



2025 Annual Meeting

Steppingstones of Faith

1141 Cardinal Street, Chaska, MN 55318

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crownofglory.org



Index

<u>Content</u>	<u>Page #</u>
2025 Annual Meeting Agenda	3
2024 Annual Meeting Minutes	4-10
2024 Pastor Reggie Klindworth's Report	11-12
2024 Pastor Laura Laughlin's Report	13-14
2024 Gretchen Mitcham's Report	15
Ministry Team Reports:	16-20
Welcome Team	16
Time, Talents, & Tasks Ministry	16
Faithful Knitters Ministry	17
Kitchen Essentials Ministry	17
Fare for All	18
Justice & Inclusion Team	19
Faithful Knotters Ministry	20
2024 Key Statistics	21-23
2025 Nominating Committee	24
2024 Financial Review	25
Financial Updates:	26-28
2024 Statement of Financial Position	26
2024 Comparative Statement of Activities	27
2025 Proposed Sustaining Fund Budget	28
2025 Minneapolis Area Synod Assembly	29
Closing Prayer	29
Adjournment	29

2025 Annual Meeting Agenda

- Gathering Song
 - Call to Order and Opening Prayer (Pastor Reggie)
 - Confirm Quorum
 - Adoption of Agenda & Review of Rules of Procedure
 - Reception of Minutes of Annual Meeting – February 11, 2024
 - Review of 2024 Blessings and Highlights
 - Report of the 2025 Nominating Committee
 - Election of New 2025 Council Members
 - Appointment of New 2026 Nominating Committee
 - Presentation of Reconciling In Christ Video.
 - ♦ Reconciling In Christ Discussion and Adoption
 - Financial Update
 - ♦ Adoption of 2024 Audit Committee Report
 - ♦ Review of 2024 Actual to Budget Variances
 - ♦ Construction Loan Update
 - ♦ Presentation & Adoption of 2025 Budget
 - Being Church Together- How You Can Serve at Crown of Glory!
 - Election of Synod Assembly Delegates
 - Closing Prayer (Pastor Laura)
 - Adjournment
- 2024 monthly Church Council Minutes are not printed in this document but are available upon request.

2024 Annual Meeting Minutes

2024 ANNUAL MEETING MINUTES

FEBRUARY 11TH 2024 HYBRID FORMAT - BOTH IN PERSON AND VIA ZOOM INTERNET VIDEO CONFERENCING

CALLED TO ORDER AT 10:20 AM

BY Council President Jodi Sie

OTHER COUNCIL MEMBERS PRESENT: Pastor Reggie Klindworth, Pastor Laura Laughlin, Vice President Bob Chinnock (via Zoom), Secretary Sarah Morrow, Steve Clay, Troy Seefeldt, Kate Peterson, Becky Varone, Rachel Berg Scherer(via Zoom)

COUNCIL MEMBERS ABSENT: Mikel Jones

TYPE OF MEETING: Annual Congregational Meeting

RECORDING SECRETARY: Sarah Morrow

MUSICAL OFFERING lead by Pastor Laura

OPENING PRAYER lead by Pastor Reggie

10:25 AM - QUORUM VERIFIED: 64 members present for the meeting, of which 58 were present in the Sanctuary and physically counted by Grant Taylor; and 6 were present via Zoom Video Conferencing monitored by council member Kate Peterson. Both quorum counts were witnessed and verified by Secretary Morrow. In the same manner, all subsequent votes on motions were counted in person by President Sie; Zoom by council member Peterson, and verified by Secretary Morrow.

10:25 AM - ADOPTION OF AGENDA: After a brief discussion on the Rules of Procedure, a *Motion was made by Steve Clay, seconded by Grant Taylor to adopt the Agenda without change. All in favor, none opposed. Motion Passes.*

10:25 AM - RECEPTION OF MINUTES of the February 12, 2023 Annual Meeting. *Motion by Ross Peterson, seconded by Yvonne Ramsland to approve the Minutes as presented in the packet. All in favor, none opposed. Motion Passes.*

2023 REVIEW OF BLESSINGS: President Sie recapped our blessings and achievements over the past year.

A year of building community and trying new things:

- Chili Tailgate Party
- Saturday Easter Hike

2025 Minneapolis Area Synod Assembly

2025 Minneapolis Area Synod Assembly:

- * Elect/Appoint up to 4 adult voting delegates from CoG to attend the ELCA Minneapolis Area Synod Assembly. We are also invited to elect at least one youth (6th to 12th grade).

Dates and locations:

- ♦ Friday, May 2 (6:30 p.m. worship at Bethlehem Lutheran-Twin Cities followed by light reception)
- ♦ Saturday, May 3 (9:00 a.m. business meeting at Lord of Life Lutheran, Ramsey along with a service project, community time, and a performance from the newly formed Synod Youth Choir)

⇒ The assembly celebrates the Synod's ministry and sets a budget for the coming year.

Closing Prayer/ Adjournment

2024 Financial Update 2025 Proposed Sustaining Fund Budget

2025 Budget
(Cash Flow Basis)

	Sustaining Fund				Notes:
	2025 Budget	2024 Actual	2024 Budget	2024 Variance	
REVENUES:					
Total Offerings	\$ 560,000	\$ 536,604	\$ 584,598	\$ (47,994)	
Rent	93,485	112,149	113,756	(1,607)	
Special Events/Fundraisers	37,882	20,806	21,000	(194)	
Other Sources	11,800	18,717	7,150	11,567	Sustaining Fund - Includes \$75 for Justice & Inclusion Revenue (Fund Closed 2/2024)
Total Revenues	\$ 703,167	\$ 688,276	\$ 726,504	\$ (38,228)	
EXPENSES:					
Church Staff	348,316	314,395	332,579	(18,184)	
Worship & Music Ministry	7,480	6,656	6,450	206	
Witness & Fellowship	3,750	8,677	4,550	4,127	
Facilities	37,650	45,155	40,200	4,955	
Children's Ministry	1,000	824	1,950	(1,126)	
Youth Ministry	4,000	7,428	4,880	2,548	
Benevolences and Outreach	-	6,963	3,250	3,713	Sustaining Fund - Includes \$68 for Justice & Inclusion Expenses (Fund Closed 2/2024)
Adult Ministry	185	1,389	1,150	239	
Office Operations	73,258	72,531	79,133	(6,602)	
Finance Fees/Other	600	11,169	-	11,169	
Total General Expenses	476,239	475,187	474,142	\$ 1,045	
Mortgage, P&I	226,928	228,284	242,960	(14,676)	2024 Mortgage Interest-only Payment of \$14,145 paid from loan proceeds when refinancing mortgage, June 2024.
Personal Loan P&I	-	207,643	5,500	202,143	
Total Mortgage/Loan Expenses	226,928	435,927	248,460	187,467	
Total Expenses	703,167	911,114	722,602	188,512	
Mortgage Modification Loan Proceeds		239,990	-	239,990	
Transfers In/Out		(11,872)	-	(11,872)	Interfund Transfers
Net Gain (Loss)	\$ -	\$ 5,280	\$ 3,902	\$ 1,378	

2024 Annual Meeting Minutes Continued

- Easter Sunday Brunch & Egg Hunt
- Yoga in the Sun Hall
- Wednesday Summer Worship and Fellowship
- Return of Senior High Mission Trip
- Return to River City Days
- Vacation Bible School
- New ministries - Welcome Team and Table of 7
- Advent Tea
- Christmas Cantata - all music groups
- Christmas Narrative
- SPARK Sunday School let by volunteers
- Worship Whiteboard

A year of expanding our knowledge lead by Pastor Laura and the Justice and Inclusion Team:

- Reconciling in Christ (RIC) Forums
- The Lord's Prayer
- Global Health Ministries
- Latino V.O.I.C.E.S de Minnesota
- Antisemitism 101
- Mennonite/ Anabaptists and the Doctrine of Discovery
- Good in the 'Hood

Sustained financial position, infrastructure and administration:

- Fundraisers - Rummage Sale raised over \$6,500 and Fall Social raised over \$24,000
- Paydown construction loans
 - ◊ \$21,750 repaid in 2023
 - ◊ \$15,668 pledged for 2024 Special Appeal
- 2024 Sustaining Fund Appeal
 - ◊ \$354,184 pledged

Restructuring of Pastors' Call:

- Recap of CYF position and change music ministries
 - ◊ Staff turnover with Admin Assistant, SPARK Director, and Music Director
 - ◊ Based on Sep. 2023 contribution numbers we paused the hiring of CYF but moved forward with Pastors restructure
 - ◊ Thank you to Sherri Ericksrud for her help in creating the new Call letters.
- Pastor Reggie changes:
 - ◊ Added SPARK Ministry
 - ◊ Leading Children's Milestone Ministries
 - ◊ Removed Supervisor of Director of Worship and Music
- Pastor Laura changes - Title changed to Pastor of Worship and Music
 - ◊ Overseeing music ministry

2024 Annual Meeting Minutes Continued

- ◇ Supervise worship music planning and contracted musicians
- ◇ Women's and Couple's Bible Studies transitioned to volunteers
- ◇ Still assists with Adult Forum as able
- ◇ Removed SPARK Ministry

2023 Key Statistics:

- 8 Baptisms this year
- 28 New Members
- 1 Member Wedding
- 4 Member Funerals
- 31 Registered Spark Students
- 17 First Communion Students
- 29 VBS Youth Participants
- 12 Registered for Connect
- 28 Registered for Confirmation
- 14 9th Grade Confirmands
- 2,699 Pounds of food donated to Bountiful Basket
- 206 Quilts Donated
- 117 Knitted/crocheted items donated
- Served about 1400 Wednesday meals

Attendance numbers: Yearly attendance totals, up about 920 from 2022 to 2023

- 8,645 Total yearly attendance in 2022 (In Person and Livestream)
- 9,592 Total yearly attendance in 2023 (In Person and Livestream)
- 161 Average Sunday Attendance (In Person, January 2 - December 18)
- 34 Average Sunday Views (Next Day Livestream)
- 23 Average Saturday Attendance (In Person, January 8 - December 17)
- 24 Average Wednesday Summer (In Person)
- 165 Average Wednesday Lenten Worship (In Person, March 3 - April 6)
- 12 Average Wednesday Lenten Worship (Next Day Livestream)
- 481 Christmas Eve Worship Attendance (In Person, December 24)
- 36 Christmas Eve Worship Views (Next Day Livestream)

10:37 AM - REPORT FROM 2023 NOMINATING COMMITTEE: Appreciation was expressed for the four outgoing council members whose terms are expiring; Jodi Sie, Becky Varone, Steve Clay, and Rachel Berg Scherer

The Nominating Committee, Deb Mangen and Grant Taylor, and Pastor Reggie presented the names of the three 2023 nominees who have agreed to stand for election to the three open council positions. They are:

- Erick Larson
- Deb Mangen
- Kristi Kirsch

2024 Financial Update 2024 Comparative Statement of Activities

CROWN OF GLORY LUTHERAN CHURCH COMPARATIVE STATEMENT OF ACTIVITIES DECEMBER 31, 2024						
	12/31/24 Sustaining	12/31/24 Capital Improvement	12/31/24 Youth	12/31/24 Other	2024 Total	2023 Total
REVENUES:						
Offerings***	\$ 536,604	\$ 8,991			\$ 545,595	\$ 581,388
Registrations - Confirmation, Connect, Sunday School			4,770		4,770	4,205
Benevolences / Special Purpose*	8,544		4,532	9,569	22,645	22,410
Facility Rental Income	112,149				112,149	107,555
Other	10,173	9,113		310	19,596	11,958
Special Events/Fundraisers	20,806				20,806	32,834
Member Loan Forgiveness					-	-
Total Revenues	\$ 688,276	\$ 18,104	\$ 9,302	\$ 9,879	\$ 725,561	\$ 760,350
EXPENSES:						
Church Staff	\$ 314,395				\$ 314,395	\$ 336,885
Worship and Music	6,656		244		6,900	11,377
Witness and Fellowship	8,677				8,677	6,025
Facilities	45,155			1,332	46,487	38,565
Children's Ministry	824		951		1,775	3,811
Youth Ministry	7,428		10,538		17,966	15,012
Benevolence and Outreach**	6,963			7,409	14,372	2,681
Adult Ministry	1,389				1,389	1,579
Office Operations and Administration	72,531				72,531	73,168
Depreciation	115,718			712	116,430	116,051
Mortgage & Member Loan Interest****	170,454				170,454	155,221
Finance Fees / Other	11,169		102	14	11,285	1,134
Interfund Transfer (Flooring, Youth, Special Gifts)	11,872	(11,830)		(42)	-	-
Total Expenses	\$ 773,231	\$ (11,830)	\$ 11,835	\$ 9,425	\$ 782,661	\$ 761,509
Change in Net Assets	\$ (84,955)	\$ 29,934	\$ (2,533)	\$ 454	\$ (57,100)	\$ (1,159)
Ending Balance 2023 Net Assets by fund	\$ 977,036	\$ 8,028	\$ 5,132	\$ 57,241	\$ 1,047,437	\$ 1,048,596
Ending Balance 2024 Net Assets by fund	\$ 892,081	\$ 37,962	\$ 2,599	\$ 57,695	\$ 990,337	\$ 1,047,437

*Sustaining Fund - Includes \$75 for Justice & Inclusion Revenue (Fund Closed 2/2024)

**Sustaining Fund - Includes \$68 for Justice & Inclusion Expenses (Fund Closed 2/2024)

***Capital Improvement Fund - Includes \$8,991 from Building Special Appeal (Fund Closed 6/2024)

****2024 Mortgage Interest-only Payment of \$14,145 paid from loan proceeds when refinancing mortgage, June 2024.

2024 Financial Update

2024 Statement of Financial Position

CROWN OF GLORY LUTHERAN CHURCH COMPARATIVE STATEMENT OF FINANCIAL POSITION DECEMBER 31, 2024						
	12/31/24 Sustaining	12/31/24 Capital Improvement	12/31/24 Youth	Other 12/31/24	2024 Total	2023
ASSETS:						
Cash and Equivalents						
Checking Account - Bank Vista	\$ 68,978	\$ 37,962	\$ 2,599	\$ 18,169	\$ 127,708	\$ 110,520
Savings Account - Bank Vista				1,003	1,003	34,643
10 Month CD - Bank Vista	2,231			32,769	35,000	
Schwab Account						3,608
Total Cash and Equivalents	\$ 71,209	\$ 37,962	\$ 2,599	\$ 51,941	\$ 163,711	\$ 148,771
Fixed Assets						
Building / Furniture & Fixtures	\$ 4,190,028			\$ 7,118	\$ 4,197,146	\$ 4,191,409
Accumulated Depreciation	(778,277)			(1,364)	(779,641)	(663,211)
Land	91,580				91,580	91,580
Total Fixed Assets, Net	3,503,331	-	-	5,754	3,509,085	3,619,778
Total Assets	\$ 3,574,540	\$ 37,962	\$ 2,599	\$ 57,695	\$ 3,672,796	\$ 3,768,549
LIABILITIES:						
Deferred Revenue - Rent/Building Use	\$ 1,020				\$ 1,020	\$ 15,280
Accounts Payable						\$ 216
Deferred Payable - Carnegie Choir Trip	1,310				1,310	
Current Portion of Long-term Debt - Mortgage	38,016				38,016	98,165
Current Portion of Long-term Debt - Member Loans						77,000
Total Current Liabilities	40,346	-	-	-	40,346	190,661
Mortgage	2,642,113				2,642,113	2,402,201
Member Loans						128,250
Total Long-term Liabilities	2,642,113	-	-	-	2,642,113	2,530,451
Total Liabilities	\$ 2,682,459	\$ -	\$ -	\$ -	\$ 2,682,459	\$ 2,721,112

CROWN OF GLORY LUTHERAN CHURCH COMPARATIVE STATEMENT OF FINANCIAL POSITION DECEMBER 31, 2024						
	12/31/24 Sustaining	12/31/24 Capital Improvement	12/31/24 Youth	Other 12/31/24	2024 Total	2023
NET ASSETS:						
Sustaining Fund	\$ 892,081				\$ 892,081	\$ 977,036
Parking Lot Fund						
Capital Improvement/Building Special Appeal		37,962			37,962	8,028
Youth:						
Youth Mission Trips			-		-	509
Confirmation			1,788		1,788	3,890
Connect			276		276	146
Sunday School			535		535	587
Total Youth:			2,599		2,599	5,132
Other:						
Seasonal Décor				1,532	1,532	1,532
Justice & Inclusion				-	-	7
Paraments				300	300	300
Landscaping				436	436	1,768
Special Gifts/Memorial				33,823	33,823	34,643
Healing Ministry				132	132	132
Faithful Knotters				2,029	2,029	220
Advent Tea				1,018	1,018	2,036
Pastor's Emergency Fund				29	29	29
BSA Troop #174				12,004	12,004	10,000
Kitchen Essentials Ministry				530	530	
Door Fund				5,862	5,862	6,574
Total Other:				\$ 57,695	\$ 57,695	\$ 57,241
Total Net Assets	\$ 892,081	\$ 37,962	\$ 2,599	\$ 57,695	\$ 990,337.00	\$ 1,047,437
Total Liabilities and Net Assets	\$ 3,574,540	\$ 37,962	\$ 2,599	\$ 57,695	\$ 3,672,796	\$ 3,768,549

2024 Annual Meeting Minutes Continued

10:38 AM - ELECTION OF NEW 2023 COUNCIL MEMBERS: President Sie asked three times if there were “any other nominations” from the floor. Hearing none, *a Motion was made by Grant Taylor, seconded by Bob Lindahl to accept the slate of candidates by acclamation rather than ballot. All were in favor, none opposed. Motion Passes.*

10:39 AM - President Sie then reported that Sherri Ericksrud was the nominee for the 1 year term. President Sie asked three times if there were “any other nominations” from the floor. Hearing none, *a Motion was made by Deb Mangen, seconded by Steve Clay. All were in favor, none opposed. Motion Passes.*

10:40 AM - APPOINTMENT OF 2024 NOMINATING COMMITTEE: President Sie thanked the Nominating Committee for their work this year and asked for volunteers to be on the Nominating Committee for 2024. Grant Taylor and Jodi Sie volunteered to serve on the committee. No discussion and President Sie asked three times. *A Motion was made by Pastor Reggie, seconded by Pastor Laura. All were in favor, none opposed. Motion Passes.*

10:41 AM - 2023 FINANCIAL REPORT/UPDATES: For a full report on the 2023 financials please refer to the 2023 Annual Report.

2023 Audit Report: The Annual Audit Report was presented on behalf of Audit Committee members. After review of the financial statements of Crown of Glory as of December 31, 2023 it was their opinion that the statements fairly presented the financial position and the results of operations for the past twelve months.

2023 Summary

- Recapped last year’s 3 year budget proposal to build back to balance. Approved a budget to be \$23K in the red,
- 2023 ended about \$1K in the red. Ahead \$27K of budget. BUT, we were \$38K behind in contributions, reduced staff expenses, fundraisers.

Sustaining Fund Operating Budget			
	2023 Actual	2023 Budget	2023 Variance
Revenues:			
Contributions	\$556,760	\$594,985	\$(38,225)
Rent	107,555	109,584	(2,029)
Fundraisers	32,834	20,000	12,834
Other Income	17,883	4,450	13,433
Total Revenues	715,032	729,019	(13,987)
Expenses:			
Staff	336,640	372,815	(36,175)
Other Expenses	132,252	135,846	(3,594)
Total Expenses	468,892	508,661	(39,769)
Loan Expenditures	269,850	248,100	21,750
Total Expenses and Loans	738,742	756,761	(18,019)
Transfers In	22,650	-	22,650
Net Operating Cash Flow	\$ (1,060)	\$(27,742)	\$26,682

2024 Annual Meeting Minutes Continued

- Cash Summary update - unrestricted funds \$113K and end of 2023 \$119K. Better cash position. During the year, voted to move the “parking lot” fund into the “sustaining fund” to help with the ups and downs of cash flow throughout the year.

Cash & Cash Equivalent Summary		
	Balance as of 12/31/2023	Balance as of 12/31/2022
Unrestricted Funds:		
Sustaining Fund Balance	\$84,835	\$51,363
Special Gifts/Memorials	34,643	34,970
Parking Lot Fund	-	27,147
Total Unrestricted Funds	\$119,478	\$113,480
Restricted Funds:		
Building Special Appeal	\$8,028	\$5,150
Other	21,264	26,764
Total Restricted Funds	\$29,291	\$31,914
Total Cash	\$148,769	\$145,394

- Construction loans and Mortgage update: paid off about \$22K in debt. \$205K left. 2024 - \$77K due. Mortgage balance is \$2.5M. Rate change in Nov that will change our monthly payment

Construction Loans:	
Loan Balance - 1/1/2023	\$ 227,000
Loan Payoffs	(21,750)
Loan Balance - 12/31/2023	\$ 205,250

Mortgage:	
Loan Balance - 1/1/2023	\$ 2,593,256
Loan Payoffs	(92,890)
Loan Balance - 12/31/2023	\$ 2,500,366

Construction Loan Maturity Dates:	
2024	\$ 77,000
2025	59,250
2026	54,000
2027	15,000
Total	\$ 205,250

Mortgage Details:	
Monthly Payment	\$ 20,135
Current Interest Rate	5.75%
Rate adjustment	11/01/24

2024 Financial Review

**Financial Review
Crown of Glory Lutheran Church
For the Year Ended December 31, 2024**

To the church council and members of Crown of Glory Lutheran Church:


We have reviewed the financial statements (Statement of Financial Position and Statement of Activities) of Crown of Glory Lutheran Church as of December 31, 2024. Our review included examining (on a test basis) evidence supporting the amounts included in the financial statements. As part of the review, we also interviewed the treasurer/bookkeeper. We believe our review provides a reasonable basis for our opinion.

In our opinion, the financial statements fairly present the financial position as of December 31, 2024 (excluding the valuation of the Church’s fixed assets for which we give no opinion) and the results of operation for the twelve-month period ending December 31, 2024 of Crown of Glory Lutheran Church.

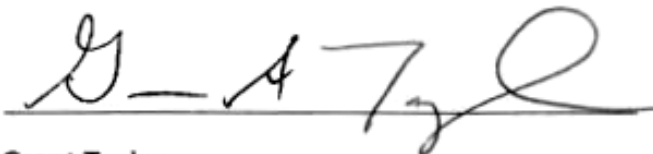
2024 financial review members:



Adrea Mauseth



Jodi Sie



Grant Taylor

2025 Nominating Committee

This year's Nominating Committee (Grant Taylor, Jodi Sie, and Pastor Reggie Klindworth) are pleased to report the following persons have agreed to stand for election to the Church Council:

Three Year Terms

- ◆ Sherri Eriksrud
- ◆ Chad LaGow
- ◆ Bill Tyler

Thank you for the opportunity to serve recruiting candidates.

Submitted by: Pastor Reggie Klindworth

2024 Annual Meeting Minutes Continued

2024 Proposed Budget - reviewed 5 different proposals

- All proposed included
 - * Reinstatement of staff benefit
 - * \$36,600 increase in contracted employees
 - * 5% Increase in contributions
 - * 5% Increase in rent (Preschool Place & Driving School)
 - * 5% Increase in fundraisers

 - Proposals differ:
 - Proposal #1
 - * Full time CYF position hired in July
 - * 3% increases
 - Proposal #2
 - * Part-time SPARK Director hired in July
 - * 3% Staff raises
 - Proposal #3
 - * No additional staff hired in 2024
 - * 3% Staff raises
 - Proposal #4 & 5
 - * No additional staff hired in 2024
 - * 4% and 5% Staff raises, respectively
- *Finance team and council voted to approve proposal #2. Even though we could end 2025 ahead \$23K, the teams evaluated whether it was sustainable to continue at the staffing levels we are at. Proposal #2 hires a part time SPARK Director later in the year to help.

Budget Proposal # 1 CYF	Budget Estimate #1 CYF	Budget Proposal #2 Spark Director	Budget Estimate #2 Spark Director	Budget Proposal #3 No New Hires	Budget Estimate #3 No New Hires
2024	2025	2024	2025	2024	2025
\$ (12,724)	\$ (34,781)	\$ 3,902	\$ (1,529)	\$ 18,097	\$ 23,662

10:53 AM - Opened for discussion on proposed 2023 budget

- Corky Jochum asked to review Proposal #2 again. A: President Sie recapped Proposal #2 again, and clarified that we are only voting on the 2024 budget.
- Eric Larson asked to clarify the thought process of Proposal #1. A: The financials were really the driving force, but also building a Sr. High Youth Group and looking for volunteers to bridge that gap right now. Pastor Reggie added we did a more broader look at calling a full time CYF and what our future might look like beyond that.

2024 Annual Meeting Minutes Continued

- Doug Sales - commented that he would challenge us to get the youth back and encourage us to look at trying something soon.
- Amy Alberg - Q: For the SPARK position, what qualifications are we looking for in the part time SPARK candidate. A: Pastor Reggie answered, it would be awesome if they were in seminary, love someone with college, however, the field is very very slim. Pastor Reggie has been in contact with the Synod and if we need to be prepared to pay very well to become attractive. But someone with a big heart, smile and love for Christ. We did raise the wage.
- Zoom question from Brian. Q: Have we considered an internship for the CYF position? A: Yes, we did, but the field is again very slim for those candidates. Pastor Laura answered that we've had several conversations with the Synod and the decline in seminary students. Those in the ministry are seeing this as a turning point.

11:05 AM - Motion by Steve Clay, seconded by Grant Taylor to approve the 2024 Sustaining Fund Budget as presented. President Sie asked 3 times for more discussion. All approved, no opposed. Motion Passes.

President Sie added that as we move through 2024, the Finance committee will continue to monitor.

How You Can Serve at Crown of Glory:

- Participate in the several Ministry Teams
 - * Immediate need is the VBS planning team. Please reach out to one of the pastors
 - * Volunteers to start a Sr High Youth Group
 - * Volunteers in keeping SPARK going.
 - * Connect Ministry
 - * Event Planning - Rally Weekend, Fall Social, etc.
 - * Wednesday Dinner Team

11:12 AM - ELECTION OF SYNOD ASSEMBLY DELEGATES: President Sie asked for interested members to volunteer to be Crown of Glory's delegates to the ELCA Minneapolis Area Synod Assembly. We are looking for four delegates and one youth. Pastor Laura gave a quick summary of what happens and that this would be a great year to attend to vote in a new Bishop and be a part of important discussions.

- Asked for volunteers; Rachel Berg Scherer volunteered.

FINAL COMMENTS/REMARKS:

- Amy Alberg commented on showing appreciation for all the volunteers that have consistently helped out. Suggested an appreciation dinner. She recognized the pastors are always great about thanking and showing appreciation.
- Grant recognized Jodi for her leadership and all the work she has done this past year.
- President Sie thanked everyone for attending and sharing their faith, vision, passion, time, talents and financial gifts.

11:15 AM - CLOSING PRAYER led by Pastor Laura

11:17 AM - ADJOURN: Motion by Corky Jochum, second by John Posselt to Adjourn. All in favor, none opposed. Motion Passes.

2024 Key Statistics

[Compared with 2023]

2018-2024 Awarded Clean Energy Program from City of Chaska

	Baptisms	Member Weddings	Member Funerals	New Members Welcomed
2023	8	1	4	28
2024	10	4	4	32

	Adult Leaders for Senior High Youth	Adult Leaders for Confirmation
2023	1	8
2024	1	7

	Enrolled SPARK Students	Total First Communion Students	VBS Youth Participants	Registered for Connect	Registered for Confirmation	9 th Grade Confirmands
2023	31	17	29	12	38	14
2024	23	7	N/A	21	35	9

	Wednesday Dinners Served	Pounds of Food Donated to Bountiful Basket	Donated to Bountiful Basket	Quilts Donated	Knitted & Crocheted Items Donated	Kitchen Essentials (# of Households)
2023	1,399	2,699	\$10.00	206 (211?)	117	57
2024	1,779	2,698	\$630.00	184	147	59

	Fare for All (total # of yearly sales)	Feed My Starving Children (contributions)	Feed My Starving Children (# of packed meals)
2024	543	\$250.00	862

2024 Key Statistics

[Compared with 2023]

Special Worship Services Attendance

2023	Total In Person	Livestream Views	Next Day Total Livestream Views
Maundy Thursday	125	8	24
Good Friday	102	15	25
Saturday Taizé	N/A	N/A	N/A
Easter Sunday	400	19	25
Confirmation	187	N/A	14
Children's Narrative	128	N/A	58
Christmas Cantata	240	33	99
Christmas Eve	481	14	36

2024	Total In Person	Livestream Views	Next Day Total Livestream Views
Maundy Thursday	84	23	42
Good Friday	125	20	37
Saturday Taizé	43	N/A	N/A
Easter Sunday	375	22	84
Confirmation	133	N/A	12
Children's Narrative	121	N/A	35
Christmas Cantata	252	30	94
Christmas Eve	548	16	44

2024 Senior Pastor Reggie Klindworth's Report

"Steppingstones of Faith"

Dear Friends in Christ,

The past year was a year of walking a path of "Steppingstones of Faith" together. Crown of Glory experienced new energy in so many ways from new ministries, new staff members, to new milestones. 2024 was also a year of celebrations. 2024 was the first year we have had so many musical ensembles assembled for our Christmas Cantata worship. Overall, we learned that Crown of Glory is a congregation that continues to be shaped by the promise of God's love as we step forward in faith.

Crown of Glory mourned the passing of four beloved members in 2024. We give thanks for the memory of Barbara Quaschnick, Gary Corpron, John Canfield, and Trish Miller. Over this past year we remembered and celebrated each of these siblings in Christ with loving care.

I am grateful for my colleague and partner in ministry, Pastor Laura Laughlin! She leads the worship and music ministries with enthusiasm and excellence. This shift led to many new opportunities for her to use her musical gifts. Pastor Laura conducts the Chancel Choir and partners with Ginger Larson, the Piano Accompanist, to oversee other music ministries. One of our new staff additions, Grace Becker, leads Servant Song. The Chancel Chimers is directed by Crown of Glory member, Sarah Morrow, the Director of Bell Choir. Pastor Laura continues to bring passionate and engaging messages and leads worship with enthusiasm. Pastor Laura also supervises the Altar Guild, AV Team, the Worship Assistants, the Worship Arts Team, and Hospitality Team, in addition to working closely with Staff to coordinate our worship arts. She continues to offer energy and insight as she leads and partners in the seasonal worship planning throughout the year. Pastor Laura also serves in multiple ways as a liaison to several ministry teams, including the Church Council, Justice and Inclusion Team, and the Décor Team. Worship Arts team. She also serves as a partner on the Stewardship Team and throughout the year she shares her gifts as an editor.

In July, we welcome Crown of Glory member, Gretchen Mitcham as the Interim Director of SPARK Ministry. Gretchen previously served as a teacher in the public school. Gretchen has found a wonderful connection with our SPARK families and her interim is scheduled through the program year of 2025!

Ashley Pederson serves as the Finance Manager of the church. She keeps our accounts in order and oversees the management of church finances. Ashley worked closely with our Church Council and Staff throughout the year as we saw inflation rates go up, especially in building and energy costs. She serves on the Executive and Finance Teams throughout the year. Ashley also leads our Audit Team as they provide their talents in completing the end-of-year audit of the church finances. Ashley also volunteered to serve on our Children's Christmas Narrative Planning Team this year! I'm thankful for the excellence she shows in her work and for her caring spirit!

2024 Senior Pastor Reggie Klindworth's Report Continued

Sara Keim serves as our Office Administrative Assistant. Sara joined our staff just a year ago and she continues to excel at keeping the church running smoothly! She oversees all communications, including worship bulletins, the weekly eNewsletter, website, bulk mailing, and she is the designer and developer of the Stewardship Appeal mailing. Sara also organizes and coordinates building use for ministry teams, activities, and community groups. She is a valuable part of our Staff and continues to offer her creativity and caring spirit in her work. I am grateful for Sara's talents and for the creativity she brings to her work.

Throughout the year, the Church Council did an incredible job partnering with and support the Staff in their providing of ministries and leadership. In 2024, many of our Church Council members helped coordinate and organize our Fall Social fundraiser that was successful: the Garage Sale and the Fall Social. I am also thankful for the partnership of our Executive Officers. Overall, each Council Member demonstrated strong leadership gifts.

I continued to enjoy leading and teaching our Connect Ministry and Confirmation Ministry. Both ministries have kept me wanting to be in relationship with our youth as they embrace their faith and journey with them at this important time of development. I also enjoyed returning to lead our senior high youth students to the ELCA National Youth Gathering in New Orleans in the summer of 2024! It was an amazing faith based adventure and allowed us to serve a couples on Mission Trip as well!

At the end of 2024 Crown of Glory said farewell to two of our building partners, MRC Hispanic worship community and the DS West Driving School classroom closed their doors. Each partner appreciated the many years they have utilized our building.

Finally, I want to recognize all the volunteers who stepped forward as leaders in Hospitality, Music Ministries, AV, Altar Guild, Children's and Youth ministries, Adult Education Ministries, the Wednesday Night Dinner Team, and our Funeral Hospitality Team. Our volunteers offered their time, leadership, talents, and spirit helping all of us to be a community together.

Looking back on the year we had so many things to be thankful for and so many blessings to count. I am grateful for your partnership in moving forward in faith and relying on God's love to guide us each step of the way. Thanks be to God!

In Christ,

Pastor Reggie Klindworth
Senior Pastor

2024 Key Statistics

[Compared with 2023]

Worship Service Attendance

	Total Yearly Attendance (In Person)	Next Day Total Livestream Views	Total Yearly Attendance In Person and Livestream
2023	8,522	2,317	10,839
2024	9,051	2,501	11,552

2023	Average In Person Attendance	Average Livestream Views	Average Next Day Total Livestream Views
Saturday January 7 - May 20 September 9-December 16	23	N/A	N/A
Sunday January 1 - December 17	102	22	38
Wednesday Lenten Worship March 1 - March 29	135	18	27
Wednesday Summer May 31-August 30	24	N/A	N/A

2024	Average In Person Attendance	Average Livestream Views	Average Next Day Total Livestream Views
Saturday January 6 - May 18 September 7-December 21	21	N/A	N/A
Sunday January 7 - December 15 and December 29	115	22	39
Wednesday Lenten Worship February 14 - March 20	137	15	26
Wednesday Summer May 29-June 26	12	N/A	N/A

2024 Ministry Team Report Faithful Knotters Ministry

The Faithful Knotters meet in the Bethany Room at Crown of Glory every Monday afternoon to work on quilts.

Our distribution activity for 2024 is below:

- **March**
 - ◊ 26 Large Quilts, 6 Lap Quilts to His House
- **April**
 - ◊ 1 Quilt to Sick Friends
 - ◊ 35 Newborn Kits, 6 Baby Quilts, 18 Adult Quilts, 540 Rolled Bandages to Global Health Ministries
- **May**
 - ◊ 2 Quilts to Sick Friends
 - ◊ 10 Quilts to Southern Valley Alliance
 - ◊ 6 Quilts to High School Graduates
 - ◊ 1 Quilt to Green Lake Camp
- **June**
 - ◊ 11 Quilts to Carver Ridge Retirement Home
- **August**
 - ◊ 24 Large Quilts to His House
 - ◊ 3 Throws to Auburn Manor
 - ◊ 1 Small Quilt for CoG Rally Sunday
- **September**
 - ◊ 1 Kid's Throw to our CoG Church Bingo
 - ◊ 1 Quilt to Jeff Hill Legacy Fund
- **October**
 - ◊ 16 Quilts, 3 Quilts to New Beginnings
 - ◊ 1 Small Quilt, 3 Large Quilts to Beyond New Beginnings
 - ◊ 50 Newborn Kits, 440 Rolled Bandages, 13 Quilts, 1 Small Bag of Linens to Global Health Ministries
 - ◊ Confirmation Sunday displayed about 80 quilts in the Sanctuary. 31 quilts (6 small, 25 large) sold for a total of \$1,680.00. (\$1,480.00 was given to the CoG choir for their trip to Carnegie Hall. \$200.00 will be used for quilting supplies.)
- **November**
 - ◊ 4 Large Quilts, 2 Small Quilts to Auburn Manor
- **December**
 - ◊ 1 Quilt to Sick Friend
 - ◊ 23 Large Quilts, 1 Small Quilt to His House

Throughout the year, we have received numerous boxes of beautiful fabric from several generous people for which we are so grateful.

Submitted by: Barb Meyer and Nancy Johnson

Ministry Members: Cathy Bolyard, Sue Ecklund, Kathy Fider, Sherry Finch, Diane Flaagan, Corky Jochum, Joanne Johnson, Nancy Johnson, Gail Lawler, Barb Meyer, Dee Ann Pettyjohn, Yvonne Ramsland

2024 Pastor Laura Laughlin's Report Pastor of Worship and Music

Siblings in Christ,

Another year has come and gone, already! Time certainly flew by this past year and the writing of this report has served as a gift to me as I have reflected on all the ministry, music, and worship that took place at Crown of Glory in 2024. I invite you to read through each category and join me in giving thanks to God for all the ways the Spirit has moved through the people and worship within our community of faith.

Worship and Arts

The Worship Arts Team did incredible work this past year at selecting themes for each liturgical season and bringing those themes to life. The vision, creativity, and dedication of each of these team members (and friends of the team) are the reasons for the incredible artwork that we have enjoyed in worship this past year. In the season of Lent, three arches were built and added to the Sanctuary as a way to display the colors that change throughout the season. As the fall began, the team built and added to two large signs at the front of the Sanctuary to depict and describe two themes for that season: Kingdom of God and Who Am I? For the season of Advent, the theme was "Season of Transformation," showcased through the phases of the moon projected onto a screen behind the large Sanctuary cross, leading us to the full moon and starry night sky on Christmas Eve.

The Worship Whiteboard has continued to be a way for our kids to be more involved in worship. Throughout the year, our kiddos signed up to help with handing out bulletins, lighting candles, passing and presenting Offering plates, preparing the Altar for Communion, serving Communion to the Pastors, and cleaning up worship items after the service.

Throughout the year, our AV Team, Worship Assistants, and Hospitality Volunteers gave of their time, energy, and expertise to support the worship at Crown of Glory and lead the congregation. We are immensely blessed by the talent and time shared by the individuals who serve in this way and our worship is certainly enriched by their dedication and presence.

Altar Guild

Our "small but mighty" Altar Guild consists of Steve and Jane Clay, who consistently monitor supplies and prepare Holy Communion for each weekend's worship services. I am beyond grateful for the ways Steve and Jane faithfully serve this congregation and support its worship life.

In October 2024, Steve Clay led a Communion Bread Baking Workshop that resulted in a group of nine new bread bakers! The bakers sign up to bake on a rotation and provide delicious allergen-free bread for worship each weekend year-round.

Music Ministries

I am thrilled that the Music Staff welcomed several new leaders in 2024! Sarah Morrow was officially hired as the Director of Chancel Chimers, Tabitha Hanson started as our Organist in January 2024, and Grace Becker was hired as the Servant Song Leader in September 2024. Together with our Piano Accompanist, Ginger Larson, these four musicians share their abundant gifts within the worship and music life of our congregation, and I am immensely grateful for their collaboration and leadership!

2024 Pastor Laura Laughlin's Report Continued Pastor of Worship and Music

The 2024 Christmas Cantata was a beautiful showcase of all the musical talent in this congregation and shared by all the Crown of Glory ensembles. Together we listened and leaned into the story of Mary, her Magnificat, and the promise that God continues to make all things new. It was a joy to work with the Chancel Choir this past year, as well as watch and listen to the incredible music provided by the other ensembles and solo musicians throughout the year!

Adult Education

The Women's Bible Study met once a month on Saturday mornings and were led by Crown of Glory member, Sherri Taylor. They continue to be a fun, welcoming group of women who are eager to learn and grow together.

The Study for Partners became Sunday Conversations at the beginning of the program year in September 2024. The group has welcomed a few new members and met throughout 2024 once a month on Sunday evenings. They transitioned to a shared leadership model where 1-2 members volunteer to lead the session each month.

The Adult Forum continued in a limited format January-May 2024, and then did not return in the fall of 2024. The topics and speakers are listed below:

1.21.24	Religions and Denominations: Islam	Mr. Saoudi and Mr. Shikder from the Islamic Center of Minnesota
2.4.24	Religions and Denominations: Judaism	Steve Lear, Jewish Community Relations Council
3.3.24	Religions and Denominations: Christianity	Pastor Laura
3.17.24	Southern Valley Alliance (Domestic Abuse Advocacy Center)	Katie Schaumann

Adult Ministry

Due to a decline in participation, the Creation Care Team opted out of renewing the adoption of Crown of Glory's section of Hwy 212 for another two years and is no longer actively meeting as a team.

The Justice and Inclusion Team was hard at work leading several educational opportunities for a variety of social justice issues in 2024. Their main focus was guiding the congregation through the various steps towards becoming a Reconciling in Christ congregation.

The Decor Team showcased their creative talents throughout the building for each liturgical season, in addition to transforming the Sun Hall for the 2024 Fall Social. This team is dedicated and bursting with ideas for how to make our church festive and welcoming.

What a wonderful year of ministry together! Thanks be to God for all the blessings, challenges, and joys we experienced, and I pray that we continue to look to God for guidance and hope as we begin another year.

In Christ,
Pastor Laura

2024 Ministry Team Report Justice & Inclusion Team

Charter Statement: The Crown of Glory Justice & Inclusion Team is called by grace to foster community, work for equality, ally with our neighbors, and educate ourselves and others to challenge the forces that seek to exclude, harm, or discriminate against any child of God.

In February 2024 the J & I Team hosted a visit to the Chaska Mosque and we learned a lot about our Muslim neighbors. John Emery and Faraz Currimbhoy were very welcoming and we were treated with Somali tea and treats.

In April we hosted a potluck and discussion of the book *Getting to Ellen: A Memoir About Love, Honesty and Gender Change*. The author, Ellie Krug, joined us and led 18 attendees in a discussion about love and inclusion of those who are different from us.

At the Ministry Fair in September our Team organized collection drives for Bountiful Basket and The Sock Drawer. We collected 88 pounds of non-food items (paper, hygiene and cleaning products), 202 pairs of socks and 28 pairs of underwear.

The Team also continued to work on being a more welcoming church by becoming a Reconciling in Christ Church. We revised our proposed RIC statement to read: "Crown of Glory loves and welcomes all people, including all sexual orientations, gender identities, gender expressions and historically oppressed individuals. We celebrate the sacredness of all. We prioritize listening to diverse voices and are committed to dismantling oppression, opposing racism, and fostering a safe space".

Two RIC panel discussions were held in November and in January we asked the congregation to complete a survey stating whether they support the above statement and support having COG become an RIC church. The results of this survey will be shared with the Church Council and we will be asking them to bring this question to a vote at the annual meeting in February.

In January over 55 people attended the Immigration Issues training at Crown of Glory. The Justice & Inclusion Team was proud to be a co-sponsor along with His House and Latino Voices. Welcoming refugees is an important part of our faith.

We are excited to welcome two new members to our Team this past year and we look forward to continuing our goals of working toward justice and inclusion for all COG members.

Submitted by Becky Varone, Team Leader

Team Members: Sally Nelson, Deb Mangen, Steve Mangen, Dee Ann Pettyjohn, Mikel Jones, Krysta Stepanek, Becky Varone, Deb Kielty, Eric Ecklund, Pastor Reggie Klindworth, Pastor Laura Laughlin

2024 Ministry Team Report Fare for All

A few years ago I was sitting in church. The topic of Fare For All came up. For whatever reason it perked my curiosity. I felt the urge to get involved. It's one of those programs that oozes goodness. For me, it has been so rewarding.

Crown of Glory is a local distribution site for this program. Once a month people have the opportunity to purchase food at a discounted price and we (the volunteers) help them with getting their purchases out to their cars. Here are a few particulars:

- Packs of frozen meat and fresh produce can be purchased at up to 40% off retail prices.
Question: Who can shop at Fare For ALL? YOU! The misconception is that there is a low income requirement. WRONG! Everyone can shop at Fare For All.
- Forms of payment that are accepted: Cash, credit card, debit card and EBT (checks are not accepted).
- Here's a friendly reminder of the 2025 distribution dates here at Crown of Glory (4th Thursday of each month unless noted):

- o January 23
- o February 27
- o March 27
- o April 24
- o May 22
- o June 26
- o July 31 (5th Thursday)
- o August 28
- o September 25
- o October 23
- o November 13 (2nd Thursday)
- o December 18 (3rd Thursday)

I'm the On-site Coordinator for this program. If you'd like to volunteer and help with the monthly distributions, email me and I'd be happy to add you to my monthly reminders.

Gail Thomes
gdthomes@gmail.com

2024 Gretchen Mitcham's Report Interim Director of SPARK Ministry

Greetings from your Interim Director of SPARK Ministry!

During the months of January - June, Pastor Reggie and many volunteers oversaw the SPARK program, maintained the Kiddos' Corner, and promoted the Worship Whiteboard. A big thanks to Katie Schrack who maintained the Sign-Up Genius for all of the Children's Ministry volunteers during this time. We are so grateful that Krista Hammann was willing to write the SPARK lessons.

My position at Crown of Glory began in July, and it's been wonderful to be part of the staff. Throughout the summer, the Worship Whiteboard continued to be available to kids of all ages. The Whiteboard has jobs that kids can help with during worship. Many kids are participating, helping with offering and communion are popular jobs.

Rally weekend was fun, with many families attending the Block party on Saturday night. Hooperina was a highlight of the event. We did a Blessing of the Backpacks at both the Saturday and Sunday service, we gave away just under 50 backpack tags. Sunday morning there was brunch and BINGO, which was very well attended by families.

SPARK began the week of September 15. The students begin each lesson with singing, often led by Kate Peterson. The SPARK kids had the opportunity to sing "I will call upon the Lord" during worship on October 20.

During the Fall Social in November, we offered childcare during the event for students in 5th Grade and younger. Five amazing high school youth helped me chaperone the 23 kids who came. We ate pizza, played games, did crafts, played BINGO, and watched a movie. Big thanks to Eleanor Edison, Lexi Morrow, Katie Robinson, Nick Robinson & his friend Ricky for their help.

SPARK Sunday School continued until the week of November 24 where we switched our focus to the Children's Narrative. The kids learned songs and parts to, "Twas the Evening of Christmas". Ashley Pederson wrote a script, adapted from a book of the same title, by Glenys Nellist. Nineteen SPARK kids participated, with three Connect kids stepping in to help. Ashley Pederson and Sara Keim helped with costumes. Amy von Barnes helped with organization and rehearsals. Kate continued to work with the kids on the music. One hundred seventy one people attended the Christmas Narrative. A celebration with cake and a craft followed in the Sun Hall.

SPARK is being led each Sunday by volunteers in the congregation. At least two adults volunteer each week to teach the story and lead an art activity. The average attendance for SPARK this fall was 12 students. Twenty-three students are enrolled in SPARK.

I feel privileged to be tailoring the SPARK curriculum to fit our group of kids. They are eager to hear the Bible stories and enthusiastic about doing the crafts.

Gretchen Mitcham

2024 Ministry Team Reports

Welcome Team

The Welcome Team was established to attempt to generate creative new ways to welcome new members into the Crown of Glory family. The only way to grow our church family in size is to consistently and constantly welcome new members. When welcoming new people, we need to recognize that not all people want to become formal “members” of a church organization but can still be welcomed as active, contributing persons but just not listed on the Crown of Glory formal list of members.

Early in the year we brought in a guest speaker to address COG members and guests from the community on the subject of Israel and Palestine. We also had a Crown of Glory booth at River City Days. As we develop additional ideas, we will invite new members of the community to “check out” Crown of Glory.

If you have comments or suggestions on how to reach people looking for a new church home or want to join this team, please contact Pastor Reggie, Deb Peterson, Mikel Jones or Bob Chinnock.

Time, Talents, & Tasks Ministry

The Time, Talents, & Tasks Ministry is a workgroup to accomplish small tasks at Crown of Glory as identified by the church staff or the Preschool Place staff. There were two fairly expensive, unforeseen maintenance items, one a new window in the Preschool Place which was broken from the outside and some plumbing work in the utility room. A new closet for storing music equipment was built at a very low cost near the west entrance. Other miscellaneous items included repair of the Preschool fence, patch a hole in the parking lot, install SST baseboard in the kitchen, touch-up painting, some repair to LED lighting in the sanctuary and cleaning of the large north storeroom.

A fall work day was scheduled and the crew completed numerous items to prepare the building for winter.

I wish to recognize Dave Kirsch, David Delforge, Tony Sie, Bill Tyler, and Matt Schrack for their contributions.

If you have talents (skills) and would like to donate your time to future tasks, please contact Bob Chinnock at 612-710-5269

2024 Ministry Team Reports

Faithful Knitters Ministry

Faithful Knitters

We meet at church on Wednesday evenings from 5:30-7:00 p.m. We welcome anyone that wants to join us, including learning to crochet or knit. We have kept ourselves busy with the yarn donated and the yarn that we buy.

- 21 Stocking Caps - given to The Giving Tree for LOVE Inc.
- 6 Baby Caps - to Faithful Knotters for Lutheran Ministries.
- 2 Baby Blankets - To Faithful Knotters for Lutheran Ministries
- 8 Afghans - for people that were ill and Waybury Apts
- 78 Dishcloths and 9 scrubbies - to Kitchen Ministries and Waybury Apts
- 17 Eternity Prayer Scarves - to residence of Mexico, Australia and USA
- 6 Towel Holders - given to various locations

We look forward to another year of giving our creations away. Please think of us if you see yarn. We would love your donations.

Praise God for all we can accomplish.

Submitted by: Carol Hauck

Ministry Members: Kay Stiver, Cookie Lehtinen and Carol Hauck

Kitchen Essentials Ministry

The Kitchen Essentials Ministry is dedicated to helping families in need by providing essential kitchen items. Families contact the Love Inc helpline and put in a request for items they need. The Kitchen Ministry team then packs up their requests and delivers the items to the family. In 2024 we served 59 families and provided items ranging from dishes, silverware, pots and pans to coffee makers, toasters, and baking sheets. These items along with other new and gently used donations are stored at The Snug, a non-profit store in Chanhassen that sells gently used home furnishings and decor to raise money for charities (including the Kitchen Ministry!) in the community. We wish to extend our thanks to the congregation of Crown of Glory for the generous funds we received from the Giving Tree fundraiser. We greatly appreciate it! If you are cleaning out your kitchen, or know of someone who is-keep us in mind. We have a table set up in the gathering space and welcome your donations!

Kitchen Ministry Team

Jodi Potter, Sue Aschenbeck, and Tracy Cunningham