



## BOARD OF DIRECTOR'S MEETING MINUTES

Tuesday, January 7, 2025

5:00 pm – Off Site

### **Attendance**

**Board Members:** Donna Blaul, Julie Gorvin, Diane Horsager, Iver Johnson, Jim Kennedy, Tom Nelson, Jay Olstad, Todd Racek, Josh Tuchscherer (absent)

**Staff:** Paul Dean, Kienan Mick, Julie Klein

### **Call to Order**

Iver called the meeting to order at 5:00 pm.

### **Agenda**

*Motion made and seconded to approve the agenda with flexibility. Motion passed.*

### **Approval of December 3, 2024, Meeting Minutes**

*Motion made and seconded to approve the minutes of the December 3, 2024 meeting. Motion passed.*

### **Reports**

- **Lead Pastor Report – Paul**

The Saint Paul Area Synod has gathered several candidates for the Pastor of Family Ministry, and those interviews will be taking place middle of January and February. A candidate for the Pastor of Engagement surfaced in late December and will be interviewed in January.

The strategic planning leadership team gathered right after Christmas to narrow down the strategic planning initiatives. Those initiatives as well as the mission and vision statements will be brought forward to the next retreat in March.

One of our major staff initiatives this quarter is to raise the level of engagement and volunteerism in all our ministry areas. Those expectations are being set and equipping sessions with timely and proactive feedback are scheduled.

The Saturday evening worship service moved to the Chapel and feedback has been positive. We will continue to evaluate the viability of indoor Saturday evening worship.

There was positive energy for both the Christmas Concert weekend, Christmas Eve and Christmas Day services. The 3:00 pm Christmas Eve service was attended by over 1k. The best count we could establish was that over Christmas Eve, Christmas Day in person and online, over 4k people chose to worship at POP. Our strategy to connect folks and to invite people back with a particular focus on Mission Outpost is in process. We will evaluate how effective this strategy is not only to connect new people but to gather more volunteers for this vital ministry.

- **Finance Director Report – Kienan**

Kienan noted from the ministry and mission offering trends that we have shown sustained growth in giving this year vs. last year. Additionally, last year we saw a stabilization of income and a reversal of prior years' consistent year-over-year deficits.

We continue to enjoy some savings from delayed hires, which has caused our personnel expenses to track very closely to last year's expenses, but it does come at the expense of programming and workload on the pastoral staff.

Kienan provided the Board with the annual review for the church's finances and invited questions and comments from the Board. During discussion it was determined that the Finance Committee would assist with releasing the financial review findings to the congregation.

Work continues on the cleanup of our current database for the migration to Realm on track for February.

*Motion made and seconded to receive and file the written reports for January submitted by Kienan Mick, Finance Director and Paul Dean, Lead Pastor. Motion passed.*

### **Adjournment**

Iver adjourned the meeting at 5:30 pm.

Respectfully submitted,

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Julie Klein  
Recording Secretary

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Jay Olstad  
Secretary