



Board of Directors Meeting

Our Savior's Lutheran Church is a caring community called by Christ to serve and live in faith

Date: 11/21/2019 MEMBERS PRESENT Voting members: Greg Otsuka, Ray Valley, Meredith Caskey, Amy Stoffer, Sue Amundson, Pr. Karna Moskalik Ex-Officio/ Visitors: MEMBERS ABSENT: Chris Buse	Time Called to Order: 6:38 pm Time Adjourned: 9:05 pm Location: Fireside Room Meeting Lead: Meredith Caskey Recording Secretary: Ray Valley
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TOPIC	DISCUSSION
Reading of the OSLC Mission Statement	
Devotions/Mission Moments	Daily Gifts of Hope - give to those who can't give back.
Approval of Minutes from last Board Mtg	Approved 11/11/19 Electronically
Additions/Approval of Agenda	Ray Motion, Greg Second. Passed
Strategy – reaching our Vision (New running agenda item)	<p>Up - Worship; Prayer, In - Faith Formation; Connecting Groups, Out - Equipped to go out in the world. Imagine: No rules and no budget resource constraint...what would the Church look like? Abundance mentality vs Scarcity, how do we avoid the scarcity trap. People give to where they think they will have an impact. What does it mean to be Church. What does that mean to live that out? "Windshield is bigger than the rearview mirror." We're in a new mission field. Danger or Opportunity...which path do we choose? Becoming relevant in the day to day life of our community. We should be an Oasis where people come to enter into retreat. A palpable presence of God when you enter into Worship. Life to faith. Lens of proclaiming Grace and Resurrection (to uplift people) rather than judgment of worldly accomplishment and success. Need to seek a balance of commitments for good governance and a need to just be in community. How can we do better and bring God to people's lives rather than trying to bring people into our frame of reference. More Out ministries. Hands on service and Mission.</p> <p>Compassion Retreat - Prison ministry ideas; God in Disguise theme (2 prisons). First Sat. in Feb?</p> <p>Check out Prison Fellowship for resources? - https://www.prisonfellowship.org</p>
Review Actions List	(Review outside of meeting)
Financial update	Presented by Ray Valley in place of Chris Buse



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<ul style="list-style-type: none"> ● Treasurer's Report ● 2020 Budget 	<p>See Treasurer Report. Giving is significantly behind the 2019 revenue budget target. We need 6 Easter Sundays in terms of Giving to reach our revenue target. However, expenses are coming in under projections. Despite the income shortfall, expenses still should still come in lower such that we should be in the black by the end of the year.</p> <p>2020 Budget</p> <ul style="list-style-type: none"> ● Proposing 2% revenue increase in a "lights on" operating budget. However, given the possibility that we might be 10% under our revenue budget, the increase may be more like 13%. ● One-time \$159k budget to fund first fruit dispersal of Ecumen pay out to Mission and Outreach (\$30,000), long-deferred Property and Grounds maintenance (e.g., track lighting upgrades, AV upgrades, roof repairs) and a new playground. This will be paid out of cash reserves which includes "Ecumen money" ● This will leave us with ~\$147,000 reserves which is 3 mo of operating reserves and within the ELCA recommended guidelines for churches ● Budget includes 2% raises for staff but salary budget estimates are not rock solid. Pr. Karna to work with Alicia to get salary figures for each staff to tighten up the salary budget ● Questions about the playground and financing arrangement with LADC to eventually pay for half. When would that revenue hit? Ray to check with Susan Smith about putting together a financing proposal. ● Some reservations discussed about how much reserves we're dipping into to fund the capital improvements. In somewhat of a difficult spot. Been deferring P&G maintenance too long. Have almost \$500,000 in P&G costs coming up in the next 5-7 years. Capital campaign(s) in our future but not in 2020. ● Motion by Ray to approve the V4 provisional budget proposal to be presented before the congregation on Sunday December 8th. Second by Amy. Discussion: Greg - supports it because he trusts the judgment of staff, finance, and property and grounds committees who he trusts paid careful attention to detail and priorities. All were in favor.
<p>Highlights/Concerns</p> <ul style="list-style-type: none"> ● Staff Reports ● Pastor Report ● Committees 	<p>See staff reports</p>
<p>New Business</p> <ul style="list-style-type: none"> ● Kitchen ovens ● Weather cancellation policy 	<p>Tabled</p> <p>Operational guidelines: If school activities are cancelled so will be Church. Use the reason why Schools cancel, use the same guidelines? Pr. Karna to research and develop communication plan</p>
<p>Old Business</p> <ul style="list-style-type: none"> ● Nominations ● Amendment/ 	<p>Board nominations discussed. One female candidate agreed to accept a nomination. Three male candidates identified, Amy to contact top candidate.</p>



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<p>revision of Constitution and Bylaws project</p> <ul style="list-style-type: none"> ● Choir Director Position ● Stewardship drive update ● Annual Meeting Date 	<p>Moving along. Working on finding members. Pr. Karna to ensure task force adheres to board's feedback on October board minutes as it relates to the project plan.</p> <p>One application</p> <p>Giving Team has a plan in place. Focus is getting maximum participation in commitment campaign. 20% returned cards on Commitment Sunday.</p> <p>Jan. 26th 2020</p>
<p>Recap of Action Items and Priorities</p>	
<p>Next Meeting</p>	<p>December 19th 2019</p>
<p>Adjournment Concluding Prayer</p>	<p>Motion to adjourn Ray, Second by Sue. All were in favor. Meeting adjourned by 9:05pm</p>