

OSLC Church Council Meeting

July 21, 2018, 8:00 am

Council members present: Laura Adeli, Graham Brenna, Robyn Carlson, Brett Lindberg, Steve Spayer, Glenn Wishnew, Mark Witt

Absent: Susan Miller, Ruth Nelson

Attendees: Pr. John Gerike, Rick Lebeck, Pr. Emily Wiles, Pr. Brian Wise

Recorder: Rebecca Cremin

1. Opening Prayer/Devotion

Mark Witt led a devotion based on Mark 10:35-45, where Jesus tells James and John he can't grant them permission to sit at his right or left. He brings them back to the center. Like in baseball, which also has a left and right, the goal is to make it home. The cross calls us all back to the center.

2. Action Items

Motion to approve the June Council meeting minutes, amended with the correct date and the addition of an email vote from June 22: Glenn Wishnew

Second: Brett Lindberg

Motion carried

Motion to approve increasing the amount of money allocated for the bell tower repairs from the \$150k approved at the annual meeting to \$172k, which is the amount of the winning bid, and to approve the contract: Mark Witt

Second: Laura Adeli

Motion carried

3. Discussion Topics

- **New Member Report**

Pastor Brian discussed the new member report that Realm generated. They are working with ACS to clean up the data and develop a query that will more accurately indicate when a member joins and how they joined (baptism, confirmation, transfer). Pastor Brian also has a strategic priority this year to work on how the church shepherds new members to integrate them into the life of the church.

- **Slovakia Trip Debrief**

Pastor John and Graham reflected on the recent trip to Slovakia and Germany. The purpose of the trip was to connect with our partners in ministry in Slovakia and visit the Luther sites in Germany. The group attended the graduation ceremony for the first class to graduate from the Center for Christian Education in Martin. Forty students graduated, of which 7 had attended since preschool. OSLC's financial commitment to the school will be wrapping up in a couple of years, and we will need to define what our partnership with them will look like in the future. We have had a relationship with the church in Nitra for 20 years, and while it's a good relationship, how we will continue partnering with them isn't clear. They are working towards building a 40 bed diaconia to care for the elderly, with 12 beds approved so far. The group visited the Luther sites after their visits to Nitra and Martin.

- There are large balances remaining in the youth ministry restricted funds. Funds traditionally have been kept in reserve there for big trips like the Eagles Wings Slovakia tour, which happens every four years. People unfamiliar with this practice might be concerned about such large amounts being kept in those accounts and not being spent or used elsewhere in the church. To

help with transparency of money flowing into and out of the account, it might make sense to transfer these funds into a “youth reserve” account. Rick will put together a forecast for youth ministries based on what has happened in the past few years to help decide how much should transfer to the reserve account. Ideally, money would transfer within 60 days after a big event to provide ample time to close out any transactions from the event. Having a consistent policy of moving reserves into special accounts across all areas of the church should be considered.

4. Strategic Planning

Realm

- Steve and Jennifer Penny have prepared a Google Doc framework to track progress that teams are making on the strategic plan. It allows users to define projects and then break them down by task with dates assigned for each task. They are still working on identifying an assessment tool. Before the next meeting, leads should populate the Google Doc for their area and indicate what resources might be needed for their initiative.

5. Generative Question: How can staff goals be tied to the strategic goal initiatives? How can we measure their involvement? If success is not tied to compensation, what can we tie it to?

There may be elements in each initiative area that are better done by staff instead of members, but the initiatives also need to be motivational for the congregation to meet the ultimate goal of equipping the people for ministry. To tie staff goals into the strategic goals, guiding principles that all staff members share should be identified, and they should come from a caring objective, not from a place of judgment. The way the call committees work with pastors when they are new to the church could be a good model. Whether or not the evaluation process should involve more people than just the employee and supervisor should be considered. Jim Pence might be a good resource about best practices from other large churches to look at how they connect goals with vision.

6. Committee Reports

Finance (Rick Lebeck)

- Envelope giving is down \$5k but overall receipts are up vs. budget for the month. The Children’s Center was up vs. budget for June.
- The committee is looking at past giving trends to help project future giving. They will develop a three-year giving forecast based on what they learn.
- The committee will do a presentation to the congregation in October related to programs. They will present a draft of the presentation at the August Council meeting.
- They are getting quotes from various banks to try to get a higher interest rate for the church accounts.

Human Resources

No report

Property (Mark Witt)

- The committee is developing a capital reserve schedule with the Finance Committee.
- Floor covering is being investigated.
- The sign committee has received designs and is looking at costs.
- The sealcoating at Celebration is finished.
- Roof repairs are underway.
- Key card access might be possible without replacing the doors.
- The volunteer repair group is making great progress.
- A Bonhoeffer print has been added to the Bonhoeffer Room. Council members are invited to help cover the cost as a legacy gift.

Mission & Benevolence (Graham Brenna)

- The Slovakia BBQ is scheduled for today.
- PADS had 70 guests its first week. Bombas donated 5,000 pairs of socks, and Thrivent grants are being used for food.
- Vida Humana has a GoFundMe campaign going to help raise funds. They are trying to get more churches involved in the mission.
- The garage sale netted \$35k and had 170 volunteers giving 303 hours of time.
- Feed My Starving Children is preparing for its February pack.
- Bright Stars has a traveling exhibit.
- There was an auction at Hotel Indigo to support Bridge Communities.
- Vacation Bible School and preschool mission camps helped prepare for the fall Baby Care packing.
- ELCA's Global Missions will be coming to the church to discuss best practices when working with missions.

Memorial (Mark Witt)

- The new font at Celebration will be dedicated August 12.
- Celebration is doing a space utilization study to determine how to best use the available space to meet their needs.
- Celebration is getting quotes for curtains to create temporary chapel space.
- The Worship Committee is getting quotes for new projectors for Celebration.

Endowment (Pastor John)

InFaith is moving forward. We will transfer \$30k to them to manage next month.

Stewardship (Glenn Wishnew)

The committee is starting to plan for the fall campaign. Lane Lewis will lead the campaign. The goal is an increase of 20% in planned giving. They are discussing what giving data should be shared with the congregation and how to show what an increase in planned giving would allow the church to do.

Christian Education (Pastor Emily)

- 250 children registered for vacation bible school.
- Registrations for fall activities are open.

Constitutional Review

No report

Nominating

No report

7. Next Meeting

August 18; opening devotion: Rick Lebeck

Minutes respectfully submitted by Rebecca Cremin