



## 8/21/2024 - COUNCIL MEETING MINUTES

**CALLED:** 7:13pm

**MEMBERS PRESENT:** Pastor Reggie Klindworth, Kate Peterson, Mikel Jones, Sarah Morrow, Ashley Pederson, Sherri Eriksrud, Deb Peterson

**MEMBERS ABSENT:** Pastor Laura Laughlin, Kristi Kirsch, Bob Chinnock, Deb Mangen, Eric Larson

1) **7:13pm:** Devotion Lead by Pastor Reggie

- **Psalm 23 1-3**

2) **7:18pm: Review and approval of July meeting minutes:**

- Reggie did mention he misunderstood he had to follow-up with all 38 (more than the original 25) mentioned of the household and only followed up with 6 bigger givers of far.
  - also confirmed that she has not heard of any disgruntle or upset and are leaving.
  - **Bob Chinnock requested that those 25 households** be contacted before the next council meeting, and Pastor Reggie agreed.
    - ○ There was discussion around attendance, and Grant did review the summer attendance totals.
- Also added last names to some of the mentions were Deb was in the minutes.
- Reggie made a motion to approve, Sarah Morrow motioned second. All approved. Sherri and Mikel abstained because they were not in attendance.

3) **7:25pm Finance Report from Ashley:**

- Did not see a boost in giving for July after sending out the letter.
- We are about \$27,000 behind in giving year to date.
- Expenses are lower based on staffing. We are approximately \$12,000 ahead.
  - We hired a new interim children's director for Spark (Gretchen).
  - Sarah Morrow will also be getting paid for being chimer's leader.
- Refinancing had some remaining funds of about \$12,000.
  - There was also \$14,145.05 mortgage interest payment we skipped and so our numbers look better than they should by this amount because we typically wouldn't receive this. For now, it's going to be left in the general fund, but they are open to moving it later. They just don't want to move funds back and forth in case we need it by the end of the year.
- Rent:
  - Preschool Place was behind due to medical issues Deb was experiencing but is now caught up.
  - Driving School (DJ) is caught up through July, but there will be an increase based on new contract. There is a 30 day cancellation clause, so it's basically month to month. We have not been charging any late fees up to this point.
- New CD was opened of \$35,000. This will have a 5.1% rate for 10 months.

- Still no word on \$10,000 funds from boy scouts. Nick Pederson from troop 174 provided some ideas. Finance team would like to see the funds used for scout projects that would also benefit the church.

#### 4) 7:45pm Staff Wage Increase Discussions:

- Many of those involved with previous discussions are not in attendance tonight, so this is not ideal to discuss now.
- Reggie also shared an update that it was not discussed in the last Finance team meeting, so he did send an email out to the Finance team inviting them to review and respond. Jodi is the only one to respond so far.
- Reggie printed out handouts and shared with those in attendance.
  - The handout shows that the staff is still behind their 3% increase from 2023.



Employee Wage  
Increase Tracking Cc

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- Kate mentioned some comments from Jodi's response to the email. Please reach out to Kate or finance team.
  - Kate also shared documentation with Sherri Eriksrud (HR rep) and Lori Robinson (Finance Committee) to get feedback on how we align. The document is called **Minneapolis Area Synod of the ELCA 2024 Compensation and Benefits Guidelines**.
  - Sherri shared some of her thoughts in response to Kate's email. Note: The comments below were copied from the email Sherri sent Kate.....
    - *HR has typically not been involved in leading discussions regarding raises, only consulting as needed.*
    - *This has usually been driven by the Senior Pastor and the Finance Committee because just like in any company, consideration has to be given for both market rate and what the organization can afford.*
    - *It is occurring to me that we have not kept a great record of what we have done in the past. I will start an Excel spreadsheet this year so that we can keep better records going forward.*
    - *Because we are falling behind budget, I am worried about 3% across the board. But I will defer to you on how you feel about that.*
    - *For Sara, I don't think that the support grid makes sense to use for her position. I think a more common comparable market rate for that job would be \$19-\$22/hour. I think we should also make a decision on an increase for her based on the intersection of being competitive and what we think works for the budget.*
  - Sherri also said that she agreed with Jodi's thoughts and recommendations on waiting until January every year to review/adjust compensation because numbers are always low in September and she feels that this conversation will continue to happen year over year.
  - Kate asked a question to Reggie and there was some discussion on how the staffing budgeting discussions and recommendations take place. Who is involved, when, etc.

- Reggie also wanted to respond to Jodi's comments about being behind on giving. He said historically the church is always behind on giving (especially in September), but we are only about \$3,800 in total revenue (which includes a skipped mortgage payment of about \$14,000 that will not occur every year).
  - He also pointed out we just moved aprx. \$35,000 into a CD.
  - He also pointed out that we moved aprx. \$11,000+ into a savings account.
- Deb Peterson also shared that it is hard to adjust compensation now because it was not budgeted and approved by the congregation.
- Sarah Morrow also mentioned the unexpected expenses that come up like the clogged drain and busted pipe or the broken window at Preschool Place. Reggie mentioned there is an 'unexpected building expense' fund in the budget for these situations, but was not sure how much of that had been used this year.
- There was also a discussion that the parking lot fund was closed out in 2023 with \$27,000 and we have paid that back into the capital improvement fund (for building and grounds).....so this is a positive thing for the congregation.
- There was some discussion on everyone being in agreement with moving compensation discussions to January every year so this doesn't continue to be a recurring issue for each council in September.
- Sherri Eriksrud made a motion to move compensation discussions to January to align with the annual budget planning process and discussions. Deb Peterson seconds the motions. All approved and no one abstained.

## 5) Pastor Reggie's' ministry reports:

- Pastor Reggie highlights:
  - Working on children's ministry programming with Gretchen Mitcham.
  - Unfortunately, Green Lake Bible Camp for confirmation students was canceled this year due to low attendance. The confirmation leaders are planning other events for the kids and hope to involve Reggie as well.
  - September 23<sup>rd</sup> is mission trip information night.
  - Green Lake Bible Camp also cancelled the Men's Faith retreat because they were not willing to host it anymore. Reggie plans to host it himself at Green Lake for this year.
  - Reggie gave an update on the security contract company (Grove Security – Alex - Verkada) and new terms were shared with renewing annual contracts that the church will have to pay for. Renewal of 5 year contracts would be about \$23,000 per year. The church cannot afford this and Reggie expressed disappointment with the lack of transparency, so the security of the building will need to be reevaluated and other options will need to be explored. Could we install and monitor our own cameras? What are other churches doing?
  - Shared some updates on the building.
    - (1) Clogged drain in mechanical room:
      - (a) The regular plumber replaced the P-Trap and cleared it out, but they said it will continue to happen in the future because sediment will build up in the pipes. The cleaning staff should run water while dumping buckets to help flush the sediment through the buckets when they dump their buckets.

(b) There were some other repair estimates given for replacing pipes, but it would be expensive.

(c) Reggie spoke to Bob and Bob thinks it's fine as it is.

(d) He estimates it has cost about \$2,000 up to this point.

- Pastor Laura's annual review was done and Ashley's and Sara's review will be coming up.
- Officiated a non-member funeral here because the son is a member.
- Gave an update on calls he made for givers last year that are no longer giving....
  - (1) Reggie mentioned that one family typically gives a healthy gift sporadically, so he didn't think it was necessary to follow-up at this time, but that we should follow-up at the end of the year if there still isn't any giving.
  - (2) Another member left about a year ago and he was a Saturday night attendee. He did not give a pledge this year.
  - (3) Another family typically gives and pledges every year, so it was a surprise, but there was a recent retirement. They do still attend regularly.
  - (4) Another family gave last year, but they didn't pledge and we had to shut off their automatic giving. This family comes to service a few times a year.
  - (5) The other two families come a couple times a year and usually put a check in offering when they attend a service (i.e. Easter, Christmas).
- Kate asked about the remaining list Ashley sent him. There may have been approximately \$1,200 remaining of the aprx. 25 other givers.
  - (1) Reggie will look at the remaining list.
- See Pastor Reggie's ministry report for more details.



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Council Senior Pastc

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o Pastor Laura highlights:

- Was not in attendance, see her report for details.



Ministry Report

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- Kate did share an update on behalf of Pastor Laura with everyone that is exciting news.
  - (1) Pastor Laura and 17 choir members were invited to go to Carnegie Hall in New York next June. The update is also in her ministry report.

#### 6) 8:59pm: Sarah Morrow Update on Rally Sunday

- o There were some questions about the brunch signup. It said Easter for those who opened it and it wasn't sent to everyone, so Sarah is going to look into this and send it out again.
- o Donations are needed for Bingo.
  - Eric will announce Bingo.
  - Jodi has the equipment that we can use again.
- o Jodi Sie, Rachel Scherer and Susan Larson will be helping organize Rally weekend.
  - Grant will not be organizing golf this year due to low attendance last year.

- Block Party from 6-9pm on Saturday night
  - (1) Dinner
  - (2) Bounce House
  - (3) Line Dancing
- Brunch and Bingo on Sunday

**7) 9:04pm: River City Days update by Deb Peterson**

- Deb handed out a printout with some ideas and feedback that were shared this year. See attached for details....



COG\_RCD Event  
Summary.docx

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- They would also like to start planning much earlier next year (maybe April).
- Deb recommended we have an events kit ready for any events we can attend to get our name out there more in the community. Some other ideas for events were shared as well....
  - Sarah mentioned Carver Steamboat Days.
  - Kate mentioned a thank a cop or police night down at Veteran's park.
  - Touch a truck
  - Farmers Markets
  - Carver County Fair

**8) 9:12pm: BIG Swag Update**

- Deb, Kate and Kristi met and got a list of questions to take to the rep at BIG
- There needs to be a minimum charge.
- Deb also looked at the company La Academia uses and they also require a minimum.
- Sherri will also check with the company they use at work (Bachman's – General Sports?).

**9) 9:18pm: Fall Social**

- November 16<sup>th</sup> date will be used because we were not able to get a liquor license in time and the planning team felt like they needed some more time.

**10) 9:24pm: Pancake Fundraiser**

- Could we do this in October instead of November since the Fall Social date was moved?
- Would it make sense to do it in December and ask a Santa to attend for kids? Maybe do a toy drive?

**11) 9:28pm Closing:**

- **Next Meeting** – Kate will send out a Doodle Poll for next meeting.
- **Next Devotion** – Sherri Eriksrud
- **Closing Prayer** – Pastor Reggie
- **9:35 Motion To Adjourn** – Sarah Morrow motioned to adjourn meeting, Pastore Reggie second. All approved.

*Minutes by Mikel Jones, Secretary*