

## OSLC Leadership Meeting Minutes

Wednesday, December 14<sup>th</sup>, 2022 / 7:30 PM / Zoom

**Attending:** Emily Block, Cindy Harbeck-Weber, Warren Harmon, Todd Johnson, Phil Kuper, Jennie Loven, Pastor Ben, Pastor Nikki, Emily Blain

**Absent:** Kidron Flynn

As a welcoming and inclusive congregation.

- 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

**What are we hopeful for? All shared.**

**Opening prayer:** Pastor Nikki

**Minutes:** Bob Westland noted that the start date of the custodian needs to be changed to November 1st. With that correction, Todd Johnson moved to approve the minutes and Phil Kuper seconded the motion. All voted in favor of the motion

**Treasurer's Report: (Emily Blain & Emily Block presenting)**

- November YTD Income: \$352,414.75
- November YTD Expenses: \$398,583.08

**2022 Benevolence:** Pastor Ben proposed that December benevolence be decreased as follows:

- Lutheran Social Services: Reduce annual amount from \$3000 to \$2500 (the amount we have already given)
- ELCA: Reduce annual amount from \$32,400 to \$25,000. We have already given \$24,300, so would give \$700 more in December. This would then be consistent with what is being proposed for 2023.
- Lutheran Campus Center: Reduce annual amount to \$1000, rather than the \$3000 planned.
- Iambi Palliative Care: Keep planned donation at \$4000 and this would likely be met through earmarked offerings from Thanksgiving, midweek Advent, and Christmas Eve, as well as \$1000 from Orland Thorson Memorial gifts.
- Keep the full benevolence for Samaritan Bethany Chaplaincy, Good Earth Village membership and Rainbow School.

Bob Westland moved to accept the proposal and Todd Johnson seconded the motion. All voted in favor.

**Financial Secretary's Report (Presented by Tim Hornseth):**

- As of 12/13/2022, 59 pledges received for a total of \$242,300.
- 23 people who use Simply Giving and have yet to pledge: \$72,041
- 6 decreased their pledge, 26 increased and 27 had no change from last year.
- Giving units have slowly decreased from 180 in 2019, 163 in 2020, 157 in 2021 and 150 in 2022 (as of December 13)
- HVAC campaign total received to date is \$49,795
- HVAC pledge total is \$73,815
- The year-end statements will identify contributions to the HVAC system as “properties”

## **New Business**

**2023 Financial Vision (Presented by Emily Blain):** The Budget and Finance Committee has proposed a 2023 budget totaling \$444,433. They have also proposed several decreases in the budget from prior years, including:

- Benevolence: reduced from \$49,950 proposed in 2022 to \$37,900 proposed for 2023
- Personnel: Proposed reductions include:
  - Reducing staff raises from the amount the personnel committee would like to give them (6-8%) to 3%.
  - Reducing the church secretary hours from 40 to 32 per week
  - Reducing the number of hours for the youth consultant
- Administration: End the practice of prepaying the mortgage. This reduces the yearly mortgage cost from \$60,000 to \$39,252

**Discussions regarding the 2023 budget deficit.** The leadership group brainstormed ideas to further decrease the proposed budget, but they would have had a minor impact on the total budget.

Pastor Ben and Pastor Nikki reported that they met with Barb Streed (Assistant to the Bishop) to discuss the OSLC budget deficit. The only ways to close the budget deficit are to:

- Increase giving
- Reduce building costs
- Reduce personnel
- Significantly change the ministry model of the congregation.

If OSLC is not able to make changes, by this time next year, more radical changes will be needed or potentially imposed on the congregation.

It was decided to continue discussion of the budget at the January leadership meeting, as final pledge numbers will then be available.

**2023 Annual meetings:** The Budget meeting will be on January 15th and the Annual meeting will be on January 29th. The annual meeting agenda will be distributed ahead of time. If someone would like to propose an agenda item, they should submit it to Warren Harmon by January 11, the last leadership meeting before the OSLC annual meeting. Warren proposed and Jennie seconded a motion to set the Annual Meeting for January 29th at 10:30 am in the sanctuary. All approved the motion.

**Amendments to the OSLC Constitution:** Changes to the OSLC constitution are required due to the actions of the ELCA churchwide assemblies in 2019 and 2022. The goal of these changes is to bring the OSLC constitution into line with the ELCA model constitution. Bob Westland made a motion for the

leadership council to recommend the constitution changes to the OSLC congregation, who will vote on the changes at the annual meeting. Jennie Loven seconded the motion, and all voted in favor of the motion.

**Nominating Committee:** Bob Westland reported that Tammy Olsen has accepted the nomination for Secretary and Tim Valen has accepted the nomination for Director of Business and Finance. We are still seeking persons for the positions of Vice-President and Director of Congregational Ministries.

**Staff Performance Reviews:** Bob and Warren are editing the staff performance forms, and will begin conducting reviews in January 2023.

**Leadership Reports:** Due to the late hour, leadership reports were not verbally presented, and directors were encouraged to e-mail any information about their teams to the secretary for inclusion in the minutes. Some reports will be submitted later.

**Business Admin Teams:** Todd Johnson

**Congregational Ministries:** Phil Kuper

**Outreach Ministries:** Kidron Flynn

**Youth and Education:** Jennie Loven - There were 5 kids who attended a weekend retreat in the cities, working on 3 service projects. Details for the main summer trip are being worked out. Locations in Milwaukee or Chicago for the end of June or July are being looked at. The bake sale was on December 18 and was quite successful.

There is a bowling activity for middle and high school youth in mid-January.

**Next meeting:** January 11 at 7:00 pm.

**Closed with prayer at 9:37.**

Respectfully submitted,  
Cindy Harbeck-Weber,  
Secretary