

King of Kings Lutheran Church
Church Council Minutes
October 24, 2023

Attendance

Members in Person

Jen McKinnon, President
Jason Livingston, Vice President
Todd Dexheimer, Member at Large
Rebecca Kurtz Schwanke, Member at Large
Tami Olson, Secretary at Home
Pastor Jon Larson, Lead Pastor
Pastor Amelia Houdek, Associate Pastor
Dianne Johnson, Executive Director

Members Excused

Tricia Dege, Vice President
Angie Olson, Treasure
Kevin Schwartz, Finance

Guest Present None

The meeting was called to order at 6:43 p.m. by Jen McKinnon presiding.

Opening Prayer – Pastor Amelia

Approval of Prior months Meeting Minutes

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

Motion passed (CC.23.10.39)

Approval of Agenda – Jen

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

Motion passed (CC.23.10.40)

Connection Question: Favorite Trick or Treat Candy and / or Costume that you've worn.

- Council shared their favorite Candy and/or costumes.

- Jen started the meeting by handing out everyone's Council Job Descriptions to review and the Role of Council, Mission, and Vision were printed in the meeting agenda.

Role of Council

JOB DESCRIPTION HANDOUTS

Purpose: The role of the Church Council is to empower staff, committees and volunteers to make necessary day to day operational ministry decisions. The role of Church Council therefore is to focus on more strategic visioning that will seek to further enhance and move ministry forward.

From Constitution C12:11

The Congregation Council shall have general oversight of the life and activities of the congregation through the ministries of the congregation and in particular it worship life, vision and strategic planning

to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following:

- a. Oversight of the vision and strategic planning of the congregation consistent with the Statement of Purpose under this Constitution.
- b. Oversight of the ministries of this congregation consistent with the principles of this Constitution.
- c. Maintaining supportive relationships within this congregation and its ministries.
- d. Helping the Lead Pastor evaluate the fulfillment of his/her calling.
- e. Maintaining supportive relationships with the pastor(s) and other professional leaders and helping them evaluate the fulfillment of their calling.
- f. Setting examples individually and corporately of the style of life and ministry expected of all baptized persons.
- g. Delegating at its discretion responsibilities to the various ministries of the congregation.

King of Kings Mission:

Centered on God, our Mission is to Feed Physical Hunger, Spiritual Hunger and our Hunger to be in Community.

Vision:

King of Kings is a family of faith that seeks to grow together in faith and service while making an impact in our community. People understand that they play a vital role in the ministry of King of Kings through the use of their time and resources.

- a) Jen passed out Council job descriptions, please review and if you have any questions or updates, please let us know. If the roles we are filling right now, we can have flexibility, if you want to make notes, we can put them on calendar we talked about picking a day for visioning or things like reviewing job desc.
- b) Rebecca asked is there a fellowship team anymore, Dianne there is we have made constitutional changes but have not updated job description. That is why we look at these and update. There is the nominating and finance are identified in the constitution. We had like 16 teams and that was too many to keep track of as they don't always stay together.
- c) Jen said if you want to look at other job desc. as well let me know. I will get the other job desc. to others that are not here. Dianne can help with the updates.

Strategic Planning:

1. **E4 – Encourage**
2. **What's working? What needs help?**
 - a) Jen asked what is working, the quarterly that came out in the mail, there is so much happening?
 - b) Pastor Jon said I don't have any concerns, we met as a leadership team, we seem to be in alignment and working on year one.
 - c) Laura is working on equipping pieces, working on things simultaneously. Laura reported that things are going well.
 - d) One thing is financing, how do we move forward with the campaign, we have good people on board. Any glitches we are working through things in a positive way. Congregation perspective things are good. Jen said lots of names of people working on, I am happy to help Pastor Amelia, right now we have 5, playing by ear, if smaller group.
 - e) Jason asked about date of November 5th at Noon.

3. Offsite Planning Day – Late January

- a) The offsite planning day was something brought up in the Executive Council meeting. Looking at the Executive Council, some staff or all of council.
- b) We decided that all key leadership from staff and all of the council will be invited, the idea behind that is just taking a day to focus and to be together.
- c) More will come out about that; it is important to have a variety of thoughts and opinions.

4. Finance Update

- a) Jen asked Dianne for an update on Finance.
- b) Dianne said if you look at the top line, we are 6,000 ahead of what the budget was, but expenses are really hitting us. We are over budget by personnel with PT to FT. Investment income came up a little bit. We are using cash to make this work. This is what happens, you are going to have up and down years. Our cash flow is still good. Still coming predicted to come in on 2,000,000. We still have a solid cash balance.
- c) We did use 95,000 of cash flow. It is just the reality of where we are this quarter of the year.
- d) Jason asked can you refresh my memory, what is the ratio of cash reserve.
- e) Dianne replied we look at 6 months of operating costs. That usually runs about 250,000 per month that would pay mortgage, staff, bare bones running. That would get us through 1.5 million, we are OK in there.
- f) Jen asked what impact you are seeing with 3M changes.
- g) Dianne replied we are seeing some people retiring and seeing that dip. All things you can predict with the layoffs at 3M. Some factors, inflation impacting people at home, people with kids at college seeing changes in
- h) There are people who never change their giving amount.
- i) Jen asked about message for PushPay.
- j) Dianne said there will be a message sent out. The stock market is also impacting us.
- k) Dianne said we would be inline with benevolence, some of those things that came through are from partners asking for money in September and not December.
- l) RSG will be on our radar and will continue to monitor. They run at a loss. RSG financial year runs different than ours. We have very solid registrations this year. Will that continue in 2024? What about tuition, we need to increase with salaries. There is grant money that goes back to the teachers.
- m) Jen asked if that would offset salaries.
- n) Dianne replied, I need to review the requirements put on grants. There is a lot the State will implement for these funds but don't talk about how you make it work. As of today, have not had to look at requirements.
- o) Jen said I feel that services are more well attended, and 10:45 is growing,
- p) Dianne replied about 350 families have signed up for PushPay.
- q) Dianne said we get about 4,000-6000 checks and cash. We need to bring 48,000. People are getting away from checks and do not bring cash.
- r) Jen asked if we have Venmo? Dianne said we are working on Venmo, but I currently have Venmo tied to Pay Pal. Working through compliance separations.
- s) Jen asked how about the vortex of change.
- t) Jen added like the quarterly it shows what we do, when you are involved, you feel connected and are more likely to give.
- u) Jason added I have one thought that might be related to finance and the giving campaign. It had to do this is what we are doing, it takes time in the worship service. Hey, if you want to

- hear about what we are investing in and planning in the future, meet us at 12:30pm on a Sunday.
- v) Dianne said I think going back to the old town hall meetings. You do presentations to the top givers, and they tell others as well. It's not coming from Pastor Jon and staff.
 - w) Jason said I would make personal appeals to that top 100 donors to a planning session.
 - x) Jason as a nonprofit we must go to appeals.
 - y) Dianne added sometimes we are not good at saying that we need it. They see 3 pastors online and think things are going well.
 - z) Rebecca added I think if we do a town meeting. We must get our pledge cards out in December is a hard time for pledge cards. This is what we are doing, and this is what we want to do. We are inviting you, is that like inviting them to do more, we need some organization and work done on this is our plan and projects. That we need money is not that appealing.
 - aa) Jen replied, that is what Pastor Jon is working on.
 - bb) Rebecca said I just think this is a time crunch to get this done.
 - cc) Dianne added, we used to do in July, we know we have added staff, and a new position, Director of Outreach and Missions. In all honesty the budget is done but at a 14% increase.
 - dd) Rebecca added this is what we would like to do, and finalize the budget based on feedback.
 - ee) Todd added I think everyone knows that costs are up.
 - ff) Jason said a PowerPoint of where our donations go, part to missions, staff, so they can really see where money goes.
 - gg) Jen said that is what is brought up at annual meetings.
 - hh) Dianne replied, yes, I have a line on each thing, I think congregation need to know, and have more ownership. Where does the money go.
 - ii) Todd said if you did a video(s) on confirmation, camp, children's ministry, men's ministry. All these things are happening at the church.
 - jj) Jen added reading Pastor Dan's comments, getting people engaged, there is a shift of more story telling.
 - kk) Dianne added we have done those videos, if they are going to do a school bond, they invite the people in to show them and let them have questions, we need to do in August before snowbirds go do Arizona.
 - ll) That is why I came up with a theme for stewardship, there is nobody else. I have always – done if I get an increase in pay, I need to look at my giving. Changing the heart, changing the mind, we must still educate.
Jason said I am sensing we are putting it on Dianne, and Pastors, can we step up and help.
Rebeccas said we have wonderful pastors, we are blessed, I have churches that can't find them. My in-laws say how happy we are to have Pastor Jon 18 for years.
 - mm) Dianne suggested going out to people and asking what questions you have; we are now putting more money into principle and not interest. We are at a 3.9 percent interest rate, and we locked it in during COVID. We are very responsible with money.
 - nn) Jen commented that I know you stand back and let finance give numbers. But you are more passionate about explaining the numbers.
 - oo) Dianne replied we have HVAC, the doors, the youth doors are the final doors need to be replaced.
 - pp) Jen asked Jason if he could finish the meeting since she needed to leave.

2023	September	Year-to-date
Contributions	126,825	1,435,374
Expenses	155,053	1,288,760
Net	(28,228)	146,614

Worship Life:

1. Fall Festival
2. Café Furniture
 - a) Jen added I want to update before I go, that Jill and I are working on Café furniture. The plan and the second page have the cost. I talked to Dianne before presenting this today. Wanted to get the councils feedback,
 - b) We want to get more solid sturdy furniture. We have options, if you look at the floor plan, we were going to get counters and bar stools for people to work at. If we do not do that, it would take 3,400 off the cost.
 - c) If we wanted to save some money. Jen asked Dianne do you want to talk about the money designated for this.
 - d) Dianne replied that the money is coming from my in-laws, they want to donate more comfortable seating. The memorial is about \$15,000.
 - e) Jen added since we had funds put aside, we are looking to move forward. Now that the rest of the café is done, now is the time to move forward. We don't need a vote tonight. Jill brought in the fabrics. Looking at the chairs for mobility, some have arms. The bar stools are tip proof. Providing versatility by having square tables that can be put together. With high tops utilizing tables.
 - f) Rebeccas asked if there were round tables?
 - g) Pastor Amilia said we have about 8 sitting at round tables.
 - h) Jason added I was thinking about after services. There are about 8 at a table.
 - i) Jen said that Jill said as things are now, we are not losing seating.
 - j) Dianne added one concern Pastor Jon has had is moving the furniture since they do not fold up.
 - k) Dianne said I would look at Sunday and Friday groups for suggestions on orientation.
 - l) Jen added that other projects are tabled right now, the signage, and bathrooms are fine for now. But since we have the money available for the furniture we would like to move forward.
 - m) Rebecca added, I want to point out that the bid and the donation does not cover the rest of the costs.
 - n) Jen asked for feedback, is this an important one to look at? We have furniture but some is broken.
 - o) Dianne added that the chairs are from the old sanctuary and approximately 30 years old.

Staff Updates:

1. Staff connections update
2. Monthly Staff Updates
3. Open Positions:
 - a. Missions Team Update and Open Position (Pastor Amelia)
 - i. Pastor Amelia said the mission's team has an open position.
 - ii. Jen asked if there was any interest.
 - iii. Pastor Amilia said that the job was not approved or posted yet
 - b. Weekend Worship Coordinator (Pastor Amelia)
 - i. The open worship coordinator is not filled yet.

- ii. Dianne said she has sent the description to Laura Haseman, and she is considering that job. Security issues, medical issues, unlock doors, right now we have 3 we would like to have 4 one Sunday a month a paid position.

Committee Updates:

1. Worship Production – Jason
2. Facilities – Jen, Todd
4. Stewardship / Offering / Donor Engagement – Jason
 - a) Jason, I would say that this is going to be the last year we come in late. We have already talked about several things that are going to be modified. Starting in July we are working on the giving campaign for the next year. We talked about trying to pull something together.
5. Long Term Strategic Plan – Rebecca
6. Organ – Rebecca
 - a) Jason asked Rebecca if you had an update on the organ committee?
 - b) Rebecca replied, there has been a lot of discussion on electronic vs pipe, we have a couple ideas to talk with Kevin after Halloween. We have a field trip on Friday to Listen to an electronic organ. We are going to see if we are in the ballpark. I think by the next meeting I may even have a recommendation.
 - c) Rebeccas asked if we have a deadline on this?
 - d) Rebecca noted that we are on track.
 - e) Jason said there are some scenarios.
 - f) Dianne added much like last year it just got away from us. Trying to keep worship going.
 - g) We should have a better idea in a week.
7. Finance Committee – Kevin
8. Team Planning Software – Tricia

Open the round table before we adjourn.

- a) Dianne noted that's the Tuesday before thanksgiving and that might be tough. Just make it a regular council meeting.
- b) Rebecca said I want to piggyback on what our church in Duluth, we go to meetings in Duluth, they have quarterly meetings on what this the budget and what we are doing, to keep the budget it might be a way to create some excitement.
- c) Todd noted that a lot of people do not make it to the annual meeting.
- d) Rebecca added that it needs to be consistent timing. Need some consistency there might help and be reminder throughout the year.
- e) Jason added that we must have deadlines to help push things along.
- f) Dianne said I think that is a must for 2024 and a good time to try it. Maybe a brief survey to see what they would like to see at meetings.
- g) We can look at the calendar and get it scheduled. Let the people create the agenda after the first meeting.
- h) Jason said I don't think we want it to land on Pastor Jon.
- i) Dianne suggested an old fashion hometown talk. I think that is a good idea and will look at the calendar.
- j) Jason asked if there was anything else. 7:57pm meeting adjourned.

Upcoming Events and Meetings

1. Happy Birthday Tricia (Oct 13), Pastor Jon (Oct 16), Pastor Amelia (Oct 19) and Dianne (Nov 5)

2. October 28 – Fall Festival Dinner and Kids Party
 3. Exec Team Meeting November 14th
 4. Council Meeting – November 21st (Potluck?)
 5. December Meetings: Exec Team 12th / Council 19th
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1. Staff Reports
 - a. See appendix A for detailed report.

Meeting Adjourned

Jason moved to adjourn the meeting.

Tami seconded the motion.

Motion passed (CC.23.10.41)

The meeting adjourned at **7:57 pm**

Adjourn Meeting - Jason

Closing Prayer – Prayer Request. – Pastor Amelia

Appendix A: Staff Reports**Church Council Staff Reports – October 2023****Pastor Jon, Senior Pastor****Leadership:**

- We continue to live into our E4 Strategy. While we are seeking to focus on Encouragement this year, Pastor Amelia is beginning to live into the Engagement portion of this strategy while Laurel Bornholtz will be generating insights on strategies for Equipping. A date for an offsite planning retreat needs to be solidified.
- Met with Dan Green, Isabelle Hammond, and Dianne Johnson to review updated branding prior to their meeting with Gemini. I am looking forward to having consistency within internal and external communications that will honor our existing signage on Radio and encompass our E4 strategy.

Stewardship:

- Work continues on this year's stewardship campaign. I am hoping to have some breathing room this week to get it buttoned up.

Worship:

- Preaching schedule with themes and descriptions have been posted through December.
- December's Advent and Christmas Eve theme is "Christmas Lights" and focuses on the light of Jesus and how the various lights we see during this season can remind us of God's work in our lives. I had an opportunity to write content for the upcoming Advent Devotional which was then provided to Laurel Bornholtz who will take the lead on gathering additional components such as member reflections and prayers.
- Finalized Order of Service for Confirmation Weekend and provided student instructions.
- Prepping for All Saints Weekend.

General:

- I had an opportunity to officiate a wedding on September 30, a Committal service at Fort Snelling on October 20 and a private baptism on October 22.
- It was great to be at Stonecrest to provide the worship service which King of Kings provides on the 4th Sunday of the month.

Nominating Committee:

- We had our initial meeting on October 19. Follow-up communication has been sent to the team. Bulleting highlights will begin the weekend of Nov. 5 along with a team presence.

Pastor Amelia, Associate Pastor**Congregational Engagement:**

- Continue to be present with as many people and groups as I can. I feel relationships are beginning to form between pastor and people.

- Through encouragement and appreciative inquiry I see people connecting with one another and with different people/ministries. I am witnessing increasing 'invitations' extended for people to connect in different ways. Ex. having confirmation students contribute the King of Kings Advent devotional. Through a simple conversation and 'wondering' we will have differing voices contributing to our Advent experience. When people are engaged and 'necessary' they typically stay connected! Way to go Laurel and Michael!
- Phone check ins with those who recently have become new members. This check in provided meaningful conversations about family situations, how people are connected, and has provided a sense that we are living our E4 strategy. This will be a long project but completely worth it!
- We are revamping our membership class to better reflect our E4 strategy and align this with our mission statement. We receive new members through our "Explore Membership" event. We will keep it simple, relational (engaging and encouraging), and accessible.
 - Our next Explore Membership is on Sunday Nov. 5 at 12:00pm in the cafe. Registration is open and childcare will be provided. Our prayer 'Is that our newest members will experience welcome and belonging.

Congregational Care

- Susan is doing a great job inviting others to use their gifts in congregational care. She is beginning to re-establish a visitation team to supplement the pastoral visitation and her visitations.
- Susan continues to uplift and support the prayer ministry. Blessing this team in worship was such a joy! We continue to invite others into praying for the "Pray it Forward" project
- We had a "Befriender Ministry Celebration Dinner" on 10/05/23 to honor those who have participated in Befrienders. As this ministry in its current iteration is ending, we were able to uplift the work that has been done, connect and share memories and how being a "befriender" was so powerful in the lives of the befriender, and to **empower** each person to continue to use the gifts they have to continue to minister beyond the program itself.

Mission and Outreach

- I and 8 others attended the Guatemala Gala on 09/24/23 We heard how our partnership with ILAG makes a difference in the lives of so many and we were able to connect with Pr. Beatriz Costello and Diego Gil. We hosted them on site at King of Kings 09/25/23 to talk about our specific partnership with Espiritu Sanctus, our partnering congregation. While we are not sending a mission team to Guatemala this year, we did learn that the most important thing our partner church needs from us is RELATIONSHIP: engagement, encouragement, prayer. I am working a video communication relationship to send to Guatemala sharing our ministry and finding about theirs. I want to include students who speak fluent Spanish in our congregation to translate! I am really excited about this!
- Mission Outreach team is preparing for the Giving Project for December. We will have details on the 23rd and will get that information out to our congregation asap.
- I met with Elizabeth Hendrickson and Prof. Mbenna from DCMC in Dodoma Tanzania. Our conversation was very fruitful as the Mission Group is discerning how our current global ministry partners align with King of Kings mission statement. I will continue to have conversations and will update the council. At this time we are not planning a mission trip.
- My desire is to ramp up our local focus for mission. We seek to have a "Global Presence and Local Focus". To start we need to highlight our local missions partners and tell their story/our story.

Worship

- Advent planning is going well.
- Working with Worship Coordinators and Ushers for the upcoming needs.
- Continue to preach and preside

Laurel Bornholtz

- Serving as the point person and working with Prs. Jon and Amelia, the Women's Ministry Team and the Prayer Ministers on the 2023 Advent Devotional "Christmas Lights". There are many opportunities to feature the voices of our congregation in this piece. I'm also gathering Advent resources over the next few weeks to display in November for families and adults to review and potentially supplement what they already use.
- Initiated the process for an updated information card to be included in the children's bags at the Fall Festival.
- Attending the weekly meetings of the Fall Festival planning team, led by Tami Olson.
- Attended (virtually) the Evolving Faith 2023 conference which featured diverse Christian voices. Molly Calkins attended in person. Pastor Amelia, Molly and I will meet to talk about what resonated with us and what we can integrate into our work at King of Kings. This was entirely speaker driven without breakout or workshop sessions. Definitely thought-provoking, but also reinforcing of our commitment to share the Bible, the good news of Jesus and be His hands and feet.
- Launched a monthly parenting study with 6 families represented. Received good feedback on the first session and look forward to meeting again in November.
- Jenny Johnson hosted the first Single Parents group with one attendee. The individual commented seeing the invitation in the worship bulletin "felt like a call from God".
- Enjoying my time in a 9:30 PreK classroom. Just this past Sunday one of the 3 year olds told her dad specific details about our story (Naaman is Healed) when he came to get her after class. Never underestimate a child's capacity for learning - or their enthusiasm for sharing.

Michael Carmack

- Had a lock-in for our 6th graders - this is meant as a time to meet one another, laugh together and give students an opportunity to begin to make new connections and relationships
- Continuing to work on prepping confirmation Sunday - we have 38 students who will go through the rite of confirmation this year
- Youth band is continuing to grow musically and in their confidence. They will lead a time of worship prior to the start of confirmation each week starting Oct. 25th. Really excited to watch and hear them continue to grow in their role
- Preparing for a confirmation retreat in Nov. We will be headed to WAPO Nov. 4/5. Excited about this time together - it's always one of my favorite events with our students and always a favorite memory from students
- Prepping to help where needed for fall party - I will once again be hosting an 'after-party' with students who are helping with the event

Paula Arland

- **Kids of the Kingdom** has a full slate of volunteers at 9:30 and almost full at 10:45. Grateful to everyone who stepped up to help. This past week the 5th graders had their annual Jeopardy Trivia event. That is always a highlight for them to realize how much they have learned over the years.

- **Fall Party** planning is in full swing. Donations and party supplies are starting to stack up. Looking forward to a fun night. Decorations go up this weekend.
- **Christmas Program** is being finalized and practicing will start after fall break.
- **Summer Camp** planning is already underway. Have a great team to help out with American Girls Camp this year once again.
- There is never truly a quiet moment in Children and Student ministry.

Dan Green

General Marketing

- Isabelle, Dianne, and I worked on a pretty significant project together- the Q3 newsletter that will be sent to mailboxes in the coming weeks. Isabelle did a fantastic job capturing my vision for the project, and Dianne provided all of the information which made this project seamless. Isabelle is doing a great job as our Graphic Design intern and this church is blessed to have her hard work and talents.
- Isabelle, Dianne, and I also worked on a Fall Festival postcard that we will be sending out in the coming weeks to the new resident listings in Woodbury. Dianne got together a list of the last five months of new residents and those are the people we are specifically targeting. The postcard also has a QR code to our new landing page so we are also inviting people into the life of the church.

Internal Communications

- In previous updates, I have mentioned the need to improve our internal communication process. This past month, I have been working on a communications form for staff usage and ministry team usage. That form has been completed and is already being used by our teams and has been very helpful in getting complete information so I can do a better job of effectively promoting the ministries of King of Kings. Laurel and I are also meeting with Pastor Dan to go over these new communication protocols so he can stay in the loop as well.

Social Media/Content

- I have been working with Pastor Amelia and Jake on encouragement content for our social media. This has gone over very well, with supportive comments from both the congregation and the community. Pastor Amelia's videos are also tying in with the content we are receiving in the form of blogs from Gemini on grief, and anxiety.
- The general strategy I want to shift to is not just using social media as a tool to promote King of Kings, but also as a tool to provide value to the community and minister to them. I feel as if through providing actual value to people on social media, we are also in turn inviting people into our community in a more intimate way. There are (literally) hundreds of churches in our area, promoting ourselves isn't enough- we need that personal connection.

Website/Digital

- I am working with Gemini on several website improvements, including revamping our homepage with a video reel instead of a still graphic. This will help give first time visitors a better impression of who we are as a church, and showcase the diversity of what we have going on. This is a very exciting project- this will improve the aesthetics of our website big time.
- The Google Grant is still working well and is effective at generating new visitors to our website.
- We are also reworking the language on our website to fit more into our E4 strategy.

Other

- Pastor Jon, Dianne, and I have been meeting weekly to go over marketing/communications stuff which has been incredibly helpful in terms of keeping the ball rolling on our initiatives and having open communication.
- Doing all of the other daily tasks of the job.

Andrea Villanueva

Dianne Johnson

- We have experienced a multitude of alarm calls in the last couple of months. Siemens was out and examined the fire alarm devices. The one experiencing the most trouble was in the sprinkler room and we are hoping it was due to the installation of the new generator. Yet, the devices are an older generation that they no longer make and I have requested a quote to update all the devices along with the circuit plate in the alarm panel.
- Working with Comcast and Collins electric with the continued issue with the phone lines on the intruder system, technicians from both will be out tomorrow in order to resolve the trouble.
- A special thank you to Johnny for getting the music library shelving installed for all the choir music. This system will allow all the choral, bell, and instrumental music to be organized for years to come.
- Preparations for the winter season are underway including checking heat in outside water rooms, water taps shut off, heat tape turned on, lights, etc.
- Continuing the snow plowing contract with Remackel- only increase in contract price is due to the salt usage as this is an actual cost they are experiencing.
- Preparations for Christmas season taking place with Ryan from Holiday Bliss and coordinating the decorations to the Sanctuary on December 2nd. The Gathering Space will be decorated the week after the 2nd as we may have set ups in that area for the boutique.

- Working on the final numbers for the 2024 budget and determining any available cuts. The budget currently stands at \$2,365,620 which is a 14% increase from 2023... 🙄
- The largest line increase is to the personnel line- including a new hire for Missions/Outreach in 2024. On a truly positive note, where other churches are struggling to find employees, we are truly blessed to have the staff we have.
- Determined that we will remain with our current healthcare provider BlueCross for 2024 as after reviewing other carriers, this still will provide us coverage and ability to increase cost only 5% rather than the 12-14% prediction as seen with other providers.
- Partnered with Laurel, Dan and Isabelle in creating The Connection quarterly update to send along with the 3rd quarter statements. We did include an envelope for a donation along with a QR code to Pushpay. As we head into the final quarter of the year, we currently need \$519,931 to make our annual goal of \$2,032,500.
- We sent out invitations to the New Resident listing in the Woodbury and Cottage Grove area to come experience the Fall Festival and learn more about King of Kings.
- Completed our building and fire safety audit for Insurance. And, beginning the process of interviewing other carriers on price comparison for P&L and Workers Compensation coverage.
- Working on the mandatory edits/additions/changes to the Constitution...
- Met with 4 members interested in the Columbarium and provided notary service for 14 members this month.