



**Our Savior's Lutheran Church
Leadership Council Monthly Meeting
Minutes**

Tuesday, November 14, 2023 – 6:15pm PM (VIA Zoom)

OSLC Leadership Team Attendees: Bob Westland, Emily Blain, Tammy Olson, Tim Valen, Jennie Loven, Kidron Flynn, Katie Holger, Pastor Ben, Emily Block (Invited)

OSLC Leadership Team Absent: Pastor Nikki

As a welcoming and inclusive 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 - Bob Westland

Our Affirmation of Hope and Thanks for this week – What are we hopeful for? What are we Thankful for? All shared.

October 2023 meeting minutes were approved via email and sent out to the congregation.

Treasurer's Report (Emily Block)

Income YTD (as of 10/31/23): \$317,602.94

Expenses YTD (as of 10/31/23): \$393,383.49

- Total bank accounts down \$36,000 from the beginning of the year.
- We had larger than expected expenses for the HVAC this year. The HVAC updates cost us \$35,000 above what was received from the capital campaign. This accounts for the difference in our bank accounts from the beginning of the year to now.

Continuing Business

1. **OSLC Future Direction task force** met last Wednesday
 - a. Membership: Bob Westland, Emily Blain, Joanne Heathman, Melissa Psomas, Scott Moon and Pastor Ben.

- b. What is their role? Discussion included: leading small groups, raising level of consciousness in the congregation, coming up with solutions to present to leadership.
 - c. What did it take the task force to understand where we're at? Blunt talk about options.
 - d. Possible conversations with members in smaller groups:
 - i. What is one step that each person could do?
 - ii. What makes OSLC unique? Why does someone want to be part of OSLC? What are options for what OSLC looks like? Come be part of our church because ...
 - e. Task Force could start with existing small groups - WELCA, quilters, Pastor Ben's Bible Study groups, Pastor Nikki's Media that Moves Us, Music groups, Crafter's monthly groups - to raise the level of consciousness in the congregation.
 - f. Still need to pick a lead for the group.
2. **Stewardship Appeal letters** were mailed out and pastor's sermons have focused on stewardship.
 3. **Pastor Nikki's position** was changed back to 1/2 time. We are back to OSLC 60% and Good Shepherd 40%.
 4. **Christmas Eve services**, OSLC services will be at 4pm and 10pm. Good Shepherd's will be at 4pm and 8pm.
 5. **Offerings designations** for midweek Advent and Thanksgiving will be for Samaritan Bethany, Good Earth Village, and Rainbow School.
 6. **Thanksgiving eve service** will be at Our Savior's with Good Shepherd members invited. Pie fellowship after service is a fundraiser for youth gathering.
 7. **Bob sent a thank you letter** to the person who gave the \$14,000 gift on behalf of the congregation.
 8. **Suspend benevolence payments** until December.
 - a. Payments to be decided at that time.
 9. **Long term Rental/Lease agreements** - Where are we on this?

New Business Agenda Items – Pastors Ben and Nikki and Leadership Team:

1. **Leadership and Future Direction task force** need to work together to help members of the congregation really understand our financial situation.
 - a. Income, expenses, aging building, the need to pay staff adequately and who we are as a congregation, what is our identity.
 - b. Interesting article from “Living Lutheran”: [My take: They may not come back \(https://www.livinglutheran.org/2022/03/my-take-they-may-not-come-back/\)](https://www.livinglutheran.org/2022/03/my-take-they-may-not-come-back/)
 - d. How can leadership and our members understand ????
2. **Need to continue working on the 2024 budget.**
 - a. Medical benefits via Portico will be at the gold level, passed last meeting.
 - b. Wait for intent Sunday and determine our income based on pledges?
 - c. Figure out how to come up with a budget and not lose staff.
 - d. What's next?
 - e. The council can't decide to just cut a called pastor position. There is a process and there might be a severance package.
 - f. Does Personnel need to meet to consider any other compensation since the recommendation is for \$0 raises for staff?
 - g. We need to decide who we are and what we want our ministry to be. What will we choose to keep?
 - h. Letting staff go is not an option the congregation wants.
 - i. We probably don't have to make immediate drastic changes, especially before the annual meeting.

Leadership Reports

Business Admin Teams (Tim Valen)

Properties...two large ash trees removed, two new trees planted, we need to continue to evaluate the flat roof membrane as that has reached its life expectancy. We also need to pursue replacing the AC unit that has gone out.

Congregational Ministries (Katie Holger)

Update from Congregational Care Committee:

The Lay Ministry video is ready and will be presented at the service on Nov 19. The hope is to get more people and families involved in home visits. Pastor Nikki is only able to visit members who are at the end of their lives due to the change in her Good Shepherd and Our Saviors work schedule. Friendship bags are being created again this year with WELCA, a notice has been put in the church newsletter. The Sunday school youth will decorate the bags and make cards. Bags will be packed on Dec 9th and delivered on Dec 10th. It was discussed to also have card making supplies available in the activity bags for children to decorate and to have an ongoing supply to send out to members.

Update from Altar Guild Committee:

The committee had their annual meeting. They are hoping to add a few more members for next year. They discussed trying to increase family involvement in volunteering. Memorial money was used to buy a pottery gluten free wafer container.

Outreach Ministries (Kidron Flynn)

From Ruby Florine: Advent Soup Suppers being planned.

Youth and Education (Jennie Loven)

Youth Update - There was a Saturday Mission Trip for high schoolers in early November. This Sunday 6-12th grades are meeting with Good Shepherd youth to shop for those in need for the Christmas season.

Vice president (Emily Blain) - Nominating committee

Need Business and Finance lead, VP, replacements for Kidron and Jennie.

Report from Pastor Ben

Pastor Ben had conversations with the lead pastors of other congregations.

- All the congregations are growing or stable either with membership or financially.
- What are they doing that we aren't/haven't? They have figured out their community. OSLC hasn't. OSLC has tried over the past year to revive that, but we're not there yet.
- How do you define the church's identity? You have to live an identity; live into our community. Since September, Pastor Ben has been intentional about creating a community in the church.
- Maybe the task force could work on the culture of the church? That's a positive the group could work on.
- OSLC council member suggestion: Bring back potlucks. It would bring everyone together as a community.

Next Leadership Meeting: Tuesday, Dec 12 at 6:30. If we have a joint meeting with Good Shepherd following our 6:30 meeting, both meetings will be at Good Shepherd.

Closed with the Lord's prayer

Respectfully submitted,

Tammy Olson
OSLC Secretary