

<p>November 16, 2017 -Our Savior's Lutheran Church</p> <p>Board of Directors Meeting</p> <p>Mission Statement: <i>Grounded in Faith, Gathered in Love, and Sent with a Purpose so that Others may gain the Kingdom.</i></p> <p>MEMBERS PRESENT</p> <p>Voting: Pastor Dale Stiles, Shelly Hill, John Lasswell, Marci Gaertner, Meredith Caskey, Ray Valley, Joel Frost</p> <p>Ex-Officio/ Visitors: Stacy Meyer, OSLC Parish Nurse</p> <p>MEMBERS ABSENT:</p>	<p>Time Called To Order: 6:40 pm</p> <p>Time Adjourned: 9:08 pm</p> <p>Location: Family Room- OSLC</p> <p>Meeting Lead: Ray Valley</p> <p>Recording Secretary: Marci Gaertner</p>
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DISCUSSION	RECOMMENDATIONS/ACTIONS/MOTIONS	RESPONSIBLE PARTY	
		Staff	Board
Introduction Parish Nurse—Stacy Meyer	Stacy introduced self and gave brief update on her plan and agenda with the parish nurse position. Welcomed and thanked for her efforts and enthusiasm. Excused for remainder of business meeting.		
Devotion	“The Endless Supply” from Lead Like Jesus devotions by Marci		
Approval of October 2017 Board Minutes Approval of November 6, 2017 Virtual Board Minutes	Amended comments to the October minutes under committee reports clarifying item 1. Regarding staff person being chair of respective committee. Amended version in google drive. Meredith motion to approve as amended, Shelly seconded, all in favor		
Approval of November Board Agenda	Meredith motioned, Shelly seconded. Nominating committee added to committee list.		
Pastor Report	See attached. Additionally, noting the BegaKwaBega Festival 11/11/17 at Our Savior's was a success. “Ministry of Presence” by Stacy Meyer at Nethis Peterson funeral. Thanksgiving offering this year to Grace Fund.		

	Performance reviews on schedule to be completed by 11/29.		
Staff Reports..	<ol style="list-style-type: none"> 1. See attached reports by Chad, Darla, John. 2. Additional note by Joel at this point regarding Audit Committee concerns with procedure on reimbursement of expenditures by staff as there are some that come late. Agreement by board that all requests for staff reimbursement of expenditures are to be submitted by the 5th of the following month. Failure to turn in by the 5th will result in consequences and action. 3. Pastor completing staff reviews with no specific forms but discussing areas of joy, strength, improvement needed for this interim and then involve HR committee to have more formal process after 		
Committee Reports	<p>Updates:</p> <ol style="list-style-type: none"> 1. Audit: Will use sample charter from ELCA guideline committee charter. 2. Art: Charter written by Shelly and being reviewed. Working on plaque for bottom of Blossom Sculpture 3. Mission: Ray is acting chair until new chair decided due to need to distribute scholarships yet this year Still looking for two additional members. 4. Fellowship: 8 members total who will oversee any fellowship activity such as Sunday coffee, Wednesday night meal, funerals. 5. Property/Grounds: Temperature agreed upon at 70 degrees, Joel will talk with Jon Burke. 6. Nominations: Continue to discuss options. Joel reinforcing need for “treasurer in training” to be familiar 		

<p>Treasurer's Report—Budget</p> <p>Joel Frost</p>	<p>for when he rotates off in 2019. Shelly will followup with recommended names.</p> <p>Points: Currently positive by \$7000 (first time in years) despite giving down 10%. Expenses have been less due to the health care fund not being used, down one nursery position, kitchen position eliminated. Note that giving to the mortgage/building fund is down slightly. Reviewed budget options for 2018. Three choices present are a 3%, 5%, 8% cut from current budget noting decrease in giving units. Agreed to pursue 5% version at this time. Continue to refine and ready for presentation in December.</p>		
<p>Old Business</p>	<p>1.Ecumen update: Eliminate E Blast as from this point Ecumen has now moved on to involve their /financing departments and background work to be done before there will be specific details. Keep congregation updated as this occurs.</p> <p>2. Performance reviews: Board needs to submit their reviews on Pastor Dale to Ray by December 1st. Dale and Ray to meet the first full week of December. Ray will forward the template for comments to board members.</p>		<p>Ray— forward template for Dales review</p>
<p>New Business</p>	<p>1.Constitutions/Bylaws: Audit committee raised questions: board power for approval, power to add new committees as only approved are those with ballots on annual meeting, others are technically “teams.” Suggested minimum requirement for all teams or committees is: 1. Appointed chair, budget, boundaries, method of documentation, clear lines for method of funding approval. General agreement that there does</p>		

	<p>need to be work in this area and it will be tabled until 2018, consider forming task force to review current bylaws. Goal: Recommendation for any changes to be ready for 2019 annual meeting.</p> <p>2. Stillwater Cabin Renovations: Renovations needed and is OSLC willing to provide monetary as well as people support to do these renovations? General feeling that the money to donate toward this may not be in the budget at this time but at a minimum we should meet with the representatives from Wilderness Canoe Base and hear what they have to present.</p> <p>3. Member concern regarding the recent headlines on Sutherland Springs massacre and what security measures do we have in place? No significant changes immediately as this will need much consideration and discussion. Bring ideas to the December meeting , consider emergency preparedness as well as risk assessment options. Likely in to 2018 for completion.</p> <p>4. CAT survey comment regarding differences between 8 and 10;30 services: acknowledged concerns and will become task for new worship committee to look in to.</p>		<p>All—ideas for security concerns for further discussion and direction</p>
<p>Adjournment</p> <p>Future Meetings</p>	<p>Motioned by Shelly, seconded by John, all in favor.</p> <p>Next meeting December 21st, 2017.</p>		

Pr. Dale's Monthly Report – November 16, 2017

Highlights include:

- TZ visit – October 23 – Nov. 3
- November 7 – Final PUD vote at SW City Council – passed 4-0!
- November 8 – 2nd Human Resources Committee Meeting. Excellent members! Looking at Employee Handbook and Staff Health Benefits. Advising on annual personnel reviews.
- November 11 – Annual Bega Kwa Bega Fall Festival. OSLC hosted event for first time.
- November 14 – Nethis Peterson funeral
- November 14 – Thrivent Financial provided breakfast for OSLC staff in appreciation for involvement with Union Gospel Mission.
- November 15 – Coffee and Conversation at Oakridge. Parish Nurse Stacy Meyer and Youth Director, Chad Larson, accompanied me. Chad, as part of his seminary contextual learning course.

Upcoming:

- Advent midweek worship – Wednesday nights, Holden Vespers. No noon lunch/service this year.
- Nov. 22 – Thanksgiving Eve worship service. Offering designated for Grace Fund again.
- Annual staff reviews have been scheduled and will be completed by Nov. 29
- Nov. 26-28 – Continuing Education
- December – Christmas program, Cantata, Christmas Eve services

Ongoing:

- Pastoral Care – helpful to have Stacy Meyer on staff now as Parish Nurse. She is doing great and is well-received by many so far. She is assisting with on-going spiritual and physical care of some of our members.
- Baptism Orientations
- Pre-marital/Marital counseling

OSLC Youth and Family Ministry
Report to the Board Sept.-Nov.
Submitted By Chad Larson
11/14/2017

Hello Board Members! To start, thank you for your continued ministry at OSLC. Your leadership makes has such an impact on our church and I am grateful for the countless hours you dedicate towards making OSLC a Christ-centered place for worship, learning, fellowship and discipleship. Below I will give you a snapshot of what the Youth and Family ministry program has done since the beginning of the program year and also what we look at doing in the near future. I am always open to chat if you have further questions or would like more information. *Please note, future reports will likely not be this long because I will be reporting on a single month.*

Sr. High Youth (Activate)

This is a very vibrant and committed group of young people. These students have expressed time and time again through their words and actions that they are committed to not only participating in the High school ministry program but also in many different areas of the church as a whole. These students lead in faith formation classes and events, confirmation small group ministry, worship and music ministry, and much more. At the end of September, we began meeting again for regular youth group meetings on Sunday's from 5p-6:30p in the youth room. The excitement that comes from this group is contagious. They enjoy being in each other's company, they are inclusive of new people, they are invested in our weekly devotions and discussions and they are inviting friends. On any given night we could have anywhere from 15 to 20 students attending Sunday night youth group. Each meeting includes a dinner time, games, teambuilding activities, and a topical discussion. Our students continue to build off last year's mission trip to CO as we begin to plan for this year's trip to Fairbanks, AK. We expect to have around 25 to 30 students attending this trip. We will have an informational meeting in Dec. for parents and students to attend if they are interested in participating. Also In December, we will be having our first high school lock-in of the year focused on fellowship, worship, and prayer. The students and I have also begun planning the 30hr. Famine event which will likely take place in March or April. Finally, our High School students are moving forward with a ministry called Mission Activate which will empower our congregation to donate different items each month to then be delivered by our HS students 1 night a month to homeless men and women in St. Paul and Minneapolis.

Jr. High Youth (Evolve)

This group has two different meeting times for the week including Sunday mornings from 11:45a to 1p and Wednesday nights from 6:10p to 6:40p. In this element of Jr. High ministry, we focus on helping our students understand what "faith" is and why it is important. So far this year, we have averaged about 10 students on Sunday mornings and about 30 students on Wednesday nights. The time change we implemented last year for Sunday youth group has been well responded to and has allowed to expand our ministry for Sunday mornings. Each meeting includes a lunch time, games, teambuilding activities, and a topical devotion/discussion. We recently had our first Jr. High Lock-in of the year on Jan 3rd. The lock-in was received well by the 30 students in attendance. We had 2 adults and 12 high school students leading as well. Upcoming events and activities include weekly youth group meetings, January Winter Wipe Out, and a February ecumenical event at TLC.

Confirmation

Confirmation began in mid-September with the Burger Bash Kick-off event. We were blessed to have many kitchen volunteers helping that night which in turn allowed me to focus on getting the program details to our parents and students. Since that time, we have had weekly meetings focusing on the contents of the small catechism as well as a service night and a fun and fellowship night. Small group are going well with our leaders and students growing in faith centered relationships together. I have selected Robin Sobzeck to speak at Parent's Night in Jan. Although this event is a part of our confirmation program , I will be inviting parents of High School youth as well.

Time for Parents Group

We have had a great start to this group so far! There is an average of about 15 parents in attendance each meeting and we cover topics involving parenting in our current culture. Last year the group met almost every week but this year Darla and I chose to have the group meet once a month due to my commitment to seminary. With that said, we have now brought that number to twice a month due to the demand from parents to meet more. As of now, I will lead once a month and either Gloria Guinee, Stacy Meyer, or Meredith Caskey will lead the other. This year I have also chosen to include in each meeting a devotion that pertains to the topic for the day. This is different than last year where we simply had discussion about a selected topic. I am very excited to see how this group continues to grow in the future!

Youth and Family Ministry Committee

This committee consists of 6 people including Jeff Johnson, Kyle Johnson, Jenni Norton, Nichi Miller, Kim Corbet, and myself. Our first meeting of the program year was on Sept. 13th and we look to have quarterly meetings for the rest of the program year. This is a group of very committed members who support and volunteer regularly for the program.

Faith Formation Community Events

The Harvest Festival occurred on October 29th. I believe this was the fourth year we have done this event with this year being the biggest yet! We had over 300 in attendance including current members and new families/visitors. There were 30 plus volunteers for this event including some current members and some guest volunteers. The purpose behind this event is to bring together people of all ages for fellowship while also reaching out to our community, getting them into the doors, and connecting them with the faith formation leadership and church members. We were hugely successful in doing this. The next Faith Formation Community event will be the Tubing and Tailgating Party at Green Acres in February. Darla and I have already begun planning this event.

In Christ,
Chad Larson, Director of Youth and Family Ministry

Children's Ministry Director Report for November

- Harvest Festival- recruited volunteers, bought supplies, planned and implemented event for 350 people, sent thank yous
- Planned All Worship services, recruited volunteers to participate in the services, practiced with students who are performing the skits
- Planned and led Jesus and Me-working on training in Melissa Urban to help with JAM
- Planned preschool Christmas program songs and finger play and working with Natalie Larson and teachers to practice for the program during class times
- Worked with Emily Fjestad to start the Youth Bell Choir- 6 students have joined
- Worked with Meredith Caskey to start the Children's Choir-13 children have joined
- Planned and implemented Family Activities- Banner and Parament making and Pumpkin Devo
- Planning lessons for Faith Formation class time
- Recruited parents to lead Time For Parents so we can offer it every Sunday that we have Faith Formation class
- Recruited high school students to provide childcare at 9:15 on Sundays so parents who have small children can attend Time for Parents.
- Combined the preschool classes on Sundays as we have very few 5 year olds. Andrea Valley has taken over as lead teacher for preschool. Stacy Meyer had been the lead teacher for the 3 & 4 year olds. With her new position as Parish nurse it made sense to combine the classes to free Stacy up for her new position.
- Planned and taught the 3rd grade FaithMarker for 18 children and their parents
- Worked with Dale Newton to recruit students to be in the Christmas play. Attending Saturday practices to help out.
- Contacted all those who have filled out Time and Talent sheet to plug them in to volunteer for Children's program.