

<p><b>January 12, 2017 --Our Savior's Lutheran Church</b>  <b>Board of Directors Meeting</b>  <b>Mission Statement:</b> <i>Grounded in Faith, Gathered in Love, and Sent with a Purpose so that Others may gain the Kingdom.</i>  <b>MEMBERS PRESENT</b>  <b>Voting:</b> Pastor Dale Stiles, Shelly Hill, Joel Frost, John Lasswell, Marci Gaertner, Doug Smith, Gloria Guinee  <b>Ex-Officio/ Visitors:</b> Matt Clark, Meredith Caskey(incoming 2017 board member)  <b>MEMBERS ABSENT:</b></p>	<p><b>Time Called To Order:</b> 7:05 pm  <b>Time Adjourned:</b> 9:25 pm  <b>Location:</b> Family Room- OSLC  <b>Meeting Lead:</b> Shelly Hill  <b>Recording Secretary:</b> Marci Gaertner</p>
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DISCUSSION	RECOMMENDATIONS/ ACTIONS/ MOTIONS	RESPONSIBLE PARTY	
		Staff	Board

<b>Reading of Mission Statement and Reflections/Prayer/Devotions</b>	Gloria opened with devotion "Quotes on Hoping for Something More" by CS Lewis referencing Hebrews 11:1. Pastor Dale—opening prayer.		
<b>Visitor: New Member Perspective— Matt Clark</b>	Matt Clark one of the newer members of OSLC was welcomed and gave his insights on why his family chose Our Savior's and suggestions to consider going forward. His itemized suggestions will be forward to evangelism committee for consideration. Matt was thanked and excused for business portion of meeting.		
<b>Approval of Meeting Agenda</b>	John requested update on status of the lien forms filed for the loft dismantle. Gloria notes it has not yet been filed and she is getting forms to Joel. Shelly noted we need to approve the nominations ballot for annual meeting—added		<b>Gloria---lien forms to Joel</b>

<p><b>Approval of December Board Minutes</b>  <b>Approval of Virtual Minutes January 6<sup>th</sup>, 2017</b></p>	<p>below. John motioned agenda be approved with additions above, Joel seconded, all approved.</p> <p>Doug moved, Joel seconded motion for approval of December 2016 minutes. Approved. Doug motioned Joel seconded motion to approve virtual meeting minutes. Marci noted date error which will be corrected Virtual Meeting minutes approved with those corrections.</p>		
<p><b>Pastor Dale report</b>  <b>LADC Vinyl Floor Project Floor Update</b></p>	<p>See attached summary.</p> <p>Pastor brought to our attention a Synod sponsored workshop “Tools Kit for Congregational Leaders” February 25, 2017 8:30 am -2:00 pm. Anyone interested should contact Pastor Dale and he will help arrange registration.</p> <p>Also highlighted the “core concepts” identified in his thesis and general discussion about including these in to our upcoming board retreat as we look forward to 2017</p> <p>Pastor Dale notes the vinyl flooring has been installed and LADC contributed half the cost. There is an extra \$500 left from private donors and Pastor Dale will contact these people to update them and see if funds can be designated elsewhere.</p>		

<p><b>Survey Results/Service Times Decision</b></p>	<p>The path to choosing /changing worship times based on survey is difficult and still not clear. There is agreement that timing of changes would be implemented by fall 2017 curriculum. Pastor noted that working on the “core concepts” ideas at our retreat would also impact how we set up service times and it may make sense to work on this first. Other ideas surfacing for short term “fixes” were: 1) returning to treats / food between current services—Marci will check with Sue Ortman regarding this. 2) To encourage member involvement and ideas---should we have “listening” sessions by board members between services?---later changed to perhaps make them “vision planning” sessions 3) membership is still a driving force for our financial status--we need closer monitoring of those members who “drop off” and what method could we come up with to track this? John moved that we table the service times discussion until we are more certain of the path we want to take but working to implement changes by September.</p>		<p><b>Marci—</b> check with Sue Ortman re: Sunday am ideas.</p>
<p><b>Payroll Changes, PTO Time, 2016 Personnel Expense, Memorials Account—Joel Frost</b></p>	<ol style="list-style-type: none"> <li>1. Payroll changes---first biweekly check coming out this week. Ahola Mack is now the vendor.</li> <li>2. PTO—not distributed yet. Audit committee recommendations are in line with the industry standards. We need to yet decide what our eligibility line will be---Joel will continue work on this. Pastor recommended checking on Synod guidelines as well.</li> <li>3. Hidden costs in the old budget format show approx. \$20,000 variance from what was considered the final 2016 numbers. Doug and Joel are looking to see how this can be incorporated in to the 2017 budget numbers as it will need to be accounted for.</li> </ol>		<p><b>Joel—</b> continue PTO investigation</p> <p><b>Joel—</b>check 4 yr budget cycle for parish nurse</p>

	<p>Specific breakdown shows we need to hold employees accountable to working only their salaried hours as well as looking in to variance for parish nurse salary between OSLC and Lakeview Parish Nurse program. Joel will check this out as well to see where we are in the 4 year cycle of that program as that will impact budget numbers for that position.</p> <p>4. Joel is working to separate out a line item for each group designated in memorial accounts for better tracking of funds. Undesignated funds will be listed as such as well. He is hoping to also assign a name responsible for managed such as someone for PEP funds, another for HANDBELLS, etc.</p>		<p>program.</p>
<p><b>Financial Update—Doug Smith</b></p> <p><b>Final Budge Approval—Doug Smith and Joel Frost</b></p>	<p>Doug and Joel have been working to get final numbers from Alicia for December and are hopeful they will be available tomorrow. Unable to vote on financial report until this is done. Doug recommends we do via email once completed. Also supports moving board meeting to third week so that these numbers are available each month. Final budget approval cannot occur until this happens either and will need to be done via email as well. Agreement that Kathy can print the Annual Meeting report and we will just do insert for the financials when it is ready.</p> <p>Additionally, Doug notes preliminary Thrivent application for mortgage has been approved and he will be getting quotes soon so we can compare to our current note with First Bank and determine if a change would be recommended.</p> <p>Joel motioned and John seconded we change Building</p>		

	Fund name to Mortgage Fund in reports. All approved.		
<b>Nominations Ballot Approval for Annual Meeting</b>	Nominations ballot is nearly complete --- names suggested for two open positions on Legacy Fund Committee and Gloria will follow up with this. Ballot approved for Kathy to print.		
<b>Future Meeting Dates: Annual Meeting—January 22, 2017 9:15 am Board Meeting –February 9, 2017, 7:00 pm (Need to reschedule in order to have financial reports?) Board Retreat—February ??, 2017</b>	Next meeting set for February 16 , 2017 pending Shelly checking with Ray Valley ( new board member) for any conflicts. She will send Doodle poll for date of board retreat.		

## Pastor Dale's Monthly Report, January 12, 2017

Highlights of the past month include:

- December 14 – Pastor Ed and Pat Schmidt House Blessing w/Becky Hulden
- December 18 – Children's Christmas Program – Thanks to all who made that happen!
- December 22 – led Storytime for LADC students and teachers
- December 22 – Cindy Reed Funeral
- January 3 – Met with the Giving Team. Joel Frost joined us and has decided to continue meeting with them throughout 2017
- January 5 – Preached and led worship at Boutwell's monthly communion service. This service Pastor Ed Schmidt has led for the past 12 years. He has now retired and I will continue the tradition for him as Boutwell's would like to maintain the OSLC connection to that service.
- January 8 – Preliminary Budget Meeting – well done, Joel and Shelly for leading the meeting and to Doug and all for helping prepare and provide accurate, meaningful, and informative data.
- January 9 – Met with Don Schuld about OSLC supporting a Sanctuary Church in the Saint Paul Area Synod. A Sanctuary Church offers support and protection for immigrants during the Trump Administration. Don will connect with our Mission and Outreach Committee first and then an Adult Forum on a Sunday morning will be offered to share more information.
- January 11 – attended with Becky Hulden the bi-annual gathering of the St. Croix Valley Parish Nurse Program (SCVNP) Community Council. The council is made up of the pastors and parish nurses participating in the partnership, Lakeview Health administration and staff, as well as, supportive community members.
- January 11 – Hillary Yunker house blessing with Becky Hulden and Larry & Heidi Puckett
- January 11 – met with Legacy Committee to get them back up and running in 2017

Other:

- Completed all staff annual performance reviews in December prior to Christmas.
- Evangelism Committee will begin meeting in February (Maxine Enfield, Dan Stoffer, Orv Johnson, Lann Zimdars – Room for more)
- Christmas services went well and attendance was good. Thanks to all who decorated and made our church ready for Advent and Christmas celebrations!
- Took the week after Christmas off for vacation as we moved into our home.
- First submission of my thesis is this Sunday, January 15. I'm praying it passes without need for revision, or at least minor revisions, before being passed on to faculty and technical readers on February 1.
- Based on the findings of my D.Min. research I think I have some thoughts to share on how to engage members and grow discipleship at OSLC in 2017 and beyond. From the six congregations in the metropolitan synods and their pastors, staff, and elected leaders who were interviewed and surveyed, six "core concepts" emerged that are necessary for congregational health, vitality and mission. I am going to suggest in my thesis, and to us as a Board, that we look closely at these six core concepts and determine how we at OSLC are doing in each of them and how we might be able to improve. The concepts are:
  1. Community & Fellowship – what opportunities exist and what could be added?