



INFORMATION PACKET
for
Our Savior Lutheran Church’s Semi-Annual Meeting
(11-13-16)

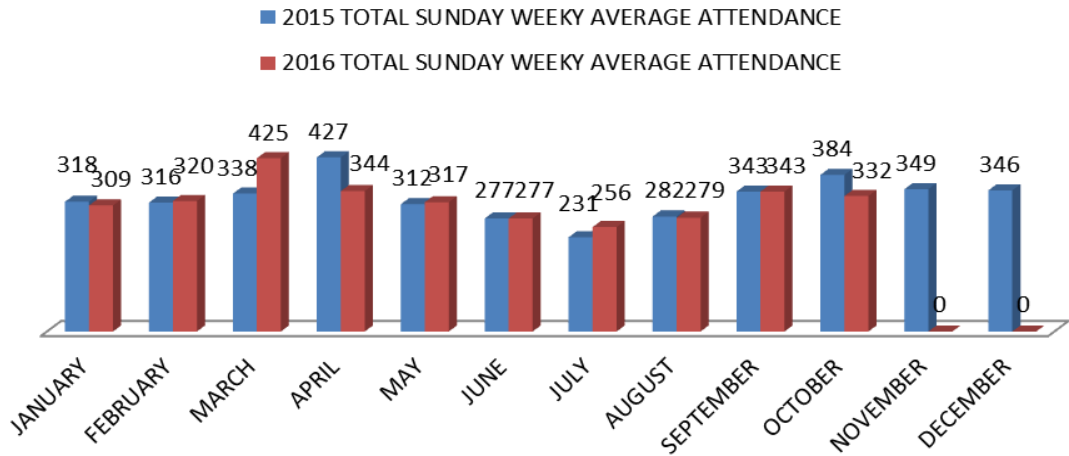
PACKET CONTENTS:

A. MINISTRY BY THE NUMBERS.....	page 2
B. 2017 MINISTRY MILESTONES.....	page 3
C. SENIOR PASTOR’S REPORT (Reported by Rev. Paul A. Krueger).....	pages 4-6
D. MUSIC AND CONGREGATIONAL MINISTRIES (Reported by Bonnie Rennich).....	pages 6-8
E. CHILDREN’S MINISTRY (Reported by Nancy Graham).....	pages 8-9
F. YOUTH MINISTRY (Reported by Pastor Andy Busch).....	pages 10-12
G. COLLEGE AND YOUNG ADULT MINISTRY (Reported by Joelle Schaan).....	page 13
H. VICARAGE UPDATE (Reported by Vicar David LaFore).....	pages 14-15
I. LITTLE HANDS LOVING HEARTS CHILD DEVELOPMENT CENTER (Reported by Susann DeForest).....	pages 15-16
J. SAMPLE BALLOT.....	pages 16-18
K. 2017 PROPOSED BUDGET.....	pages 19-20

A. MINISTRY BY THE NUMBERS

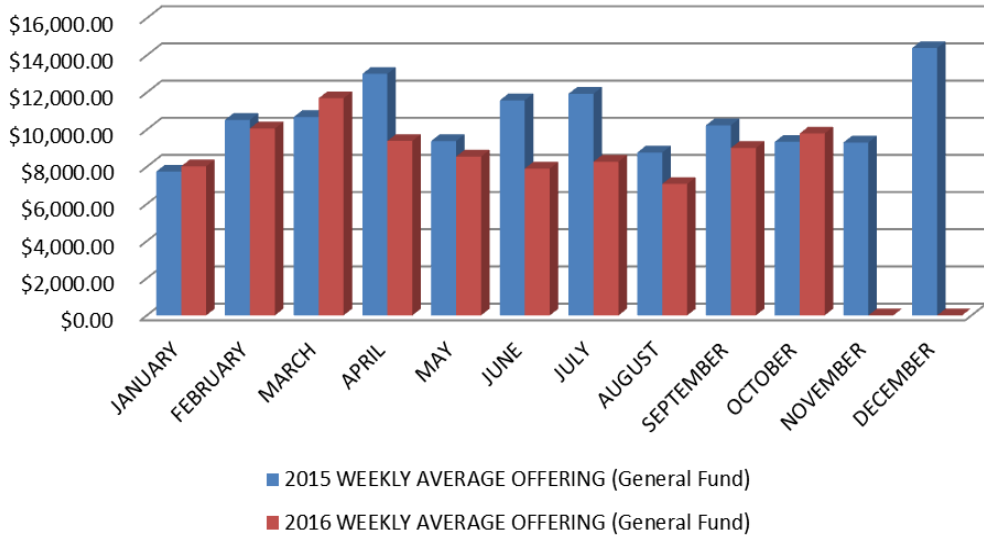
1. # of Current Members: 1166
2. # of New Members joined in 2016: 86
3. # of Baptisms to Date in 2016: 16
4. # of Weddings to Date in 2016: 6
5. 2015/2016 Comparison of Average Weekly Worship Attendance:

**2015/2016 SUNDAY WORSHIP
WEEKLY ATTENDANCE AVERAGES**



6. 2015/2016 Comparison of Average Weekly Worship Attendance & Offerings:

**2015/2016 SUNDAY OFFERING
WEEKLY AVERAGE TOTALS**



B. 2017 MINISTRY MILESTONES

2017 Ministry Milestones

- 1. Milestone #1 Organizational Milestone:** To continue to develop and grow organizational accountability, maintaining a clear organizational structure to support each OSLC ministry area. This will include clearly defined 2017 WIN's for each ministry area along with built in accountability factors to track progress throughout the year.
- 2. Milestone #2 Worship Milestone:** To access need and opportunities in the area of worship in order to address OSLC's worship attendance plateau. Average attendance has plateaued over the last five years. A Worship Milestone in 2017 will be to increase the average worship attendance for the year by 8%
- 3. Milestone #3 Discipleship Milestone:** To continue to refine the OSLC "myLife" courses in 2017, and increase the number of courses offered and participants taking part in the "myLife" growth.
- 4. Milestone #4 Finance Milestone(s):** Complete payment of the parking lot loan and provide a strong finish for the "Living Our Mission" OSLC Capital Campaign. Successfully meet the funding requirements for OSLC's 2017 Mission and Ministry Budget.
- 5. Milestone #5 Communication Milestone:** To once again intentionally improve timely and effective communication of essential information to our church family through a variety of means.
- 6. Milestone #6 Development of an OSLC Foundation:** Explore the development of an OSLC Foundation with the goal to provide for the long-term financial support of our church's ministry.
- 7. Milestone #7 Development of MercyCare Ministry:** Caring for the needs of God's people is a priority for 2017. Through the Board of Elders develop of a well-designed MercyCare program to serve the needs of OSLC members and others with need.
- 8. Milestone #8 Live Stream OSLC Services and Events:** Technology is becoming more and more important in serving God's people. In 2017 develop the use of live-stream technology for OSLC's worship services and other events with the focus being service to our own members and outreach to those beyond our doors, both in the rural areas like Tolley and in our own community.

C. SENIOR PASTOR'S REPORT (Reported by Rev. Paul A. Krueger)

Senior Pastor's Report to the Congregation-11/3/16

Vibrant ministry has continued to take place in the second half of 2016, punctuated by several things:

1. OSLC part-time staffing for effective ministry

- Nancy Graham was installed in September as our Director of Children's Ministry. Working with a great team, Nancy's heart-felt compassion for children to grow to know Jesus has been contagious. This shows in the team's commitment to provide the very best for our children's ministry programs. Sunday School and our Wednesday night Glo programs continue to be strong. Teacher/Team support is high which means our children are also being served well. Working with Grace Guilianni, Nancy and the team have helped expand our children's nursery care on Sunday mornings and Wednesday evenings as well. These are strong indicators of our congregation's commitment to children and families.
- Betsy Jones continues to provide administrative assistance to the Senior Pastor with an additional focus on OSLC communication. Betsy's organizational skills not only focus on the Governing Board's work, but also can be seen with OSLC's website and Facebook page and other essential communication areas. Over the past months this has also included video work to communicate with the congregation.
- Joelle Schaan was added to OSLC's part-time staff to add administrative assistance in the areas of youth and young adult ministries. Joelle brings expertise to two areas of focus: First, Joelle directly assists Pastor Andy with administrative support for our ministry to high school aged young adults. Secondly, Joelle directly assists Vicar David with ministry to college and career aged students. This has included teaming up with Vicar David for ministry to Minot State University students.
- Vicar David LaFore began his internship with OSLC on August 1st. His work directly assists the Senior Pastor in all areas of Pastoral Ministry. This includes work with our sister congregation in Tolley, homebound visits, teaching, confirmation classes, preaching and other areas of pastoral care.

2. An Invitational Focus and New Member growth.

- OSLC members have continued to have an invitational focus into the last half of the year. Thank you for inviting your family and friends to be a part of our weekly worship services along with the various events that take place each week at our church. Everything from children's ministries, to confirmation classes, to choir, to men's and women's ministries have had an invitational focus where you have invited others to participate. Being an invitational church is a strong component to helping people discover Jesus Christ and to grow in God's word. Thank you for your invitational spirit.

3. Discipleship Growth

- OSLC's "myLife" programs continue. "myLife" leads a person to grow in the

four phases of discipleship. The courses to date have had strong attendance and enthusiastic participation and will continue to be growth area as we set about the task of helping one another grow as disciples of our the Lord Jesus.

4. In addition to Children's and Youth Ministries Men's and Women's Ministries have also flourished in the second half of 2016.
 - Men's Ministries have grown through the work of OSLC's Board of Elders
 - Women's Ministries have had strong participation as a result of the Women's Ministry Team. (More is found in other areas of this report)
5. The Dual-Parish Relationship with Trinity Lutheran Church in Tolley, ND continues to flourish
 - Trinity donated a car to OSLC for the Vicar's use. This was the car that had been used by their former pastor when Trinity was a dual parish with Flaxton. This greatly assists our Vicar's work.
 - Weekly worship services, hospital, homebound and nursing home visits continue to be provided by our Pastoral Staff.
6. Celebrating the Generosity of OSLC Members
 - As a church family we can joyfully celebrate strong debt reduction during the year of 2016. Both our church mortgage and our parking lot note have been significantly reduced. You can find the exact figures in the financial reports. Suffice it to say that we celebrate the congregation's commitment to pay down debt. As of October 31, 2016, less than \$11,000.00 remains to pay on our parking lot loan. If you recall this was a \$350,000 LCEF loan taken out in November of 2014, which means in a short two years we have almost paid of this 30-year note. Thanks to your continued generosity the congregation on track to pay the loan completely off by the end of this year.
 - As we move to the end of the year, please be encouraged to help us meet our weekly financial needs for mission and ministry and finish the year strong. It is through your generosity that the Lord blesses the many people that we touch each week through the work of OSLC.
 - Reoccurring Giving: We have discovered that many people appreciate the reoccurring giving feature of the Our Savior Lutheran Church Smartphone App. Perhaps you might become one of the people who find it helpful to give your gifts automatically each week or month. Check out the App to see if it might be helpful for you.
7. Looking Toward the Future in 2017
 - A strong stable platform for our congregation's future has been envisioned by our Governing Board. As we move into 2017 look for work taking place to explore the development of an OSLC Foundation. The Foundation would be designed for the long-term financial support of our church's ministry.
 - Caring for the needs of God's people is also a priority for 2017. The Board of Elders has been active in meeting needs in the lives of our members. The development of a well-designed MercyCare program will be one of the

objectives for the Board of Elders in this upcoming year.

- Technology is becoming more and more important in serving God's people. As 2017 draws near OSLC will take some time explore the possible use of live-stream of OSLC's worship services and other events. Technology can be a vital part of service and outreach to those beyond our doors, both in the rural areas like Tolley and in our own community.

We are blessed to be a part of a wonderful church family. Thank you for your faithfulness to the Savior and to your commitment to your church family.

Pastor Krueger

D. MUSIC AND CONGREGATIONAL MINISTRIES (Reported by Bonnie Rennich)

Director of Music and Congregational Ministries

Semi-Annual Report to the Congregation

Nov 2016

Music/Worship:

Maintaining excellence in music is the #1 Key Result Area in my job description. The expectation is that I manage and develop an ever greater excellence in the areas of music and worship so that the overall ministry of OSLC glorifies God and touches people's lives. In addition to the many day to day, week to week responsibilities, here are some of the specifics for June-Dec.

- Choir: The OSLC Choir has grown to 32 members this year. We will be presenting an Easter cantata this year. I will again be planning a choir retreat
- The F.R.O.G.S. (Fully Relying on God Singers) completed its 2nd year and we now have 21 members from grades 3-12. They sing approximately once a month.
- Band: eleven AM continues to lead music for worship services at both the 9:30 and 11:00 times Eleven AM will be presenting a Christmas concert at one of the Advent services
- Worship: I strive to support the theme set by the scriptures as I put together the worship services. We use one of the liturgies from the hymnal once per month at the 8:15 service. Karen Atwood plays piano almost every Sunday at the 8:15 service, so HUGE thanks to her for her servant's heart.
- Select the hymns for our Tolley congregation and send them to Loretta at least 2 weeks in advance of the service
- One of my weekly duties is to input all the information into Easy Worship so that people can follow the service on the projection screens.
- LHLH: I assist with the music for chapel on Tuesday mornings and spend 15 minutes in 4 classrooms on Wednesday afternoon teaching music. The kids prepare and present a concert for their parents/families twice a year.
- Community: Will be hosting a concert by Nathan Hance on Nov 27th.
- Planned a big celebration on June 14th which featured Link Union and the very first Community Award of Hope which was presented by the mayor. Both the congregation and the community were invited to this event. We had approximately 200 people in attendance.

Small Group Ministries:

Small Group Ministry is the #2 Key Result Area in my job description. The expectation is that I develop, organize and manage an effective, comprehensive small group ministry at OSLC that draws people to involvement, and encourages groups of believers to grow deeper in their connections with Jesus Christ and with one another. Here are some of the specific goals for June-Dec:

- There are currently 8 groups meeting.
- I am currently working with Pastor Krueger on a comprehensive discipleship series called OSLC mylife. One of the outcomes of *Session G1-Grow mylife with Jesus* is to encourage each participant to join/begin a small group Bible study. This is our plan to begin the growth of small groups at OSLC. Two sessions of G1 have been held and 2 more will be held this year.

Volunteer Ministry:

Management of volunteer ministry teams in the #3 Key Result Area in my job description. The expectation is that I develop and effectively manage teams of volunteers who will help meet both short term and long range needs within the congregation. I like to think of this as helping people discover the gifts God gave them and put them to work in service to God's people. Here are some of the specific goals on which I focused for June-Dec:

- Working with Betsy Jones to prepare policies/procedures document for each individual ministry
- Working with Betsy Jones to prepare a booklet of OSLC ministries
- L2-myLife of Ministry was held on Aug 28th. Cheryl Coyle and I teach this class which helps participants discover their God-given gifts and talents, and connects them to an appropriate volunteer ministry. I've met one on one with each participant and will contact the appropriate ministry team leads to ask them to invite them to participate in their ministry teams.
- Provide names of volunteers to Grace Giuliani for the nursery
- Continue to identify and schedule people to read scripture on Sunday mornings
- Schedule greeters
- Assisted in planning our August congregational fish fry picnic.
- Served on the nominating committee
- Assist in identifying specific people for specific needs
- A Volunteer Ministry Fair was held on October 16th with 37 ministries represented.

People Care:

People Care is my very broad Key Result Area #4. The expectation here is that I show the care and concern of the Savior to people in one on one settings as the Lord arranges them. Almost every day, God provides an opportunity for me to share His love with someone who stops in the church office. I spend time listening and praying with whomever He sends my way. Additionally, here are 2 specific areas I have set for myself in this area:

Women's Ministry:

Women will grow in their relationship to their Savior and one another.

We had an event in August and October, and have events planned for December and March. Our annual retreat will be held April 28-30

Stephen Ministry:

In 2008, OSLC enrolled in Stephen Ministry. Our Stephen Ministers work alongside our pastors to care, encourage, and provide ongoing emotional and spiritual support to people who are going through a difficult time of crisis. We currently have 5 active Stephen Ministers. Our Stephen Ministers prepared and served one of the meals for VBS this year. Regan Graham attended a Stephen Leader training course this year. This is a tremendous help to me and will definitely benefit our congregation. A 14-week training session will begin November 1st.

I serve here with a humble and thankful heart.

Bonnie Rennich, Director of Music and Congregational Ministries

“My purpose is that they be encouraged in heart and united in love in order that they may know Christ.” Colossians 2:2

E. CHILDREN’S MINISTRY (Reported by Nancy Graham)

Report for Children’s Ministry, September 2016-Nancy Graham

Nancy Graham was hired as Children’s Ministry Director in August, replacing Brittany Busch. Brittany created an environment for the new director to succeed. Her spring and summer were spent reviewing curriculum and programs that had been chosen for the upcoming school year. She then selected lesson topics for all the teachers who would be stepping in to teach in the fall. We are so thankful that Brittany is able to be a part of the Children’s Ministry Team, and we pray many blessings for her as she begins a full time career at Our Redeemer’s!

Erin Dodd is currently the treasure for children’s ministry. However, she would like to be relieved of these financial responsibilities as treasurer. I, Nancy Graham, am asking to be added to the account, and issued a debit card for the account to help relieve our personal finances from the purchases made for children’s ministry (Purchases include keeping supplies stocked for upcoming lessons and crafts, as well as snack items.)

For Sunday School we are using the Dig In curriculum provided by Group Publishing, this is the same publishing company we have been using for our VBS curriculum. The cost for this curriculum is \$800.00 for the Sunday School year, with a plan set up for quarterly billing. The first installment of \$200.00 was made on June, 29, 2016, which was also the original purchase date. The second installment of \$200.00 will be billed on September 29, 2016. The third installment of \$200.00 will be billed on December 29, 2016, with the final installment of \$200.00 being March 29, 2017. We have chosen to spend the year focusing on the life of Jesus. Dig In is an interactive program that allows our teachers to set up their lesson in a way that best fits their teaching style. The response to this set up has been positive. We have, once again, been blessed with a long list of volunteers for Sunday School! The children’s ministry team is in the process of opening up a classroom for children age 3, with a birthdate prior to July 31 and fully potty trained. The hope is to have this up and running, at the latest, in January, after Christmas break.

GLo is currently in its second year of The Gospel Project. This is a four year curriculum that

takes us through the Bible, cover to cover. Our most recent lessons have been from the book of 1 Samuel. We have a wonderful core group of volunteers again this year! We can, however, always use more. This year we shared opportunities on how parents can be involved in GLo with minimal commitment. We are hoping that after witnessing what a night of GLo looks like, parents will want to become more involved. The Wednesday evening community coming together to worship through song has been a new addition to our Wednesday evening program, and a personal favorite for me!

Our Christmas program will be Sunday, December 18, at 4:00pm. David's Dynasty is set on the hills outside of Bethlehem, a family of inquisitive, energetic shepherds discovers the meaning of being part of the royal dynasty that will one day produce a new king for their people. As they explore what the prophets said would happen in boring Bethlehem, they become part of the story unfolding on the night Jesus was born. They learn that even though you may have to wait to see it happen, God always keeps His promises. And in the end, they realize that every one of us is invited to be part of a dynasty – God's great family which we join when we believe in His Son. So, come join the humorous and side-splitting adventure of David's Dynasty! The program has been purchased, however, we have found that there will be additional materials needed. We have some volunteers in place, but it will take many more to help bring this program together.

We have chosen Group's Maker Fun Factory as our VBS curriculum. The dates have been scheduled for June 4-8, 2017. We have a credit with Concordia Supply from last year's VBS's excess supply return. I believe it is roughly \$240.00.

OSLC has been selected by Group as a Host sight for a 2017 VBS Fun Shop. This is an exciting opportunity for OSLC!! It will be held on Saturday, April 1, 2017, from 8:30am-12:30pm. Group will be announcing their host sights on October 31, 2016. It has been asked of us to keep from advertising in any way until after they have made their announcement. After that time more details will be announced.

The Children's Ministry Team has been brainstorming fundraising ideas to help cover the costs of running these programs. These fundraising events will also be an opportunity to assist in sending some of our team member's to KidMin 2017 Convention. This event will be held in Chicago, IL, September 22-24, 2017. The cost of registration is \$365.00, which can be paid in installments, the first being \$50, and payment in full is required by June 1, 2017. The nightly hotel rate for this convention is \$139.00. The means of transportation may be driving or flying. The convention is being put on by Group Publishing. Training our team will give us tools to better equip our volunteers, and grow our children's programs.

OSLC is blessed to have Grace Giuliani as Nursery Coordinator! We have several young families that utilize this service often. However, finding volunteers is no easy task. Grace has proposed compensating our key Wednesday evening workers, as well as those volunteers that help with special events. The cost of this would be roughly \$100/month. Keeping the shelves full of snacks, and providing special crafts is an additional cost of roughly \$50/month. Six hundred dollars was approved for the nursery for use as stated above for the remainder of 2016. A half door, as well as, hooks for diaper bags and coats would be beneficial for ease into the nursery.

F. YOUTH MINISTRY (Reported by Pastor Andy Busch)

Semi-Annual Report
Oct 2016

June

- We had 2 Pizza Ranch fundraisers coming up in June. On June 2 10 youth and adults worked for both the Sunshine trip and the National Youth Gathering. On the 30th we had another good turn out. This has been a great fundraiser in the past. It's also delightful to interact with people outside of the church walls a bit, and see people from all 3 services together in the same place.
- June 14 the National Youth Gathering youth and families sold root beer floats at the Hope's Alive event at OSLC. I also rented the dunk tank from a gentleman in Berthold, which always provides entertainment.
- June 5-9 I helped with VBS, working with Bonnie on the Bible Study portion of the evening. I also worked with Grace doing skits, which is also a lot of fun. VBS went wonderfully, in my opinion. It was so well organized, so well attended, and well supported. OSLC should be proud.
- We didn't have very many families take advantage of the Kids to Camp Scholarships this year. The Board of Youth made \$200 per camper available, but we only had about a half dozen children apply.
- Off my school schedule, I was able to preach twice in June.
- We had GPS again for 7th and 8th grade students beginning in June. While we usually only had 4-6 kids it's been fun to connect with students I don't usually get to visit with. Also it's good to have something for Confirmation students during the summer.
- June 14 I lead chapel at DBGR.

July

- July 2-7 the whole Busch family went to Camp Perkins in Idaho where I was the "Spiritual Life Leader." Camp Perkins is a NLOMA camp in the same association as Shepherd's Hill at the Cross Roads. As Spiritual Life Leader I lead morning devotions for staff and did campfire messages each night for all the campers. It was wonderful to be able to support camp ministry again. Do not underestimate the power and influence counselors can have in Jesus' name. And please don't take for granted how much they sacrifice.
- July 10 the National Youth Gathering participants were recognized in each of the Sunday services where they were prayed for in front of the congregation.
- July 11 I lead "Spiritual Life" at DBGR for 2 of the cottages. This meant a bible study and discussion for residents.
- July 14 I lead chapel at DBGR
- Saturday July 16 4 adults and 8 youth loaded on the plane for the National Youth Gathering. Over 25,000 attendees met in New Orleans for 5 days of great speakers, worship, breakout sessions and some great New Orleans food. The theme was "In Christ Alone" and it is impossible to discuss the impact that worshipping with 25,000 people in a sports dome with an amazing band can have. Leaders were Chris Ramsey, Carol Dahly, and Kraig Klebe. Each of these leaders did an excellent job. It was delightful to see Carol's enthusiasm for every

- part of the trip. Every morning Kraig walked about 45 min with his daughter to go to band practice because Megan played in the worship service on Wed morning. Chris was a great leader that connected well with students, going out of his way to make sure kids stayed hydrated and were doing well. The youth were fantastic: Tina Timm, Megan Klebe, Leah Haugen, Sarah Haugen, MacKenzie Dankers, Joel Johnson, Tyler Johnson, and Hudson Dahly. They were possitive, spiritual-minded, and *eagerly* anticipated what events and sessions we would attend. Overall the event was fantastic. The youth and families are to be commended for their fundraising and hard work. The NYG will be in Minneapolis in 2019!
- Most of the NYG crew flew directly back home from NYG, but 4 of us were picked up at the airport in Minneapolis and went right to Sonshine, the annual Christian music festival. Candice Saunders is the wonderful force behind this event. Karl and Shelia Bethel, Mark and his brother Jon Haugen also attend and help keep things under control. This is a music festival, but there is a lot more that happens. Sonshine is where I see many of the youth open up about real struggles in life, family, and faith. (Without exaggeration, in a span of 3 minutes I was speaking to one youth who was in tears of crisis, another youth in tears came with another crisis, and a third youth interrupted and wanted to talk about how she can be agnostic and go to church. PRAY FOR THE YOUTH). The bands have great testimonies of faith and God given talents and we look forward very much to returning to the event next year in Somerset Wisconsin.
 - The Busches headed to Illinois to visit family from July 25-Aug 1

August

- 12-14 was our 2nd ever Daddy Daughter campout at the Downstream Campgrounds. Carlo Marufo, Jonathan Dodd, Ryan Schaan, Mark Haugen and myself came with our daughters. It is so great to see dads and daughters interacting, it's not environment that happens very often. On Sunday morning we had a worship service. Sarah Haugen played guitar with me and Mark Haugen brought a bass guitar.
- In August we made some significant adjustments to the Confirmation program. We made a return of the Small Groups component. We have 6 adults who take a group of 5-6 youth for the last 40 minutes of Confirmation. We are also using a curriculum called "Faith Inkubators," which has similar content to what we've used in the past, but gives a wealth of teaching resources to students and small group leaders. Vikki Stienke has generously offered to be the coordinator for Confirmation this year.
- We also added a new component to Wednesday night "Openings." This year Glo, Confirmation, and NUTS all meet together in the Sanctuary. We have been having songs lead by a predominantly youth band, actions lead by Grace Giulliani and Brooklyn Benno, and Jake Harbaugh has been helping with the powerpoint slides. This has been a lot of fun to see all the youth together and having a good time.
- I did a funeral for Marlene Benton on Aug 18.
- We had a high school lock-in the night of Aug 19. We had about 25 kids, Vicar David helped and did a great job of leading a devotion.
- This month I also worked with Pastor Krueger developing 2 preaching series with themes, main ideas and possible scripture readings.
- We are doing Barnabas Buddies again this fall. Each Confirmation student will again have a "Barnabas Buddy" who will send them a note/small gift/prayer card 1-2x a month from Fall-

Spring.

- Teachers reported to school August 22. Once again I am the High School Bible Teacher and Counsellor at Our Redeemer's Christian School. I really enjoy being able to spend the majority of the day with high schoolers (is something wrong with me?) There has been amazing opportunities for ministry. My goal has never been to "steal" youth from the school but there have been a couple youth from school who have become more involved at OSLC in a number of ways.

September

- Sunday School began again with High School. We are actually using the same curriculum as the Adult Bible Class. I haven't advertised that yet, not being sure if it would work. But it has been good so far. I like the idea of families driving home together and having a conversation about the same things from Bible Class. Although there are some weeks were we "just talk."

October

- Kudos, three cheers, and hurray for Brenda Reckelberg and everyone who made Hostfest happen again. It takes an incredible amount of work to pull off. This year finishes our contract. We are not currently under obligation to do Hostfest again next year unless we renegotiate with Hostfest and sign a new contract. Various leaders are currently having conversations about what this might look like.
- October 8 I will be attending the Re-Think Ministry Conference and doing a shortened QPR Training on suicide recognition and prevention.
- The 2016 District Jr High/Middle School Gathering will be October 20-22. Joelle Schaan has been very helpful in advertising this. Vicar David will be attending the event in Fargo with myself and possible Reagan Graham. Rev. Bill Yonker is the speaker (which is fantastic, he is one of the best speakers I've ever been able to hear). We hope to take 15 youth this year.

Looking Forward

- I am really looking forward to what Joelle Schaan has to offer the church. It is a huge relief that she will be helping with youth ministry and taking things to the "next level." Right now there's so much I can do on a part time basis. Even though things are really going just as good (if not better) than ever in youth ministry it is very helpful to have her assistance.
- February 5: Take-N-Bake Pizza Sales
- Feb 18-19: Winter Retreat
- March: Trivia Night
- March: Barnabas Buddy Reveal
- April: Easter Breakfast

G. COLLEGE AND YOUNG ADULT MINISTRY (Reported by Joelle Schaan)

Joelle Schaan

Young Adult Ministry Coordinator

My focus as the Young Adult Ministry Coordinator is to bridge the gap between the post-confirmation age youth, through college age and young families. This is notoriously a gap within the church but I believe that OSLC has the people, the welcoming environment, the outreach opportunities, and the love to bridge this gap. How will we do this?

Among high school/post confirmation age young adults:

- Increase direct communication with students to bring increased visibility to the opportunities available to them to serve the Lord
- Increase attendance of young adults that participate in events such as the Winter Retreat, Week of Hope, and Sonshine
- Strongly encourage these young adults to remain active in growing the next generation of our church family

Among college age young adults:

- Increase visibility on MSU campus as an LCMS church
- Find out what challenges this group face that keep them from coming to church or wanting to come to church
- Increase the involvement of this age group in current available ministries at OSLC
- Plan and coordinate social activities to increase involvement

Among young families

- Helping to increase involvement among newlyweds and young parents in myLife courses, bible studies, outreach opportunities, trivia night, etc.
- Increase direct communication. I feel this age group is well encompassed so I may not have a lot to do with this group other than helping to ensure our communications are reaching them.
- Plan and coordinate social activities to increase involvement

I will also be helping Pastor Andy with some of the behind-the-scenes work with youth ministry. Per our conversations, this will include being the main point of contact for OSLC youth to help coordinate our involvement with events such as Week of Hope, Horn of Plenty, Hostfest, Easter breakfast, Trivia Night, and any other volunteer or fundraising events we set up.

H. VICARAGE UPDATE (Reported by Vicar David LaFore)

Vicar David LaFore

Since arriving on August 1st I have been blessed with a variety of ministries to partake in and learn from.

1. **Visitation:** I have taken on a part of Pastor Krueger's Visitation schedule. This includes both Hospital visits and home visits. This is generally a weekly ministry for me, if not daily (depending on how many people are in the Hospital)
2. **Dakota Boys and Girls Ranch:** Pastor Rick Jones has taken me under his wing at the ranch. Lately I have been leading chapel services on Thursdays there. If I am not leading chapel I am generally there playing guitar and helping to lead in songs. We hope to use my guitar skills more by taking chapel to the dorms (so that more residents can participate). I was also able to participate in the staff training there.
3. **Confirmation, 2nd year:** I have been assigned to teach the 2nd year confirmation class. The curriculum for the class is based off of Luther's small catechism. This takes place weekly, every Wednesday.
4. **Young Adult Ministry:** I, along with Joelle Schaan, have been reaching out to young adults, specifically in the age range of 18-22. As of now this has taken the form of frequent visits to MSU, where I meet and build relationships with students. I am going to take part in more of the existing campus ministries, and I hope by doing that to build relationships with students, both Christians and those who aren't. The goal being to provide a church home for those who are looking (or even better for those who aren't looking yet). We also have decided to contact everyone on our member list, or guest list, who is in that age range, to see how Our Savior can serve them and pray for them.
5. **Tolley:** I have started to take on more responsibilities with the Tolley congregation. This means I will be making visits, and that often I will be going out there to lead the liturgy and preach the sermon solo. This is an awesome experience for a Vicar, to be able to go solo, and one that not many have. Tolley also offers me experience in rural ministry.
6. **Our Redeemer School:** I have volunteered to be a guest chapel speaker for Our Redeemer School several times throughout the rest of the year. This is for both their k-6 service, and 7-12 service.
7. **Adult Bible Study:** I am now in the rotation for leader of the Adult Bible Study. Our curriculum comes from "The Gospel Project," and it focuses on the history of the relationship between God and man
8. **Preaching Rotation:** Pastor Krueger has me on a monthly preaching rotation for Our

Savior. I will sometimes be preaching at Tolley more than once a month, but that is a future decision.

9. **Chairman at Host fest:** I am currently serving as a chairman at hostfest.

10. **Various Activities:** This includes my time with NUTS, LHLH (leading chapel for them on Tuesdays), middle school youth, and other volunteer opportunities.

I am excited to see what else my time here holds for me. From what I can tell I will be participating in the Mexico mission trip, the various youth trips and more.

I. LITTLE HANDS LOVING HEARTS CHILD DEVELOPMENT CENTER (Reported by Susann DeForest)

As the end of the year comes closer we once again ready for our re-licensure. Karla and Kelsey are busy ensuring all paperwork and required inspections are completed. Licensing through us a little curve ball and moved things up by one month, so we can't thank Karla and Kelsey enough for stepping it up a notch to be ready. Each year the center receives high marks and is used as an example throughout the county.

The center continues to remain at full capacity with children. Room transitions are about complete. This is always a bit of an adjustment as kids adapt to their new rooms, but the staff prepare them well and make it as easy as possible for them.

Staffing continues to have its ups and downs. But the directors always pull it together. We have recently hired on a new cook. She comes with a lot of experience cooking for children and is doing great!!

We will hold our annual pancake breakfast on Oct 30 during church services. This is always a great fundraiser! We can't say thank you enough to the center's families as well as our congregation members that are so supportive.

Income and expenses for the last quarter:

JULY (Debits and Credits)

Debit \$51,846 Credits \$56,304

(\$45,954 payroll, \$5892 other)

AUGUST (Debits and Credits)

Debit \$41,365 Credits \$29,066

(\$31,858 payroll, \$9507 other)

SEPTEMBER (Debits and Credits)

Debit \$39,069 Credits \$40,167

(\$31,080 payroll, \$7161 other)

OCTOBER (Debits and Credits)

Debit \$36,499 Credit \$31,731

(\$31,260 payroll, \$5239 other)

Ending balance \$27,980.87

The center has continued to be solid financially and staff were given raises in August. It was exciting to have the opportunity to increase their wages.

In His Service,

Susann Deforest, LHLH Board Chair

J. SAMPLE BALLOT

OSLC's Ballot for 11-13-16 Semi-Annual Meeting

Item #1 - The Election of the Governing Board for 2017-2018

The members listed below have been nominated to serve on Our Savior Lutheran Church's Governing Board for 2017-2018. Dave Niess, Stephanie Schoenrock, and Merle Zander are currently serving on the Governing Board and will be up for re-election during the Semi-Annual Congregation Meeting November of 2017. The Governing Board consists of six (6) members who influences the operating and financial decisions of the congregation through written policy, providing direction and accountability to the Senior Pastor in carrying out the yearly ministry milestones which the congregation seeks to accomplish. Three (3) members will be elected. **[Five (5) names are presented. Please select three (3).]**

- _____ Pat Donovan-Incumbent
- _____ David Hance
- _____ Dennis Krueger-Incumbent
- _____ Chad Thompson-Incumbent
- _____ Myron Thompson

Item #2 - The Election of the Board of Elders 2017-2018

The members listed below have been nominated to serve on Our Savior Lutheran Church's Board of Elders for 2017-2018. Steven Carbno, Jonathon Dodd, Lyn Nord, and John Walker are currently serving on the Board of Elders and will be up for re-election during the Semi-Annual Congregation Meeting November of 2017. The Board of Elders consists of eight (8) members who assist the Pastor(s) in all matters pertaining to the spiritual welfare of the congregation, actively encouraging the members of our church family to increase in faithfulness, make regular use of the Means of Grace and grow in personal discipleship to the Lord Jesus Christ. Four (4) members will be elected. **[Four (4) names are presented. Please select four (4).]**

- Michael Deplazes-Incumbent
- Paul Dockter-Incumbent
- Nick Dryer-Incumbent
- Wayne Johnson-Incumbent

Item #3 - The Mission and Ministry Budget for Our Savior Lutheran Church for 2017

The OSLC Governing Board has given their approval to the proposed 2017 budget (found in your information packets) and the ministry plan it represents. Approving this measure means that the line items presented will become the 2017 Mission and Ministry Budget for Our Savior Lutheran Church. If this measure is not approved, it will be returned to the Governing Board and resubmitted for congregational vote prior to January 1, 2017. **[Please select either "YES" or "NO".]**

YES. I vote to APPROVE the 2017 Mission and Ministry Budget as presented.

NO. I vote to DISAPPROVE and ask that the 2017 Mission and Ministry budget be resubmitted to the congregation.

Item #4 – Local Mission Choices

In addition to the support of our Synod's district and international missions, OSLC leaders have elected to provide financial support to two local mission organizations that serve people in the greater Minot area. We will support one mission organization with a \$1,000 gift and the second organization with a \$500 gift. Two (2) local missions will be chosen.

[Four (4) local missions are presented. Please select two (2).]

_____ Dakota Boys and Girls Ranch

Since 1952, Dakota Boys and Girls Ranch has been helping at-risk children, ages 10-18, and their families succeed in the name of Christ. Dakota Boys and Girls Ranch is a Recognized Service Organization (RSO) of the Lutheran Church—Missouri Synod has been helping at-risk children and their families succeed in the name of Christ since 1952. Our 24-hour residential, educational, and out-patient programs in Minot, Fargo, and Bismarck offer shelter, education, and therapy to children facing psychiatric, behavioral, and trauma issues. We provide a safe place for struggling and hurting youth to find comfort and healing in Christ. Our success depends on the compassion and support of generous donors like you.

_____ Dakota Hope Clinic

Dakota Hope Clinic is a charitable Christian outreach ministry formed to provide health services, support, and education related to sexual health, pregnancy, and parenting in our region. They provide free medical testing, counseling and education performed by healthcare professionals.

_____ The Lord's Cupboard Food Pantry

The Lord's Cupboard Food Pantry's mission is to nurture, guide, and serve all people providing for their un-met needs. Our food pantry is available to anyone who is in need. Donations come from the Minot community and surrounding areas. Qualifications are not required.

_____ Minot Area Men's Winter Refuge

The Minot Area Men's Winter Refuge, a non-profit men's homeless shelter, is a safe refuge for men in need during the coldest months (November through April) in the Minot area. From a humble beginning in the winter of 2013-14 with men sleeping on air mattresses and sleeping bags, The Refuge has since moved to a comfortable house in Southeast Minot. The house features 15 beds in 5 bedrooms, 2 bathrooms, and kitchen/dining and living room areas. This has been made possible through many generous gifts and donations from the community.

K. 2017 PROPOSED BUDGET

9:37 AM
11/01/16
Cash Basis

**Our Savior Lutheran Church
2017 Proposed Budget**

	Revised					
	Jan - Oct 16	YTD Budget	\$ Over Budget	% of Budget	2016 Budget	2017 Budget
Ordinary Income/Expense						
Income						
41000 · General Fund	370,140.48	425,171.60	-55,031.12	87.06%	510,205.92	522,399.00
42000 · Trinity Lutheran Tolley	20,458.75					25,550.00
43000 · Dakota Boys and Girls Ranch						10,000.00
44000 · LHLH	3,000.00					3,000.00
Total Income	393,599.23	425,171.60	-31,572.37	92.57%	510,205.92	560,949.00
Expense						
50000 · Pastoral Staff						
50100 · Senior Pastor						
50110 · Senior Pastor Salary						
50111 · SP Wages	31,192.67	30,437.50	755.17	102.48%	36,525.00	35,479.00
50112 · SP Designated Housing	14,166.60	14,166.66	-0.06	100.0%	17,000.00	19,000.00
50113 · SP Business Expenses	11,911.43	12,666.66	-755.23	94.04%	15,200.00	17,200.00
Total 50110 · Senior Pastor Salary	57,270.70	57,270.82	-0.12	100.0%	68,725.00	71,679.00
50120 · SP Housing	14,000.00	14,000.00	0.00	100.0%	16,800.00	16,800.00
50130 · SP Books and Periodicals	0.00	208.34	-208.34	0.0%	250.00	250.00
50140 · SP Car Replacement and Expenses	6,833.20	6,833.34	-0.14	100.0%	8,200.00	9,000.00
Total 50150 · SP Health and Retirement	24,537.30	23,852.50	684.80	102.87%	28,623.00	31,311.00
50160 · SP Training and Conventions	626.38	1,500.00	-873.62	41.76%	1,800.00	1,550.00
Total 50100 · Senior Pastor	103,267.58	103,665.00	-397.42	99.62%	124,398.00	130,590.00
50200 · Youth Pastor	11,500.00	11,500.00	0.00	100.0%	13,500.00	14,500.00
50300 · Assistant Pastor						
Total 50300 · Assistant Pastor	14,339.96	14,584.68	-244.72	98.32%	14,584.68	0.00
50500 · Vicar						
50510 · Vicar Salary	4,305.00	4,650.00	-345.00	92.58%	7,750.00	18,600.00
Total 50520 · Vicar Housing	3,941.95	3,181.50	760.45	123.9%	5,302.50	11,946.00
50530 · Vicar Health Insurance	0.00	1,500.00	-1,500.00	0.0%	2,500.00	6,000.00
50540 · Vicar Auto Expenses	144.20	1,125.00	-980.80	12.82%	1,875.00	4,500.00
50550 · Vicar Moving Expenses	238.75	500.00	-261.25	47.75%	500.00	3,000.00
50560 · Vicarage Fee	0.00	605.00	-605.00	0.0%	605.00	650.00
Total 50500 · Vicar	8,629.90	11,561.50	-2,931.60	74.64%	18,532.50	44,696.00
Total 50000 · Pastoral Staff	137,737.44	141,311.18	-3,573.74	97.47%	171,015.18	189,786.00
51000 · Administrative & Support Staff						
51100 · Music & Congregational Ministry						
51110 · Music Wages	38,511.60	38,436.66	74.94	100.2%	46,124.00	52,508.00
Total 51150 · Music Health and Retirement	20,827.53	19,657.00	1,170.53	105.96%	23,588.40	26,561.68
Total 51100 · Music & Congregational Ministry	59,339.13	58,093.66	1,245.47	102.14%	69,712.40	79,069.68
51200 · Secretary						
51210 · Secretary Wages	20,881.94	20,420.84	461.10	102.26%	24,505.00	25,239.97
Total 51250 · Secretary Health and Retirement	18,298.79	17,676.10	622.69	103.52%	21,211.32	22,756.92
Total 51200 · Secretary	39,180.73	38,096.94	1,083.79	102.85%	45,716.32	47,996.89
51300 · Children's Ministry Coordinator	12,500.00	10,900.00	1,600.00	114.68%	13,300.00	14,400.00
51400 · Pastoral Assistant-SP	6,839.00	7,283.34	-444.34	93.9%	8,740.00	9,000.00
51450 · Pastoral Assistant-YP/Vicar	2,400.00	2,400.00	0.00	100.0%	4,800.00	14,400.00
51500 · Maintenance Worker	1,068.00	5,200.00	-4,132.00	20.54%	6,240.00	6,500.00
Total 51000 · Administrative & Support Staff	121,326.86	121,973.94	-647.08	99.47%	148,508.72	171,366.57
55000 · Payroll Expenses	6,626.53	5,686.66	939.87	116.53%	6,824.00	9,600.00
55100 · Payroll Admin Fees	168.00					231.00
56000 · Workforce Safety Insurance	485.31	600.00	-114.69	80.89%	600.00	750.00
59000 · CPA/Treasurer	4,115.00	1,900.00	2,215.00	216.58%	2,550.00	4,200.00
60000 · Office Expenses						
60100 · Advertising	1,959.83	4,416.66	-2,456.83	44.37%	5,300.00	1,800.00

60200 - Checks & Charges	309.67	500.00	-190.33	61.93%	600.00	300.00
60300 - Copier Maintenance	7,188.10	7,166.66	21.44	100.33%	8,600.00	8,400.00
60400 - Electronic Giving	2,621.13	2,000.00	621.13	131.06%	2,400.00	4,320.00
60500 - Office Supplies	2,595.79	4,583.34	-1,987.55	56.64%	5,500.00	2,510.00
60510 - Postage	1,790.96					2,040.00
60600 - Tech/Graphic Design	975.78	2,000.00	-1,024.22	48.79%	2,400.00	2,400.00
Total 60000 - Office Expenses	17,441.26	20,666.66	-3,225.40	84.39%	24,800.00	21,770.00
61000 - Worship & Music						
61050 - Guest Pastors and Musicians	1,750.00	1,666.66	83.34	105.0%	2,000.00	1,500.00
61100 - Music Supplies	-186.07	2,208.34	-2,394.41	-8.43%	2,650.00	1,776.00
61200 - Offering Envelopes	521.73	500.00	21.73	104.35%	600.00	600.00
61300 - Worship Supplies	846.58	1,833.34	-986.76	46.18%	2,200.00	2,300.00
Total 61000 - Worship & Music	2,932.24	6,208.34	-3,276.10	47.23%	7,450.00	6,176.00
62000 - Facilities & Property						
62100 - Building Maintenance	12,523.86	12,500.00	23.86	100.19%	15,000.00	15,000.00
62150 - Building Insurance	7,233.25	10,000.00	-2,766.75	72.33%	12,000.00	9,450.00
62200 - Custodial Supplies	733.03	833.34	-100.31	87.96%	1,000.00	1,000.00
62250 - Outside Property Maintenance	4,218.08	5,000.00	-781.92	84.36%	6,000.00	6,000.00
62300 - Utilities						
62310 - Electric	12,786.00	13,420.00	-634.00	95.28%	16,080.00	17,158.00
62320 - Gas	2,648.02	4,000.00	-1,351.98	66.2%	4,800.00	4,800.00
62330 - Telephone/Internet	1,754.10	2,666.66	-912.56	65.78%	3,200.00	2,040.00
62340 - Security System	378.87					1,014.00
62345 - Waste Management	2,956.53	3,000.00	-43.47	98.55%	3,600.00	3,600.00
62350 - Water	1,983.78	2,100.00	-116.22	94.47%	2,520.00	2,520.00
Total 62300 - Utilities	22,507.30	25,186.66	-2,679.36	89.36%	30,200.00	31,132.00
62500 - Vehicles						
62510 - Insurance	4,891.00	1,250.00	3,641.00	391.28%	1,500.00	6,000.00
62520 - Fuel						1,200.00
62530 - Vehicle Repairs	2,664.89	1,250.00	1,414.89	213.19%	1,500.00	2,100.00
62540 - Vehicle License	286.25					285.00
Total 62500 - Vehicles	7,842.14	2,500.00	5,342.14	313.69%	3,000.00	9,585.00
Total 62000 - Facilities & Property	55,057.66	56,020.00	-962.34	98.28%	67,200.00	72,167.00
63000 - Parish Education						
63100 - Bible Classes	733.52	291.66	441.86	251.5%	350.00	350.00
63200 - Confirmation	578.92	250.00	328.92	231.57%	300.00	300.00
63300 - Children's Ministry Programs						
63310 - Glo	0.00	1,500.00	-1,500.00	0.0%	1,800.00	980.00
63315 - Nursery	-258.74					1,440.00
63320 - Sunday School	259.44	2,463.34	-2,203.90	10.53%	2,956.00	1,550.00
63330 - Vacation Bible School	0.00	1,800.00	-1,800.00	0.0%	1,800.00	1,750.00
63350 - Training Advancement						1,580.00
Total 63300 - Children's Ministry Programs	0.70	5,763.34	-5,762.64	0.01%	6,556.00	7,300.00
Total 63000 - Parish Education	1,313.14	6,305.00	-4,991.86	20.83%	7,206.00	7,950.00
64000 - Parish Programs						
64100 - Benevolence Fund	0.00	125.00	-125.00	0.0%	150.00	150.00
64150 - Mercy Care						2,100.00
64200 - Lay Training/Conventions	1,761.75	2,000.00	-238.25	88.09%	2,000.00	1,000.00
64250 - Men's Ministry	290.00	312.50	-22.50	92.8%	375.00	450.00
64300 - Church Events Expense	413.31	416.66	-3.35	99.2%	500.00	500.00
64400 - OSLC Foundation	0.00	1,000.00	-1,000.00	0.0%	1,200.00	1,200.00
64500 - Stephen Ministry	2,364.59	1,666.66	697.93	141.88%	2,000.00	500.00
64600 - Small Group Ministry	231.13	833.34	-602.21	27.74%	1,000.00	1,000.00
64700 - Volunteer Ministry	110.00	500.00	-390.00	22.0%	600.00	600.00
64800 - Women's Ministry	309.33	312.50	-3.17	98.99%	375.00	750.00
64850 - College/Career Ministry						500.00
64900 - Youth Program	0.00	1,250.00	-1,250.00	0.0%	1,500.00	1,000.00
Total 64000 - Parish Programs	5,480.11	8,416.66	-2,936.55	65.11%	9,700.00	9,750.00
70000 - Building Loan Payment	37,460.00	37,460.00	0.00	100.0%	44,952.00	44,952.00
73000 - Church Mission Giving (Tithes)	7,833.64	7,833.34	0.30	100.0%	9,400.00	10,500.00
74000 - LHLH Mission Giving	2,333.28	2,916.66	-583.38	80.0%	3,500.00	3,500.00
75000 - Capital Expenditures	3,131.56	5,416.66	-2,285.10	57.81%	6,500.00	8,250.00
Total Expense	403,442.03	422,715.10	-19,273.07	95.44%	510,205.90	560,948.57
Net Ordinary Income	-9,842.80	2,456.50	-12,299.30	-400.68%	0.02	0.43