



09/22/2025 – COUNCIL MEETING MINUTES

7:06 p.m. Meeting called to order by Mikel Jones

MEMBERS PRESENT: Pastor Reggie Klindworth, Mikel Jones, Sherri Eriksrud, Eric Larson, Kristi Kirsch, Bill Tyler, Deb Mangen, Kate Peterson, Ashley Pederson, Chad LaGow (via phone)

MEMBERS ABSENT: Pastor Laura Laughlin, Bob Chinnock

7:07 p.m. Devotional: Pastor Reggie

7:11 p.m. Justice and Inclusion Team: Becky Varone

- The Justice and Inclusion Team is deeply concerned about immigrant families and Hispanic congregations that worship in our building and the potential of an ICE raid impacting them.
- AMPERO is an organization that the ELCA supports. Becky has reached out to them to learn about suggestions and resources they sponsor or provide. Options include:
 - Sponsor Training
 - How to be present to video what transpires and other ways to be involved.
 - Becky has attended the training and is subscribed to alerts.
 - Signage to protect areas of the church from access.
 - The National Indivisible Agency provides materials including a sign to place on the door stating, “We Stand with Immigrant Families.”
 - Post Employees Only signs throughout the church.
 - Once the church service begins, lock the church and have a greeter available to let people in if they are coming to attend the service after the start time.

Discussion:

Sherri: Said that signing areas of the church as “Employees Only” is not welcoming to all. It would also mean that most people couldn’t move freely throughout the church. She also shared that depending on what was decided, this would represent a political point of view and didn’t know if the Council should be making political decisions on behalf of the entire congregation.

Reggie: Shared on behalf of Laura the idea of having the signing available to the visiting Hispanic congregations to put up during the time they are using the church and not have it up ongoing.

Mikel: Clarified that this was not for a discussion to make a decision tonight. Becky wanted to open the discussion and share ideas for future consideration.

7:24 p.m. Approval of the August Council Minutes

There were two corrections that have been updated.

- Kristi Kirsch made the motion to approve the minutes, and Bill Tyler seconded the motion.
- All in attendance at the August meeting approved; no one objected.
- Chad LaGow was not at the July meeting and abstained.

7:25 p.m. Financial Updates: Ashley Pederson

Contributions-In August, we were a little more than \$2,000 behind budget. We have been ahead of budgeted contributions five of the eight months in 2025 and are \$12,000 above budget for the year. We are ahead by \$18,000 in the total budget. Revenue is up, staffing is a little less, and other expenses are slightly over. Prices for expenses continue to increase (Zoom and phone are examples).

Ashley shared the following information from Grant Taylor's (Finance Committee) analysis:

- We are \$28,000 ahead of where we were a year before.
- Pledgers are \$11,000 ahead of last year.
- Grant's line graph illustrating giving by month for the years of 2022-2025 was handed out.

Misc-Ashley has reviewed the Information Security Policy with our online banking provider. There may be a group who convenes to convert that into more user-friendly language.

Deb: Can you cover the Tabitha phishing campaign situation?

Ashley: Ashley had been in a conversation with Tabitha about changing her direct deposit. Shortly after that, Ashley received an email containing a lot of her (Tabitha's) personal information. Based on that email, changes were made that resulted in a dishonest party receiving Tabitha's direct deposit pay. Laura notified Ashley that Tabitha hadn't been paid, which signaled to Ashley the fact that the direct deposit email was not from Tabitha. Ashley immediately contacted ADP, and they will try to recover the funds, but it is not expected that they will be recouped. Ashley also quickly took precautions to scan her systems and reset passwords. She notified Pastor Reggie who spoke with Tabitha. Tabitha was paid and it was learned that she was a victim of identity theft. Ashley also notified the Executive Council. This is the first time we have had this happen in 11 years. Jodi is looking into having a cash handling policy on hand.

Rent - All rent is current through August. Preschool Place just paid their rent, so it is not reflected in the August numbers. There will be no room rental from DJ this next month, but we will still have the parking lot rental. DJ's rent has provided several additional rent payments above what was originally budgeted.

Fundraisers/Special Events

A big thank you to the volunteers who have worked the fundraisers. This has been very successful. In August, we took in \$800 (\$700 from the Carver County Fair and \$100 from the sale of a sewing machine from the garage sale).

Reggie: Shared the experience of his son not being enthusiastic about participating in the Carver County Fair and then finding it a really rewarding experience.

Mikel: In addition to the fundraising, these events have been a great way for members of the congregation to be in fellowship and get to know each other better.

Youth Mission Trip -Reggie is collecting additional funds from those who went on the trip.

Sherri: I haven't seen an email with the amount due for the mission trip.

Reggie: There has been a donation made.

Facilities-The July Cintas bill was lower than usual.

Capital Improvement planning committee

- Grant Taylor has agreed to serve on this committee as a representative from the Finance Committee and then if someone from the Council who rolls off wants to join the Finance Committee, maybe they could take on this role.

7:41 p.m. Pastor Reports

Pastor Reggie

- Gretchen is up and running with the registrations.
- We have volunteers for Spark, Connect, and Confirmation ministries.
 - A Senior will come and be a guide and will be confirmed as well.
 - Carson Youngman will also come and be a mentor for the Senior High Youth and Confirmation.
 - 9th Graders are working on Faith Statements.
 - The first Senior High meeting took place this past week.
 - ❖ Seven signed up and 4 showed up to have fun and play games.
 - ❖ Sarah Morrow is helping to lead this group.
 - ❖ Planning is underway for an October event at Degler Farm.
 - The building has been active.
 - DJ is not doing a September class.
 - Thank you to Dave Kirsch and Bob Chinnock for working on building issues.
- Pastoral Ministry
 - Two weddings coming up to officiate. One is Reggie's nephew out of town.
- First Communion Students
 - Celebration will be coming up.
 - Peter Potter is again assisting with the making of chalices.
- Finance Charter
 - Reggie is still working on responses to the document and will notify the Finance Committee that those are forthcoming.

- Membership
 - There have been lots of new members; we are handing out a lot of bags.
 - Saturday service attendance has been very low, and we utilize a lot of paid and volunteer staff compared to the attendance.
 - ❖ The determination is 5-8 is too low to have an effective service.
 - ❖ We will go through the entire month of September and then evaluate. We are currently at 8.3 in attendance at each service.
 - ❖ Reggie recommends that we make a discernment after this Saturday on whether or not to discontinue the Saturday service.

Discussion:

Ashley: Would you consider an additional Sunday service?

Reggie: We have been seeing an attendance of 150 with a capacity of 210. We tried a second service right after COVID and had very low attendance.

Kristi: Shared that she and her husband had frequently attended Saturday but with low attendance, it feels awkward.

Bill-It is welcoming when the church feels full. It leaves the impression that this is “the place to be”.

Mikel: Will you make a decision before the next Council meeting? Will there be an impact on musicians?

Reggie-We have paid contracts with our musicians. We could possibly make that up with special services.

Kristi: Is it a new contract/year?

Reggie: It is booked through Dec. 31 and will be updated on the first of the year.

Eric: If we didn’t renew someone on Jan. 1, would it be a savings?

Reggie: If we expanded to two Sunday services, that would require more musicians so it would be a wash.

Reggie: We would give an explanation to the regular Saturday night staff.

Reggie: This church leaves the decision about when services are held to the Senior Pastor. Reggie welcomes and is seeking input from Pastor Laura and the Council.

Mikel: Another idea is a monthly Saturday night service.

Mikel: Reggie’s report commonly has information on the building issues that are often handled by Bob. I’d like to recognize Reggie and Bob for keeping an eye on the grounds and the building.

Pastor Laura could not attend the meeting. Please read through her report. Her planned talking points are highlighted.

8:06 p.m. Old Business/Recurring Topics

Finance Charter:

- Reggie is turning in notes to the Finance Committee.

Capital Subcommittee:

- Mikel recommends tabling this discussion until the next meeting. As stated earlier, Grant is joining.
- Bob and Kristi were both interested in being part of this committee and they have been traveling.

Reggie: A contractor reached out and asked if he could give a bid for the parking lot. Reggie made it clear we aren't near being ready to move on this project. This is just for the asphalt. We also need a bid from someone who does concrete work. This bid came in at \$30,000 (silting), \$60,000 (total building).

Fundraising: Mikel Jones

- See the table with Deb's details on what was raised at the Twins Events (Over \$8,000).
- Thank you cards were circulated for Deb Peterson and Sarah Morrow. The Executive Council suggested using some of the funds raised to provide gift cards to Southern Social to accompany the cards. Reggie suggested a value of \$125 each.
 - Pastor Reggie made a motion to move forward with this plan.
 - Deb Mangel seconded the motion.
 - All were in favor.
- Mikel suggested hosting an appreciation event. There was an invitation from the Twins for an event they are hosting for all Twins volunteers. Our suggested event would include volunteers from the Twins events, the Garage Sale and Carver County. The suggestion is a cookout using funds from the fundraising events for the meat and a potluck for other food items. An additional idea would be to do a big screen and do a Football Sunday.

Rally Weekend: Mikel Jones

- The event went well.
- Thank you to all who participated and brought food.
- Next year, we may need more of some dishes. For example, muffins, French toast bake, potatoes.
- If you have feedback, please give it to Mikel.

Church Directory: Kristi Kirsch

- Announcement this Sunday about the directory and a request for information.
- Anticipated roll-out date is October 13.
- There was an email sent to Council to set up an account. There were various experiences throughout the group. Everyone committed to going back to the email and taking action so that we had tested it and completed the steps ourselves.
- We need to start putting the Directory plan in the email blasts, in bulletins, and on the screens in church. It was suggested that we let people know who the email is coming from so that they recognize it as valid and not as spam or phishing.

8:35 p.m. New Business

AED Replacement: Pastor Reggie

- Our current unit was purchased as a member gift a few years ago. The battery has died, and a new battery would be \$400.
- Reggie was solicited by a company that provides an AED for a monthly fee and then they service and replace when needed.
- We had an incident in worship recently and we didn't have a working AED.
- Our current fire suppression contract could also maybe provide the service or equipment.

Mikel: I wasn't here. Was there a need for it with the incident?

Reggie: There were nurses. They didn't need one in this case because her symptoms were not in line with a heart attack.

Mikel: Recommended pursuing a replacement for our congregation.

Kate: Shared feedback she received from the day the incident happened that it was uncomfortable to be in church and act like everything was OK and they would like to have been dismissed to the Sun Hall.

Several Others: I was here that day and felt that it was handled very well.

Reggie: We received feedback that it was handled well. He and Laura performed a personal self-critique with each other when it was over.

Church Security: Bill Tyler

- After the Annunciation Shooting, Bill approached Reggie to discuss security.
- He had former experience with his church in Florida and their Faith Watch team. His former congregation had a large campus and many cameras.
 - The Faith Watch team made rounds at the doors to ensure that they were locked.
 - They had established protocol. For example, if there is a shooter, what should the pastor do?
 - Bill contacted the Public Safety Officer in Chaska and was provided a name of a contact at the Department of Public Safety. Her focus is on these types of events in schools. She has a counterpart who focuses on Churches that have a school attached with them.
 - He also connected with the Director of Security of Grace Church. He said they'd be happy to talk with us about their actions and experience.
 - Bill will talk with Glenn Sanders (Department of Public Safety) and then the Security Director of Grace Church. It was suggested that the person in charge of our Pre-School attend as well.
 - The next step is to do a safety audit of the building and hear the recommendations.

Justice and Inclusion: Deb Mangen

- Two new members joined the team after Rally Sunday.
- They are looking at language on acknowledging land originally owned by Indigenous people.
- There are two upcoming book studies:
 - Marion Budde book study, "How We Learn to be Brave".
 - Another discussion on Being Ellen. (The second book by Ellen Krug)
- Beacon is hoping to open in November.
 - Focus on addressing homelessness.
 - The plan is to support 8 initial families and 10 more each month.
 - They will provide a collection list of items to help a family start up a new household.
 - Reggie added that we can advertise the requested list.

Welcome Team: No updates.

- Deb shared that there is a lot of positive feedback on the name tags.
- Bill shared that he had a request for lanyards like what he wore on Sunday. Pastor Reggie is working on it.
- There has been about 90% participation.

Fall Social: Kate Peterson

- Saturday, November 15.
- Beach Bash Theme.
- Tentatively 5:30 p.m.-9:30 p.m. The end time is moving earlier to help with the chaos at the end of the night when people are paying and trying to get out the door. This will also support the tear down that evening finishing at a reasonable time.

- Debbie has a lot of decorations to fit the theme from a former school party. The décor team already has ideas and is excited about the decorations.
- Last year, Sarah Morrow wrote a skit, and we had several Council members in it. The committee is again looking for volunteers to participate.
- They are looking for donations for the fundraising.

8:59 p.m. Closing

Closing Prayer: Pastor Reggie

Motions:

- Motion to adjourn was made by Kate Peterson. Deb Mangen seconded the motion.
- All voted in favor

Next Meeting: Doodle poll sent out for October. Please respond by Wednesday.

Devotion for the October meeting: Eric Larson

Submitted by Sherri Eriksrud 10/17/2025