



## **10/28/2025 – COUNCIL MEETING MINUTES**

**7:00 p.m. Meeting called to order by Mikel Jones, President**

**MEMBERS PRESENT:** Pastor Reggie Klindworth, Mikel Jones, Sherri Eriksrud, Kristi Kirsch, Bill Tyler, Deb Mangen, Ashley Pederson, Bob Chinnock, Kate Peterson (via phone), Eric Larson (via phone starting at 7:13 p.m.).

**MEMBERS ABSENT:** Chad LaGow

**7:04 p.m. Devotional:** Mikel Jones in Eric Larson absence.  
Unity in coming together with our unique gifts.  
(Based on 1 Corinthians)

**7:07 p.m. Approval of September Council Minutes**

- Deb Mangen made the motion to approve the minutes, and Kristi Kirsch seconded the motion.
- All in attendance at the September meeting approved; no one objected.
- Bob Chinnock and Pastor Laura were not at the September meeting and abstained.

**7:08 p.m. Pastor Reports**

Pastor reports are now moved to the beginning of the agenda. This is a return to the former agenda order and highlights the prioritization of ministry.

### **Pastor Laura**

- The Carnegie Hall viewing event went very well.
  - Over 105 attended, including many non-members.
  - Appreciation to all who attended.
- The Mobile Tune-up 10/12 with Dr. Jennaya Robison was well attended, both the service and the forum held after church. There were even some non-choir members who chose to participate and sing in the service.
- Reformation Sunday featured the Crown Brass followed by Confirmation in the afternoon.
- Music planning is underway for the Christmas Cantata and the Folk Service.
  - Several students have come forward with interest in the Garage Band. We don't have a current leader.
- Worship Arts gained a new member. They have met to plan Advent and Christmas.

- There will be construction of a focus piece that will continue to be the foundation for services in advent, Christmas, and into the rest of the year.
- Laura continues to attend Zoom sessions for her preaching fellowship. This will wrap up the first week in December.
- Laura is on the Synod Council for the Minneapolis synod, and she is helping with the updating of the RIC statement.

### **Pastor Reggie**

- Affirmation of Baptism (Confirmation) was held for 18 students.
  - Saturday practice and pictures were moved to right before the service. There will need to be some adjustments next year.
  - We had 241 in attendance.
  - Three students shared their Faith Statements, and one student did a liturgical dance.
- The Senior High Youth had a great outing at Degler Farm.
- Sara Keim has been working hard on projects: Confirmation, the directory, the Crownicle, and stewardship.
- Building Updates:
  - Mathew Schrack cleaned the overhead lights.
  - Bob Chinnock fixed the lift.
  - The Vending machine is officially closed and ready to be taken away.
- The Faithful Knotters designated their Fall Quilt Fundraiser to the Highway 41 sign. They raised \$950 and will raise more money with a raffle of two additional quilts. The quilts that didn't sell will be donated to five ministries in Chaska and the greater Minneapolis area.
- Budget planning is underway.
- There were two funerals and three weddings in the past month.
- Stewardship
  - In the past, we have outlined giving by financial category.
  - We wish to grow the number of households who are giving in 2026.
  - Estimates are not an exact science.
  - In the past two years, we have grown the giving units beyond the goal.
  - The Stewardship Committee is Pastor Laura, Pastor Reggie, and Ashley Pederson. We are following the same structure as we did with a paid consultant (we were paying \$3,000 for the consultant).
  - It's good to state a goal in the Stewardship Message.
  - The message needs to be finalized so that we can begin the mailing.

### **Stewardship Message Discussion**

**Several Members:** Build materials to send out that have more details to describe the bare bones nature of the budget and the impact on the staff.

**Bob and Laura:** It took fundraisers to meet the bare bones budget.

**Eric:** Ask people to give more money. Share that we have acted wisely with the gifts we have been given. Outline the benefit to the congregation.

**Reggie:** We need new givers. Last year, we had the most committed givers in our 57-year history. We have been tapped out at \$400,000. We have welcomed over 20 new member families.

**Bob:** Be bold; we want to take in more money to decrease the pressure on staff and continue to provide programming.

**Laura:** It is not just about the money but putting our Faith into action. This includes not just money, but also time.

**Reggie:** We have improved our financial performance but did so with less staff and this is not a sustainable model. Reggie introduced the request to have a part-time building coordinator.

#### **Building Coordinator Discussion:**

**Several Members:** We have improved but the year isn't over, and we need to determine next steps after getting closer to knowing final giving and fundraising.

**Sherri:** There seems to be some overlap with the vision for this position and responsibilities in other jobs. I would suggest writing a Job Description with what you are proposing and what would change in the duties for other jobs, and we can discuss that at a future meeting.

**Bill:** If looking to expand spending, I think we need to include Security, Capital Improvement, and Benevolence. We need to know how the request translates into dollars. We should also discuss janitor needs and event set-up with building coordinator responsibilities.

**Kristi:** I suggest we have another meeting to spend time on just this topic.

**Reggie:** This has just been worked on by staff, not yet introduced to the Finance Committee.

**Mikel:** Let's focus on the movement from surviving to thriving.

**Ashley:** We need to sustain the performance to be able to continue to add.

### **8:03 Financial Updates:** Ashley Pederson

**Contributions** Ashley handed out Grant's chart of performance for contributions.

- Overall contributions are up.
- Givers have shown an increase above the projected amount.
- We have met goal 6 of 9 months so far this year.

#### **Budget Performance**

- We are ahead of budget by \$8,000 without receiving all rent on time.
- Staffing is \$11,000 under budget
- Other ministries are slightly over budget.

#### **Rent**

- Hispanic congregations are consistently on time with rent.
- Pre-School place is consistently a little late with rent.
  - If your child is enrolled, could you pay late? (Deb Mangan)
  - Deb T. (Preschool Place) has had health issues/administration falling on other staff (Reggie)
  - Approach them on a bill pay arrangement
- Driving school has not paid for October.

### **Fundraisers/Special Events**

- We need to make \$19,912.83 at the Fall Social to achieve the total fundraising budget.
- We should share with the congregation where we are. Kate will include the goal during her Fall Social announcement. We could use a thermometer to illustrate the fundraising need and progress. (Kate Peterson)

### **Misc**

- We are still waiting on the Employee Retention Credit
  - Ashley reached out to the company who performed the administration.
  - We are only going to get \$6,900 of the \$22,500.
  - We paid the consultant \$2500 with the understanding of getting \$20,000. We paid up front. We will ask him to refund some of the fee. Last time we didn't pay the fee until after we had received the credit.
- Staff Benefits were changed for 2026. Portico made changes and we selected a new option similar to the former options.
- VBS is now all sorted out. Donations covered all costs.
- Youth Mission Trip-finalized this past week. Reggie will send an update to the parents.
  - This is a little late to be sending out that information when the trip was in June (Sherri)
  - Reggie acknowledged the comment and we will be working on a timely plan for Mission Trips in the future.
- We received a Peak Heating and Cooling Bill for routine fall maintenance.
- A snow removal contract was signed.

### **8:20 p.m.      New Business**

#### **MN Paid Leave:** Sherri Eriksrud

- Goes into effect 1/1/26
- Covers leave for all employees who earn more than \$3900/year
- Cost is shared between employees and employers. Employers are required to cover at leave 50%.
- As a small organization, the total cost/person is 0.66% vs. the general cost of 0.88%.
- The leave is administered by the state, and the money is handled through the same DEED system as unemployment and workman's compensation. Ashley already has us set up.
- Companies will need to notify employers of their specific payroll deduction by December 1 so Sherri would like the council to vote at the November meeting.

### **8:40 p.m.      Old Business/Recurring Topics**

#### **AED Replacement:** Pastor Reggie and Mikel Jones

- As discussed at the last meeting, our AED unit needs to be replaced.
- The cost is between \$1500-\$2500. We have a \$1,000 donation.
- Mikel has reached out to Jerad Payne, a Crown of Glory member who works for the Chaska Fire Department, to see if he has any resources or training. He hasn't responded yet.

- There are grants we can apply for up to \$1300. Mikel will work with Reggie on submitting the grant.
- The units are good for approximately 5 years.
- CINTAS has a program with a monthly fee or the option to purchase outright. The monthly fee is approximately \$136/month. They also have a program for \$52/month to test the equipment. They provide training at a low cost. Their units can be used on children.
- Bob has a contact who is also buying a unit for their church. They are paying \$1300. It works for both kids and adults. He can find out more information on that.
- The conversation of general CPR training came up. We will look into the potential of free training from the Fire Dept.

**Capital Improvement planning committee:** Mikel Jones

- Grant Taylor has agreed to serve on this committee as a representative from the Finance Committee.
- It has been hard to get volunteers to join this committee. Many interested people are currently tapped with other volunteer projects and commitments.
- There will be a Finance Committee meeting in November.

**Capital Improvement Committee Discussion**

**Sherri:** I think we should table until the beginning of the year and then publish the committee and request volunteers.

**Mikel:** Maybe after the first of the year, a member(s) of the Council who will be done with their term may be interested in moving to this committee. I would consider that.

**Bob:** I think we should elevate the solar project independently of the overall capital discussion. It is unique in that it can save us money. Group discussion:

- We need to understand what we have available to us.
- A city building permit may be contingent on completing the parking lot.
- There was some analysis in the presentation, but can we do our own financial analysis to see if it makes sense.
- We don't know if the savings will counter the monthly loan.
- If we don't act now, the \$30,000 money will be unavailable after June 1.
- Bob and Bill will work with Grant Taylor on vetting.

**Security:** Bill Tyler

- Bill Tyler, Bob Chinnock, and Pastor Reggie made a visit to Grace Church to meet with their security team.
- Their volunteers are dressed in security uniforms and carry guns.
- They have a control center room with cameras
- Their practices are a bit overbuilt for our church, but they had some information we could model to create good policies.
- On 11/20 Bill will meet with a visitor from Homeland Security who works with churches and schools. There is a survey that Bill will work with Reggie to complete in advance. The expected outcome is a proposal and potential next steps.
- It would be best if the feedback is in line with the size of our church. (Bob)

- There will be cost in whatever action we decide going forward and there will be some dependence on what would fit within the budget.
  - I struggle with armed people at a place of worship. There is a level of fear that comes with this topic. (Mikel)

**Fundraising:** Mikel Jones and Kate Peterson

**Thank-you Event** (Mikel)

- A reminder that we are hosting a thank-you event at the church on Sunday. It is a cookout and potluck
- Mikel is putting together a slide show of the volunteers to play during the Appreciation Event on Sunday.

**Fall Social** (Kate)

- Beach Bash theme.
- We need a push to sell tickets.
- Anticipate selling about 100 tickets.
- Things are going well.
- Deb shared that the posting on the Fall Social on the website main page does have a link to purchase tickets. Kate will investigate that.

**Church Directory:** Kristi Kirsch and Bob Chinnock

- Lots of pictures after church on Sundays.
- Sara has been updating the list for the directory.
- The committee will have a meeting to discuss follow up for people who have not yet responded and for submitting pictures.

**Justice and Inclusion:** Deb Mangen

- Gave care baskets to the Hispanic congregations, including quilts from the Faithful Knotters.
- Prairie Point Donation Drive is underway.
- The attorney general requested to use the Sun Hall for a community outreach event. It was not available at the time requested.
- The committee will be requesting a line item in the budget for the RIC benevolence.
- Rapid response training will be coming up in November.

**Welcome Team:** Bill Tyler

- 80%-90% participation in name tags.
- Mingling is a focus. We are trying to get members to greet new members.
- Lanyards vs. sticky tag. A private donor has funded the sticky tags for the next few years so we will keep using them for now.

**9:18 p.m.      Closing**

**Next Meeting:** Doodle poll has already sent out for the next meeting. Please respond.

**Devotion for the November meeting:** Deb Mangen

**Closing Prayer:** Pastor Laura

**Motions:**

- Unanimous closing of the meeting.

*Submitted by Sherri Eriksrud 11/17/2025*