

<p>December 13, 2016 --Our Savior's Lutheran Church Board of Directors Meeting Mission Statement: <i>Grounded in Faith, Gathered in Love, and Sent with a Purpose so that Others may gain the Kingdom.</i> MEMBERS PRESENT Voting: Pastor Dale Stiles, Shelly Hill, Joel Frost, John Lasswell, Marci Gaertner, Doug Smith, Gloria Guinee Ex-Officio/ Visitors: MEMBERS ABSENT:</p>	<p>Time Called To Order: 7:00 pm Time Adjourned: 9:25 pm Location: Family Room- OSLC Meeting Lead: Shelly Hill Recording Secretary: Marci Gaertner</p>
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DISCUSSION	RECOMMENDATIONS/ ACTIONS/ MOTIONS	RESPONSIBLE PARTY	
		Staff	Board

<p>Reading of Mission Statement and Reflections/Prayer/Devotions Approval of Meeting Agenda Approval of November Board Minutes</p>	<p>--motion by Joel, seconded by Doug, agenda approved —motion by Joel seconded by Gloria , minutes approved</p>		
<p>Pastor Dale Report</p>	<p>See attached.</p>		
<p>Evangelism Committee—Pastor Dale</p>	<p>Evangelism Committee to begin in January. Members thus far: Maxine Enfield, Kathy and Orv Johnson, Dan and Amy Stoffer, Lann Zimdars.</p>		
<p>Loft Update—Gloria Guinee</p>	<p>Gloria reports we did win the court case. Defendent did not show. We will need to follow the procedure outline for lien. Need someone to file that lien—does not need to be a lawyer. Joel agrees to file the paperwork.</p>		<p>Joel—lien paperwork</p>

<p>Nominating Committee—Gloria Guinee</p>	<p>Gloria notes board member positions filled as are Mission and Outreach positions. Questioning what other committees need positions filled. Shelly notes art fund committee may have people rotating off. Gloria will discuss with Dave Colburn who is chair.</p>		<p>Gloria—check with Art Fund re: open positions</p>
<p>Member Outreach—Marci Gaertner</p>	<p>Phone calls to those members who have not attended in 2016. List pared down to those families of whom no one member has attended. Successful phone contact with 32 families. Purpose to see if change in service time made a significant impact in their attendance. Appears not as the largest group (14) were of families who deny service time issues but are held back by kids sports/activities, work schedules, family issues, etc. compared to 4 who have actually transferred directly due to service time issue. Unlikely, change in time will bring many these families back. See survey results update below as to how results will be used.</p>		
<p>Audit Committee Update—Joel Frost</p>	<p>Two items audit committee would like timely decision on: 1) change of payroll from bimonthly to biweekly 2) PTO policy. With regards to payroll moving to biweekly, motioned by John, seconded by Doug, approved to move forth with this. General agreement Ahola-Mack will be provider of payroll services. However, with regards to PTO, questions raised as to how the recommended allowances and milestones for these allowances were arrived at. Was this revenue neutral? Joel will attempt to clarify, bring Clark S. in to January meeting for clarification if needed before approval.</p> <p>In addition, Doug requested Joel check with audit committee for recommendations on better policy for expense account recording.</p>		<p>Joel—clarify PTO policy and process for milestones/allowances.</p> <p>Joel—check with audit re: expense acct recording.</p>

Health Insurance Update-Doug Smith-	Doug recommends no commitments be made yet at this time. Await finalization of budget as well as further contact with rep regarding options and changing rules/regs in the insurance business with current political scene.		
Survey Results—John Lasswell	John has done analysis of all data from surveys from current members. Overall, 30% of those surveyed are not satisfied with the current worship times. Question is, what are the next steps? Joel and Dale will bring to next staff meeting for input. Board to review in January, come up with proposal to be revealed at annual meeting. Plan would be to offer a time to come together for discussion outside the annual meeting before final decision made. Attempt to involve congregation along the way. Likely changes would go in to effect after current faith formation calendar.		Dale, Joel as board rep—share survey results with staff for input
Financial Update—Doug Smith	Doug motioned, Joel seconded, financial report approved.		

<p>Budget Preparation—Doug Smith, Joel Frost.</p>	<p>Doug and Joel have come of with 4 budget options depending on outcome of final budget line as of January 1. Agreement that we will await final number and do final vote via email so that we can be ready to share with congregation during January 8th adult forum.</p> <p>Indirectly related---discussion of parish nurse position following contact from Lakeview (Shelly Rock) as to whether this position should be continued to be divided between OSLC and Lakeview vs contracted entirely through Lakeview--may make a difference in benefits for the position. Decision made to ask current nurse Becky H. what her preferences would be. Joel will follow up with both Shelly Rock, Lakeview as well as Becky and work toward proposal.</p> <p>Additional, John Burke, custodian has requested replacement of carpet with vinyl flooring in the new room leased to LADC. \$3100 approximate cost. Dale will let John know we have approved but will also talk with Janet of LADC to see if they will consider helping with cost.</p>		<p>Joel—followup RE parish nurse position.</p> <p>Dale—check with Janet re: vinyl flooring contribution.</p>
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Adjourn/Future meetings:	Joel motioned, Gloria seconded, approved to adjourn January 8, 2017 —9:15—congregational meeting of proposed budget for 2017. January 12, 2017 —Monthly OSLC Board meeting – 7:00 pm January 22, 2017 —9:15 am—Annual meeting		
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Pastor Dale's Monthly Report – December 13, 2016

Highlights

- **Saturday, November 12** – Annual **Bega Kwa Bega Fall Festival** with members of African Ministries Committee
- **Monday, November 14** – Arlene Syverson Funeral
- **Wednesday, November 16** – Thyme for Grace planning meeting
- **Saturday, November 19** – My Annual Performance Review with Doug, Shelly and Gloria
- **Wednesday, November 23** – Thanksgiving Eve Worship – annual offering of \$975 was deposited into Grace Fund
- **Thursday, December 1** – met with Pastors Kevin Doely (Faith, Coon Rapids) and Mike Carlson (St. Andrew's, Mahtomedi) about leadership in healthy, mission-oriented congregations
- **Sunday, December 4 & Wednesday, December 7** – African Mission Trip 2017 Interest Meetings – very little interest (only 1 member)
- **Wednesdays, November 30 & December 7** – Taught confirmation
- **Thursday, December 8** – SHAPE of Leadership monthly workshop in Faribault
- **Tuesday, December 13** – Giving Team meeting

Other items:

- **Staff Reviews** (four done – three left) should be completed by end of this week
- **Stillwater Cabin Meeting conversation** – Meeting with Paul Hill, Director at Camp WAPO and Wilderness Canoe Base on Tuesday, December 13. Many years ago OSLC funded the building of the Stillwater Cabin at WCB. The cabin is now in need of some maintenance and WCB is asking if OSLC would like to once again, fund it's renovation. Will know more after meeting on the 13th. OSLC members involved with the original building of the cabin, Orv and Kathy Johnson, Jim and Marilyn Meier and Sharon Ronning will be present at our meeting.
- **Grateful for Becky Hulden taking on the 11:30 a.m. Advent worship services this year.** She sees this as a natural part of Health and Caring Ministries and allows for me to focus on the evening service only.
- **Planning is underway for Lent 2017** which begins on Ash Wednesday, March 1
- **Working on completing new committee structure for 2017**

Worship & Music (new in 2017)

Audit (in place)

Stewardship/Giving (in place)

Property & Grounds (in place)

Children's Education (in place)

Youth & Family (in place)

Personnel/Human Resources (new in 2017)

Technology (in place)

Legacy (in place)