

**Our Savior's Lutheran Church  
Leadership Council Monthly Meeting  
Draft Minutes  
November 9, 2022 - 7:00- (Zoom)**

**Present:** Warren Harmon, Bob Westland, Cindy Harbeck-Weber, Pastor Ben, Emily Block, Todd Johnson, Phil Kuper, Jennie Loven

**Absent:** Kidron Flynn, Pastor Nikki

As a welcoming and including congregation, we:

- Affirm and claim our families, however they are defined
- Embrace intergenerational faith formation and innovative ministries
- Nurture, equip and invite people to share their gifts and talents
- Profess our faith through serving those in need

**Opening Prayer:** Pastor Ben

Our Affirmation of Hope and Thanks for this week - What are we hopeful for? What are we Thankful for:

**Minutes:** An update from Jennie Loven was left out and will be added. Bob Westland moved to approve the October minutes with the addition and Phil Kuper seconded. All approved the motion.

**Treasurer's Report:** Emily Block reported the following:

Income YTD (as of 10/31/22)	\$318,478.71
Expenses YTD (as of 10/31/22)	377,526.91
Budgeted expenses (11/31/22)	402,484.70

The year to date financials including income, expenses, cash flow, and the HVAC expenses were thoroughly discussed. It was decided to share the financial deficit information with the congregation at an upcoming worship service. The Budget and Finance committee is looking carefully at the budget and will have recommendations for 2023 budget decreases to the leadership team for their consideration at the next meeting.

### **Old Business**

**OSLC Congregation Listening and Conversation Sessions:** Leadership Listens sessions were held on October 26, at 7:00 pm and October 30th at 1:00 pm. Warren Harmon prepared a summary to share with the congregation, and this was sent to the congregation today. A discussion about formats to consider for listening sessions in 2023 were discussed, including having a session after the 9:00 worship service. Overall, the leadership group found the 2 sessions helpful and discussed action steps that resulted from the sessions including the stewardship campaign.

### **New Business**

**Nominating Committee:** Bob Westland will be forming a nominating committee. Positions open include President-Elect, Secretary, Director of Business Administration Teams, and Director of Congregational Ministry Teams.

**2022 Stewardship campaign:** Three speakers are scheduled to speak at upcoming worship services. Intent Sunday will be December 4th. Due to the current budget deficit, Warren and possibly Emily Blaine will speak at an upcoming worship session.

**2023 Financial Ministry Vision:** See treasurer's report above. The Budget and Finance Committee are discussing areas to decrease for the 2023 budget. Current areas being discussed include benevolence and reducing mortgage pre-payments.

**Leadership Reports:**

**Congregational Ministries:** Phil Kuper reported that the Lay Committee is continuing their regular visitations and sing-a-longs. The Music and Worship Committee decided to move to one worship service each Sunday. Different virtual options are being considered

**Business Administration:** Todd Johnson noted there was nothing additional to add.

**Youth and Education:** Jennie Loven reported that 3 young people were confirmed last Sunday.

**Pastor Ben:** Pastor Ben discussed the benefits of combining worship to one service, including the increased music and positive energy resulting from having a multi-generational service. Pastor Nikki and Pastor Ben are attending a conference next week.

**President:** Warren Harmon had nothing additional.

**Vice President:** Bob Westland reported that a custodian has been hired and started November 15th. The personnel committee met and discussed staff annual evaluations and began discussions regarding 2023 staff salaries. He is forming a nominating committee to nominate people to fill the positions of Vice-President, Secretary, Director of Business Administration and Director of Congregational Ministries.

Closed with the Lord's Prayer at 8:53.

Respectfully submitted,  
Cindy Harbeck-Weber  
OSLC Secretary