

May 7, 2015

RE: Our Savior Lutheran Church
Norfolk, NE
1501

Minutes of the Committee Meetings

May 4, 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 - Phillip and the Ethiopian - Acts 8:26-40
- b. We are the Church, the building is merely a tool for ministry
- c. Review of existing building
- d. Review of current population (not including Easter and confirmation population swells)
 - i. 1445 of our current 1848 members have attended worship in the last 4 months
 - ii. 362 visitors have attended worship in the last four months
 - iii. Nearly 1 in 5 (20%) of the people worshipping on a typical weekend are visitors!
- e. We have three options - any of the options are beneficial to the ministry
 - i. Do nothing
 - ii. Expand on the current site
 - iii. Relocate to a new site
- f. Why choose to develop only one option... (see attachment)
- g. What does a funding model look like for a project of this scale (see attached)
- h. All meetings opened and closed with prayer.

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

1. **Opening Devotion - 1 John 4:13-21**
2. **Current Growth Projections**
3. **Schedule**
4. **Other**

2. Mission and Ministry Committee

Present: Ryan Kimes, Don McHugh, Pastor Ryan, Kyle Korth, Michele Korth, Wendy Signor, Camryn Uhlir, Dennis Beltz, Nancy Schulz, Barb Carstens, Joni Schwarting, Rosemary Goetsch, Patricia Weander, Christine Eckberg, Susan Macklen, Pastor Lee, James Nord

1. The pastors and the congregation will continue to lift up the process in prayer for the task that is before us. We encourage the congregation to pray individually for the members of the committees that are seeking God's will in the ministry growth.
2. A copy of the Immediate and Short Term needs was distributed for future use.
 - a. we recognize that our most acute immediate need is the development and maintaining of "community" within our congregation

- b. we need to build relational ministry in order to maintain our "character " as the congregation grows.
 - c. we need to be intentional about gathering together
 - d. we need leadership and a model for ministry to make this happen as quickly as we need it
 - e. we need to gather like minded people together to build community
3. Discussion shifted on the unique needs of each of the following church populations.
- a. 2000 members
 - b. 3000 members
 - c. 4000 members
4. In general, the current congregation is hindered by a lack of fellowship
- a. due to space
 - b. due to tight time schedules to make the current undersized spaces work
 - c. due to a lack of "sit and talk space" anywhere on a Sunday morning!
 - d.
5. The question was asked if we will grow to 3,000 members.
- a. the resounding answer is YES!
 - anticipated timeframe is 10 years or less to reach this next threshold of ministry
6. Are there present programs that *must* be expanded and new programs developed as we see our future mission?
- a. we see that ministry to the "millennial" population will present its unique challenges.
 - b. we see a need to reach out into Norfolk with ministry
 - don't wait for them to come to us, we need to be the hands and feet of Jesus
 - after making the connection, we need to be ready to respond to the faith life needs of our congregation
 - we have focused on member "sign up" and need to find ways to respond to a growing faith
 - c. XOS will certainly out grow its space, we need to continue to be creative
 - d. We will need an expanded staff to meet the needs of a growing congregation
 - e. We recognize as well, that all of our efforts and the future of this congregation are in God's hands.
7. We discussed the benefits and challenges of the three options
- a. Do Nothing
 - The options was rejected and will not be discussed further
 - b. Renovate and add onto the current facility
 - Benefits
 1. Location
 2. Visible
 3. Easy to invite, as the building is recognizable
 4. Unusual
 5. Minutes from Downtown
 - Challenges
 1. We will outgrow in 7-10 years after spending millions of dollars

- 2. Renovation will be disruptive to ministry
- c. Relocate to another site
 - Benefits
 - 1. all new, very functional
 - 2. allows for growth
 - 3. more room
 - 4. could be built in phases, we need not take on all \$12million at once
 - Challenges
 - 1. cost
 - 2. land not identified
 - 3. could lose a part of our heritage by leaving current building
- 8. Next week, we will discuss "What does it take to develop the new opportunities (immediate and short term) that are before us?"
 - a. Programming
 - b. Training
 - c. Staffing (professional and volunteer)
 - d. Facilities

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**
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, Joe Cipra, Craig Risor, James Nord

1. Review our potential based on current giving was presented
 - a. in general, our giving is about half of our potential giving... even based on very low income assumptions (handout provided)
 - b. we need to teach stewardship as a lifestyle
 - we need to learn to give from the heart in response to what God has done for us
 - c. Of all the congregations in the area, our giving per member is the lowest
 - d. We have not been in the habit of discussing money and giving in sermon series
 - e. we need to open eyes to the needs of our ministry in order to sustain our current growth
 - f. consider solutions for regular (automated) giving
 - g.
2. Review of our potential based on demographics shows that we can sustain an annual operating budget of \$1.5 to \$2million with current membership
 - a. Increased membership will increase the need and the gifts
 - b. Will we reach 3,000 members?
 - YES
3. We talked about the three options before us.
 - a. Do nothing

- perhaps 20% of our congregation would support this option
 1. because they are unaware of the acute space problems in contemporary worship and Sunday School
 - After discussion, all present rejected the “do nothing” option as viable for our future
 1. we need to make room for the kids, the adults will respond to the need
- b. Renovate and expand on this site
 - even with added building, parking will be a problem
 - could we renovate here and look to plant a fifth congregation in Norfolk when the space is needed
 1. we will outgrow our current facility in about 10 years
 - c. Relocate and build new
 - certainly a possibility
 - the congregation has the means to accomplish this, if it is presented as a need for a growing ministry
4. We discussed the financial obligation for:
- a. Can we develop and sustain? (date on attachment)
 - \$5 million project
 1. yes, without question
 - \$8 million project
 1. yes
 - \$10 million project
 1. yes
 - \$12 million project
 1. yes, certainly not out of the question, however this may be a struggle as it will involve greater commitment and sacrifice
 - a. concerns could be overcome with education on the true need
 - b. smaller building could be built in phases as money is available.
 - b. What is our tolerance for debt?
 - i. congregation has not seen building debt in 17 years
 - ii. a ratio of 50% cash and 50% debt is reasonable to start the estimates.
 - c. Gifts in kind were discussed as well.
 - i. gives the opportunity to give in addition to financial gifting

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

1. **Short Term Cash Flow needs**
2. **Capital Campaign Options**
3. **Other**

4. Building and Planning Committee

Present: Philip Rardon, Eric Neemeyer, Randy Wilcox, Bradley Eckberg, Andrea McGregor, Niki Petersen, Sawyer Kuhl, Douglas Sunderman, Melvern

Horst, Robert Reed, Klay Klaver, Corey Winderdahl, Cleve Stolpe, Mark Johnson, Teri Mendelman-Bauer, Pastor Lee, James Nord

1. Review matrix on options was conducted (handout provided)
 - a. matrix provides considerable detail in the needs for the three options
 - b. matrix compares opportunities and existing
- b. Site reviews (limits and opportunities)
 - a. What does it take to stay here?
 - Renovate and maintain
 1. we need to do minor renovation even in the "do nothing" option
 2. after discussion, this option was removed from further consideration
 - b. What does it take to expand here?
 - Land partners
 1. Hospital has first right of refusal on the Lloyds land
 - a. Church has sent letter to the hospital in the interest of being a good neighbor, sharing that we are looking at options, including staying or relocating
 2. due to parking, this option will limit our growth to 3,000 members.
 - a. we will outgrow our investment in 7-10 years
 - b. our ministry will need to get creative once again, to sustain growth in a limited space
 - 3.
 - Street closings
 1. could we close 26th street?
 - a. gains parking
 - Expansion/Renovation
 1. considerable cost in renovation
 2. considerable savings in using the existing building (we own it)
 3. the real benefit is the location, not the building itself
 - c. What does it take to move?
 - There would be real excitement in moving
 1. unlimited ministry potential in the future
 - there would be no disruption to our ministry and that of King's Kids
 - Will we lose members if we move?
 1. certainly, and we will gain members as well
 - 40,000 to 63,000 sq ft building
 1. built in phases (40,000 sq ft minimum)
 - 10-15 acres
 1. Reasonably flat
 2. Buildable land with need for minimal improvements
 3. considerable talk centered on land

- a. further accurate detail will be presented in the next meeting
- c. Available to break ground spring 2016
 - i. we reviewed the schedule

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

1. **Review Option 2**
2. **Review Option 3 (including land availability)**
3. **Other**

The next series of meetings is as follows:

May 11th - 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

Attachment : Objective of our Work Together w/ Reference notes

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