

King of Kings Lutheran Church

Church Council Minutes

February 18, 2025

Attendance

Members in Person

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

Members Excused

Kevin Schwartz, Finance

The meeting was called to order at 6:33 p.m. by Jen McKinnon presiding.

Role of Council:

We 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.

Opening Prayer – Pastor Jon

Approval of Prior months Meeting Minutes

Rebecca moved to accept the meeting minutes

Jen moved to accept the minutes of the last regular meeting.

Motion passed (CC.25.02.04)

Approval of Agenda – Jen

Jen moved to accept the agenda.

Tami seconded the motion.

Motion passed (CC.25.01.05)

Guest Presentation: None

Past Business: None

Strategic Planning:

1. Finance Update

- a. Jen K. talked about the Finance update: With luck, the 2025 budget will be approved on Sunday, and we will be up for the year.
- b. Nothing unusual.
- c. We have a surplus of 63,000 in investment fund.
- d. Good start to the year, a little bit more investment income this year than last year at this time.
- e. If we look at last year the cash balance is the same as last year, kind of interesting.
- f. Dianne said that January to February will be the best months with a lot of IRA contributions, just my gut feeling, we will see. Expenses no real big surprises in January and February yet this cold streak will affect Xcel Bill. I think our next bill will be 10,000 more, yet if you don't keep things warm you worry about pipes, so we keep the thermostats at 64.

<i>2025</i>	<i>January</i>	<i>Year-to-date</i>
Contributions	187,181	187,181
Expenses	127,388	127,388
Net	59,793	59,793

2. 2025 Stewardship Campaign Update

- a. Jen M. asked about the campaign.
- b. Dianne said I put this in our report, we have received 165 planned for giving cards back, 61 are giving increases by \$48,160 and 13 first timers for 40,030, and some have increased giving from what they gave to the organ pipes into this year. 185 on push pay who have not returned cards, total of 493,497. I love recurring gifts. We have 12 families on simply giving.
- c. Jen M. asked is there an extra cost.
- d. Jen K. the cost to keep on is like 50 a month.
- e. Dianne said the results came in quickly at first 8 days now has slowed down. Will keep online card on website. Hoping to update power point later.
- f. Dianne, Jake and Isabelle did such a great job.
- g. Jen M. said very well done, thanks to everyone it was very good.
- h. Tricia asked, what are the pledges?
- i. Dianne said its always between 500-750.
- j. Dianne said what happens we look at those who do auto giving, it's a lot of looking of history of giving, some people don't return because it if just the same.
- k. Jen M. said I wonder if there was a way, instead of returning a card, to scan code.

3. Strategic Plan Measures - Tricia

- a. Jen said Tricia today is just talking through measures today.
- b. Tricia said we moved young family and 18-22 into engagement now we have three groups, Tami, Jason and Jen.
- c. Next step is to have a metric. A baseline where it was close to, does not need to be finalized or perfect, but where we stand.
- d. Jen said I got numbers from Dianne. 2024, I took 2023, by service by week and total by week and month and January to January was the same numbers, different numbers, different weeks but the same, have not added 2025 taking out Christmas etc. I put it in a format that I can read.
- e. Tricia said we have 23 as a base line, have you talked about a goal for the baseline?
- f. Jen said, we have not, I don't know if that is the teams space to drive growth, different things were happening. As far as attendance goes is this in this space, what do we consider successful, year to year is very close as far as what the goal would be.
- g. Tricia asked, "Are we counting online?"
- h. Dianne said just in-person counts.
- i. Tricia said so with this whole strategic plan we want growth, it does not have to be historical, 3 percent?
- j. Jen asked what programs are in place, what is attendance, a lot of new member form, ready set grow. I think trends will happen naturally.
- k. Dianne said I think the typical growth for a church is 5 to 10 percent.
- l. Jason said our group was not able to connect, but I know Dianne was doing work on that too.
- m. Dianne said I have a spreadsheet of everyone's giving, 2024 was askew due to organ.
- n. Spread last year 5-115,000 spread, you take out those higher numbers average family gives 3,000, I would like to see it increase 500.
- o. Dianne said also visitor growth, do we move visitor into the system. Once you have three consecutive gives, we look as a prospect.
- p. Dianne said from a tracking, two measures: existing incremental, and new givers?
- q. Tricia asked: do we care where it comes from?
- r. Jason said the way I see some of these messages stitching together, if we are just tracking over all its interest, but if we track where it is coming from it helps engagement. Overall is what we are concerned about for this group.
- s. Dianne said I would say tracking new giving also, what are people valuing in this demographic that we are providing. If I think of this from a data perspective, the total number of givers, some will go away and some will added and within that how many new givers and what number and existing will give increase in giving
- t. Jason said if I see a number of donors is going up that's great, and I see the number of giving is 20 per cent is great, but where did it come from the existing base, great again, but an indication we are getting stagnant not getting anyone new if we cant track. I think the metric should be a couple to track to give us a good feeling from a giving perspective.
- u. Jen said the systems you have in place, is it doable?
- v. Dianne said I can download and manipulate spreadsheets by removing names.
- w. Jason said as long as unique ID is all its needs.
- x. Jen said do you need it bucketed by new and existing.
- y. Jason said give us a point in time. What we have, what are we getting, can track month to month.

- z. Whenever you close the month, I don't want to make harder than it needs to be.
- aa. Dianne has to do month to month we have some that give once a year. I don't pay attention to numbers until I get whole years data.
- bb. Jason said the only issue on a go forward issue, big gap in time, we don't know what it looks like until a year.
- cc. Jason said let us do this, let's take it offline. If we have every family broken down, and feed back in going forward we can figure it out. Whatever has been given is there but can forecast out.
- dd. We have others that don't have us as our home church. Only those people who actually turned in cards. We did not get 500 cards; we have a lapse in cards.
- ee. A goal on paper by April, in March we have a written all tactics and measures, so we can come back together, that this works and this did not year and if we hit those goals. We will check back in March and have goals written for April's meeting.

Church Life:

1. Organ Pipe update
 - a. Dianne said they did a lot of measurements today and still need structural engineer here. Looking at a different idea on the best way to support this.
 - b. Dianne said a back wall, create side walls, other thing is using steel beams, they vibrate too much, they had a good discussion with Fratelli Ruffatti in Italy.
 - c. Jen asked how we feel about these ideas we did not talk about.
 - d. Pastor Jon said instead of running across the window towards window wall it would be length wise to cut down on vibrations and maybe look at one of the walls to update
 - e. Jen asked if this is changing costs.
 - f. Dianne said it's not like it's going to happen next week, Rebecca, I put you down for an update next week. Still deciding things with structural engineering, may have questions.
 - g. Pastor Jon said 6 months out until we get pipes.
 - h. Rebeccas said it's 6 months out from being started, in line to get pipes made others in front of us and can't make pipes until engineering is done.
 - i. Jen said I know people who have donated will want to know.
2. **Annual Meeting Review (Feb 23, 12:15 PM)**
 - a. Jen asked did everyone see the agenda is out.
 - b. Jen said Jason, you are doing the elections.
 - c. Jason asked, do you have the process; we take the ballots back to count.
 - d. Pastor Jon said that the people are running un-opposed.
 - e. Jason said if no vote, it makes it a lot easier.
 - f. Jen said the April meeting will be the retirement meeting for Todd and Tricia.
 - g. Jen asked what else, Kevin is doing the financial results, last year they had a narrative,
 - h. Dianne reached out to Kevin.
 - i. Jen said last year Kevin worked with Charlie.
 - j. Tricia said last year was a big increase, working around that.
 - k. Tricia said we need to talk about the budget changes.
 - l. Jen said the dream budget and realistic budget.

- m. Dianne said I don't think we can put in PowerPoint.
- n. Jason said I don't think you do.
- o. Dianne said we are looking at a tight budget by 158,107, we are stretching and hoping to rally around this looking to 2.2.
- p. Jason said we realize some people have not turned in pledge cards.
- q. Jen said when I have my moment of talking, I told Dianne, the presentation talks about 2024, its redundant to talk about and I will do more of a motivation talk.
- r. Jason casting a vision, more like what if and why not you. Kevin will talk about budget; we are going to be realistic but dream...
- s. Jen said, just wanted to be sure, Jason, you have done it a number of times. I have faith in you.

New Business:

- 1. Council Positions up for re-election (Tricia and Todd)

Staff Updates:

- 1. Monthly Staff Updates
 - a. Jen asked if anything we need to be aware of?
 - b. Dianne said RSG registrations are coming in wonderfully this year and have a waiting list.
 - c. Jen M., and families from RSG have become new members.
 - d. Jason asked do you get to see families?
 - e. Pastor Amelia said it's fun to see them come into school, the kids get excited to see Pastor Jon and me when they come to church, it's cute.
 - f. Jen said that has been our dream for years to make transition.
 - g. Pastor Amelia said slowly but surely as we work on engagement, how would you not want to be a part.
 - h.

“On our Radar”

- 1. Church Directory
 - a. Jen said this is not what the staff can take on.
 - b. It's important, do we put it out to the congregation, if someone could head up and get a team of volunteers.
 - c. Tami said I think someone might want to help.
 - d. Dianne said the timing in May.
 - e. Jen M. said someone would work with volunteers and it is bulletin and blast.
 - f. Dianne said I can get it out there.

Upcoming Events and Meetings

- 1. February 23rd – Annual Congregational Meeting 12:15 PM (MPR)
- 2. March – No Exec Team Meeting (spring break)
- 3. March 18th – Council Meeting 6:30 PM

Adjourn Meeting – Jen

The meeting was adjourned at 7:33p.m.

Closing Prayer & Prayer Requests – Pastor Amelia

Appendix A: Staff Reports

Church Council Staff Reports

February 2025 Staff Updates

Pastor Jon

Leadership:

- The monthly Executive Team meeting check-ins are now shifting to an as needed basis. As a result of this shift, I will be checking in with the Council President on a regular basis to provide updates and to set the Council agenda.
- To provide clarity around communications and to ensure awareness of upcoming projects, the Leadership Team met to develop a Communications Flow Chart that creates clear boundaries and expectations for team members. This is beneficial as we enter into yearly evaluations and goal setting.
- Meeting with direct reports to provide year end evaluations and set goals for 2025. We have so many things to celebrate.
- While it is good to have the Stewardship information hit homes, there is still more work to be done. On the radar is the promotion of the Legacy Investment Fund with a tentative rollout this summer. We will be establishing a team surrounding this initiative.

Worship:

- The initial work on the Lenten Sermon Series and Devotional is complete and we have met as a Leadership team to do a final vetting through the passages of scripture that were provided (I tend to like them all). Laurel is engaging the Men's Ministry to write prayers that align with the daily devotions.
- The preaching schedule is set through Easter.
- Working on finalizing Ash Wednesday and Good Friday worship service outlines and liturgy.

General:

- Officiated a funeral on February 3.

Nominating Committee

- All positions are filled and will be voted on at the Congregational Annual Meeting.

Pastor Amelia

Isabelle

Jake

Laurel

- Working on prayers with Men's Ministry, Women's Ministry and Prayer Ministry to finalize the Lenten devotional. The devotional will be available on Sunday, March 2.
- Meeting with my team to discuss annual evaluations and goals for 2025.
- 14 women registered for the Luther Park-Danbury annual Women's Retreat (February 21-23). This is the first time we've offered a retreat in many years, and I'm pleased with the response. I'll be attending Friday-Saturday.
- Women's Ministry is busy working on plans for the April 26 RefreshHER event. We are hoping to exceed the 60 registrations we had in 2024.

Michael

- Having a HS hang out Feb 21
- MS retreat Feb 22/23 - overnight to WAPO
- MS game night Feb 28
- Working on our HS high adventure trip - we have over 20 students registered for the trip
- Continuing with weekly confirmation programming - it's been a great year
- Preparing for Fat Tuesday pancake dinner - able to secure some Thrivent action grants to pay the cost of supplies, etc.

Pam

Paula

- Summer Camp registration and planning is underway
 - VBS AM - 120
 - VBS PM - 48
 - AGC - Full, working on waitlist
 - Seeds Camp at Wapo - 9
 - Youth Camp at Wapo - 47
 - Roots Camp - 1
- First Communion instruction starts this coming week with observation. Grateful to additional staff helping with instruction this year.
- Recruiting for station and student leaders for VBS and AGC
- Kids of the Kingdom 3rd-5th graders are having fun with the golden plunger. Each week, classes answer a Bible Trivia question and the class who answers it correctly with the most Bibles brought to class by students wins the golden plunger. Students keep learning Bible verses through the Faith Rocks! They love the rocks that Annette Sherrill has painted for us over the years. Our January - May offering is supporting CLAG school in Guatemala to purchase needed supplies for the school. Kids are filling the marker box with markers. Current total is \$193.49.

- Led 1st Grade Lord's Prayer milestone. Classes will start to work on learning the prayer using ASL. Leading the Lord's Prayer in worship May 4.

Andrea

Dianne

- Preparations for the Annual meeting including report, PowerPoint- huge thank you to Isabelle for her work on the annual report.
- Plan for Giving cards coming in and getting those documented in the system.
- 165 cards returned:
Of the 165 cards, 61 increased their giving plan by \$48,160; 13 first time for \$40,030 and 7 decreased their giving plan by \$3,200.
We have 185 on pushpay that have not returned cards, yet haven't changed their giving for a total of \$493,497 and 12 families still on Simply Giving for \$23,500
- Worked with Comcast to get higher speed and less cost by bundling mobile phones with them.
- Getting adjusted with the limited hours in the Front Desk Administrator position.
- Conducting annual performance reviews.
- Kathy is off this week so handling the hospitality sign up; would appreciate volunteers for February 23. Please use this [link](#) to sign up today.