

Our Saviour's Lutheran Church of East Bethel
19001 Jackson Street NE, East Bethel, MN 55011

APPROVED Revised Council Meeting Minutes

Thursday, March 14, 2019

Members Present: Jan Berqual, Jim Jerylo, Terry Kolodjski, Karen Mickelson, Jason Moehring, Kathy Neuberger, Deacon Glenndy Ose, Pastor Maria Pederson, Ryan Sanborn, Peder Sannerud, Karen Schrecongost

Members Excused: Pastor Dan Nordin, Tony Roettger

Members Absent:

Guests present: Dave Anderson, Mike Voegle, Cindy Delmonico, Kim Fread

The meeting was called to order by President Ryan Sanborn at 6:50 PM

Dinner was provided by Ryan Sanborn.

Jim Jerylo began with devotions from Genesis 1 about Time, Talent and Treasures.

Standing Rules Reminder: Ryan went over the Standing Rules and they are on the Agenda

Council Agenda Review: Changes were made to the agenda as follows:

- New Business
 - #4 Scheduling change on Wednesday Nights
 - #5 Deleted Became Staff Recognition
 - #6 Deleted Became Open Discussion
 - #7 Became Pastor Maria's Sabbatical
 - #8 Became Welcome All Neighbor's Fund
 - #9 Became Synod Assembly
 - #10 Lord's Prayer

Executive Committee Report: Ryan Sanborn – Executive Committee met with nothing to report other than changes to agenda items.

Secretary's Report: Terry Kolodjski reviewed the secretary's report. Moved, seconded, carried.

Treasurer's Report: Jason Moehring reported the mortgage payment will decrease by \$4932 per month. This decrease is already reflected in the 2019 budget.

Would like to add this information to the *HAPPENINGS*. Also to place a Thermometer Board in the Rotunda to bring attention to the congregation of where we are on the budget.

Team Report

Children's Ministry: Karen Schrecongost reported a Mid Summer Picnic is scheduled for July 31st at the Chapel. VBS is scheduled for June 17-20. Camp Wapo after that. Kids will be selling Butter Braids and Green Valley Nursery gift cards for fundraisers.

Human Resources: Pastor Maria reported that Lissa Claire, Director of Pre-School started on March 1, 2019 and will be installed at worship services on March 31, 2019.

Outreach (Global, Social, Local): Jan Berqual reported Our Saviour's is covering the Family Promise week of May 12th at Glen Cary. Assistance is needed. Drivers are needed and overnighers. Will put a notice in the *HAPPENINGS*.

Worship & Music – Pastor Maria reported there will be lots of music on Easter Sunday at all services. 6:30 and 8:00 services will be Traditional music, 9:30 and 11:00 services will be Blended music (traditional & contemporary as usual); children's message at 8, 9:30 & 11 am. Pray that the snow is melted to help with parking. Kathy Neuberger reported the Motorcycle Group will be helping with parking again this year.

Old Business

- **Visioning Team Presentation:** Dave Anderson and Mike Voegle presented the vision this team has come up with for OSLC. This presentation was done for those that are new members of the Church Council.
- **Property Sale Update:** Property across Taylor Street has been sold. Closing has been completed.
- **Hard Hat Outbuilding Plan:** Terry Kolodjski met with the Hard Hat. They will work with Leisha Tays (who is working with a team to develop the park/playground plan) to come up with a coordinated plan and drawing to propose to Council. Work with Leisha Tays. Mike Gabrick has offered to do this drawing.
- **Council Liaison Assignments:** Ryan reported per the constitution a liaison is required for every team. Ryan will send out messages to the ones that are missing. Requested a team list from Cindy Delmonico of all members on each team.

Celebration Moments

Glenny had a celebration.

New Business

- **Report any sale of stock:** none
- **Mail Bag:** none

- **IT Committee:** Ryan reported the team needs to be replaced. Have three initiatives for 2019 & 2020. Motion made, amended twice before being voted on.
 - There is an immediate need for this team. Our current IT person will be done the end of April. Will reach out to current IT people to be addressed ASAP: Who do we call after the end of April?
 - The other issue is what can we afford to do to stay within the budget.
 - Proposed Action for Council:
 - To approve the addition of continuing resolution C13.61.P17. adding a Volunteer Standing team named IT Steering Team. To approve the newly formed IT Team replacing the non-standing IT Team. To approve the wording for the continuing resolution as written below:
 - The IT Steering Team shall be responsible for the oversight and strategic direction of all IT related functions. The team shall provide guidance and support for projects involving any IT component. The team shall create and evaluate our IT best practices, procedures and resource management. The team shall have oversight of any vendor performing work within our environment or providing any other service.

- **Scheduling Change Wednesday Nights:** Glendy presented a schedule change Proposal for Wednesday night programming for 2019-2020 school year. Will help with youth education quality, time, space, and small group size. Market Place Meals will stay as is. Bells will stay as is. Worship will be 30 minutes long. Pre-K – 3rd grade joins Sunday School. Feedback has been received that kids want more education, faith and small group time for grades 6-8. Motion to approve the schedule changes and letter would go out to Wednesday families this Friday. Motion carried.

- **Staff Recognition:** Cindy Delmonico is retiring. Her Retirement Party will be held following worship services on Sunday, April 28th. Karen Mickelson and Jan Berqual will work with Kim Fread.

- **Open Discussion:** Ryan Sanborn explained the goals that he emailed to council members were what he would like to work on in 2019. However, he didn't feel the email got his point across that his ideas are no more important than those of others. Goals and ideas from all council member are welcome.

- **Pastor Maria's Sabbatical:** Pastor Maria will be taking a sabbatical May 13th – June 23rd.

- **Welcoming All Neighbors Designated Fund:** Glenndy requested approval for this group to have a dedicated fund. It was decided that a form needed to be filled out by the team. Glenndy and team will take care of this and bring it to the April Council Meeting. They will also be creating posters to get the word out about this ministry.
- **Synod Assembly:** This event will take place on May 3rd and 4th at Lord of Life Church in Ramsey, MN. **March 15th is the last day to register. Please let Kim Fread know if you are planning to attend.**
- **Lord's Prayer:** Meeting ended with the Lord's Prayer.

Motion was made to adjourn the meeting, seconded and carried.

Next Meeting – April 11th, 2019 at 6:30 PM

Devotions: Jason Moehring

Goodies: Karen Mickelson

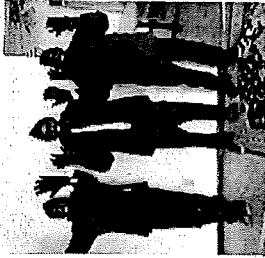
Respectfully Submitted,
Karen Mickelson, Council Secretary

LOVE

Welcoming All Neighbors

St Cloud Somali Family

Hassan, Muhammad and Hassan arrived in Minnesota in 2017 after spending 27 difficult years in a huge refugee camp in Kenya. They are continuing to build lives for themselves in St. Cloud with employment, needed health care and learning English. In October 2018 this family joined us at Our Saviour's for a potluck dinner. We learned that they needed winter clothing. Our Saviour's congregation responded by donating \$450 of gift cards for a winter clothing shopping trip with LIRS staff! The guys sent a message of 'huge thanks' to our church. It's good to know that they have been able to keep warm on the coldest days of this long winter!



Introducing our St Paul Burmese Family

Thazin (Mom), Tin Nuyut (Grandma), Aung Aung (15 year old son). We started sponsoring this family in December 2018 with several months of rent support while they are getting established and taking classes to learn English and gain job skills. They fled Burma in 2007 because of ethnic persecution and lived in Malaysia until they came to Minnesota as refugees in September, 2018. Thazin is taking

English classes and hopes to switch to GED classes soon. Her long-term goal is to be a police officer. Grandma Tin Nuyut enrolled provides transportation - she is making friends and enjoying it. Aung Aung likes school, is getting great grades, plays a lot of video games, and is hating the snow!

*Welcoming All Neighbors is partnering with Lutheran Immigration and Refugee Services to help these families. We have a partnership goal to raise funds to help one family each year. Please join with us in this ministry by making a financial contribution to Our Saviour's Lutheran Church, designated to 'refugee ministry' or 'Welcoming All Neighbors ministry'. * Your donation will go directly to helping refugee families!*

PHOTO

 Our Saviour's
LUTHERAN CHURCH

Our Saviour's Lutheran Church of East Bethel
Request to Establish a New Dedicated and Restricted Fund

Please state the specific purpose of the requested dedicated fund:

Welcoming All Neighbors team saves its income from fundraisers, hospitality, etc. to donate to LSS Refugee Services.

Dollar Amount Dedicated: Amount currently held

Name(s) of Donor(s): Various, Congregation

Address of Donor: _____

Phone number of Donor: _____

Date Funds will be Given: Ongoing

Method of Gift: Check Cash Other _____

Term of Fund: 12 months 18 months 24 months

I, Glennady Ose, do hereby agree that the above-mentioned dollars may be used for another purpose should the originally stated dedicated purpose not be possible within a 24-month timeframe.

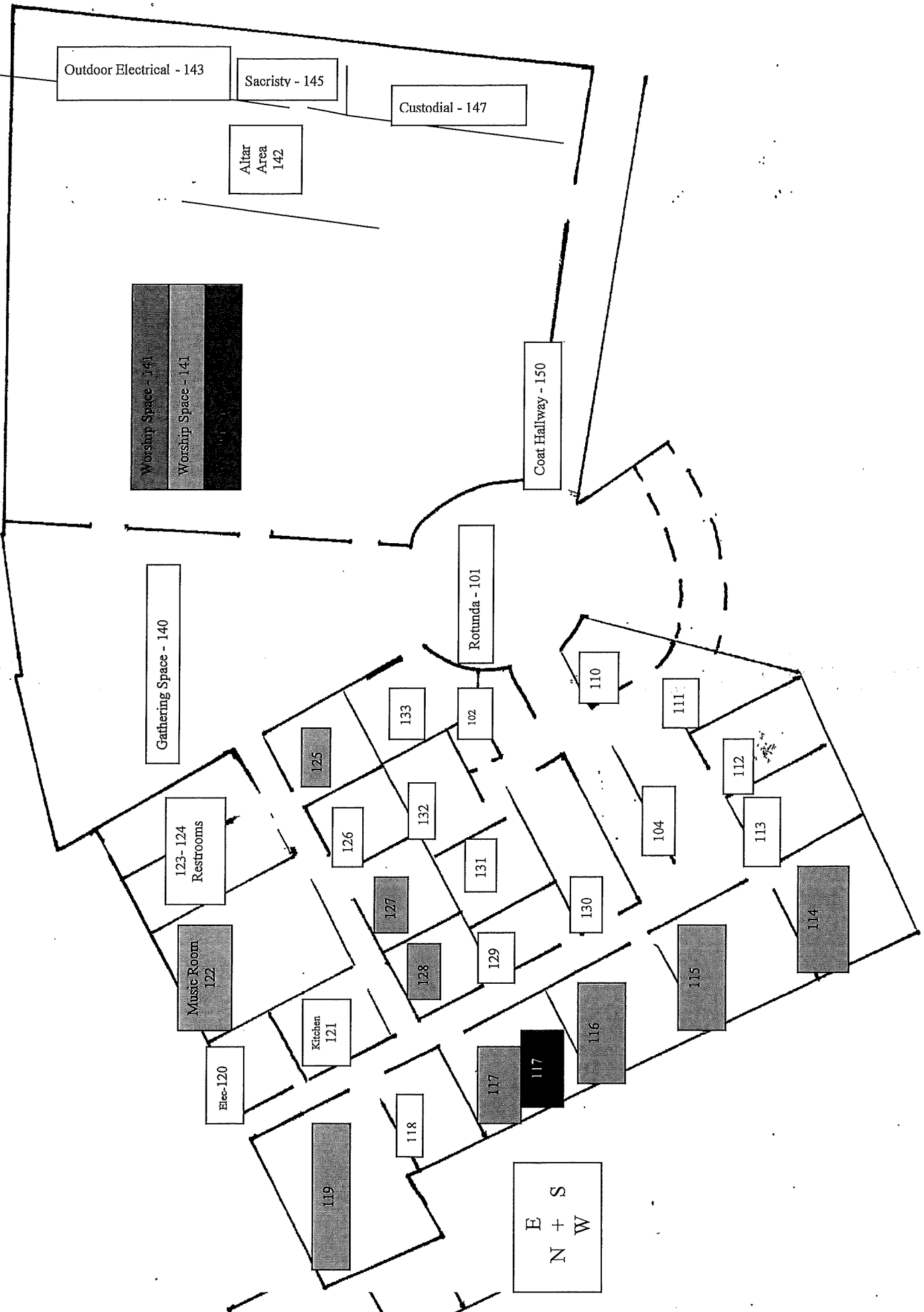
Date of OSLC Council Approval

Signature, OSLC Council Treasurer

For Council/Office Use Only
Fund type, determined by Council:

Temporarily Restricted Fund - restricted until the time of its specifically defined intended use, example building fund, choir robes and scheduled missions

Permanently Restricted Fund - permanently restricted for an ongoing specific use, example endowments, scholarships, and foundations



Dear Parent(s) and/or Guardian(s),

We, at Our Saviour's, strive to give all of our children and youth the best learning experience and taste of Christian community that we possibly can. We've considered Wednesday night programming; we've grappled with the reality that our space is limited as our programming numbers continue to grow. Continuing the same Wednesday night schedule next fall does not provide the best education experience for our growing community.

In order to provide the best educational and relational experiences for our children and youth, PreK through 3rd grade programming will take place Sunday mornings and pre-confirmation (4-5th grade), Confirmation and Youth Group will take place on Wednesday evenings.

In our grappling, we have identified three areas that need our attention: time, space and group sizes. These are the ways we are addressing those areas for each specific ministry starting in the fall of the 2019-2020 programming year:

Confirmation

We have heard your consistent feedback that our confirmation students are not getting enough time together. The learning time has been too short, youth are wanting to learn more, our small groups are not getting enough time and the small groups simply are not small.

In order to meet the needs of our youth, confirmation for all 6-8th graders will run from 5:30 pm-7:30pm. Half of our confirmation youth and adult guides will start in large group while the other half start in small groups. Then they will rotate to the other. They will end with a time of worship all together.

This provides longer learning times, longer small group times, and smaller group numbers.

Connect

Our Connect Youth (grades 4 and 5) will meet from 5:30pm -6:45pm. This gift of more time together will allow more learning time and time for our students to meet with highs and lows and build relationships.

Connect is a time when we begin to prepare our older elementary youth for confirmation. We are being more intentional in the structuring of this time and giving them a bridge to their confirmation years; including joining our confirmation students a few times throughout the programming year.

Please note, for the safety of our children, parent(s)/guardian(s) will physically check their child out of Connect classrooms at 6:45pm. Connect families are encouraged to worship together as a family.

Connect will continue to be offered on Sunday mornings as an alternate option to Wednesday evenings.

JAM/JAM JR

We want to give this age group the time and space that they deserve as well. To do this, PreK-3rd grade programming will move to Sunday morning regular Sunday School.

This will allow this program their own classroom space and a stronger grade-based learning.

Worship

Worship is central to who we are and we are committed to providing that space and time for you and your child(ren) to worship as a family. The time of worship will be moved to 7:00pm and will be half an hour in length, concluding at 7:30pm. Worship will include music, a brief message and communion.

Youth Group

Youth Group (high school and college-aged young people) has continued to grow since the beginning of this program year. This coming fall, Youth Group will meet from 7:00pm-8:30pm; starting together in worship and moving to the Youth Room for learning and fellowship.

This end time gets our young people home earlier while also expanding the time that they have together.

We thank you for your continued support of our Children, Youth and Family Ministries. We recognize the desperate need for more classroom space for our young people. Once we have built on more classrooms and meeting areas at Our Saviour's, we will have more opportunities to expand our offerings but until then we will continue to make do with what we have. I am convinced this plan achieves our goals for the growth of faith for all of our youth with our limited space.

For questions or feedback, I encourage you to talk with:

Kate Roettger, Director of Children and Family Ministries, (kroettger@oursaviourslc.org)

Leisha Tays, Director of Confirmation and Youth Ministries (ltays@oursaviourslc.org)

Deacon Glenndy Ose, Supervisor of Children, Youth and Family Ministries (gose@oursaviourslc.org).

We look forward to continued conversation surrounding our Children and Youth. Thank you for partnering with us.

Blessings!

Pastor Dan

Operations Administration Team

Who is Responsible?

All Saints - Michele
Annual Meeting – Jan
Background Checks on Volunteers – Lori
Baptisms - Nancy
Bereavement - Michele
Blue Christmas- Michele
Christmas & Easter Busy Bags- Michele
Church Calendar – Lori
Council Contact - Kim
Emergency Help – Jan
Facebook Communication- Michele
Finances - Kim
Funerals - Lori
Main Contact – Jan
Office Supplies - Kim
Mother's & Father's Day - Michele
New Members - Kim
Notary – Kim
Old Church – Lori
Pastoral Visits - Kim
Purchase orders- Jan
Prayers – Jan
Pre-Marriage Class - Lori
Publications – Jan
Recording Memorials – Kim
Sunday School & Confirmation Reports - Nancy
Transfers - Kim
Web Site - Jan
Wedding Contact – Lori

Jan Green – Main Contact for Support Staff

Purchase orders
Prayers
Emergency Help
Annual Meeting
Publications
Web Site

Lori Vickstrom

Church Calendar
Wedding Contact
Pre-Marriage Class
Funerals
Old Church
Background Checks on Volunteers

Kim

Office Supplies
Finances
Notary
Council
Pastoral Visits
Recording Memorials
New Members
Transfers

Michele

Facebook
Bereavement
All Saints
Blue Christmas
Mother's & Father's Day
Christmas & Easter Busy Bags

Nancy

Baptisms
Sunday School & Confirmation Reports

Council Report - March 2019

March 2018 vs March 2019 Actual

	<u>Income</u>	<u>Expense</u>
March 2018	77,144.00	97,448.00
March 2019 (five Sundays)	113,575.00	111,110.00

Debt Reduction

2019 March Debt Reduction Rec'd \$ 1,791.88

Reserve Fund - (Savings Acct)

March Beginning Balance	\$ 22,867.60
Deposited into Reserve	\$ -
Reserve Used February 2019	\$ 20,000.00
March Ending Balance	\$ 2,867.60

Bank Balance as of 3/1/2019	\$ 14,752.59
Bank Balance as of 3/31/2019	\$ 14,441.83

Property Maint./Utilities Paid in March

Snow Plowing \$4,725.00
 Corp Mechanical (gas leak) \$1,590.04
 Summit Co (Fire Alarm Inspection & Annual Fee) \$1,463.20
 Gas Utility \$1,471.74
 Electric Utility \$1,763.13
 Rubbish Removal \$229.70
 Telephone/Internet \$342.54
 Water & Sewer \$235.15

Global Outreach - Welcome All Neighbors, Int'l Disasters
 Local Outreach - New Members, Community Fairs/Parades
 Social Justice - Fair Trade, NACE
 Church Council - Synod Assembly, Conferences
 Fellowship - Spring Fling, Fall Fun Fest, Picnics
 Stewardship - Offering Envelopes, Postage, Supplies

Description of Account	Actual for Period	Actual YTD	2019 Budget
INCOME			
Contributions (envelope, electronic)	99,861.00	235,164.00	998,036.00
Programs/Ministries			
Preschool	10,541.00	29,053.00	94,800.00
Children	832.00	1,422.00	4,000.00
Confirmation	100.00	100.00	2,000.00
Youth	210.00	270.00	1,000.00
Adult	25.00	25.00	2,500.00
Music	101.00	101.00	-
Operations	626.00	1,723.00	12,000.00
Benevolence/Mission	-	250.00	-
Global Outreach	100.00	125.00	-
Social Justice	663.00	1,080.00	-
Fellowship	-	-	-
Church Council	330.00	330.00	-
Worship	186.00	2,462.00	7,500.00
Sub-Total Income	\$ 113,575.00	\$ 272,105.00	\$ 1,121,836.00
From Reserve Fund Acct *	\$ -	\$ 31,000.00	
Total Income	\$ 113,575.00	\$ 303,105.00	
EXPENSES			
Programs/Ministries			
Preschool	145.00	559.00	6,085.00
Children	541.00	1,395.00	11,203.00
Confirmation	-	-	3,786.00
Youth	-	169.00	3,495.00
Adult	131.00	131.00	2,000.00
Music	468.00	562.00	8,225.00
Operations	6,048.00	16,137.00	60,055.00
Benevolence/Mission	-	-	17,040.00
Global Outreach	100.00	100.00	1,500.00
Local Outreach	-	-	1,000.00
Social Justice	786.00	1,108.00	500.00
Fellowship	-	-	3,850.00
Church Council	-	-	1,300.00
Stewardship	-	157.00	3,500.00
Worship	1,301.00	3,611.00	7,930.00
Mortgage	18,589.00	55,767.00	173,328.00
Property - Maint./Util.	12,328.00	24,986.00	59,465.00
Personnel	70,673.00	204,689.00	757,574.00
Dedicated Loan Repay	-	-	
Total Expense	\$ 111,110.00	\$ 309,371.00	\$ 1,121,836.00
Net	\$2,465.00	-\$6,266.00	

Our Saviour's Lutheran Church Fundraising Policy

Our policy is to promote mission and encourage faithful and generous stewardship – the pure joy of giving – expecting nothing in return other than knowing that such unconditional giving is pleasing to God and beneficial to the giver. Should an individual or group decide to hold a fundraiser, the purpose shall be compatible with the mission statement of Our Saviour's Lutheran Church.

Procedure:

1. a) Any individual or group interested in holding a fundraiser will need to complete and submit an application at least 30 days prior to the event or contact **Cindy Delmonico** in the church office so it can be put on the church planning calendar. There is a limit of two on-site, staffed, active fundraisers that can be going on at the same time. This does not include hospitality.
b) There is a limit of five on-site, non-staffed, fundraisers that can be going on at the same time. Examples of these are: flower sales, CD sales, ticket sales.
2. The fundraiser needs to benefit an organization of the church or a Church Council approved mission.
3. If there are questions, the application will be referred to Church Council. If fundraising dates are not available, other dates will be suggested.
4. It is suggested that 10% of gross proceeds from Hospitality will be given to the General Fund of Our Saviour's Lutheran Church. For all other fundraisers, a 10% gift is recommended.
5. It is suggested that fundraisers do not go longer than a 4-week period of time.
6. Fundraising tables will not be placed in the Rotunda due to traffic concerns. The Fundraising Team will determine the best placement for the table.
7. Exceptions to this policy may be considered by the Church Council.

If your group would like to hold a fundraiser, please fill out the application on the reverse side.

Our Saviour's Lutheran Church
Fundraiser Application

What group will benefit from the proceeds?

How will these funds be solicited? Give a detailed description of how you wish to display/sell your goods?

Date you'd like the fundraiser to begin. _____
How long will your fundraiser last? (Days? Weeks? – (Limit of 3 weeks)

See policy for gift suggestion to the General Fund at Our Saviour's. Refer to Procedure #4.
Please indicate what your gift intention will be:

All proceeds should be labeled and put into the church safe at the end of each day of fundraising.

Contact Person: _____

Phone Number: _____

Email Address: _____

For the Happenings, SOF, SOW

Our Saviour's recognizes the need for ministry teams to generate additional revenue and resources to finance and support their projects and programs. Our Saviour's also recognizes that excessive fundraising can be troublesome to some members and may compromise other areas of ministry. For this reason we have implemented a newly revised policy. If your group is planning a fundraising event you are asked to review the policy, complete the application or call Cindy Delmonico in the church office.

Our Saviour's Lutheran Church of East Bethel
19001 Jackson Street NE, East Bethel, MN 55011

Agenda

Thursday, March 14, 2019

6:30 p.m. – Church Council at OSLC on Jackson Street

“Reaching Out With a Voice of Hope”

Devotions: Jim Jerylo
Goodies: Ryan Sanborn
Standing Rules Reminder: Ryan Sanborn
Council Agenda Review: Ryan Sanborn
Executive Committee Report: Ryan Sanborn
Secretary's Report: Karen Mickelson
Treasurer's Report: Jason Moehring

Team Reports:

Children's Ministry
Church Property/Senior Housing
Confirmation
Constitution
Fellowship
Finance
Human Resources
Old Church/Cemetery/Columbarium
Refugee Team

Outreach (Global, Social, Local)
Preschool
Stewardship
Worship & Music
Youth Ministry
Visioning
Building
Men's-Group

Old Business

1. Stewardship Update
2. 2020 Hard Hat Outbuilding Plan
3. Goals for 2019
4. Council Liaison Assignments
- 5.

Celebration Moments

New Business

1. Report any sale of stock
2. Mail Bag
3. Open Discussion
4. Capital Fund Company
- 5.
6. Lord's Prayer

STANDING RULES FOR OSLC CONGREGATION COUNCIL MEETINGS

1. Members must be recognized by the Chair before speaking.
2. All motions must be seconded before they are debated.
3. All motions that are more than 5 words must be submitted in writing. Once the motion has been made and seconded, the maker of the motion will be allowed to speak first.
4. Members are asked to limit their speaking to no longer than two (2) minutes per speech. Members may speak more than once on the same subject or motion, but are asked yield to those wishing to speak for the first time.
5. All debate should be directed through the Chair, including questions to another member.

Next Meeting – April 11, 2019 - Devotions & Goodies: _____

Organizational Goals

1. We will hold attendance steady while pursuing other areas of outreach and invitation.
2. We will deepen the relationships we have with one another.
3. Every member (including regular attendees) will be involved in a meaningful way.
4. We will educate the congregational members and attendees about our identity as part of the Evangelical Lutheran Church in America and the Church around the world.
5. We will increase the congregation's giving to the Minneapolis Area Synod/The Evangelical Lutheran Church in America (our church body) by 1% of the congregational budget in 2015.

January

Installation of new council members

1. Capital Fund Task Force

February

Council Liaisons

1. Capital Fund Company- 2019
2. 2019 – Hard Hat Outbuilding plan

September

Racial Justice Liaison to the Synod

October

Recognition of Confirmation Youth – **Kim, get the names from Leisha and include them in the packet**

November

December

Declaration of Pastors housing allowance

Proposed Action for Council:

To approve the addition of continuing resolution C13.61.P17 adding a Volunteer Standing team named IT Steering Team

To approve the newly formed IT Team replacing the non-standing IT Team

To approve the wording for the continuing resolution as written below:

The IT Steering Team shall be responsible for the oversight and strategic direction of all IT related functions. The team shall provide guidance and support for projects involving any IT component. The team shall create and evaluate our IT best practices, procedures and resource management. The team shall have oversight of any vendor performing work within our environment or providing any other service.