

King of Kings Lutheran Church
Church Council Minutes
January 20, 2026

Attendance

Members in Person:

Jen McKinnon, Executive Council
Chris Gandhi, Executive Council -arrived at 6:38
Meisha Berg, Member-at-Large
Rebecca Kurtz Schwanke, Member at Large
Jen Krumrie, Treasurer
Tami Olson, Secretary
Pastor Jon Larson, Lead Pastor – arrived at 6:35
Pastor Amelia Houdek, Associate Pastor – arrive at 6:35
Dianne Johnson, Executive Director

Members Absent/Excused:

Kevin Schwartz, Finance
Jason Livingston, Executive Council

Guests: None

The meeting was called to order at **6:30** by Jen McKinnon, presiding.

Opening Prayer – Jen McKinnon

Approval of November Meeting Minutes

Jen moved to accept the meeting minutes.

Rebecca seconded the motion.

Motion passed (CC.26.01.01)

Approval of Agenda

Jen moved to accept the meeting agenda.

Meisha seconded the motion.

Motion passed (CC.26.01.02)

Role of Council:

We empower staff, committees and volunteers to make the 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 the ministry forward.

Guest Presentation: None

Old Business:

1. Financial Report: Jen Krumrie

- a. Jen Krumrie said comparing church operations to budget, about 56,000 higher than budget strong December.

- b. In expenses over 32,000 included is payment for parking lot, if we take out we were under budget kudos to Dianne careful spending.
- c. Other revenues are 26,000 financial fees for processing contributions.
- d. Benevolence, we gave a little less to couple of organizations.
- e. Not much in special projects.
- f. Net funds surplus, 31,000 we came out ahead, a great place to be.
- g. Investment income, money market account interest 32,000, investment income 75,000 and 138,000 for the year.
- h. Benevolence was 31,000 compared to 34,000 last year.
- i. Money market interest for December, we came out ahead.
- j. If you look at the year-to-date column. We had 158,000 more in contributions this year.
- k. Comparing expenses, more in expenses but this includes parking lot.
- l. On third page are projections, where we are 56,000 over budget, Dianne and I will look at this to see if this is a good predictor, or maybe better way to present it.

2. Organ Update (Waiting for the arrival of the pipes)

- a. Dianne said waiting on pipes. When we signed contract, we had solid price.
- b. Meisha noted if increases or tariffs company will pay for costs.
- c. Jen, we are in a waiting period, everything with Scarfone is done. Waiting for the last payment after installation and tuned.

Strategic Planning Update (If Applicable):

1. Engagement
2. Growth
 - a. Jen, I look at numbers from Dianne and from 2023-2024-2025 we have gone up in attendance. Almost 2,700 more people. I like seeing the growth, Christmas was about the same.
 - b. Meisha asked is something that can be shared. Jen said Dianne does keep track. Jen said I can share.
3. Giving (Seeking to leverage current giving baseline)

New Business:

1. 2026 Annual Meeting – February 22, 2026 (Determine Time)

Approval of Annual meeting date and time of 12:15pm

Jen moved to accept the meeting date and time.

Rebecca seconded the motion.

Motion passed (CC.26.01.03)

2. Nominating Committee / Council positions to be filled:

- One Executive Council member 3-year term
- One Member at Large position 2-year term
- One Finance Chair Position 3-year term

Budget: Dianne Johnson

- a. Dianne distributed the 2026 budget proposal and a proposal for the Sanctuary LED screen upgrade to the Council.
- b. We had 27 percent increase in pricing, waste management, and electricity, we have gone up and down. Every time I do the budget I want to apologize to congregations, I can no longer apology to increase the budget.

- c. If we look at this revenue total revenue, a nine percent increase. This additional increase we are looking at at visitor offering at 40,000, 39,595 came in for visitors, call for action invite your neighbors, as we see prayer requests, amazing how many people using push pay. We got a donation on 12/31/25 of 7,000. The stewardship was a great magazine including legacy piece, people were looking for this and invested, 500 was our pledge card goal and we received 508 and are still receiving more. Of the 508, 12 on simply giving, 156 stayed on push pay, of 340, 152 or 45 percent increased giving. We had some decreased giving and all came in and talked about decreasing all are understandable and had 34 pledges for first time, we are going to blow this budget out of the water, sometime I take out 10-15 percent out of budget for moving etc.
- d. Meshia asked if people were doing PushPay, approximately 38% of our giving households use Pushpay.
- e. Now we get into expense overview 2,395,100 a 9% increase over 2025, intentionally as 2025 was reduced.
- f. We are paying more on the principal than interest for the mortgage. May 2037 will be paid off.
- g. Personnel remained the largest investment, a nine percent increase.
- h. Due to higher insurance costs, changes insure we remain competitive and retain leaders and staff.
- i. Building and property, largely due to maintenance and upgrades. Security, kick start for phase II intentional planning for HVAC replacement instead of surprise expenses, if we do not need in 2026, we will move to future. They are 20 years old and parts are difficult to find. Updating the front desk, an eagle scout project. To place it up front. people will bypass desk. In the afternoon desk remains empty, I am answering phone, and welcoming visitors. Potential redesign of what we could do.
- j. Chris asked, could we make that desk moveable?
- k. Dianne replied if you look at the Welcome desk that can be moved.
- l. Dianne said I want to get this out there, LED screens, it's hard to read screens. Looking at upgrading projectors would only be a fix for a while.
- m. Two members put in 50,000, total cost is 115,000.
- n. Phase II of parking lot, I would like to get done as we look at pricing, having kick off money from budget or investment, phase II is larger than phase I. Storage garage, one member came in to indicate interest in being the project manager of a garage.
- o. Chris said pre-fab shed is a lot cheaper yet will need replacement in the years to come.
- p. Dianne, the grill, snow blower.
- q. Dianne insurance and office operations. In this one insurance has its own line, the increase, they have taken a toll when churches go down. Dianne coming from an insurance background, I look at a minimal deductible instead of a percentage. My gut the increases will happen again in June, we are blessed we have not had a claim, they also look at credit ratings, King of Kings has a high credit rating that really helps, it's great to work with them when they say great church.
- r. Office supplies, all computers on Windows 10, no financial info stored at King of Kings.
- s. Ministry support 18,000, 2026 going up 22,500 middle school registrations, people feel it has a value.
- t. Technical projector dies, as we add cameras as you watch live stream, they will get views from the side, online and virtual balcony is increase the more we can supply that worship service the better, we replaced the back screen to a laser projector.
- u. Worship experience, purchase of music copyrights double last five years, most band members bring their own instruments except for drums.
- v. Marketing out outreach, website, apps PushPay, anything people interact posters marketing supply, advertising in community, mailings to new residents, this line keeps increasing and keeps finding ways to add to our visibility. Google ads will bring to certain pages, home page. I believe in this line, if you see kids wearing Eastridge see King of Kings on the back, would like to see Von Hanson's TV advertising, supports Christ at home supply.

- w. Fellowship and volunteer recognitions, fellowship is a big thing, budget fall festival, coffee on Sunday, supplies for funerals except food.
- x. Meisha a situation, a funeral out of the blue the fact we could turn it around quickly.
- y. Last year we had a mission trip in budget so Pam could go, we increased benevolence but did not add mission trip.
- z. The non-operating and special will stay flat at 3,000 classes and synod costs.
- aa. In conclusion, this budget is balanced, I have not received word of credit processing fees going up not paying fees to broker, proposing a net of zero.
- bb. Pastor Amelia said incredible work.

Approval of 2026 Budget

Chris moved to accept the budget as approved by the Finance Team.

Tami seconded the motion.

Motion passed (CC.26.01.04)

- cc. Jen, I would like to see detail behind benevolence.
- dd. Dianne, part of annual report, will have descriptions of everything.

Monthly Staff Updates:

- a. Jen, I am interested in these 100 pages... Lenten Series "Self-Sabotage"
- b. Pastor Jon, we have service series for Lent, will be given to Laurel and Michael will be involved on what connections points may be related to students, still work to do, right now I use, I we, us, Pastor Amelia and I have already reviewed.
- c. Chris asked when Ash Wednesday is two weeks from tomorrow Meisha February 18th.
- d. Meisha, I am curious about the equipping event.
- e. Pastor Amelia offered two sessions and 25 in total, it is always interesting on what we talk about interesting in a good way, we did not have a lot of movement in the room. I can usually read the room.
- f. The next one will be highly interactive; Pastor Jon and I are thinking about how to get Virtual Balcony involved.
- g. Meisha, was it worth your time to do two sessions?
- h. Pastor Amelia said the hard part is getting the session ready, we could do multiple times.
- i. Meisha said it's not crazy to do multiple times just updating it each year.
- j. Dianne said I have a picture comparing LED to projector screen.
- k. Chris, are we coming up to the mean with other churches?
- l. Dianne, those who can afford it do it.
- m. Meshia, you have to upgrade projectors sooner.
- n. Jen with these approvals you want, do we need approvals? Now or by email since missing two people.
- o. Dianne said If we wait, looking at seven percent increase, the missing people have already been presented.

Approval of Sanctuary LED screen upgrades and fundraising

Rebecca made a motion to approve the LED Screen upgrades and Fundraising

Meisha seconded the motion.

Motion passed (CC.26.01.05)

- p. Meisha, you have a number of people that will support.
- q. Dianne said we can make this fun.
- r. Jen, something everyone can see and support.

- s. Chris, the churches that can do this we are catching up with other churches.
- t. Dianne’s other churches I have talked to are thrilled if we did earlier it would have been much more expensive.

“On our Radar”

- 1. Columbarium Phase # 2
 - a. Dianne, working on, as we speak, should be installed April-May and looking at next phase.
- 2. Church Survey on Worship – Meisha
- 3. Parking Lot Phase # 2
- 4. Security (In Discussion – Walkthrough Grant Process)
- 5. LED Screen Update - Dianne

Upcoming Council Meetings

- 1. No Meeting - February 10 – 5:30 PM – Exec. Team Meeting (As needed)
 - a. Jen said no Executive Team meeting in February.
- 2. February 17 – 6:30 PM - Council Meeting
- 3. Congregational Annual Meeting February 22, 12:15 (MPR)

- Chris asked how the prayer service went.
- Pastor Amelia said it was perfect the silences was incredible very sacred time, 7-10 people.

Council In Action

- 1. Sunday Morning Presence – Communication with Congregation (Who’s there) – Cadence and Location
 - a. Jen said Sunday morning’s presence, appreciated and if we could continue with congregation and welcome team and wanted to inform everyone before sending out sign up genius through April.

Adjourn Meeting – Jen

The meeting was adjourned at **7:37 pm** by Jen McKinnon.

Closing Prayer & Prayer Requests by Pastor Amelia

Appendix A: Staff Reports

January 2026 Staff Reports**Pastor Jon****Leadership:**

- As we go through the Nominating process, we still have a vacancy in the Executive Team position. The team is working diligently on making connections and following up with names that have been provided. Continue to keep the current Nominating Team in prayer, Scott Borchert, Tricia Dege, Lynda Paulson.

Stewardship:

- I am in the early stages of doing initial follow-up from the stewardship campaign as well as the second tier of connection with those that we have not yet heard from. This targeted process will be taking place throughout the year beginning with thank yous and additional invitations to engage.

Worship:

- Continue to live into our Why It Still Matters series as part of our Equipping Year.
- The initial (40-day, 113 page) Lenten Series “Self-Sabotage – From Ruin to Redemption” has been completed. This series explores how we sometimes undermine our faith, our relationships and our walk with God but how God’s promises lead us toward healing, freedom and renewal. The second step of the process will be to get a “second set of eyes” on the content for each day to see how it reads from a study/devotional perspective. During worship on Wednesday evenings and Sunday mornings, we will be digging into these topics. The series also serves as a small group resource for our Confirmation students on Wednesdays.
- I am in the process of finalizing the upcoming preaching schedule along with themes and topics.
- A big thank you to Isabelle for working on series branding and marketing.

General:

- Assisted with our Ready Set Grow Christmas Programs by providing a short opening prayer.
- Officiated funerals on January 3 and January 10.
- In partnership with Pastor Amelia and the Prayer Team I send out a congregational update/invitation to a time of silent prayer to be hosted at King of Kings on Tuesday, January 20 from 5:30- 6:30 in the sanctuary.

Pastor Amelia

- I am working on 2026 goals around engagement and equipping. Currently I am considering going deeper rather than wider. I explain more in February.
- I am focusing attention and intention on our Prayer Ministry: personal spiritual formation, equipping, exploration in ways to pray, encouraging others in prayer and prayer opportunities.
- Considering in which ways we can engage and encourage our 1st time attenders and guests to make a repeat visit. I will be working with the Welcome Desk and Kathy B. for hospitality.

- I offered our 3rd Equipping Event Thursday January 15. I experimented by offering two opportunities to attend. Between the 2 options we engaged 25 people. Not bad for January. ;-) I am now working on the 4th equipping event as it is going to focus on 'Meeting Others Where They Are'. We will be looking at our own personal strengths and personality make-up and how to best engage with others who differ from us. This is an expansion of the "ART of Gospel Hospitality" last Thursday.
- I continue to meet people in pastoral encouragement, spiritual dialogue, and counseling.

Isabelle Hammond

Recently Completed Projects:

- Built registrations and booklet for Winter Adult Offerings
- Aided in designing and printing tags for the Christmas Memorials & Honorariums
- Created publicity for a variety of events for different ministries
- Took, edited, and posted pictures throughout December
- Supported creating media for Blue Christmas, Christmas Eve, and Camp Sunday
- Put Christmas content on the website, and now shifted everything back to "Why It Still Matters"

Current and Upcoming Projects:

- We are in discussion about moving our resources from Missional Marketing Google Ads to boosting our social media posts
- Building Summer Camp Registrations
- Designing the Q1 Newsletter
- Brainstorming Lent visuals and marketing strategies
- Formatting Lent Devotional

Jake Pickett

Michael Carmack

- Had camp kickoff
- Continuing confirmation programming - all is going well
- Prepping/planning all summer things
- Getting ready for Fat Tuesday

Laurel Bornholtz

- The Women's Ministry December and January events were very well received with good participation (25-30). Registrations included a good mix of ages, along with women who may or may not be engaged elsewhere at King of Kings. Our next event is a soup/salad lunch with a special creative project on February 21.
- The Holiday Boutique was very successful with approx. 1500 shoppers counted. The total deposit with vendor fees, lunch, refreshments, bake sale and raffle tickets was over \$5,000. The bake sale total from baked good donations was \$314.50. \$187 from raffle ticket sales was donated to Basic Needs. We partnered again with Guardian Angels to encourage shoppers to visit both boutiques for a chance to win a \$75 Target gift card. King of Kings member Karen Weber won the card from King of Kings!

- Our new winter/spring Bible studies are underway. A special thanks to Isabelle for creating the offerings booklet. We have new members in almost every group, which is encouraging for the future!
- Men's Ministry is hosting author Pat Harris on January 31. Please see the January 14 Connection for details. All are welcome!
- Camp Sunday was a fun success. Summer staff member Mason Abrahamson and Sophie Peterson helped with the Children's Message and a camp teaser video. The video shown in worship featured 7 campers (and Pastor Jon and Michael) to talk about the "why" of summer ministry. The director of Camp Wapo joined us for the morning.

Paula Arland

- Delightful Christmas Program in worship.
- Kids of the Kingdom fall offering support Tanzania Livestock programs. Kids were so generous that they gave \$516 - going over their goal. Took some time on Jan. 11 to celebrate as 5 kids from each hour had the opportunity to Pie Mrs. Paula. Winter/Spring offering is supporting a Skoolie summer community event.
- Grateful for the opportunity to attend the ELCA CYF Extravaganza at the end of the month. Great workshop opportunities and main stage speakers - and a chance to network with other children ministry folks.
- Led ELCA Children's ministry online session covering the topic of camps and resources.
- Enjoyed planned time away with family.
- Appreciate the many prayers for me and my parents as they navigate their health issues.

Pam Hoeffel

Community Engagement:

- Started 2026 with the Community Dinner on New Year's day. We served 50 - 60 guests. They are starting to feel like family as many attend each month. They have their favorite place to sit. They arrive early and save a seat for friends. Shirley Lee provides a children activities as well as a spiritual activity for everyone. We have several student volunteers from upper elementary to high school. The volunteer team continues to grow. The next dinner is Thursday, Feb. 5th.
- The School Food Rescue program is picking up food 3 days a week with 3 routes on Friday's. Basic Needs received 23 tons of food in 2025 from these efforts. King of Kings does the majority of the pickups.
- King of Kings was mentioned 3 times in Basic Needs January Newsletter.
- Basic Needs received the 2025 Woodbury Non-Profit of the Year award. They recognized King of Kings for our help in what they were able to accomplish.
- I have been receiving What's App messages from our partner parish in Kilolo, Tanzania and our missionary Daudi. Merry Christmas, Happy New Year and Thanking us for our support financially and prayers.
- At the end of 2025, we had \$16,00 in our Bega kwa Bega account to be used for a project with our partner parish. We gave approval for \$8,000 to be taken from our Bega Kwa Bega account to support the Kilolo Evangelist home. They have started to build this home. They provided the plans and budget while we were in Kilolo. The home is estimated to cost \$14,000.
- Every Meal team has been busy. We need about 6-7 volunteers every Friday to cover Grey Cloud elementary in Cottage Grove and Community of Peace Academy in St. Paul. If you are ever interested in seeing this, you are always welcome to join the team for a shift. It takes between 60 - 90 minutes.

- Sent the Sunday School offering to the Lutheran church of Tanzania's livestock program. It will help purchase chickens for families in remote villages.
- Sunday School winter/spring offering will go to the Skoolie bus specifically providing a meal (s) . The Skoolie bus provides a meal and activities 4 days a week in the summer. Community organizations support these meal and activities.
- Excited to see Men's ministry partnering with Union Gospel Mission. I toured Union Gospel last spring. I would recommend taking a tour if you have the opportunity. They are helping the whole person - wonderful to see the success stories. King of Kings has had a long history with this organization.
- Excited to be working closely with Chris Ghandi. We have twice a month checkins set up. It is wonderful to have this connections with council and the Mission Team's ministry.
- Wulff Funeral home employees have joined the King of Kings volunteer teams. They will be serving with us at Loaves and Fishes and Community Dinners.
- After a busy 2025, grateful for time to finish up loose ends and to listen to the Holy Spirit. Excited to see where He is leading us.

Andrea Villanueva

- We had amazing Christmas Programs and a nice break from school.
- Licensing visit went well in December - good for another year!
- Our Preschool Art Show starts next week and will be on display for everyone to enjoy for 2 weeks.
- Registration starts this Friday and we are gearing up for that as well as tours and our Open Houses on the 15th and 16th. We are praying for full enrollment again!

Dianne Johnson

- Dianne distributed the 2026 budget proposal and a proposal for the Sanctuary LED screen upgrade to the Council.
- The Finance Team already approved both the 2026 budget and the LED screen proposal, which has a \$50,000 matching gift.
- Dianne requested the Council approve moving forward with the designated LED Screen project I am attaching the 2026 budget proposal along with a narrative for discussion tonight along with a proposal to move forward with the LED screen upgrade for the Sanctuary.
- The budget as presented was approved at the Finance Meeting on January 15th.
- In addition, after much research and options, the Finance Team did approve moving forward with the LED screen proposal for the Sanctuary- allowing for clarity, the elimination of shadowing, brightness and longevity.
- Please know this price is only available until the end of January and then will increase by 7% and we currently have received \$50,000 from 2 members in order to drive this upgrade.

Presentation to Finance:

I'm bringing forward a proposal to launch a targeted fundraising effort to replace our aging projector screens with LED screens in the sanctuary, supported by a \$50,000 matching gift.

This is both a ministry improvement and a strong stewardship opportunity.

The Current Challenge

Our existing projector system has served us well, but it is now creating limitations:

- Visibility issues due to ambient light
- Diminished image quality that distracts from worship.
- Aging equipment that requires ongoing maintenance.
- Technology that no longer meets accessibility or engagement needs.

As worship increasingly relies on visual elements—lyrics, scripture, prayers, and media—this has become more than an inconvenience. It is a barrier to participation.

Why LED Screens

After research and consultation, LED screens are the recommended solution because they:

- Provide bright, clear visuals in all lighting conditions.
- Are easier to read from every seat, supporting accessibility.
- Have a longer lifespan and lower long-term maintenance costs.
- Offer flexibility for worship, funerals, special services, and future ministry needs.

This is not a cosmetic upgrade—it is a functional improvement that supports our mission and worship life.

Financial Opportunity: Matching Gift

We have received a \$50,000 matching gift commitment toward this project.

This creates:

- Immediate momentum.
- Increased donor participation.
- A clear and compelling case for giving.

Every dollar given during the campaign—up to \$50,000—will be matched, effectively doubling the impact.

Fundraising Approach

The proposed fundraiser would:

- Be time-limited and project-specific.
- Clearly communicate the need, cost, and long-term value.
- Emphasize the matching gift to encourage early participation.
- Be positioned outside the operating budget, similar to other capital or special initiatives.

Gifts of all sizes would be welcomed, with clear messaging that participation—not equal giving—is the goal.

Why Now

There are three reasons the timing is right:

1. Technology is no longer meeting our needs.

2. The matching gift creates a unique moment of leverage.
3. This investment supports worship, hospitality, and accessibility for years to come.

Delaying risks higher costs later and missed momentum now.

Council Action Request

I am asking the Council to:

1. Approve moving forward with a designated LED Screen project.
2. Authorize use of the \$50,000 matching gift as a central component of the campaign.
3. Support leadership in communicating this opportunity to the congregation.

Closing

This is an opportunity to remove barriers to worship, strengthen our shared ministry, and steward resources wisely—while leveraging extraordinary generosity already offered.