

# King of Kings Lutheran Church Church Council Minutes

October 15, 2024

## **Attendance**

### Members in Person

Jen McKinnon, President  
Jason Livingston, Vice President – arrived at 7:03 p.m.  
Todd Dexheimer, Member at Large – arrived at 6:32 p.m.  
Kevin Schwartz, Finance  
Jen Krumrie, Treasurer  
Tami Olson, Secretary  
Pastor Jon Larson, Lead Pastor  
Dianne Johnson, Executive Director

### Members Excused

Tricia Dege, Vice President  
Rebecca Kurtz Schwanke, Member at Large  
Pastor Amelia Houdek, Associate Pastor

The meeting was called to order at 6:30 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**

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

**Motion passed (CC.24.10.27)**

## **Approval of Agenda – Jen**

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

**Motion passed (CC.24.10.28)**

**Guest Presentation:** None

**Past Business:** None

## **PASTOR APPRECIATION MONTH!**

Jen presented Olive plants for Pastor Jon and Pastor Amelia

**Agenda Items:**

## 1. Update on Strategic Plan Next Steps: Tricia

Jen shared Tricia's email on the Strategic Plan updates:

**Q4 2024:**

- Before the November Council meeting, Tricia will be working with each team to solidify their metric and baseline. Several are completed but we need all of these in place and easily trackable.

**Q1 2025:**

- Recall that the Strategic Plan is a 3-year plan, so we will not "redo" this exercise next year. Rather, each team will be asked to dust off their plans.
- Confirm tactics (or make limited edits for 2025)
- Map out quarterly milestones.
- Set process measures.
- We also need to have visibility to progress at staff meetings (monthly) and Council meetings (quarterly). Tricia will work with teams to make progress tracking simple.

## 2. Update on Organ Fund: Dianne

- a. We have 82 pledges 104,680 as of today, 3 of these account for 55,000, November 24 is the final date for pledges, checks with pledges, have not been cashed and will stay locked up until after the pledge drive.
- b. Jen asked are they willing to give to other projects.
- c. Pastor Jon said this is a tough one their hearts are in around this. It is a question on how we are handing hearts, a question on the back end, who knows how this is all going to play out.
- d. Todd said we never had a pipe organ.
- e. Pastor Jon said for some people the pipes are important.
- f. Jen K asked about the second installment, 30 days from now.
- g. Kevin said people have asked if we can do a QCD for the pipes, it will be a case-by-case situation.
- h. Dianne said this is a plug and play and the speakers will be placed above the organ where they are currently.

## 3. Financial Update: Dianne / Kevin

- a. Jen K. said the total giving contributions down from YTD budget last month down 157,000.
- b. Total expenses were down, managing expenses well net short fall 16,000, we have investment income.
- c. The fund projections have us taking a 10-year average of giving and current contributions today we would have 150,000 deficits compared to the budget.
- d. Benevolence was not paid this month. Next month will look on track.
- e. Jen asked does benevolence change based on income or is it by budget?
- f. Dianne said it is paid regardless of incoming revenue.
- g. As we look at the budget in 2025 this is an area we may have to cut.

- h. Pastor Jon said when we set our budget, this is our commitment to our partners, as we look at 2025 what is our percentage of budget to keep us in alignment, it is not just the bottom line and the in-kind donations. There are a lot of asks of the congregations. We will have to look at the whole budget in entirety.
- i. Dianne said we have budgeted annual 30,000 for visitors, it is good to see our visitor actual revenue going up higher than predicted.
- j. Jen said were doing an excellent job on expenses,
- k. Dianne said it is personnel and building expenses. Excel bill is lower. Where we got hit was office expenses.
- l. Pastor Jon said one thing to take note is the comparable 2024 to 2023 one thing we were impacted by was 3M as you compare by year, we're doing relatively well, it is a shock to hear the numbers but looking at what we lost as far as giving. It is positive for visitor contributions.
- m. Dianne said when people are not on our roster, they are considered visitors, if they give 3 gifts in a row, we can invite them to explore King of Kings, when we have a first-time visitor gift, we send a thank you note, with online visitors we send an email, email that calls themselves anonymous, we do our best with all.
- n. Just curious and was not sure how that was handled, any other giving things happening.
- o. Dianne said we have a few families giving only to organ fund and not to general fund, we have four asks going at the same time, of displays in the gathering space has to do we need to get a grasp on how many things we are asking for and what we should uplift. Most of this is above benevolence.
- p. Jen said I did want to ask about the stewardship, what else do you need, can we help, I love the theme, Todd and Jason have all the stewardship on their minds from working on the leadership.
- q. Jason asked can I comment on that, Dianne's idea of a Father Daughter dance, maybe we can use something smaller and more focused as an activity, Dianne is great to do in the MPR and use that as a fund raiser to spruce up the MPR, not to pay off mortgage, lets get out get together type of mode.
- r. Jason said I thought let's get a group together to figure this out, red carpet, photo booth, it could be cool.
- s. Jen K. said maybe one in Community Ed not sure what is called.
- t. Jason said I think we will call it Daddy Daughter dance.
- u. Dianne said you would have the list from American girl camps.
- v. Jason said on the invites, come with your daughter and bring their friends.
- w. Jen said we can get bigger girls to work the photo both.
- x. Jason said we need to talk to Michael then for service hours.
- y. Pastor Jon said we are looking at the week before Thanksgiving as a potential build piece, we are looking at something in the gathering space, we will look at something different.

<b>2024</b>	<b>September</b>	<b>Year-to-date</b>
<b>Contributions</b>	127,930	1,469,904
<b>Expenses</b>	144,214	1,269,652
<b>Net</b>	(16,284)	200,252

**Other Committee Updates / New Business:**

- Building Updates
  - a) Dianne, the compressor has been replaced, was concerned about pipes, we have a couple updates due from the inspections, some sprinkler heads need to be replaced, the bill was about 12,000.
  - b) I think it’s good for the congregations to know some of the expenses.
  - c) Dianne said it is a wake-up call that the new side of the building is 18 years old, we have things over time that need to be replaced, we need to build up cash for these items. Johnny is working on the railing. Winter is always a concerning time, ice dams water pipes, a lot of due diligence of things to do before the winter. If we get tons of snow, we will have leaks.
  - d) Dianne, some of it is removing snow. We put heating elements on the sanctuary roof, that has really helped us as that was an area that would get ice dams.
  - e) Jen said I remembered a lot of people got ice dams a couple of years ago.
  - f) Pastor Jon said the offer to help with Stewardship did not fall on deaf ears, so Thank You!
  - g) Jen said we need to look at what the congregation will participate in and to see what they can rally behind and have fun.

**Upcoming Events and Meetings**

- Executive Team – Nov 12th
- Council Meeting – Nov 19th

The meeting was adjourned at 7:17 p.m.

Adjourn Meeting – Jen

**Closing Prayer & Prayer Requests – Pastor Jon**

**Appendix A: Staff Reports****October Staff Council Reports****Church Council Staff Reports October 2024****Pastor Jon****Leadership:**

- We continue to live into our second E4 Strategy which focuses on Engagement. We are not only seeing this theme played out in ministry but uplifted in worship through our “Connected Lives” series as well as the newly created Skills and Interests booklet. As we did with our Encourage them last year, it is great to have an annual focus that we are naturally living into.
- Whenever a new staff member comes onboard, we take time to review our relational covenant and what it means to live in community with one another. It’s a great check-in and check-up. We will continue to unpack it in the following weeks as we seek to maintain a healthy team/staff environment.
- We are in the process of getting a better handle on gathering space displays, congregational asks and Milestone cadence as they relate to worship. This has been an intentional focus in the past as it impacts other congregational initiatives and our general operating budget.
- Planning Page update: With Isabelle Hammond onboard as our Marketing Specialist, we will be leveraging the Planning Sheets as a baseline for communication. Team members have been instructed to utilize this resource along with in person dialogue with Isabelle to ensure ministry needs are being communicated. From the planning pages, Isabelle will identify the critical announcements for the weekend and how to best disperse additional information to the congregation. This will be a director level initiative across ministry lines to be sure that information is clearly provided. Once again, our main objective is to move ministry beyond day-to-day planning to discussions surrounding evaluation and long-range visioning, planning and implementation.
- As we live into our engagement strategy, Laurel will be working with her team on garnering pictures of families engaged in education which will help with our connection through ACS.
- This year’s Stewardship Campaign theme is “For Every Season” and will be leveraging several Legacy Gifting Concepts and language. The Campaign speaks into the various seasons of life that we find ourselves going through and how we can be invited into a new season of giving that supports the mission and ministry of King of Kings. An article was written highlighting this campaign in the Quarterly Update that will be going out with Giving Statements. The Stewardship Campaign is slotted for January.

**Worship:**

- We are currently in our “Connected Lives” Series. Isabelle is buttoning up the Advent Devotional that goes along with our series, “ChristMESS – God’s Gift for a Messy World.” Work continues on our Lenten Series and Devotional. I am working on a 40-day reflection that challenges readers to prepare their hearts for the next day.
- It is great having Pastor Amelia pouring new energy into the wording around the Baptismal Service and re-write several Faith Milestone blessings including Welcome to Kids of the Kingdom, Bible Blessing and Confirmation. New this year was a welcome to Confirmation milestone. Kudos! It’s great to have a different voice and being invited into the revision process. It’s a great partnership.

**General:**

- I was able to take some time off September 16-25.
- I had a funeral and offsite burial on October 12.
- I am slated to be the guest presenter at the Retired Men's Group Meeting November 12.

**Nominating Committee**

- No update

**Pastor Amelia****Jake**

- Installed the new sound board in the sanctuary! It's great and does everything I need it to
- Updated wireless microphones in the MPR - the old ones were almost unusable
- Working on getting the old sanctuary board setup in the MPR for more ease of use

**Laurel****Michael**

- Confirmation is up and running! It's been a great fall so far...we have about 110 students or so registered for the year
- Planning Summer trips for both our MS and HS students - we are looking at returning to Flathead Lutheran Bible Camp in Montana for our HS students - we will spend our time there in adventure with a little service mixed in - Going to try some camping, sailing, high/low ropes course, and so much more! For our MS I am in conversation with an organization to head to somewhere like Milwaukee - this one is a bit more up in the air though...
- Getting things in order for Confirmation Sunday - we will have 58 students being confirmed this fall
- Planning our confirmation retreats out at WAPO - first one will be in November. We offer two opportunities to head out there during the year.
- Fall party - after party - Just a chance for our MS and HS students to come hang out after the fall party!

**Paula**

- **34 3rd graders** received their Bibles and learned how to use them in early October. So great to partner with congregation and parents to celebrate putting the Word of God into the hands of our students.

- **2nd graders had their Kids & Money Faith Milestone.** This year their \$200 offering challenge will be purchasing board games to support the Loaves and Fishes Christmas gift program.
- **Kids of the Kingdom** has a full slate of volunteers at 9:30. Still a few teacher openings 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. Grateful to subs who have been able to step in as needed. Offering this fall is supporting Basic Needs Food Pantry. The goal is to raise \$800 with help from the mission team which is approximately about 4 tons of food that Basic Needs can purchase. Which is about the size of an elephant. Check out Ellie enjoying apples to track the amount being raised.
- **Fall Party** planning is in full swing. Donations and party supplies are starting to stack up. Looking forward to a fun night. Mason will be back next week to help. Will be starting to decorate on Monday.
- **Christmas Program** is being finalized and practicing will start after fall break.
- Starting to look towards summer.

Pam

Andrea

Dianne

- Beginning the budgeting process for 2025 including health/dental benefit price comparisons.
- Life/LTD benefit process for 2025
- Looking to change broker for the pension (403b) fund through Voya
- Isabelle Hammond is staying on long term as our FT Marketing Specialist
- Working on a leasing contract on a copier- better machine for less monthly cost.
- Thank you to Johnny for the work on the North Parking lot railing- rust removal, new application of rust protection and then painting. In addition, the new van accessible handicap signs are now installed by the RSG entrance.
- MPR is now complete with painting, carpet and stage removal allowing for an updated look with more usable space.
- Supervised another Eagle Scout project located by the front entrance creating a drainage area by the water spigot.
- Helping prepare the 3rd quarter newsletter along with giving statements to be mailed out next week.
- Pledge drive continues: 82 pledges received for a total of \$104,680- we have had some enclosed payments yet those checks will remain uncashed until it is decided we have enough to move forward with the project.