



3/16/2026 – COUNCIL MEETING MINUTES

7:03 p.m. Meeting called to order by Mikel Jones, President

MEMBERS PRESENT: Pastor Reggie, Ashley Pederson, Pastor Peter Samuelson
Outgoing Council Members: Mikel Jones, Bob Chinnock, Kate Peterson
Remaining Council Members: Bill Tyler, Eric Larson, Sherri Eriksrud, Kristi Kirsch, Deb Mangen
New Council Members: Krista Hamman, Leah Skille, Rich Latterner, Deb Kielty

MEMBERS ABSENT: None

We did around the table introductions.

7:08 p.m. Devotional: Mikel Jones
(Transition and moving forward in community) 1 Corinthians 3:6-9

7:10 p.m. Transition Exercise: Pastor Peter Samuelson

The Document used for this Exercise is titled “Seven Checklists for Congregations in Transition”. It is provided by the Minneapolis Area Synod and is included as an attachment with these minutes.

- Pastor Peter reviewed a handout labeled, “Appendix 3A-The Transition Process”. (see attachment)
- We will want to rush to get a new Pastor, but now is a time determine who we are as a congregation, where we want to go, and what gifts are needed in the next call as a match to that.
- For purposes of this conversation, we use the words Crisis/Opportunity interchangeably.
- Internal Assessment (page 2 of 8) titled, “Who We Are”:
 - Answer these questions to help us determine who we want to be and how to get there.
 - A transition team should be established to survey the congregation to figure out the answers to these questions to help culminate in a Ministry Site Profile (MSP).
 - The MSP is handed off to the the Call Committee for use in pursuing the new Associate Pastor.

Discussion

Pastor Reggie-Is it natural for members of the transition team to be part of the Call Committee?

Pastor Peter-Yes. It can be the whole committee or a subset of the committee. I recommend that at least one person on the Transition Team also be on the Call Committee.

Pastor Reggie-Should we assign at least one member of council to the committee(s)?

Pastor Peter-Yes, that is recommended.

Pastor Peter handed out Appendix 2B titled “Congregation’s Ministry Assessment” and asked all Council members present to fill it out. He then led a discussion to learn the consensus on the ratings to gain an idea of our ratings and to expose us to how the process works. He took notes on the responses.

Discussion

Mikel-How important is it to have the full time Interim Pastor here before we start the process?

Pastor Peter-We can start in this way, and it will take time to get the committee formed. Wait for the Interim Pastor to do the congregational forums. She will help form questions and gather data. For now, do things behind the scenes. It will take six weeks to get the team formed and oriented.

Pastor Peter volunteered to do an orientation and at this time, he departed from the meeting.

7:41 p.m. Approval of February 8, 2026 Council Minutes

- Deb Mangen made the motion to approve the minutes, and Kate Peterson seconded the motion.
- All in attendance at the January meeting approved. No one objected.
- Eric Larson, Kristi Kirsch, and Bill Tyler abstained as they were not present at the February meeting.
- Motion carried.

7:43 p.m. Transition Comments: Outgoing Council Members

Kate Peterson-Someone from the Council (not just the President) should attend the Finance Committee meetings. Hearing the data they put together and hearing their knowledge about what the numbers mean is valuable. Don't feel like you need to contribute. It is comfortable to ask questions.

- **Deb**-Can we attend via Zoom?
- **Kate**-Yes, the meeting is virtual and stays on time. Jodi Sie is the chair.

Irish Blessing

Bob Chinnock-The more energy you put into the council and participate, the more you will get back yourself. We are in transition. Over the history of the church, we have gone through a lot of transitions and hard times: pastoral, building, financial. We are not in one of those times right now. Our ability to move through is a testimonial to the members of the congregation. Bob also endorsed the strength of the Finance Committee. Trust them and make use of their information. Bob will continue to help with the building.

Mikel Jones-Shared his youngest son's advice for Mikel on his parting message: "I had a lot of fun with you. Trust God and let God lead you." When I started on Council, I didn't think I should be on Council and then didn't think I should be President. I felt a nudge from the Holy Spirit. It has helped me grow in my faith. God tells us we all have our own gifts, and I believe that. I think you are all here for a reason and you have a lot to offer. Think about what that is and lean into your faith during uncomfortable times. When I started, we had approved a 3-year negative budget. The Pastors changed their call and helped work through it. When we approved a large fundraising budget, it felt like a stretch. God came through. We are not a mega church with a large budget. We are a small community church with a large mortgage. We have a lot of people who care and have gifts and that's all we need. Don't lead from a point of scarcity. We do have a great finance team. We need to use the budget for things that count and matter. The things that matter most can't be counted. Some people will be heavy on the numbers. Others will be heavy on letting God lead us and both are OK. We have to move forward together towards our goal as a church in faith. I wish you all the best. I plan to stay involved and will be part of different groups and committees, and I have a "to do" list that I plan to keep working on.

At this time, the outgoing Council Members departed the meeting.

7 57 p.m. Election of New Officers: Pastor Reggie Klindworth

- I have spoken with members going forward regarding their interest/willingness to serve as officers.
 - Sherri is open to Vice President or President, not Secretary
 - Eric is open to Vice President, not President and Secretary
 - All existing members have declined interest in Secretary
- We went around the room to hear from new Council Members about their interest in holding an officer position. All new members prefer to go through a year to get acclimated to the Council before consideration of serving in an officer capacity.
- There was discussion about many paths for taking meeting minutes including the potential to use AI, hand-written notes, and notes that are more of a bullet point or summary.
 - Kristi Kirsch agreed to consider the Secretary role

Motion:

- Deb Mangen moved by acclamation to accept the slate of officers as follows: Sherri Eriksrud as President, Eric Larson as Vice President, and Kristi Kirsch as Secretary.
- Krista Hammann seconded the motion.
- No discussion.
- Voting was unanimous in favor of the motion.
- Motion carried.

8:12 p.m. Pastor Report: Pastor Reggie

Pastor Reggie

- The Justice and Inclusion Peace Vigil has been rescheduled.
- Krysta Stepanek, a member of Crown of Glory, will have her ordination as a Deacon this coming Sunday, March 22 at 1:30 p.m. Pastor Jen Collins will be here.
- Worship was cancelled last Sunday and rescheduled to Saturday due to the storm. About fifty people attended. We do not have an official policy on the cancellation of worship. When I contacted the Executive Council regarding the decision, they were in support but asked that we engage in thorough communication. We follow the District 112 school closing in general for weekday events. I contacted Pastor Laura to learn how she was handling the Sunday schedule with the storm. Her congregation pre-recorded the service to air on Sunday and cancelled in-person worship.
 - It was recommended that the Council create a policy. We don't need to do that now, but we should create a guideline before the next winter season.
 - Sherri asked that Reggie submit a recommendation for church cancellation guidelines and alternative worship and bring to Executive Council for discussion.
- I met with the new security team members (Deb Trebitowski, Jennifer Payne, Jared Payne, Bill Tyler, Bob Chinnock, and Matt Scherer). They have done some work on this topic and there is a lot of work ahead. Now that we have a team, we have some action items ahead of us.
- Pastor Peter Samuelsen was hired as an Interim Bridge Pastor, focused on helping preach and conduct Sunday worship as well as attend Tuesday staff meetings.

- He will be here until April 12 and has agreed to preside over the service and Holy Communion on April 26 when Pastor Reggie is out of town on vacation to bring Noah back from school. (Rich Latterner will be preaching on that Sunday)
- He has completed paperwork and onboarding with Ashley.
- Pastor Stephanie has received and verbally accepted the contract for Interim Pastor.
 - She has some questions that are still being ironed out.
 - She is completing another interim assignment and will not be able to start until April 28.
 - As stated earlier, Reggie will be on vacation right before she starts but will be back in the office on April 28, her first day.
- There are three baptisms coming up and we have already had three. We average eight baptisms per year, and we have already had six within the first few months of 2026.
- In our last transition, when Pastor Matt had retired from the Senior Pastor position and Reggie was alone for a few months before Pastor Kristie (Interim Pastor) was here, the congregation compensated Reggie. He researched that compensation and is requesting similar compensation for the gaps in support with our current transition.
 - He is requesting \$1,000/month during the uncovered time.
 - Sherri shared that this request had been made to the Executive Council in advance of this meeting and that the Executive Council approved the request. She also suggested that we create a parameter for compensation when we are short a pastor for future reference.

8:22 p.m. Financial Updates: Ashley Pederson

Overview

- Ashley regularly publishes three reports. If there is something you want to see regularly, she is open to feedback.
- She and Mikel put together a summary directive to help new Council members.
 - PDF of line-item spending
 - Charts for a visual of contributions collected vs. budget with net income/loss
 - Reggie clarified income comes from both contributions and other sources like rent.

Contributions

- February contributions were below goal by \$6,200.
 - \$41,300 was collected.
 - Grant Taylor from the Finance Committee produces a report with a three-year giving average by month. From that report, the goal for February was set at \$47,500.
 - Overall YTD, we are favorable to budget by \$7,700.

Rent

- DS Driving School is current on rent, and they are catching up on payments for copies. They are not quite caught up yet on the copy expense.
- Both Hispanic congregations are back and renting. Reggie will be discussing building use and rate with them.
- Preschool Place was late paying rent because of the new contract.
 - **Bill**-Have we pulled together a committee to determine what a reasonable rate would be?
 - **Reggie**- Mikel was trying to put together a team to go through an ELCA document who will work to establish rent rates.
 - Eric is interested in joining this committee
 - **Deb Mangen**-Where are we at with the Building Coordinator position?

- **Reggie**-Her name is Sarah Wheeler, and she is out of town. She rented out the building earlier this year and she commented that this is a great space and that we are undercharging for it. She works for a company who coordinates building use contracts. She has agreed to do the position as an interim to help us get established.

Miscellaneous

- Ashley and Reggie had a meeting with the bank (Bank Vista) and discussed projects at COG.
 - Reggie introduced the parking lot project.
 - The bank will work with us.
 - We need to get bids and consider a stewardship campaign.
- Ashley asked for resources for real estate lawyers.
 - The Preschool Place contract is up at the end of this year's extension and we could use help in creating a new contract.
 - This consultation would be at a cost.
- We had our first expense from the building fund. Approximately \$9,000 remains.

8:35 p.m. Old Business: Sherri Eriksrud, President

Building Security: Bill Tyler and Pastor Reggie

Reggie

- We don't have a safety and security best practice.
- Past completed actions include:
 - Submitted proposal not approved due to funding
 - Homeland Security assessment
 - Established a threat management team
 - Past Guidance for an effective Program included
 - People (designated team/volunteers)
 - Documented policies and procedures
 - Technology (Equipment like cameras, etc.)
 - Community Coordination and Culture
- We are looking to apply for a grant.
 - The process starts in May/June, and we have 2 weeks to complete the grant.
 - If approved, funds would be available in 2027.

Bill

- I have been in contact with Simon from Kingswood Consulting and they provided a sample of the type of report they would provide a risk assessment.
 - They identify where we are most vulnerable and prioritize it.
 - They provide grant-writing services.
 - The price for a comprehensive assessment and to write the grant is \$3,595.
 - He gave Reggie a deal for \$2,995 for an assessment and to write the grant in a former year but we did not move forward at that time.

- Reggie added that the state will look at the whole body of the church when determining grant eligibility. With a preschool on site, our risk is doubled. Minnesota will likely conclude that we have an additional reason to approve.
 - We are wondering if the \$3,595 can be reimbursed through the grant and are waiting for an answer to that.
- They look at crimes committed in the general radius of the church as part of the assessment.
- If the grant is approved, we would need to look at the suggestions and fund the most urgent needs. That will likely be equipment like cameras.
 - Reggie added that two years ago, Grove Securities did an estimate at our church and their suggestions equated to a \$120,000 investment.
 - An alternative is to install a ring system ourselves.

Discussion

Eric-We have also talked about a new AV system.

Reggie-That was part of the Capital team discussion.

Sherri-I'm cautious to keep taking money from the Capital Fund because we need the parking lot repaired.

Rich-Nothing is more important than safety. The safety of the children is our biggest priority.

Motion:

- Deb Mangen made a motion to fund Kingwood Security for \$3,595 to write a grant and complete an assessment and the decision on the funding source will be made by Reggie and Ashley.
- Bill Tyler seconded the motion.
- Motion Discussion:
 - Eric would like to see us spend the money on the AV system. The number of incidences at churches is very small. He's not disagreeing that we don't need better locks on doors.
 - Deb Manen agreed that we need to not continue to draw on the capital.
 - Sherri clarified that the only money we are agreeing to spend is \$3,595 for the assessment and grant writing. If approved for a grant, we would spend the grant money on the safety and security investments and if the grant doesn't cover the total cost, we would prioritize. The AV project can still be discussed later as a Capital Fund expense or the focus project of fundraising if we make our goal.
- All members voted in favor of the motion.
- Motion carried.

Next steps for the committee

- Debbie Trebitowski will take lead on setting up training.
- Bill will take the lead on drafting policy and procedure.

9:15 p.m. Closing

Installation of Council: Reggie will send out a Doodle Poll to determine a date for the Sunday service when installation will occur.

Next Meeting: A Doodle Poll will be sent out to determine the date of the next meeting. Sherri intends to have meetings scheduled for two months out so that people can plan and have an easier time committing

to making the meeting. To get that cadence started, expect to see a Doodle Poll for both the April and May meetings shortly.

Devotion for the April meeting: Deb Mangen

Closing Prayer: Pastor Reggie

Motions:

- Kristi Kirsch moved to close the meeting.
- Krista Hammann seconded the motion.
- No discussion.
- All members present approved the motion.

Submitted by Sherri Eriksrud 4/13/2026