

<p>May 31, 2018 -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 Members present: Pastor Christine Wenzel, Amy Stoffer, Greg Otsuka, Marci Gaertner, Meredith Caskey, Ray Valley Ex-Officio/ Visitors: Orv Johnson MEMBERS ABSENT: Joel Frost</p>	<p>Time Called To Order: 6:30 pm Time Adjourned: 8:53 pm Location: Family Room- OSLC Meeting Lead: Ray Valley Recording Secretary: Marci Gaertner</p>
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DISCUSSION	RECOMMENDATIONS/ ACTIONS/ MOTIONS	RESPONSIBLE PARTY	
		Staff	Board
<p>Reading of Mission Statement Ecumen Update—Orv Johnson</p>	<p>Opened with all reading mission statement. Orv Johnson present to give update on Ecumen project. Briefly:</p> <ol style="list-style-type: none"> 1. OSLC entrance to east parking lot will eventually be closed as part of the 10 foot easement clause required by city as well as proximity to intersection. Ecumen will be providing new entrance to OSLC east parking off their main entrance. Orv has worked on timing, clarification that there will not be closure of our old entrance until Ecumen has completed the new one. 2. Due to new model of co op housing vs original assisted living model, the pedestrian walkway location needs to be reconsidered and Orv continues to work with Ecumen on this. 		

<p>Devotions- Pastor Christine</p>	<p>3. Closing on purchase continues to be tentative for the last week of June. Date has not yet been set by Ecumen and the title company but Orv/Joel will keep us posted regarding this.</p> <p>4. At that point, deposits for pre-sale will begin with OSLC members. Discussion regarding best method for this message to get out to members—Eblast, bulletins, consider mailing as well with more discussion of best methods to come. The board acknowledged Orv and thanked him for all his efforts and attention to detail with this project. He was then excused as remainder of meeting convened.</p> <p>Pastor Christine led devotions with scripture from Psalm 19 and excerpt from <i>Insight and Action: How to Discover and Support a Life of Integrity and Commitment to Change</i>. Green, Tova and Woodrow, Peter.</p>		
<p>Approval of Virtual Minutes April 23, 2018,. Approval of Virtual Minutes May 2, 2018 Approval of Virtual Minutes May 14,2018. Approval May 6, 2018 Congregational Meeting Minutes.</p>	<p>Virtual meeting minutes attached. Motion by Meredith to approve all, second by Amy. Approved.</p>		
<p>Approval of Meeting Agenda</p>	<p>Motion by Greg, second by Amy to approve meeting agenda. Approved.</p>		
<p>Pastor Report</p>	<p>See attached. Pastor Christine especially lifted up fall set up/program planning, anticipation of the new phone system, and her concern over recent security issues with respect to LADC especially. Her concern being where our responsibility lies if something did happen and OSLC doors</p>		<p>Christine— keep board posted regarding next steps</p>

	were not locked or secured. Board also agrees of need to stay on top of this topic. Christine and LADC rep are meeting with Stillwater police next week and we will proceed from that point working toward recommendations and eventual full security plan.		for security issues.
Staff Reports	See attached reports for Youth Ministry, Children’s Ministry, Maintenance, Parish Nurse.		
Committee Reports	Ray asked all to review scholarship guidelines set up by Legacy Committee which are on Google drive. Numerous questions center around what will be the starting balance, how do they determine what amount is available for scholarships, how do they determine what gets put back in to the fund, clarifications of whom is eligible/priority. Pastor Christine has not had a chance to review yet with her new duties and will now do so. Ray asked each of us to take another look as well while she reviews especially with attention to first page/section one. Input to Ray and he will then get back to Mark Fjestad of Legacy Committee .with final comments.		All —review legacy committee scholarship fund guidelines, communicate thoughts to Ray.
Treasurers Report--Joel	Brief written report sent by Joel in lieu of his absence: The treasurer's report for April 2018 -- expenses are under the budget estimate, the giving is also under the planned estimate. We are about \$8000 under giving at this point but our expenses are also under the current plan so net we are doing approximate where we should be at this time of the year. I don't have May numbers as of yet I will have them in another week but at this point I don't see any concerns as far as the budget.		

<p>Old Business</p>	<ol style="list-style-type: none"> 1. Clarification of Ecumen vote record—see numbers in congregational meeting minutes. Four people did not vote of total 83 present. 2. Transition team update—See document attached for May 20th retreat with Holy Cow. Amy recommends repurposing the proposed June 20 retreat. She would like to use this time for the transition team to meet and clarify next steps and process going forward as they have not yet had a chance to do so. They are wanting to include plenty of opportunity to gather more feedback from the congregation on OSLC identity, congregational ideas for future mission/vision. Then based on this information, aim for work toward more specific details of mission/vision/values in August time frame. Emphasis by Ray that board does not need to be involved at all levels of discussion and should be seen as a steering committee with Amy, board rep, bringing updates/ideas to the board. Board then giving any needed input but board is not to be micromanaging the committee. Christine will continue to be the “thought leader” with transition team. 3. Attendance trend reviewed—see attached graph. 		
<p>New Business</p>	<p>Clarification by Ray that Eblast has become one of the primary methods of communication to members and need to continue using this during the transition. Pastor Dale in the past has overseen weekly topics for the Eblast and can Pastor Christine take this over to help discern topics? Overall suggestion to think about what is timely, who is in charge of the timely topics and thereby whom should be called upon to give entry for the Eblast. Kathy Frost has</p>		

	<p>been helping with recent Eblasts to feature committees and their work. Going forward, Christine will function with ideas/input but delegate much of this to Kathy Frost as well as Kathy Newton to help pull topics together.</p>		
<p>Member concerns</p>	<p>Question from member regarding memorial fund management and assurance that designated funds are being used. Legally all funds designated for specific purpose need to be used in that matter. Falls under duties of Finance Team Committee who is having first meeting mid-June. Will ask Joel to work toward purpose of clarification with this topic as team begins meeting. In meantime, Joel would be the go to person for any questions regarding where specific funds have been spent/not spent.</p>		<p>Joel—add topic of memorial fund management to financial committee meeting.</p>
<p>NEXT MEETING June 22, 2018 –retreat with board, transition team, staff—details to be decided.</p>	<p>Discussion of next meeting date— rather than formal meeting, Ray would like to see retreat with staff, transition team, board together and decision made to work towards June 22 for this to occur. He will work with Kathy Newton on this. Plan to be determined over email. Motion by Greg to adjourn seconded by Meredith. Approved.</p>		

<p>Virtual Meeting April 22, 2018 Virtual Meeting -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: Joel Frost, Amy Stoffer, Greg Otsuka, Marci Gaertner, Meredith Caskey, Ray Valley Ex-Officio/ Visitors: MEMBERS ABSENT:</p>	<p>Time Called To Order: Time Adjourned: Location: via email Meeting Lead: Marci Gaertner Recording Secretary: Marci Gaertner</p>
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DISCUSSION	RECOMMENDATIONS/ ACTIONS/ MOTIONS	RESPONSIBLE PARTY	
		Staff	Board
<p>Vote to approve April Board meeting minutes</p>	<p>Discussion at April 19, 2018 board meeting to approve board meeting minutes via email to hasten process of getting them to the OSLC website faster. Motion made by Marci via email 4-22-18 and seconded by Greg. Discussion by Ray that we also include follow-up by Greg with HR committee regarding questions/process of changing the position for director of Children and Family Ministry to a salaried position (include consideration of a part time option. This will make the position consistent with other major OSLC programs such as Worship and Youth. Motion carried as all voted in favor. Closed April 23, 2018.</p>		

<p>May 2, 2018-Virtual Board Meeting Our Savior’s Lutheran Church Board of Directors 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: Greg Otsuka, Marci Gaertner, Meredith Caskey, Ray Valley, Joel Frost Ex-Officio/ Visitors: MEMBERS ABSENT: Amy Stoffer</p>	<p>Time Called To Order: Time Adjourned: Location: online Meeting Lead: Ray Valley Recording Secretary: Marci Gaertner</p>
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DISCUSSION	RECOMMENDATIONS/ ACTIONS/ MOTIONS	RESPONSIBLE PARTY	
		Staff	Board
<p>Need for change of approved signers for OSLC checks/banking.</p>	<p>Joel notified board via email of need to remove former pastor Dale Stiles as signer from checks/banking leaving only two signees. Interim Pastor Christine Wenzel does not wish to be added as signee. Joel and Ray currently have authority, suggestion that Meredith Caskey, board vice president be a third signee. Joel motioned via email 5/2/18 to all board members “to remove Pastor Dale Stiles from the church bank accounts and safety deposit box at First State Bank and Trust. Also, Meredith Caskey, Congregational Vice president is to be added to the church bank accounts and safety deposit box.” Motion seconded by Greg Otsuka. Discussion via email. Vote called by Ray: 4 in agreement, 1 abstaining (Amy Stoffer --not present), 0 nay. Motion carried, tallied and closed by president Ray Valley via email 5/3/18.</p>		

<p>Virtual Meeting May 14, 2018-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: Greg Otsuka, Amy Stoffer, Marci Gaertner, Meredith Caskey, Joel Frost, Ray Valley, Christine Wenkel Ex-Officio/ Visitors: MEMBERS ABSENT:</p>	<p>Time Called To Order: Time Adjourned: Location: via email Meeting Lead: Joel Frost Recording Secretary: Marci Gaertner</p>
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DISCUSSION	RECOMMENDATIONS/ ACTIONS/ MOTIONS	RESPONSIBLE PARTY	
		Staff	Board
<p>Approval of motion for new phone system at OSLC</p>	<p>Need for new phone system apparent and Joel has gathered bids and discussed with technology committee. Recommendation is that we go with the bid from Central Telephone costing \$7,745 and include \$255 in contingency for a total of \$8,000.00. Motion by Joel via email on May 14th “to accept the bid from Central Telephone for a new phone system. This includes installation, new phones, a per phone line cost savings, and training.” Seconded by Meredith. Question by Greg as to where the funds would come from and Joel clarified that it would be from our operational reserves. Motion carried as all voted in favor. Closed via email May 17, 2018.</p>		

Our Savior's Lutheran Church
Congregational Meeting Regarding Sale of Church Property to Ecumen
Sunday, May 6, 2018

The meeting was called to order by President Ray Valley at 9:20 am. Pastor Christine, six board members, and 77 members of the congregation were present.

1. Opening remarks by Ray Valley, president.
2. Pastor Christine led prayer after opening remarks.
3. Joel Frost gave overview, reviewed benefits to OSLC, answered questions.
4. President Ray Valley asked for a motion from the floor. "So at this time I would entertain a motion to authorize the sale of a portion of Our Saviors Lutheran Church's property to Ecumen as described in the Board Approved Amended Purchase Agreement for the purpose of building a senior living facility." Motioned by Marilyn Meier, seconded by Ruth Rustad. Vote by ballot, votes collected and counted by volunteers Doug Smith and John Lasswell. Motion carried by 76 yes, 3 no, 4 abstaining.
5. Meeting adjourned at 10:05 am.

Pastor's Report – May 2018

STAFF

- Began with one-on-ones with all of the staff, except Kathy.
- Checking in with staff often. I'm finding this helps with team building.
- Met with Pastor Dale. Heard his joys and main concerns.
- Staff is asking for an outline of how Board wants staff reports.

HR TEAM

- Meet next week. We will be discussing staffing and re-visiting job descriptions. Alecia told me some may not even exist.

TRANSITION TEAM

See Amy's report! Install Transition team on June 3rd at both services!

GOVERNANCE:

- Governance is about how a church is organized – Energized and Visionary?
- Since I have been asked to present to both the Minneapolis Area Synod and the St. Paul Synod staff and Interim pastors, I have been typing out notes for my presentation, but will also share them with the Board and Staff.
- Wondering if the current 17 committee structure is sustainable.

OBSERVATIONS:

- Wonderful and talented leadership on the Board along with other leaders.
- Feel very welcomed here!
- Worship service times for the summer is back to 2 services in the Sanctuary. May go to one service, depending on attendance.
- Good connection with staff – they give me that feedback!
- Sunday mornings - Program staff met together yesterday to address Sunday mornings, especially around family needs. Board will receive recommendations next month.
- I hope to pull program staff together weekly.
- Staff seems to be gone a lot – will talk to HR about possibly setting up office hours.
- Happy to get new phone system! As of now, when Kathy is gone on Thursdays, no one is answering phones. No current way to leave messages.
- Lack of adequate security with preschool. John, preschool director, and Stacy and I will meet with the community police about security.

OTHER

- Summer Preaching series from the book: The Gifts of Imperfection, *Let Go of Who You Think You are Supposed to Be and Embrace Who You Are*
- Called police on a neighbor who was hanging out in parking lot, acting strange. Preschool parents called first and police came out, but they did not talk to us. The police and I, with John as a witness, mediated a plan that allows him to stay on the other side of the walkway and still use our Wifi.

You are in my prayers. Please keep me in yours! Pastor Christine Wenzel

Children's Ministry Report April-May 2018

- Our final Family Activity in April was a Scavenger hunt of the church. Families looked around the church for rooms and areas to make them more familiar with our church. They were surprised by the quilting room and how awesome it is. They didn't know where the weather shelter area was and had a hard time finding the Undie Sunday award. We talked about all the areas and parents thought it was very informative.
- We celebrated volunteers on the last day of Faith Formation. I gave cards and Coffee gift cards to my volunteers.
- We had five 6th grade students attend the 6th grade Lock-in. We also asked older students to join if they were available so that they could welcome the younger students. We had 5 older students attend and they did a great job welcoming the 6th graders. 6th grade parents attended the information session at the beginning of the evening. Chad shared expectations and vision for Youth Group with them.
- While I was on vacation I understand that the Childcare Center was discussed with Joel and Pastor Christine. The childcare center is not part of my responsibility but I did work with Dale to help with it. As we found that the center wasn't being used, the decision was made to discontinue paying staff to be in there on Sundays and Wednesdays. I found 4 volunteers to work in the childcare center on Sundays at 10:30 throughout the school year. I would suggest the board and Pastor Christine talk with Meredith Noggle as she was the lead in the center. She may have some suggestions.
- I have shared with my committee that I am frustrated with trying to cast the vision of children in worship. I have continued to try to cast the vision but feel parents really would rather have their children in Faith Formation class during worship. Teachers also shared they would prefer to have class time more frequently. This year we had 12 class times, 5 All Worship and 5 family Activities. The hope was to build community and help parents in joining in with their children's faith journey as we include children in worship and do activities together.
- I am working on planning for the coming year. The 5/6th grade fishing outing will be June 3. I will be planning a couple of Park days for the summer. I will be at Camp Wapo June 22-29.

OSLC Youth and Family Ministry
Report to the Board for February/March
Submitted by Chad Larson
5/23//2018

Sr. High Youth (Activate)

- Rummage Sale was a big hit yet again! We made over \$2,000 for our mission trip. Items left over from the sale are currently in the youth. We will be taking some items to a truck in the Cub Foods parking lot for Relay for Life on June 9th. Mission Trip planning continues. We have 5 adults and 26 students attending the trip in July.
- Senior recognition Sunday went well. Darla, Stacy and myself went and thanked the quilters personally for there amazing efforts by giving them flowers and dessert! I give the credit for that to Darla and Stacy.
- Mission Activate plans are moving forward. Students are finalizing a design for the shirts and conversation is ongoing about implementing plans in the fall.

Jr. High Youth (Evolve)

- Jr. High students helped out at the 6th grade lock-in. It was great to see our current Jr. High students welcoming in our new 7th graders!
- So far there are only 6 students signed up for Summer Stretch but I do anticipate more before the sign up deadline of May 30th.

Youth and Family Committee

- Trying to lock down a time in June for our next meeting
- Committee members continue to be involved in various ministries with in the youth and family program

Parish Nurse Report (May)

*Prayer Chain communication improved and added 5 new members to the prayer chain ministry.

* Last Health and Caring Leadership Team meeting was today, May 16th, 2018. We have added 2 new members to our team... Sue Russell and Catherine Solheim.

*Stephen Ministry going well. Becky Maier and I attended the Stephen Ministry Leadership Training April 8th-14th in St. Louis, MO. We have 16 interested members currently. Our goal was to have at least 14. Becky Maier and I sent out 75 letters to members of OSLC that we felt would make great Stephen Ministers due to their gift of caring. We are hoping to have 18 applicants and would like to start the 20 week training in June.

- A. Our Mission and Vision for Stephen Ministry was created by our Health and Caring Leadership Team.
 - 1. Mission: To prepare people to do God's work by providing confidential, one-to-one compassionate care to those who are hurting and supporting them with grace and love.
 - 2. Vision: As an extension of pastoral care and a place where no one hurts alone.
- B. I already have 6 people who have said yes to being a care receiver.

*We are continuing to do Coffee and Conversation at Boutwells the first Thursday of each month. Pastor Christine and I were there on May 3rd, 2018. We had 6 people in attendance with us.

*I am holding blood pressure clinics the 3rd Sunday of each month at 9 am. I have added education with each visit. The education piece will revolve around blood pressure control and will change each month.

*We now have cancer kits to hand out to our church members and anyone in our community. They are backpacks filled with comfort items including handmade blankets and keepsake boxes. They are gender and age specific. Please let me know if you have anyone in mind to give them to.

*We also have free supply kits to members who are vision impaired. It is also free and includes items such as large print items, large numbered phones, talking alarm clocks, etc. These items are supplied to us by the Aging Eyes Initiative.

*Senior Health and Faith Day on April 17th, 2018 was a huge success! We had over 200 people attend and our feedback was very positive. Many people said it was their favorite SHFD so far. Next year our focus may be on safety. We are still in talks about this.

Maintenance Report May 31, 2018

Jon Burke, Maintenance Manager

1. Replaced 150 feet of chain-link fence in the playground.
2. Irrigation system turned on for spring and summer.
3. Changing the furnace filters for the cooling season (summer).
4. Sold one of the riding lawn mowers for \$550. Plan to use the money for future maintenance costs.
5. On May 29, one of the cooling condenser coils broke. Called Young and Sons Air Conditioning. They told me the unit needs to be replaced. (Condenser coil replacement cost \$5000. This unit cools the infant preschool room. It's the one that is on the roof.
6. Stillwater Towing will remove the abandoned green car in our west parking lot at no charge. Stillwater Towing requested a memo that says the church would like the car removed. This was done by Pastor Christine.
7. Security concern from the preschool about the week of May 7. Shannon Goldstein called Stillwater Police because a man with his shirt off was sitting on the grass by the hedge next to our west parking lot. This happened about 3 pm. Man was doing nothing wrong just sitting. The man is from the house that is for sale next to our west parking lot. Police asked him to leave and he did.
8. Early morning May 30 during time when parents were dropping off their children, parents were alarmed about a man in our parking lot on his phone. Parents called Stillwater police to check this man out. I was not here so I don't know the results of this call. Same morning about 10 AM Shannon Goldstein told Pastor Christine and I that there is a man in our west parking lot on his phone moving back and forth. Preschoolers were outside by the west parking lot. Parents that drop kids off a little later in the morning saw this man and were concerned. One parent would not leave the lot until the man was gone. Another parent took her child home for the day. Pastor Christine called Stillwater police to have this man removed from the west parking lot. Police arrived, man was still here. He walked over to the squad car. Christine and I walked outside to talk with the man and police. Man said he is in our west parking lot to use our WI FI signal. Police, Christine, and I made an agreement with him that he would come no further than the pine tree by the west path to use our WI FI. He said he would agree to that and walked away. Police left.

Transition Team Kickoff Retreat

May 20, 2018

Attendees:

- Lyndsay Jackson, Lead on Transition Room (see discussion notes)
- Pastor Christine Wenzel
- Angela Kyndberg, Secretary
- Karen Miller, Refreshments
- Mellisa Urban
- John Lasswell, Chair
- Amy Stoffer, Board Liaison
- Chris Lemme
- Steve Russell
- Michelle Snyder, Holy Cow
- Unable to attend: Nicole Heggernes, Aaron Harrell, Dave Shaw

Review of goals

1. Evaluate and define core congregational ideology (mission, vision, values) - “What is God’s calling for OSLC?”
2. Describe the leadership strengths and professional skills that will enable our new pastor to lead OSLC to God’s calling for our church; abilities that will support the congregation’s identity and where God is calling it to go in mission.

Discussion notes

Michelle introduced herself to the team and asked attendees to do the same. Then we began discussion of what each of us remember about what was going on in the church when we became members. Starting with 1990 and through May 2018, the group created a draft timeline that included major milestones (within OSLC and ELCA) that impacted the church.

Visual representation of key dates aligned with membership trends suggested:

1. Transparency issues – Things going on within the church that were not communicated or communicated badly likely impacted membership
2. Unusually high focus on pastor – supported by staff focus survey results, CAT survey results

Key questions identified in timeline discussion:

1. Membership numbers today are similar to size before high growth time with Pastor Steve. Are we returning to the membership size that OSLC is meant to be?
2. If we (the whole congregation) believe that we should remain “pastor-focused”, are we willing to wait as long as it takes (potentially several years) to find the rare pastor who can lead effectively that way? If not, what changes do we need to make to behavior, expectations, etc?
3. **Probably the most important 2 questions (note alignment with goals 1 & 2 listed above)**
 - a. **Who are we? (What is God calling OSLC to do?)**
 - b. **What leader do we need?**

After we mapped out the church history timeline, we drafted a transition timeline, including key milestones. We talked about the importance of allowing enough time to engage the congregation appropriately, and provide adequate time, space and means for church members to understand and support the transition process.

We identified **important communications priorities**:

- Help members understand what the transition process is, and why it is important
- Share broadly reasonable timelines and when adjustments need to be made, help congregation understand why and impact
- Find creative ways to engage congregation and staff in full transition process; will help us become more ready to love and support our new leader.
- Be clear about what will stay the same (even during times of great change, unfamiliarity)

Michelle presented 3 key phases that we should be ready to make our way through in preparation for the next “administration”:

1. Ready church
 - a. Review governance (committee structure)
 - b. Address staff advocacy and support for new leadership, overall changes
 - c. Get clear on mission / vision / values
 - d. Draft strategic priorities (so that new pastor will have clear focus for implementation from the start)
 - e. Demonstrate transparency through communications and engagement
 - f. Also see Transition Plan section within Comprehensive Bridge Element (Transition Reading handout from Holy Cow)

3. Right pastor
 - a. What's the candidate pool?
 - b. What does it take to find a good match?
 - c. Define pastor job description
 - d. Also see Search Plan section within Comprehensive Bridge Element (Transition Reading handout from Holy Cow)
4. Running start
 - a. See Start-Up Plan section within Comprehensive Bridge Element (Transition Reading handout from Holy Cow)

Michelle also reviewed the Transition Reading Handout (attached separately) and we discussed Bridge Elements for an effective succession process: Vision-Driven, Customized, Evidence-Based, Transparent, Comprehensive, Asset-focused

We created a statement of **expectations for the time of transition**:

- This is a time of congregational prayer and discernment about why we exist, where we're going and the leadership to guide us there.

Lyndsay Jackson agreed to lead transition team efforts to create a "permanent" **Transition Room** that we'll invite members to use between June 3 and year end. The purpose of the room is to provide **engaging communications** (participation activities, visual timelines, content updates, etc) and **accessibility** (know where to go for "source of truth" on all things related to transition). Lyndsay has initiated conversation with Kathy Newton to figure out logistics, etc, and will work with Steve Russell to get Transition Team V1 up-and-running by June 3. Following are some ideas so far for room content:

- Timeline of church history
- Timeline for transition
- Goals for transition
- Team member pics (individual and/or group)
- Questions for members (with marker/space for writing responses / ideas – also see Ministry Site Profile form for potential questions)
- Expectations for transition time (see above statement)
- Key CAT survey results that relate to transition process – Did You Know? format

The team discussed several communications tactics in addition to the Transition Room. Amy will revise the draft communications plan, add those tactics and circulate to team to get alignment.

We brainstormed some potential questions to ask congregants (in Transition Room focus groups, interviews, etc)

- What do you see God doing in Stillwater?
- What are you willing to personally sacrifice to see this congregation live into its mission?
- What does missional growth mean to you?

- What would the community miss if OSLC no longer existed?
- Rank your priorities for church ministries.
- Offer ideas for how relationships can be strengthened in this church.
- What is the best way to communicate with you?
- How would/could you help the OSLC transition?

To kickoff formal transition communications to the congregation, Pastor Christine will **install the Transition Team** at both services on Sunday, June 3. We'll also have the Transition Room ready for members that day.

Short term tasks:

1. Build communication plan (Amy)
2. Let congregation see 30-year timeline – all team to create
3. Publicly install transition team (Christine, June 3)
4. Clarify questions to congregation – all team to discuss
5. Get Transition Team pics - ?? Nicole?
6. Decorate Transition Room (Lyndsay / Steve)
7. Confirm/book mission/vision/values session with team, board, staff (John)
8. Initiate weekly meeting schedule, adjust frequency over time as appropriate (John)

Based on deliverables described in original Transition Team guiding document, we still need to identify team members to lead each of these efforts (with support/participation from entire team):

1. Develop plan that outlines objectives, strategies, tasks, responsibilities, milestones and timelines.
2. Draft Ministry Site Profile that accurately reflects the core ideology of OSLC .
3. Complete the Seven Reflections on Ministry and Context.