

May 13, 2015

RE: Our Savior Lutheran Church
Norfolk, NE
1501

Minutes of the Committee Meetings

May 11, 2015 Meetings

Discovering our Future Together

The minutes of all committee meetings are shared in order for all groups to maintain awareness of the coordinated work of the groups working together in the work of the church. The following notes and comments apply:

1. General comments for all meetings

- a. Opening Devotion – Responding in love – 1 John 4:13-21
- b. All groups were asked to reflect on what they thought and prayed about from the prior meeting. The following comments summarize the thoughts gathered from all three committees:
 - i. We need to continue to reach out and provide for the kids
 - ii. we get used to the large numbers, and are no longer “shocked”
 1. we need to see our church from the visitors/new members point of views
 - iii. The total cost may be a concern, no matter what the solution. We need to teach stewardship too.
 - iv. We need to build for growth, not just for today
 - v. Staying at this site requires a long term relationship with our neighbors to the west for parking
 1. can we acquire this land?
 2. Hospital has first right of refusal
 3. can we maintain our access for parking
 - 4.
 - vi. Staying on this site will be very disruptive to ministry as we renovate
 1. especially for Kings Kids
 - vii. Moving to another site gives us a great potential for growth
 1. we can build a smaller building on a new site too, we don’t need to do the full scale right away.
 2. we could even build the size we have, and make it more efficient.
 - viii. Understanding of growth is important
 - ix. We need to plan for flexibility in the spaces, ministry is changing
 - x. If we build on the existing site, we get one opportunity, and then we are done with growth.
- c. All groups were asked if OSL will exceed 3,000 members
 - i. All groups said YES, we will reach and exceed 3,000 members; it’s just a matter of time.
 - ii. If we reach 3,000 and stay on this site, we (OLS or LCMS) will need to start another congregation in Norfolk.
 - iii. If we cap at 3,000 we are limiting our ministry.
 - iv. we will reach 3,000 and need to plan for larger!
 - v. There is a fiscal responsibility to getting larger too
 1. more staff will be needed
 2. more cost to operate
 3. more cost for programs
 - vi. the congregation needs to understand this added responsibility

- d. The schedule was reviewed at all meetings.
 - i. All groups feel confident that we will be able to make a solid recommendation to the congregation at the end of June.
 - ii. The meeting of the congregation will be June 28th
 - 1. it will be at this meeting that the recommendation will be made
- e. **NOTE: Correction to earlier handout**
 - i. **There was a reporting error on the numbers of Sunday School Children in the handout issued on May 4**
 - 1. **The correct numbers were reported on the congregational presentation in April as follows**
 - a. **2 yrs to 4th grade 452 kids enrolled (2015)**
 - b. **Average attendance is 137**
 - c. **...building capacity is 141 for these classrooms**
- f. All meetings opened and closed with prayer.

Proposed Agenda items for all committees at the opening of the next meeting:

- 1. **Opening Devotion**
- 2. **Comparison Matrix – serving ministry**
- 3. **“Red Lights” which will stop**
 - a. **Option 2**
 - b. **Option 3**
- 4. **Other**

2. Mission and Ministry Committee

Present: Ryan Kimes, Don McHugh, Pastor Ryan, Kyle Korth, Michele Korth, Wendy Signor, Dennis Beltz, Nancy Schulz, Barb Carstens, Rosemary Goetsch, Trish Weander, Christine Eckberg, Chandler Bussey, Rachel Rardon, Mark Clausen, Pastor Lee, James Nord

- 1. This congregation has an influence that reaches well beyond Norfolk. We are blessed to influence NE Nebraska.
- 2. We as a congregation need prepare to be ready for the RESPONSIBILITY of this growing ministry
 - a. we need to reach the parents and families
 - b. we are grateful for our volunteers, and we need more
- 3. We are blessed with growth, because the congregation lives out the mission statement
 - a. as long as we continue to live the mission statement, we will continue to grow.
- 4. We discussed Option 2
 - a. This option is disruptive to ministry
 - b. Option 2 is a temporary solution that will last about 10 years
 - c. If we did stay, and need to plant a new congregation, new leaders will emerge that may not have if we moved earlier
- 5. We discussed Option 3
 - a. One concern in growing is getting people to help in the ministry
 - b. Option 3 is clearly favored if we are seeking to grow
 - c. Option 3 allows for more flexibility in ministry, not forced flexibility and compromise
 - d. We can use Option 3 to carry out many missions we have not yet seen!
- 6. Pastor Ryan spoke on the opportunity to develop Incarnational Communities within the congregation

- a. the congregation actively serving others as the hands and feet of Christ
 - John 1:14 – Jesus in the neighborhood
 - b. congregations need to adapt as ministry changes in a quickly changing society
 - c. At OSL, we Point People to Jesus, but then what?
 - we need to live that out and help them grow in active faith
 - we don't know how to do this, we need to learn this
 - d. We need to grow from helping on Sunday at church to helping every day in the mission fields around us
 - e. We need to be intentional , and we need to train
 - 6-14 are needed to start
 - f. We are reminded, we may be the only "Jesus" that people see
 - g. Can we design a building that is intentional in its outreach?
 - rather than waiting for people to come to us
 - we need to "go" as Matthew 28 instructs
 - h. The US is a ripe mission field
 - i. this concept is viable and is needed at our leadership levels
 - MLC
 - BLM
 - Staff
7. Next week, in addition to that outlined below, we will review "red lights" of things that may limit our ministry in option 2 and option 3

Proposed Agenda items for the Mission/Ministry Committee at the next meeting:

- 1. Program/Staff/Facility Needs**
 - a. Option 2's ability to fulfill**
 - b. Option 3's ability to fulfill**
- 2. Maintaining Community in a large congregation (continued)**
- 3. Other**

3. Funding and Finance Committee

Present: Pastor Ryan, Ron Stauffer, Mike Wilke, John Geary, Skip Wingate, John Pile, Brian Lewin, Kenny Weander, Tammy Stolpe, Craig Risor, Myron Kooi, James Nord

- 1. After discussing general agenda items, review our potential for acquiring the adjacent land returned to conversation
 - a. can we inquire with the current landowner to gain a permanent easement for parking?
 - b. parking was a recurring concern of this group
 - we spend a lot of money, and still have our most public problem (parking) left unsolved
 - Option 2 is totally dependent on a parking easement to the west
- 2. Is there a soon to be vacant "big box" building that we could obtain?
 - a. unknown if any exist in rumor or reality
- 3. We discussed the need for increased giving as a result of a larger ministry
 - a. not only debt service, but also operational budget
 - b. a rough projected budget will be developed for the next meeting

4. We talked about financial burden and financial risk
 - a. each are required for growth
 - b. as completely safe path will not allow for the growth we expect
 - c. risk is needed, and we need to manage the risk
 - d. we have huge potential to grow and reach more and more with the message of salvation
5. A rough projection of fees associated with Architects and Capital campaign leaders was discussed
 - a. the committee understood the relative cost and the need for available funding
6. Grant potential was discussed
 - a. grants may be available, however, we need to continue to fund internally
7. The committee is very solid on our congregation's ability to raise \$5million or more
 - a. the question we need to wrestle with is how much debt can we tolerate
 - \$5 million, with 50% debt will fund a project of \$10 million
 - \$5million and 33% debt will fund \$7.5 million

Proposed Agenda items for the Funding/Finance Committee at the next meeting:

8. **Estimated Operational Budgets**
 - a. **existing (26,000 sq ft)**
 - b. **40,000 sq ft**
 - c. **63,000 sq ft**
9. **OSL Stewardship Capacity and Response**
10. **Other**

4. Building and Planning Committee

Present: Jason Doele, Bradly Ekberg, Mark Johnson, Randy Wilcox, Philip Rardon, Niki Peterson, Gordon Adams, Doug Sunderman, Corey Windedahl, Andrea McGregor, Kent McCallum, Sawyer Kuhl, Eric Neemey, Cleve Stolpe, Robert Reed, Melvin Horst, Pastor Lee, James Nord

1. A bulk of the meeting was a detailed review of the current matrix was completed for Option 2 and Option 3 (showing rooms and spaces in comparison)
 - a. Two corrections were made
 - Provide for the second sanctuary of 200 (rather than 100)
 - CORRECT the actual attendance in Sunday School to reflect current average of 150 in attendance (see correction above in general comments)
2. We discussed whether our ministry model would benefit by one single worship space rather than two
 - a. large space with the ability to serve both contemporary and traditional
 - b. ability to visually "downsize" for smaller groups
3. We discussed that if we move with option 2, we may need to create a fifth congregation
 - a. Option 2 is also the most disruptive during construction
 - b. Option 2 is dependent on our ability to use the property to the west for parking.

- c. Option 2 will likely not have fixed seating, as that drives parking.
- 4. Option 3 gives us our greatest ability to serve, if we can afford it.
 - a. Discussed the Funding/Finance request for an estimated total budget.
 - b. Option 3 makes us need to keep growing, and it also provides for growth
- 5. A review of potential land options was discussed
 - a. all land in current consideration is on the west side of town
 - b. no inquiries have been made on the land, and will not be made on the land until an option is selected
 - c. the land adjacent the church to the west was also discussed
 - the hospital has the first right of refusal
 - a long term parking arrangement will be needed in order for option 2 to work
 - 1. there currently is no legal agreement, it is merely a friendly understanding that OSL will be able to use the land
 - closing of streets has not been discussed with the city, and will not be until an option is selected
 - d. ALL LAND DISCUSSION IS PRELIMINARY AND IS NOT FOR PUBLIC DISCUSSION – preference for any or all sites is not yet assumed or determined

Proposed Agenda items for the Building Committee at the next meeting:

- 6. **Review Option 2**
- 7. **Review Option 3 (including land availability)**
- 8. **Adjacent Land to the west of our current site**
- 9. **Other**

The next series of meetings is as follows:

May 18th - Mission/Ministry – 5:30pm
Funding/Finance – 6:30pm
Building/Planning – 6:30pm

This represents my understanding of the contents of our meeting. Feel free to contact me if you have any questions or concerns.

Minutes will be forwarded via email, hard copies will be distributed upon request.

Respectfully submitted,

James W. Nord
 NORD, LLC

Cc: committee members (via Church Office email)
 Our Savior Lutheran Church Office (via email)