

June 3, 2015

RE: Our Savior Lutheran Church  
Norfolk, NE  
1501

## **Minutes of the Committee Meetings**

June 1, 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**

1. Opening Devotion – The cost of being a disciple – Luke 14:25-35
2. All groups discussed the lingering points of last week's work
3. All groups were presented with the "red light" summation of option 2 and option 3 (attached)
4. All meetings opened and closed with prayer.

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

1. **Opening Devotion – Beautiful Feet - Romans 10:13-15**
2. **What's next – presenting the recommendation to the voters**
  - a. **activating the mission statement**
  - b. **expanding the outreach**
  - c. **counting the cost**
3. **Other**

#### **2. Mission and Ministry Committee**

Present: Ryan Kimes, Don McHugh, Pastor Ryan, Kyle Korth, Wendy Signor, Dennis Beltz, Nancy Schulz, Barb Carstens, Rosemary Goetsch, Trish Weander, Christine Eckberg, Rachel Rardon, Susan Machlen, Joni Schwarting, Don Dammash, Betty Dammash, Pastor Lee, James Nord

1. Thoughts retained from last week's conversation
  - a. Our current staff works well together, we need to be always be careful as we grow as to not "settle" just to fill positions in a growing ministry
  - b. we need to remember to focus on what we do well
  - c. Folks in the congregation are well informed with the information presented
2. We reviewed the next steps, as we proceed to presentation to the congregation
  - a. Pastor Lee presented a map of the region showing the communities represented by members/visitors worshipping at Our Savior since after Easter.
    - 30 communities are represented
    - Our Savior is clearly a regional congregation
    - the reach of our active ministry reaches well beyond Norfolk
  - b. we talked about how we can improve on our work of making disciples

- c. we understand that our current adult Bible studies need to be increased
    - potential for alternate times/days other than Sunday/Wednesday as these days all rooms are filled
    - we understand that there are many new or returning Christians to our congregation
      - 1. specialized Bible studies will be needed to encourage these folks in their walk
    - We understand that we have a huge opportunity to reach out to non-believers
      - 1. how do we equip our members to be able to teach and reach these people?
    - we have a clear understanding that we are a word and sacrament ministry
      - 1. the Holy Spirit moves through us to reach out to others
      - 2. it's God that moves the hearts of the people, not us...
    - we are greatly blessed and so we are called to:
      - 1. go talk to folks
      - 2. get to work to reach out with the gospel
  - d. we discussed the incredible potential we have in reaching out to these "30" communities
  - e. Pastor Lee shared a thought that "no one gives up on the church because it loved too much!"
3. Concern was expressed that we run the risk of spreading ourselves too thin
  4. Evangelism is not complex, its simply sharing our lives through kindness, and building a relationship that centers on Christ.
    - a. People ask us about our weekend, we can share the activities of worship and fellowship at church!
    - b. We share these things and show the love that exists in the church
    - c. "our kids ride by the church and want to know if its Sunday yet!"
    - d. We do recognize that we need to teach people how to reach out with the gospel.
  5. We talked about the possibility of Our Savior reaching into the communities
  6. As we see an expanded ministry, what does that mean?
    - a. we need to focus on what we do well (Simple Ministry)
  7. Concern was expressed that we need to balance the growth and the stree it puts on the staff
    - a. more space means more staff
    - b. more program means more staff
  8. We must be immediate and intentional in expanding our adult Bible studies
    - a. Marriage study
    - b. Family study
    - c. Discipleship study
    - d. Growing in the faith study
    - e. many others
  9. As we renovate or expand, we must have spaces for casual, and unscheduled fellowship
    - a. "wide spots in the corridor to stop and chat"
    - b. a place for coffee and conversation
  10. High school ministry will change if we are able to have more space

- a. more active ministry
- b. more leaders needed
- 11. VBS will benefit greatly from increased space
  - a. more room
  - b. less confusion
  - c. easier to get volunteers
- 12. Storage and security will be better in a new building
- 13. Expanded building will allow for 4 services on a weekend instead of 6
  - a. Greater opportunity to know each other
  - b. larger groups of people and fewer "separate congregations" due to fewer services.
  - c. More flexibility in providing a higher quality of worship
    - currently like a factory, stressing to meet the schedule and timing needed to fit the services into the day
- 14. Our ministry expansion needs to be intentional and careful, and it will take time
  - a. nonetheless, we have a HUGE potential with our current numbers
- 15. After conversation, the committee chose to vote on which option to recommend to the congregation.
  - a. The Mission/Ministry Committee selected Option 3 – Move to a larger facility on a new site
    - the vote was unanimous in favor of option 3

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

- 1. Maintaining Community in a large congregation (continued)**
- 2. Preparing for presentation to the congregation**
- 3. Other**

**3. Funding and Finance Committee**

Present: Pastor Ryan, Ron Stauffer, Mike Wilke, John Geary, John Pile, Don Dammast, Betty Dammast, Phyllis Reed, Robert Reed, Skip Wingate, Mark Clausen, Tammy Stolpe, Craig Risor, Joe Cipra, Pastor Lee, James Nord

1. Initial conversation was a review of last week's conversation
  - a. One member shared that he was surprised how quickly his mind changed once he saw the potential giving in our congregation
    - our giving can indeed improve, and we can afford to move forward boldly
    - relocation is the best option, and we made the right choice
  - b. Our potential certainly includes the ability to service a loan of \$2.5 million (the remainder of the project will have to come in gifts)
  - c. It was expressed that the renovation on site option (2) had more than 2 times the "red lights" than the relocation option (3)
2. We discussed the upcoming voter's meeting for June 28
  - i. It is important to share the vision for the future ministry
  - ii. Outreach (map was shared)

- iii. growing youth program
- 3. this group expressed the importance of the information that had been shared with the congregation
  - i. the congregation "walked with us" in the decision making process
  - ii. all information was published for public viewing
- 4. We focused our conversation on the potential for giving in the congregation
  - i. still many young folks in the congregation who have not yet learned how to give
  - ii. we do know that when we ask, the giving follows (many examples cited)
  - iii. we don't talk much about giving in the sermons
  - iv. we are not currently "hurting" or in need of money, so giving is lighter
  - v. Show the need, and people will give
- 5. discussion revealed that teaching stewardship is going to be needed in the forthcoming capital campaign
- 6. We need to continue to involve our members in the ministry...
  - i. ...as people will give their time, talents and treasures if they are involved
    - 1. and in contrast, they will not give if they are "observers" only
    - 2. We need to get people involved and connected
      - a. (refer above to the priority of the Mission/Ministry team))
  - ii. It is important too to teach stewardship to all ages, including kids
- 7. We have not had a major capital campaign since 1997!
- 8. The budget is built based on information gathered in pledge cards prepared by the congregation
- 9. We need to continue to emphasize that we are not giving *only* to a building; we are giving to a ministry.
- 10. We need to show the potential of the ministry, and the committee believes that the money will fund the building
  - i. we have consistently talked about the potential for a \$5million campaign and a \$2.5 million loan
  - ii. These numbers are understood to be very general targets, finalization will follow as we are able to move forward.
  - iii. we will very likely be able to raise more
    - 1. we need to budget conservatively in the long term
- 11. we talked again about our ability to maintain the cost of a new building
  - i. budget analysis shows that we can maintain the building, fund the mortgage payment and fund added staff within reasonable giving parameters.
  - ii. it is understood that the giving will be over three years (or 5 years) and that the initial budget will fund a higher mortgage until the pledges pay it down
- 12. We need not be shy in asking for money. "It come up every week at my old church"

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

- 1. **Preparing for presentation to the congregation**
- 2. **Other**

**4. Building and Planning Committee**

Present: Bradly Ekberg, Mark Johnson, Randy Wilcox, Philip Rardon, Niki Peterson, Doug Sunderman, Andrea McGregor, Kent McCallum, Eric Neemeyer, Cleve Stolpe, Phyllis Reed, , Melvern Horst, Pastor Lee, Teri Medelman-Bauer, Norman Miller, Chandler Bussey, Corey Windedahl, James Nord

- 1. A review of last week's discussion opened the meeting

- a. Some of the congregation were concerned that relocation would cause a drop in membership
  - b. Some of the congregation were concerned that staying here would cause a drop in membership
- 2. The map showing the current outreach to 30 communities was reviewed.
  - a. many were surprised and pleased that OSL has that large of a regional presence
- 3. We re-started the discussion on the cost to the ministry of each option
  - a. Option 2 carries with it an added cost of renting space during construction
    - there would be negative impact on the ministry in the confusion of construction
    - some of the ministries would be more affected than others
      - 1. Kings Kids would be greatly impacted on construction
    - we are already “losing our saltiness” in our lack of adult Bible studies
  - b. Option 3 needs to be designed to be expanded if we go that direction
    - its possible that Option 3 may not cost that much more (perhaps \$1 to \$1.5 million more) when we look at the other costs of renovation
    - there may be an emotional separation for some folks
- 4. After very short discussion, this group requested to vote.
  - a. The Building and Planning Team voted unanimously for Option 3 – Relocate and expand to 40,000 sq ft
- 5. After discussion, one of the committee expressed that he may be “representing” a group that would be more in favor of renovation.
  - a. after hearing the facts, and the statistics, he felt compelled to vote for relocation, as the best option.
    - primary reason was to avoid the potential los of ministry associated with a long term renovation
- 6. We talked about the forthcoming presentation.
  - a. We need to present the facts that allowed us to make our decision
  - b. Interesting statement “the reason we have this problem is that there are many people who are coming to Our Savior Lutheran church!”
  - c. Its important to note that we are talking about an \$8 million project (about 30% less than initially presented)
  - d. the new space will be more efficient for our ministry
  - e. Pastor reported that we are not seeing a large decrease in worship attendance in the summer (still at 770 per weekend)

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

- 1. **Preparing for presentation to the congregation**
- 2. **Other**

**(over)**

**The next series of meetings is as follows:**

**June 8<sup>th</sup> -           Mission/Ministry – 5:30pm**  
**Funding/Finance – 6:30pm**  
**Building/Planning – 7:30pm**

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-   "Red Light" summation  
                          regional map of current outreach

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