

King of Kings Lutheran Church Church Council Minutes

February 15, 2022

Attendance

Members in Person

Molly Schultz, President
Jen McKinnon, Vice President
Brian Gager, Member at Large
Todd Dexheimer, Member at Large
Pastor Jon Larson, Lead Pastor
Tami Olson, Secretary

Members Excused

Jason Livingston, Vice President
Dianne Johnson, Executive Director
Jim Docken, Finance
Angie Olson, Treasurer

The meeting was called to order at **7:03 p.m.** by Molly Schultz, presiding.

Opening Prayer – Pastor Jon

Approval of Agenda

Molly moved to accept the agenda.
Tami seconded the motion.

Motion passed (CC.22.02.09)

Approval of November Minutes

Jen moved to accept the minutes of the last regular meeting.
Brian seconded the motion.

Motion passed (CC.22.02.10)

Celebrate Our Culture

- Spring break favorite spot?
 - ◆ Everyone shared their favorite Spring Break spot.

Guest Presentation - none

Old Business

1. Monetary recognition to staff completed.
2. Pastor Jon said Laurel Bornholtz transition into the Managing Director of Congregational Education position has gone well. She knows how things work and has been meeting weekly with Paula and Michael. She has reached out to the teams. She hit the ground running!
3. Brian asked Pastor Jon about what jobs are being filled. Pastor Jon said we are looking to Executive team to finalize Position A. We need to get a team around looking for Position A. The

Executive team is working on getting feelers out to look for applicants and/or get a call committee together. Search committee will look for best candidate to fill that position.

New Business

1. None

2021 Strategic Focus Area Updates & Goal Statements

1. Worship Production – Jason (hold)
 - a. Jason will be providing some direction
2. Facilities Committee – Jen, Todd
 - a. Jen brought in flooring and paint samples to show the council and get feedback. Paint, tile, and carpet square samples for hallways, sanctuary, Café and classrooms, also working with Jill on lighting options. The Council members liked the updated color pallet.
3. Strategic Update on Vanderbloemen – Molly
 - a. Molly said we have about 3 hours left of consulting if we choice to use it.
 - b. Brian asked if there is a time frame if the hours expire.
 - c. Pastor Jon suggested maybe we want to update Strategic update wording to Search Committee Updates. Leadership fulfilment, search/call process.
 - d. Council had general conversation on next steps for searching for key positions.
 - e. Pastor Jon suggested we determine first steps of search committee at the next council meeting.

Reports

1. Lead Pastor's Report (Jon Larson)
 - a. Submitted my report
 - b. Moving from Genesis to 1 Samuel.
 - c. Nice having Laurel Bornholtz on board, trying to align what we are doing for worship and our groups/classrooms.
 - d. Went through culture convent, part of 2022 focus.
 - e. Reviews will be done by March.
 - f. See appendix A for detailed report.

Brian asked if any feedback on website? Pastor Jon responded, Initial response, no concerns – working on some registration things. Jane is working on updates to web site as they come up.

2. Finance and Treasurer's Report
 - a. Finance did not meet this month.
3. Executive Director Report (Dianne Johnson)
 - a. Parking lot lighting is completed – Yeah!
 - b. See appendix B for detailed report.
4. Staff Report Review
 - a. See appendix C for detailed report.
 - b. Looking at summer registrations.

Future Topics

March	Update from Laurel Bornholtz
2 MONTHS OUT	Finance Plan Review/Updates investment portfolio

Summary of Meeting Action Items

- a. Molly will ask Laurel to join March council meeting on CSF etc.
- b. Update headings on reports from Strategic Update on Vanderbloemen to Search committee Updates. Leadership fulfilment, search/call process.
- c. Determine first steps of search committee at the next council meeting.

Meeting Adjourned

Tami moved to adjourn the meeting.

Brian seconded the motion.

Motion passed (CC.22.02.11)

The meeting was adjourned at 8:14 p.m.

Closing Prayer – Pastor Jon

Appendix A: The Report of Pastor Jon Larson**Church Council Staff Reports**

Pastor Jon

Leadership:

- We are grateful to have Laurel Bornholtz on staff as the Managing Director of Congregational Education. This position will provide oversight for the education arm of the congregation from Pre-K through Adult. As part of welcoming this new team member, the staff reviewed our Relationship Covenant as part of our February 15 staff meeting.
- Staff evaluations have been sent out. This process may vary slightly due to specific team/staff members role and responsibilities. As part of this process we will be using three documents. The first document is entitled, "Performance Goals for 2022" and will be completed by each team member and used to establish goals for the upcoming year. The second document entitled, "Vision Board – Future Potential Suggestion Box" is intended for team members to dream and think outside the box in terms of new ministries that would impact the congregation, our community and reinforce our sense of team. These documents are to be returned to their supervisor by February 22 with the evaluation/goal setting process completed by March 3. The third document entitled, "Staff and Team Dynamics Working Document" is intended to be an ongoing personal reflection as we seek to live into our staff values.
- As reported last month, I am in the process of identifying best practices for staff, leadership and team meetings that will enhance ministry as we live into our revised org chart.

Stewardship:

- While follow-up thank you letters were sent to those who returned pledge cards as part of this year's "Rooted and Blessed" Stewardship Campaign, we also have a portion of the congregation who continue to provide ongoing financial support but have not returned their commitment cards. Following the approval of this year's budget, I will seek to write personal thank you notes to this segment of the congregation as well. It is a great way to connect and share a word of thanks.

Worship:

- Series and weekly descriptions as well as reading introductions have been written and finalized through May 1. The series "[Dis]Connected" focuses on 1 Samuel and finishes up the remainder of Mark's Gospel during Holy Week and Easter, with another series in the works that will bring us to June. The Midweek Lenten topics have also been sent along to Michael Carmack who will be seeking to leverage them as part of the Confirmation small group discussion each week.
- I will be working with Chris Vorrie to finalize Worship outlines for Ash Wednesday, Midweek Lenten Services, Maundy Thursday and Good Friday. The texts that will be used for the Good Friday Liturgy need to be solidified.

General:

- Presided over a funeral 2/12. Small family wedding scheduled for 2/12.
- We had a Baptism scheduled for Sunday, February 13 during the 9:30 service yet sadly it was postponed due to Covid.

Care

- Met with the Congregational Care Team on February 3. A big thank you to Tami Olson and Rose Swenson for their leadership. I will be meeting with Tami Olson on Wednesday, February 16 to discuss visitation assignments and how to best leverage the team.

Nominating Committee

- At this time we have 1 person slotted for the Executive Team, 3 people for the Member at Large position and 2 people for the Nominating Team. We are still in need of 1 person to serve on the Nominating Team.

Appendix B: Report of Executive Director of Operations, Dianne Johnson

Appendix C: Church Council Staff Reports

Laurel Bornholtz

- I'm happy to be at King of Kings and have enjoyed reconnecting with many people as well as meeting others.
- Michael Carmack, Paula Arland and I are working together to resume fundraising for camps. While we previously offered fundraising for mission trips, this year we are shifting our focus. Families with children attending Wapo Youth Camp, Serve Camp, Ox Lake Roots Camp and the Boundary Waters Canoe trip will be invited to participate in the Gertens spring plant fundraiser and the Lions Club garage sale hosted at King of Kings. Michael and Paula will be communicating with their respective families, and we will be announcing both fundraisers to the congregation as soon as possible.
- I've been connecting with small group leaders to learn about their group dynamics and offer my support and assistance. I'll continue to do so over the next couple of weeks.

Jane Halbert

Marketing

- building all materials for upcoming spring events
- building/printing Annual Report
- built ad for Woodbury Magazine April Issue, and a full-page tab divider for the Chamber of Commerce Directory
- ongoing work with staff and their needs / creating-posting-responding to social media content / tracking attendance from all points / creating, printing and uploading bulletins

Website & App

- adding multiple items to the website and app, in addition to all the newsletter content
- creating multiple registrations and associated pages; ongoing updates to both platforms; working ahead

APP ANALYTICS As of Feb. 15

1018 total downloads
 Average Monthly Users: 381
 Median Time Spent In App: 1m26s
 Total Sessions so far in Feb: 490

Evangelism:

- Preparing a postcard to mail to new residents (in time for Ash Wednesday/Lent/Holy Week)
- Working on Facebook Ad campaign for Lent/Holy Week
- Beginning discussions on a human-interest story to pitch to Woodbury Magazine, possibly others

Misc./Personal

- attended four webinars: *Social Trends Hot Takes 2022*, *Media Monitoring Masterclass*, 3-day webinar *ENGAGE*, and 5-day webinar *Online Marketing Must-Haves*.

Michael Carmack

- Kicked off all of our summer registrations - we have seen some great response from family's getting signed up for both wapo camps but also our 'in house' camps as well!
- Confirmation is still rolling - it's been a great year with lots of questions and interest from students - we just finished up our section on world religions and really had some great conversations each week. We really focused in on loving our neighbor and had great discussions around that
- Rejuvenate - HS youth group - continues to meet and is slowly growing in weekly participation which has been a great thing to see! Though we have students who can't

make it every week we have seen great numbers and I am really starting to see students engage with one another!

- We had 25 students show up for our last monthly MS event!
- We have an upcoming quarterly event with our HS this Friday! We are going to make 200 sandwiches that will be distributed to the homeless and those in need.

Paula Arland

- Kids of the Kingdom continues to meet. We have still seen a high than normal need for subs at the last minute as volunteers are being careful if a family member is exposed to CoVid and are staying home instead of coming in. Very appreciative of parents stepping up to teach when needed. Starting to receive inquiries from families wanting to register for this year which we haven't been seeing.
- Summer Camp Kick Off was very busy. Registrations for Wapo Seeds, Wapo Youth and Ox Roots continue to roll in. American Girls Camp is full and I am taking names for a wait list. VBS is still open.
- Meeting with American Girls planning team for planning a great week for our campers. New this year to the planning team are two high school student leaders who have given us some better insight into what worked and hasn't work over the years and what would be helpful to have. Grateful for the planning team as they each pick a character and plan that day at camp. It is a lot of work.
- First Communion registration is underway.
- 1st Graders learned about the importance of prayer and how they can talk with God during their Lord's Prayer milestone. Both 1st and 2nd graders are busy learning simple sign language to sign the Lord's prayer in worship in early April.

Elizabeth Hendrickson

- Preparing information for Mission of the Month
- Working with leaders in Guatemala about plans for companion congregation relationship with Iglesia Luterana Agustina de Guatemala
- Working on plans for upcoming March MN Food Share Month collection for Christian Cupboard

Andrea Villanueava

-We are still open!

-We are all very grateful for the recognition from the Church Council.

-Registration: is underway.

We missed the opportunity to have the banner on the Radio Drive side of the building to advertise registration due to weather conditions.

I am hopeful we'll be able to hang it still this year.

This banner is the biggest visible indication that there is a preschool in King of Kings. The other is the wording above the parking lot doors.

We will continue to take more kids and fill the preschool classes as kids as time goes on.

We have several spots to fill.

-Grant:

I applied for and RSG received a large stabilization grant from the state of MN. A requirement of funds was that at least 75% of it was used for teacher bonuses/extra pay. Teachers will see that in their next paycheck.

-Covid:

It's still in our lives but we are mitigating it well.

Very little covid (compared to other preschools in the area) and we find it's not spreading through classrooms.

Each covid case we've had has been an isolated case or in families at home.

-Teachers continue with our strategies and we have the cleanest toys in the city!

Chris Vorrie

- Began using multi-tracks/click-tracks with the band to enhance the band's sound in worship as well as keep the band together and in-time for a better presentation of music in worship. So far, it has been well received by the team and they are embracing the new technology and discipline that comes with its use.
- Made some adjustments so that the TV is easier to get in place and it looks much better online too. There is a learning curve with its use that we'll continue to work through, but should be a great way to engage with worshipers online and in-person.
- Planning Ash Wednesday and Mid-Week worship services as well as looking ahead to Holy Week and Easter as we continue to pull together details and ideas to make meaningful worship services.
- Worked with Pastor Jon on working through details of his sermon plans for Sundays, Holy Week, and mid-week Lent services all the way into June.
- Choirs and traditional music ensembles resumed again last week after a January hiatus. Learned that many other churches in the area did the same and are starting back up again as well.
- Scheduling special music for traditional worship with Jim while the ensembles prepare to present music in worship again.
- Purged and cleaned in the back storage room behind the altar to create additional space for storage and easy access to things we need for worship.