



## **03/25/2025 - COUNCIL MEETING MINUTES**

**CALLED:** 7:01pm by Kate Peterson

**MEMBERS PRESENT:** Pastor Reggie Klindworth, Mikel Jones, Sarah Morrow, Sherri Eriksrud, Bob Chinnock, Deb Peterson, Eric Larson, Kate Peterson, Kristi Kirsch, Pastor Laura Laughlin, Ashley Pederson, Deb Mangen, Bill Tyler, Chad Lagow, Shannon Schwartz (first 5 minutes)

### **MEMBERS ABSENT:**

1. **7:00pm – Opening Prayer** Led by Pastor Reggie
  - Prayer for church and finances
2. **7:06pm – Devotional – Pastor Reggie**
  - Psalm 33 16-20 – wait in hope
3. **7:07pm – Approval of February Council Minutes**
  - Sherri Eriksrud made the motion to approve the minutes, and Kristi Kirsch seconded the motion. All in attendance of February approved, no one objected, and Deb Mangen, Bill Tyler and Chad Lagow abstained.
4. **7:10pm – Outgoing council members**
  - Sarah Morrow shared her memories and advice. Uncertainty with budget and finances, but it has always worked out. Deepened relationships in faith community. Be patient, pray and know the Lord will provide.
  - Deb Peterson served her one year and echoed a lot of what Sarah shared. She is also looking forward to staying involved with welcome team, fundraising (Twins and Garage Sale).
5. **7:18pm – New Council Executive Team**
  - Deb Mangen made a motion to vote by acclamation for Mikel Jones to be President and Bob Chinnock seconded the motion.
  - After discussion, Eric was willing to be VP and Sherri was willing to be Secretary.
  - Deb Mangen made a motion that Eric Larson be the Vice President and Sherri Eriksrud be the secretary and Kristi Kirsch seconded the motion. The vote of approval was unanimous. Bill Tyler abstained

## **6. Introductions around the table**

- Bill Tyler-Formerly lived in Minnesota, moved to Florida for a while, where he served his church in a similar role to our Council. He moved back to Minnesota about a year ago and lives in the adjacent Adelwood neighborhood.
- Eric Larson-COG member for a long time. He was confirmed here at COG.
- Kristi Kirsch-My husband and I have been members of Crown of Glory for over 40 years. Both of our sons, our two grandsons and one daughter-in-law have all been baptized at Crown of Glory. About 20 years ago I held the same job as Ashley is doing now, except it went by a different title back then and was probably a lot less complicated.
- Ashley Pederson-Treasure, Finance Manager. COG has been a great place for her and her family.
- Bob Chinnock- Long time member. Three sons baptized and confirmed here. He shared that it is great to welcome new faces and experiences. He shared that COG has seen some rough spots with construction and COVID, but we have moved through those and there are many good memories.
- Kate Peterson-Member for 10 years. Her husband went to church here and has a long history here. She shared the story of her first experience and the families who welcomed her and made room for her.
- Chad LaGow-new Council member. Did a lot of church shopping and Crown of Glory felt right. He is a hockey dad.
- Sherri Eriksrud-Member over 20 years. Both kids were baptized here. She helps with church Human Resource needs.
- Mikel Jones-Member for about 10 years. He shared that when at COG, his experience is a feeling that "God is Here." He is Involved with hospitality and Connect. The more you put in, the more you get back. He is always learning here and can ask the pastors and trust that it is OK.
- Pastor Reggie- Started at COG as the Pastor of Youth and Family and has been the Senior Pastor for the past 6 years. He said that it feels like family here.
- Pastor Laura started in 2019 starting as Pastor of Faith Formation. With our restructure, she transitioned to Pastor Worship and Music 1 ½ years ago.

## **7. 7:44 pm Pastor Laura Updates**

- The past month has been focused on Lent, Easter, and Sabbatical.
- Completed worship outlines through August.
- Working with Ginger to lead music in her absence.
- Preparing music for Maundy Thursday, Good Friday, Saturday Taizé, and Easter Sunday. Lots of youth participating in the music.
- Time is largely spent on rehearsals for all Easter music groups in addition to the Carnegie Hall group.
- Staff retreat on April 6 for music staff and Pastor Reggie.
  - Deb question: Does organ need to be repaired? It was very loud on Sunday. Laura explained that it had been repaired, and that recalibration is in progress.
- Both Easter services will feature unique styles of music.
- Her sabbatical leave starts on Thursday, April 24.

There was discussion on April Council Meeting, coordinating dates for President Mikel and Pastor Laura to both be able to attend. Mikel will send out a new Doodle Poll.

#### **8. 7:52 pm Pastor Reggie Updates**

- Fare for All is discontinuing Crown of Glory as a site. This was a surprise because we have a strong crew and manager. They cited low participation of clientele. as a reason and would consider us again in the future. They will continue through May. They expanded several years ago and with that, sales from our site have declined. We have some equipment (cones, vests, etc.) that we purchased and will retain.
  - Kate-Fare for All at our site has been mentioned in school district food resources.
  - Bob-Will communication be clear that we did not initiate the discontinuation?
  - Reggie-FFA has created communication.
- Sara Keim is working on incorporating the new RIC status into our church logo. She is working with the welcome team to revamp our greeting of visitors at church. "Busy Butterflies" will be introduced and have gift bags to distribute.
- Summer worship times, specifically Saturday service, was discussed. In the past few years, we moved from Saturday to Wednesday. Very few people came so the Wednesday service was discontinued. The plan is to not repeat a survey with the same expected outcome. The plan is to discontinue Saturday beginning with Memorial Day and bring it back after Labor Day.
  - Kate asked about attendance on Saturdays prior to the past few years.
  - Pastor Reggie shared that it was low, which led to the move to Wednesdays in the summer and it declined after the first year.
  - Kate follow-up: Are you going to reach out to the Saturday parishioners personally to share the plan?
  - Pastor Reggie-Yes, a letter is planned.
- DJ is renting the room again for the Driving School. Classes start in April and there is a fully booked class in June.
- Reggie has arranged for carpet for that room and the conference room. David Delforge helped with the painting and that has already been completed.
- A new renter has come forward-a former member who is moving back who wants to start a structural engineering business.
- Viva Nueva Congregation is considering a contract for rental of the sanctuary and potentially additional space.
- Stratus Cleaning Company is currently working Monday and Friday. Deb and her team are completing their own small cleaning projects. Stratus has offered to add an additional day (Wednesday) for \$5200 to clean for 4 hours focused on bathrooms. A member of the cleaning team has purchased our contract from Stratus and if we discontinue our contract, she will be out of her investment. There is frequent poor-quality work and if the gaps are reported, the employees who cover our store are docked pay. No improvement is happening.  
Below is a summary of the discussion and questions:
  - Bob-are there any competitors to hire who could bid the job?

- Reggie-we have hired other competitors, and the outcome is the same. The current staff is good but do not have enough hours to complete the work.
- Chad-It is the cleaning company's responsibility to complete the work they contracted.
- Laura-when we send a complaint, the people working are docked in pay.
- Chad-Would it be better to hire an employee?
- Reggie and Laura-We would like to.
- Deb-there is a concern of other issues like workman's comp. All companies have challenges with cleaning.
- Kate-what is the penalty to discontinue the contract?
- Reggie-1 month pay w/ 30-day notice or 90-day notice of cancellation.
- Bob-is there anything that prohibits us hiring their person as an employee?
- Reggie-we have an agreement to not hire a team member of theirs within a specified period of time.
- Eric-even though there is an agreement, it will not hold up in court. He uses a similar agreement as a deterrent but knows it would not be supported if they took action.
- Sherri-would it make sense to hire her when the quality of her work is in question, not just the completion within time.
- Deb-is she a US Citizen? We hate to put her in an uncomfortable situation.
- Chad-look for new company with realistic contract and quality work.
- Reggie-suggests finishing the Stratus contract and then hiring Josie, the person who bought the Stratus contract.
- Sherri-we need to consider that Josie would deliver the same quality of work if the contract belonged to her.
- Reggie- follow up on the contract end date.
- Kate-it is concerning that Deb's team is having to take on some of their own cleaning.
- Pastor Reggie-Deb has requested that the cleaning schedule change. It is currently set for the church's needs. Deb would like a Wednesday cleaning.
- Bob-suggested a different schedule for the Pre-School Place than for the Church.
- Chad-Observation that with the Preschool Place side cleaned on Friday with little use over weekend, it wouldn't require significant cleaning on Monday, and more can be accomplished on Monday.
- Pastor Reggie-Israel, the current manager, is no longer employed with the Stratus.
- Chad-suggested a meeting with Status is the next step and we will revisit at the next Council meeting.

#### **9. 8:33 pm - Finance Report and Budget Review – led by Ashley**

\*The following information was copied from Ashley's report and expanded on during discussion.

- Kate plans to continue to be a liaison to the Finance Committee.
- Finance meetings are held monthly to quarterly based on need.
- Grant Taylor, Finance Team member, will attend a future meeting to present giving analysis.
- YTD contributions are only \$400 behind budget. January exceeded our expectations by about \$14,500 over budget, however February we were behind our budget goal by almost \$15,000.
- January higher than plan, February below. Some members gave entire annual pledge in January.

- Bill-how many giving units?
- Reggie-205.
- Budget is derived using a 3-year average
- Preschool Place paid rent late, not in February. Their rent has increased by 3%, about \$217 more per month. We budgeted at an estimated 4% increase. \$7,228 to \$7,445 monthly new rate for Preschool Place.
- Payroll is over budget for February (but is on track YTD) because of contracted hours used in January and booked in February.
- Utilities are over LY by \$1700 compared to the same YTD timeframe. I have reallocated the Utilities budget from March going forward to better match with prior year costs. Utilities were planned down based on the projection from Scott Firman.
- Building and supplies over budget by \$500 due to CINTAS expense. This is expected to even out when winter rugs are removed. Building & Supplies has a budget of \$500 per month. CINTAS expenses are about \$1,450 YTD.
- I created a Music Ministry Fund to better track music donations and expenses separately from our General Fund. To do so, I transferred \$3,034 from the General Fund to the Music Fund. This includes payments from Carnegie Participants and donations to the Music Fund.  
Pastor Laura's Carnegie expenses will come out of the general fund, where it was budgeted.
- The Judy Cook memorial has little over \$1,000 in the Special Gifts/Memorial Fund and has not been drawn on yet.
- I will be contacting Bank Vista to add Jodi Sie as a signer on the Checking Account, as agreed upon by the Council and Finance Team. The signers are now: Jodi Sie, Ashley Pederson, and Pastor Reggie. A Council Member will no longer be on the checking account.
- Financial reporting is reported as a MTD and YTD chart posted at the church office and in the email blast. It will no longer be in the bulletin, but the location of the information is referenced within the bulletin. It had been discussed to include a summary to "Great things happening at Crown of Glory" but it has been decided not to do that because of the already full content in the bulletin. Ashley is open to other ideas and feedback on transparency and reporting to the congregation.
- More people are meeting here, providing deferred revenue. \$900 in deferred revenue has been collected in this category YTD, the League of Women Voters being a large portion of that.
  - Laura-Krista Flaherty is putting together wedding package marketing to post on key wedding sites.
  - Bob-is there an update on March contributions?
  - Ashley- gave Bob update during meeting discussion, estimated numbers.
- We will receive \$20,000 net from the Employee Retention Credit (ERC) from 2022 when we retained our staff during COVID with full pay, even though our income had declined due to COVID. \$2500 of the gross proceeds will pay for the consultant who secured the funding.

#### **10. 8:48 Reggie Housing Allowance Update and Vote**

- Reggie submitted an updated IRS housing compensation document for approval, stating that \$36,000 of his income is taken as a housing allowance. See attached document.
  - Eric Larson moved to approve the housing allowance document
  - Kate Peterson seconded the motion.
  - There was no discussion.

- There was a unanimous vote of approval, with Pastor Reggie abstaining from the vote.

## 11. 8:52 Ministry Team Updates

### Justice and Inclusion Team (Deb Mangen)

- Latina Voices-Members will be collecting personal items. There is also a \$250 Thrivent Choice funded gift card to support their needs.
- RIC-The committee celebrated the RIC passing vote. A Banner unveiling date is coming soon. Mount Olivet in Plymouth reached out to our team for tips.
- The Justice and Inclusion team is always looking for new members.

### Swag (Sherri Eriksrud)

- The trucker hat and the hooded sweatshirt were bestsellers.
- We will open the online store again the first week in May. New items will be a zip up hooded sweatshirt and a tote bag, and we will add some additional colors in the current items. The beneficiary of the fund raising for this round will be the Youth Mission Trip.
- Suggestions for the next store: Sherri present in person at several services, use a QR Code on the bulletin or on a sign in the back of church, everyone who already has clothing wear it on the day we introduce the new store.

### General

- Mikel-Suggests all council members be a part of a ministry team or check in with a ministry team. This helps reinforce their importance and we will learn more. Thank you to Deb Peterson on her work with the Twins volunteer project. We would like everyone to help either volunteer or encourage/find volunteers.
- Kate-Suggests that we start having a timekeeper at meetings. We regularly run over in time, and she has received feedback about that and how late in the evening the meetings run.
  - Eric Larson volunteered to be the timekeeper.
  - Mikel shared that we should stay in tune to all Council members feeling that they can share and aren't stopped from contributing because of the timekeeping.

## 12. 9:02 pm Closing:

- **Next Meeting** – Tuesday, April 29 at 7:00 p.m.
- **Council Installation Date:** Saturday, March 29 and Sunday, March 30. Reggie will send out a Doodle Poll to confirm.
- **Next Month's Devotion** – Deb Mangen.
- **Closing Prayer** – Pastor Laura.
- **Motion To Adjourn** –
  - Pastor Reggie moved to adjourn.
  - Pastor Laura seconded the motion. Laura seconded the motion.
  - No discussion.
  - All approved.

*Minutes by Mikel Jones, former Secretary until 7:44 pm,*

*Minutes by Sherri Eriksrud, Secretary from 7:44 p.m.-meeting close.*