

King of Kings Lutheran Church

Church Council Minutes

December 10, 2024

Attendance

Members in Person

Jen McKinnon, President
Jason Livingston, Vice President
Tricia Dege, Vice President
Rebecca Kurtz Schwanke, Member at Large - Phone
Kevin Schwartz, Finance
Tami Olson, Secretary
Pastor Jon Larson, Lead Pastor
Pastor Amelia Houdek, Associate Pastor
Dianne Johnson, Executive Director

Members Excused

Jen Krumrie, Treasurer
Todd Dexheimer, Member at Large

The meeting was called to order at 6:08 p.m. by Jen McKinnon presiding.

Role of Council:

Role of Council: 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 Amelia

Approval of prior months Meeting Minutes - October

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

Motion passed (CC.24.12.31)

Approval of Agenda – Jen

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

Motion passed (CC.24.12.32)

Guest Presentation: None

Past Business: None

Connection Question: Share a Christmas tradition you love. Everyone shared

Strategic Planning:

1) Strategic Goals - Tricia

- At planning retreat, we had 5 goals. We are going to walk through goals the teams have submitted. Next month we set the goals.

Engagement -Tricia said If we look at engagement, Dianne asked how we are defining new members? Pastor Amelia said the thought is one month check in, then do the 6 month check in and then the year mark. Maybe the new members would come in and share experiences. Tricia asked if we are OK with the number and percent. Pastor Amelia replied, yes.

Growth – Jen said I am happy to reach out, we track on a regular basis anyway. I know Pastor Amelia has a good system. Just tracking that and also thought about the major ministries. If some of these numbers get discussed.

- Tricia said like a dashboard. Anything else to include?
- Jason is volunteering as part of engagement.
- Pastor Amelia said all this stuff is interconnected, Kathy tracks all of the numbers and she is good on following up.
- Jason, maybe add volunteer engagement, metrics on how we are performing, if volunteers is under engagement, can we add metric for volunteers' engagement.
- Pastor Amelia my area is only over worship. I can get numbers from everyone. We have been talking in staff about storytelling. When I think of engaging the story, Pastor Amelia said let me noodle on it.
- Jen asked are we getting new people volunteering.
- Pastor Jon said we are getting information from Laura Lee from skills and interest, numbers in education fluctuate.
- Tricia said if you drop down to next section in growth, they had two more metrics. I think we should keep clean, good ideas harder to track. For this go around leave out.
- Jason said total giving top line revenue, additionally to track new giving, new donors, what we are getting from them, secondary incremental.
- Jason said total giving is our revenue number, it is going to come from incremental and add on donors.
- Pastor Jon said what are all the nuts and bolts, how many dropped, if base line can we break it down, here are the pieces we are going to be looking at.
- Trisha said for strategic overall it is about raising the number.
- Jason said if we are only getting incremental donations from current donors or are we getting from new donors. We can track the giving level also. What do you think Kevin?
- Kevin said I think net, I do not know how to track.
- Jason said the reason I bring it up is we have the data.
- Dianne has to input the data into an excel spreadsheet. It is also nice to know giving 42-56 largest demographic for giving, are larger are those retired. The key is to add value, people have to feel value in the church to give. Bottom line, new parents put faith into children's lives.
- Jason said that is what I am getting at, if I am getting more revenue in one area than I did last year, I want to know why, Getting into weeds feeds into higher level.
- Jen said some of this tracking will create conversations.
- Dianne said we have the average for 9:30 and 9:45 will show growth, would show church holidays.

Young Families and Young Adults:

- Tricia said we have decisions to make around young families with young children and young **adults 18–25**-year-olds, we thought about putting them under Engagement. Trisha, Laurel, and I came up with some measures. I think **18-25**, I think we shrunk to **18-21**, military and college age kids, when we came to talk about a measure, we only have a process measure, it is a non-strategic goal. The question is do we send this back, creating places and spaces for 18-21 to be and bring themselves. It is about connections on where they are currently. Do we go revisit or put under engagement.
 - a) Jen said I think the feedback will come back naturally.
 - b) Pastor Amelia said do we want it to be a major question.
 - c) Jason said I recommend taking it off for now, it is a desirable space to target. I think the younger families. Jen said I agree to build the base with younger families.
 - d) Trisha said let us go back to young families, they are strategic outcome measures. Assuming birth rates, baptism. You can tell how many families.
 - e) Pastor Amelia said maybe unless you are talking about the teenies, that is a different conversation, we are not staffed for that.
 - f) Jason, does it get added under growth? Could use the number of baptisms. Number of kids of the kingdom,
 - g) Trisha said we could add baptisms under growth.
 - h) Pastor Jon said we have some members and non-members doing baptisms. Same with RSG 40% may be considered members of King of Kings. Are getting those people here. It is a hard one to track, can we be intentional on marketing. Could be marketing/growth.
 - i) Jason said it starts with knowing where to start the marketing, knowing the data helps strategic where to focus.
 - j) Trisha said the more we talked about this, we had 3 obvious priorities. I think it is a year of exploration; I don't feel it is a strategic objective right now. I think there is already a lot to focus on.
 - k) New members, the fall class numbers to figure out the goal. Each group has latitude to figure that out.
 - l) Jen said Thank you.

2) Finance Update - Dianne

- a) Dianne said we are behind on revenue, if you look at expenses, the heating and electric are not as high as previous years.
- b) Other revenue and expenses, we used to offset by investments, credit card transaction, banking fees, compliance to be a credit card authorized user. It gives us a truer look on what we are doing.
- c) We are caught up with benevolence.
- d) We are looking at 102,000 in the hole, being in the hole for this time of year, it is just by a larger amount we would like to be. You can add 240,000.
- e) Next pages show you the correlation we brought in 30,000 more, what are we doing this year the organ, a high correlation to the organ fund. When you look at year-to- date we were up by 40,000.
- f) The predictor information year after year, we will come in short.

- g) 1.6 1.7 in the past we will see where we have a huge goal of 300,000 in December. With that increase in our budget, 222,000 + 300,000. We have used cash; some was the organ and operating costs.
- h) Jen said at what point could that happen?
- i) Dianne said-I need to talk about with Finance, the more than I transfer from Associated, the interest rate drops. Maybe we will look at Thrivent to move into Associated. With Thrivent you have to do a request and takes some time. 3.4 at Associated.
- j) Pastor Amelia asked, does the same thing happen at Thrivent?
- k) Dianne, I do not see the percentage would drop at Thrivent.
- l) Jens said 4.65 was the interest.
- m) Dianne said it is a crazy time for me besides keeping tracking of organ funds with pledge amounts, a lot are doing IRA and QCDS some are doing stock. I need to sell the stock. We have the contract for the organ that needs to be reviewed. I was hoping Todd could look at constructions needed. The budget for 2025, bare bones, very little opportunity for new hires, health insurance has gone up 8 percent, inflationary costs, property insurance cost have gone up more than 30 percent.
- n) The organ was delivered that day with the speakers. All the speakers have been taken down and new ones put up. Peggy with be here Saturday to hook up.
- o) Trisha asked when the budget would get approved.
- p) Jen said I will send you all the budget with a narrative.
- q) Kevin said we approve in January and congregation approves at the annual meeting.
- r) Dianne said the last Sunday in February, collated annual report printing needs to be done two weeks before the meetings.
- s) The council talked about the timing of the next annual meeting.

Jen moved to approve the annual meeting date on Sunday, February 23rd at 12:15 p.m.

Trisha seconded motion.

Motion passed (CC.24.12.33)

2024	October	Year-to-date
Contributions	166,071	1,635,975
Expenses	173,884	1,443,536
Net	(7,813)	192,439

2024	November	Year-to-date
Contributions	135,519	1,771,494
Expenses	154,910	1,598,445
Net	(19,391)	173,049

3) 2025 Stewardship Campaign / Budget

Church Life:

1. Organ
2. Connection Surveys

Staff Updates:

1. Monthly Staff Updates

“On our Radar”

1. Holy Grounds Café
2. Ready Set Grow Preschool
3. Project Needs
4. Role of Council - review

Upcoming Events and Meetings

1. Dec 24 – Christmas Eve Services
2. January 14– Executive Council
3. January 21– Council Meeting
4. Monthly Community Dinner – stop by to check it out

Adjourn Meeting – Jen 7:19 p.m.

Closing Prayer & Prayer Requests – Amelia

Appendix A: Staff Reports - No November meeting and rescheduled December 10th meeting too early for staff reports.