh Sparby, Lydia Sparby, Andy Steinhagen	Greeters: Sue Koenig Lay Reader: Caren Grotberg Communion Assistants: Sara Bungarden, Lynne Jeurissen, Brent Koepf Ushers: Dave & Sara Bungarden , Ron & Diane Rasmussen

November 24 Worship Assistants

Coffee Hour: This date is available— please contact the office if you are interested

8:00	9:15
Greeters: Mindy Chevalier Lay Readers: Michelle Melheim Communion Assistants: Michelle Melheim, Mindy Chevalier, Terry Siemon Ushers: Marc & Mindy Chevalier , Abby Kubes, Josh Sparby, Lydia Sparby, Andy Steinhagen	Greeters: Ron & Diane Rasmussen Lay Reader: Beth Beuch Communion Assistants: Beth Beuch, Teresa Latzke, Dave Bungarden Ushers: Dave & Sara Bungarden , Ron & Diane Rasmussen

Financial Corner

General Fund: Statement of Activities Previous Year Comparison

January 01, 2024 to September 30, 2024

	01/01/24-09/30/24	01/01/23-09/30/23	% Change
Revenues			
Total Offering Revenues	222,904.99	238,385.64	-5.50%
Wild Game Feed	543.00	500.00	
Total Other Revenue	2,009.11	2,592.41	
Total Revenues	225,457.10	241,478.05	
Expenditures			
Benevolence Expense	13,200.00	13,950.00	
Church/Grounds Maintenance Expense	10,141.15	11,304.77	
Education Expense - Youth	14,077.42	8,525.81	
Insurance	13,093.10	7,809.93	
Office Expenses	14,332.27	12,666.06	
Other Expenses	4,256.80	6,407.27	
Professional Fees	2,385.80	1,153.50	
Staff Salaries	140,604.79	150,173.96	
Stewardship	72.62	0.00	
Utilities	14,693.92	23,108.48	
Worship Music & Arts Expenses	2,956.51	2,528.74	
Interest Expense	0.00	1.19	
Total Expenditures	250,393.31	264,708.89	
Net Revenue	-24,936.21	-23,230.84	
Cash Balance at January 1	48,424.00	69,619.00	
Net Income / Expendtues	-24,936.21	-23,230.84	
Misc cash not affecting income	-133.00	-127.00	
Cash set aside for strategic planning	-10,000.00	-35,000.00	
Cash Balance at September 30	13,354.79	11,261.16	

Property Improvement/Building Fund

January 01, 2024 to September 30, 2024

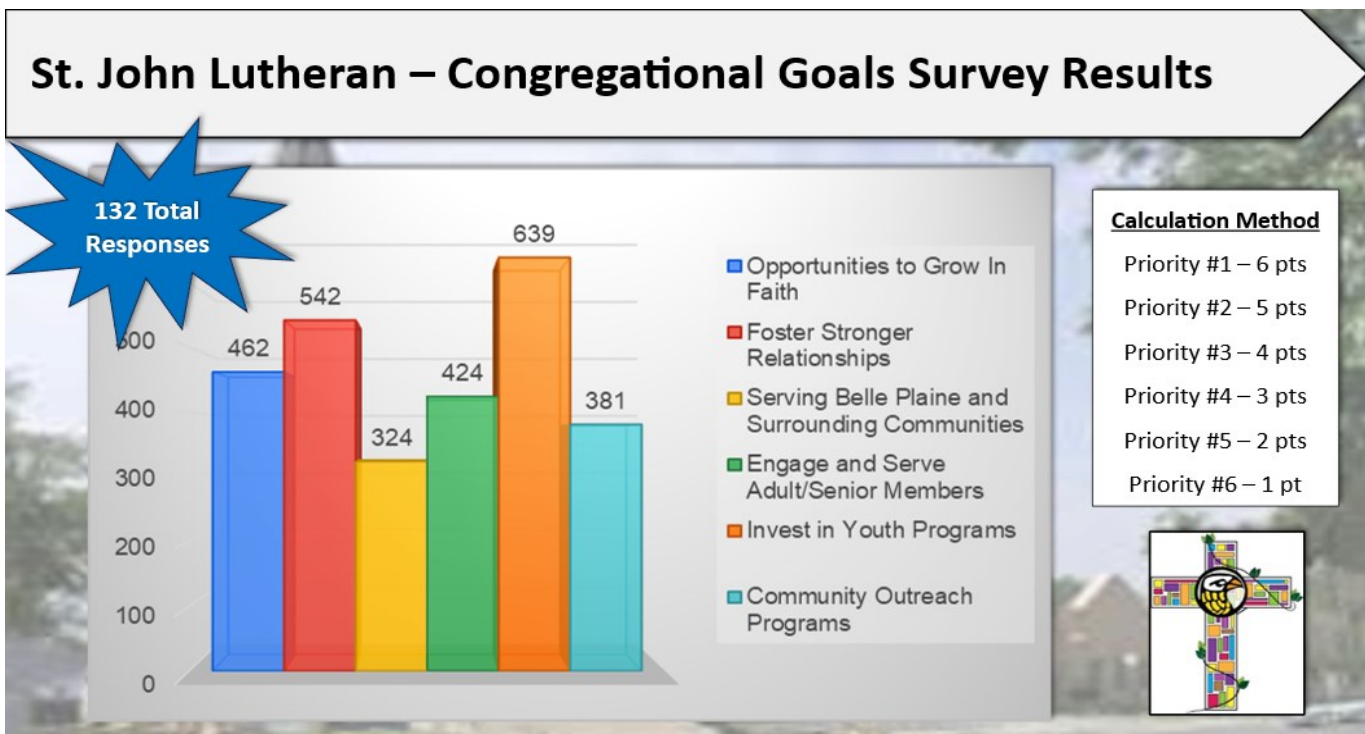
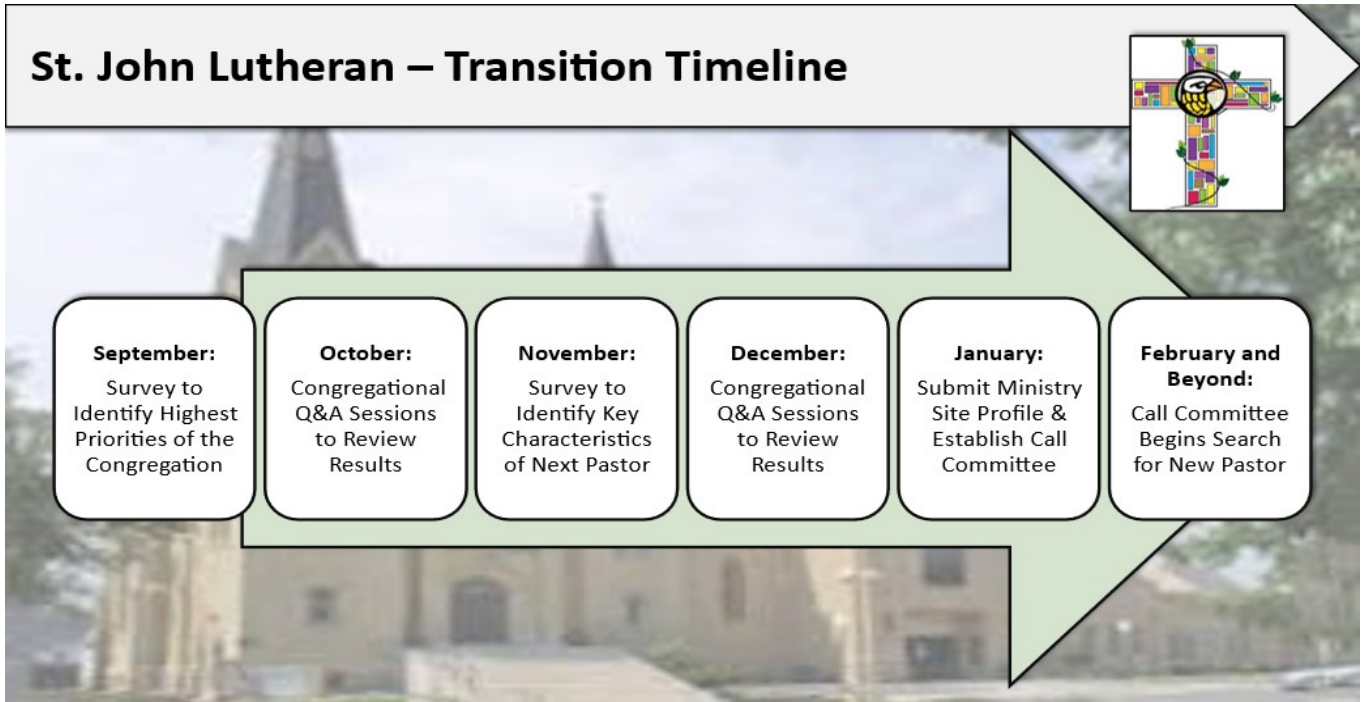
01/01/24-09/30/24 01/01/23-09/30/23

Income (Donations, Rent, Investments)	77,143.61	71,800.45
Total Expenditures	-111,076.26	-53,309.78
Interest Expense	-3,464.20	-4,029.91
Net Receipts / Disbursements	-37,396.85	14,460.76

*new tables, chairs, door lock, furnishings \$85,000.00

**August Property Improvement was incorrect, Amy did not know there were two funds that needed to be combined.

The St. John Transition Team has been diligently gathering insights from our members to understand what matters most to our congregation, what we excel at, and what aspects we wish to keep. The first survey was completed on September 29th and that information was gathered and is listed below.



Q&A – Top Priorities and Upcoming Survey

Priority #1 – Invest in Youth Programs

Q: Being the #1 priority, what characteristics will the next Pastor need to lead us there?

Priority #2 – Foster Stronger Relationships

Q: How can the next Pastor lead and support this?



Priority #3 – Opportunities to Grow in Faith

Q: What groups, activities and avenues will best provide these opportunities?

Q&A

Call Committee

- Established via congregational nomination and/or volunteer
 - Committee should represent the overall makeup of the congregation
- Final committee appointed by the council
- Timeframe:
 - Congregation generates potential candidates to submit to the synod
 - 4-6wks to review names and resumes; prepare for interview
 - 4-8wks for candidate interviews
 - 4-6wks for the background review and congregation calls
 - Extension of Call by the end
 - Pastor has 30 days to give you an answer
 - 30 – 60 days for minister to accept and move

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Change Service Requested