



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

Tuesday, December 12, 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), Tim Hornseth (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 - Emily Blain

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

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

Treasurer's Report (Emily Block)

Income YTD (as of 11/30/23): \$345,402.88
Expenses YTD (as of 11/30/23): \$419,055.78
Budgeted Expenses: \$410,936.46

- Financial Reserves were \$177,000 last year. This year they are \$136,000. \$90,000 is restricted: Sons of Norway lease (\$50K), Memorials, Capital (\$0), Sunday School/Middle School (\$6000).
 - The Youth have their own funds separate from this. Katie motioned that the Sunday School/Middle School amount in reserves go into the General Fund. Emily Blain seconded the motion. Motion passed by unanimous vote. Sunday School supplies will come out of the General Fund.
- There are CDs as well. These are being examined to see if we can get a better return on investment.

Continuing Business

1. **OSLC Future Direction task force** met last Wednesday

- a) We held our second meeting on December 7th. Meeting went well. Melissa Psomas was named chairperson.
- b) Discussed goals:
 - 1. Increase awareness of current financial situation
 - 2. Increase congregational cohesion
- c) Pastor Ben previously talked about meeting with small existing organized groups (WELCA, choir, etc). He's been thinking about doing that differently and having people sign up to meet in small groups. January 7th a sign up sheet will be passed out for people to meet with Pastor Ben and someone from the Task Force in small groups.
- d) Suggestion to create a timeline to put in the narthex for people to see what the next steps are and how things are progressing.

2. Personnel team met and discussed:

- a) Staff annual reviews - Pastor Ben will do all staff reviews. The Personnel Team will do Pastor Ben's review.
- b) 2024 pay raises - Recommend 8% for pastors & music director and 4% for secretary. The portion that isn't covered by income would come from reserves. This is the ministry we want to do and this is how much it costs. Questions Leadership and the congregation must answer: What is the ministry we want to do? What are we called to do? How much does that cost?

3. Long term Rental/Lease agreements - Where are we on this? This was not discussed.

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

- 1. Good Shepherd voted to support Pastor Nikki 49% and Our Savior's 51%. We need to approve.** Emily Blain motioned to approve OSLC paying 51% of Pastor Nikki's salary, which is a half time position. Tim Valen seconded the motion. Motion passed by unanimous vote.

- a) Pastor Nikki's work schedule - Pastor Nikki, Pastor Ben, and Pastor Carl-Eric collaborated on how this will work. To reduce Pastor Nikki's sermon prep time, she will give one sermon to both congregations. The Gospel reading would coordinate with Pastor Nikki's sermon.

2. Current pledge information - update from Tim Hornseth

- \$273,366 pledged + \$62,000 for current Simply Giving = \$335,366
- \$26,000 increase in pledges
- There are 61 giving units that didn't pledge last year that have given this year. A conservative estimate of \$35,000 is what they will likely give in 2024.
- There may be a significant reduction from member deaths or member transfers.
- Have Joanne send an email requesting pledge cards be returned or directly email Tim Hornseth with the pledge information.
- Send an email concerning the financial numbers and request any year end giving.

3. 2024 Financial Ministry Vision – Updated numbers from personnel with suggested raises.

- a) Discussion on current budget
 - i. 'Faith to Balance' term removed and changed to 'Taken from Reserves'.
 - ii. Benevolence discussed. Staff raises discussed.
 - iii. Final budget will be voted on at the next meeting.
 - iv. Others have offered to take on the responsibilities of Carole Joyce, Children & Family Ministry Consultant. Tim Valen motioned to

discontinue the position as of Jan. 1, 2024. Katie seconded the motion. Motion passed by unanimous vote.

- b) Date to present to congregation: Sunday January 14th, which is two weeks before annual meeting. Tim Valen motioned for the annual meeting to be held on Sunday Jan 28, 2024. Emily Blain seconded the motion. Motion passed by unanimous vote.

4. Nominees for 2024 OSLC Leadership

- a) Vice President
- b) Director of Out Reach Ministries
- c) Director of Youth & Education - Jessica Grimm (jesfitz@gmail.com)
- d) Business and finance chairperson and members

5. Annual reports for 2023 yearbook

- a) Pastors' reports
- b) President report
- c) Team reports – need to ask team leaders for input. Directors will request a report from each of their teams to be sent to Pastor Ben by Dec. 31.

Leadership Reports

Business Admin Teams (Tim Valen)

No updates.

Congregational Ministries (Katie Holger)

Lay Ministry report: 25 gift bags of goodies were delivered to our members unable to attend church. As a result of the Thankoffering video on home communion a few members have stated interest in doing home communion. Our team currently has only three members along with Katie H who attends. We currently have fifteen members who we visit and give communion monthly. The Al, Ed and Bruce Sing along group continues their weekly visits with members and welcome new names of anyone who would like them to visit. Doreen is doing their scheduling so contact her if you know of someone who would enjoy this.

Outreach Ministries (Kidron Flynn)

- Fair Trade has been having extra sales at different churches and have really cleaned their inventory. Another \$1,900.00 recently came from First Presbyterian.
- From Ruby: The Advent meal is in full swing.

Youth and Education (Jennie Loven)

From Cassie: The youth are having fun doing stuff with Good Shepherd. The bake sale earned \$700! Thank you for the support!!

Vice president (Emily Blain)

No updates.

Report from Pastor Ben

- Sunday, January 7 - Funeral planning and information meeting during Fellowship.
- Final planning for a pastor retreat on Sunday, Jan 7 at Good Earth Village with Pastor Nikki, Pastor Ben, and Pastor Carl-Eric.
- Christmas preparations

Next Leadership Meeting: Tuesday, Jan 9 at 6:15pm.

Closed with the Lord's prayer

Respectfully submitted,

Tammy Olson
OSLC Secretary