



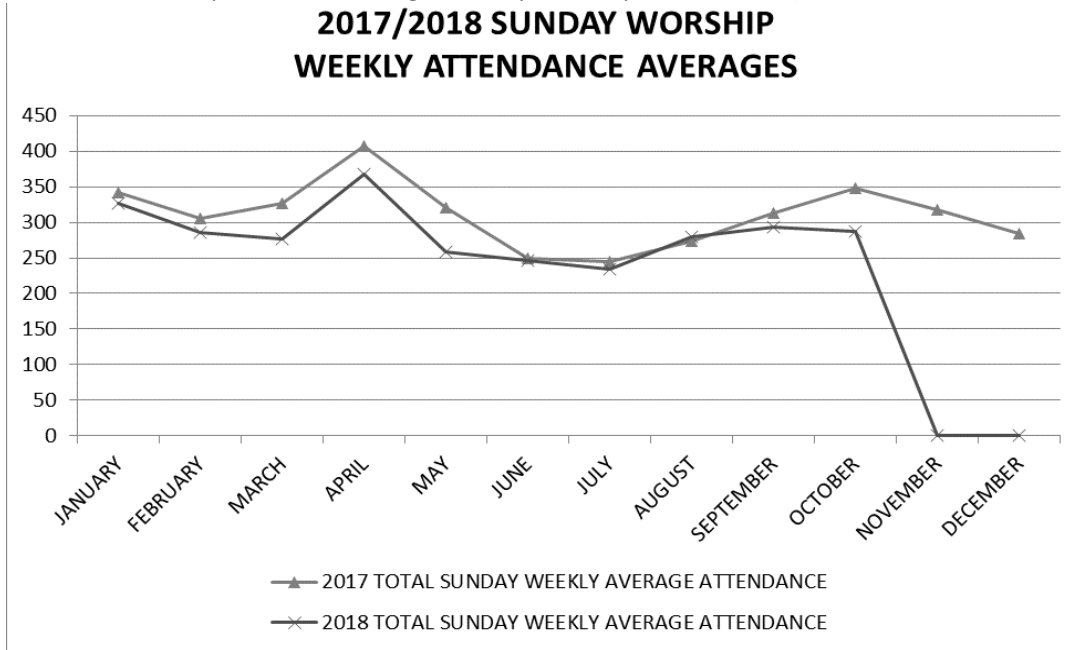
INFORMATION PACKET
for
Our Savior Lutheran Church's Semi-Annual Meeting
(11-11-18)

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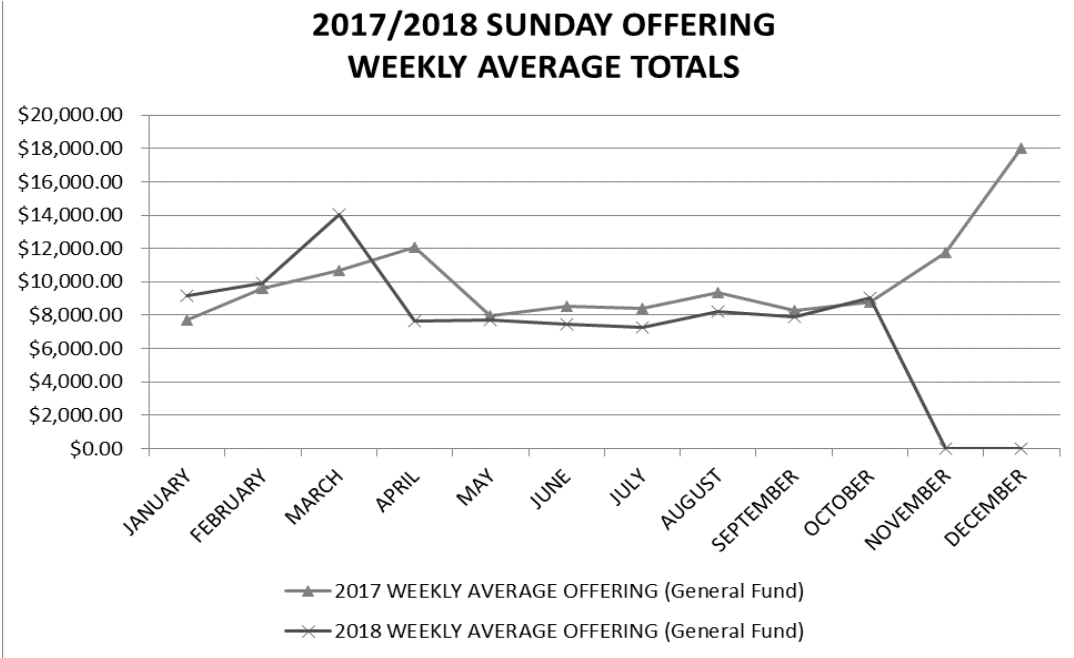
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A. MINISTRY BY THE NUMBERS

1. # of Current Members: 1204
2. # of New Members joined in 2018: 55
3. # of Baptisms to Date in 2018: 18
4. # of Weddings to Date in 2018: 4
5. # of Funerals to Date in 2018: 6
6. 2017/2018 Comparison of Average Weekly Worship Attendance (as of 10-23-18):



7. 2017/2018 Comparison of Average Weekly Offerings (as of 10-23-18):



B. 2019 MINISTRY MILESTONES

"2019 Ministry Milestones"

Milestone #1 – Fill Ministerial Staff: To call a Senior Pastor and additional staff to support Our Savior Lutheran Church's mission, identity, and goals.

Milestone #2 – Grow the Congregation's Stewardship: To grow in appreciation for the abundant life we have been given by God and to respond with the generous offering of our time, talents, and treasures as we seek to follow Jesus Christ.

Milestone #3 – Encourage Faith Development: To invest in the people of our church family by offering opportunities to grow their faith creating strong followers of Jesus in their home, church, and community. To increase the worship and ministry attendance while strengthening faith and lives.

Milestone #4 – Increase Our Caring Contacts with People: To take steps that help us become more intentional in caring for one another by reaching out to people both inside and outside our church walls.

Milestone #5 – Prioritize Organizational Clarity and Accountability: To once again intentionally improve timely and effective communication of essential information to our church family through a variety of means.

C. SENIOR PASTOR'S REPORT (Reported by Rev. Richard Davis)

I thank my God for you. This is how the Apostle Paul addressed the churches he wrote to in his letters. I am very thankful each and every day that I am able to be a part of Our Savior's ministry and part of this Body of Christ.

1. OSLC staffing for effective ministry:
 - a. I am so blessed to be able to have such a great staff and volunteers to do ministry with here at Our Savior.
 - b. Having staff so focused on God and the ministry and their own personal walk with the Lord is such a blessing.
 - c. I want to give a big thank you to Pastor Rick and the staff for the ministry they have done over the past half year.
2. The transition task-force team has started:
 - a. We have started the journey. The transition task-force team has started to meet. They will be looking at the book "Temporary Shepherds" and assisting me with different events throughout the year.

- b. The first event is the cottage meetings where congregational members will be asked to come and learn more about the transition and be able to input their stories into the past, present, and future of the congregation.
- c. The congregation will be involved with a Legacy/History Time Line at the end of the month.

3. Ministry is happening all around us:

- a. For the first day I stepped into the congregation I saw ministry happening.
- b. I am so pleased to see the laity step up and volunteer in the different ministry opportunities that are going on in the congregation to the Glory of God.
- c. Having all the God-given talent in the music and other ministries is wonderful for me as a pastor to see and enjoy.
- d. We are stewards of what God has given to us. Seeing all the time a lot of people give to the ministry and the talent everyone has to offer is a wonderful blessing to return to God.
- e. The one area that we don't like to hear or discuss is in our giving of our treasure. But we should stop a moment and realize that it is not our treasure that we are giving back, but that everything belongs to God, we are just taking care of it for Him. With that being said, please be encouraged to help us meet our weekly financial needs and finish the year strong. It is through your generosity that the Lord blesses the many people that we touch each week through the ministry of OSLC.

4. Looking ahead:

- a. A strong stable platform for our congregation's future has been envisioned by our Governing Board for 2019.
- b. Caring for the needs of God's people will continue to be a priority for 2019. The Board of Elders has been active in meeting needs in the lives of our members with the development of a well-designed MercyCare.
- c. We will use technology to live-stream 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.
- d. 2019 will be a fantastic year as we grow together in our Spiritual Walk with the Lord.

Pastor Davis

Intentional Interim Journey/Process Timeline

Month	Timeline Item	2018/2019 Dates
October	Transition Task Force Team Organized.	10/10/18
	Transition Task Force 1 st Meeting	10/25/18
	Small Cottage Meetings to be set up towards the end of the month.	TBD
	Transition Team will meet twice a month. They will organize the cottage meetings and start the study of Temporary Shepherd.	
November	Cottage Meetings (Date and Time TBD). The need is to find a comfortable time for members to come.	TBD
	*Pastor Rich Gone	11/7/18-11/17/18
	Transition Team Meeting to study and organize the Legacy/History event	11-6-18 & 11-20-18
	Legacy/History Time Line Celebration	10/25/18
December	Cottage Meetings Continue as need. (But with Advent and Christmas this may be postpone until January.).	TBD
	Transition Team Meeting. Will only meet once this month.	TBD
	*Pastor Rich Gone	12/26/18-1/5/18
January	Transition Team Meeting To continue the study and start looking at the demographic information that LCEF of North Dakota District will do for Minot and surrounding area.	TBD
	Cottage Meetings continue if needed. (To give every member a chance to participate in the process.)	TBD
February	Do a Seminar on Discovering and Developing Your Spiritual Gifts.	2/9/19

	*Pastor Rich Gone	2/11/19- 2/21/19
	Possibility of setting up and conducting a FPU Financial Peace University Workshop. This is a 9-week course.	TBD
	Transition Team Meeting twice to continue the study.	
March	Transition Team Meeting twice to look at the mission and vision statement of the congregation. Just to make sure it reflexes the mission and the vision of the congregation as it moves forward. (The Governing Board may be involved with this part.).	TBD
April	Lent starts the 6 th of March and goes through Easter the 22 nd of April.	TBD
	During this period the Transition Team will only meet a couple of times.	TBD
	*Pastor Rich Gone	4/22/19- 5/1/19
May	Self-Studies Internal and External, Congregational Self Study/Future Pastoral Self Study.	5/1/19 to 5/30/19
	Transition Team assisting with organizing and distributing and collecting the data.	
	*Pastor Rich Gone	5/23/19- 6/3/19
June	A Call Committee will be formed will get organized with the help of the IIM. At this point the Transition Team will work with or be incorporated into the call committee.	TBD
July	Call Committee to start Prayerfully to compile the names of the pastoral candidates.	TBD
	To get names of prospective candidates from the District.	TBD
	To sift through all the PIF and SET or prospective candidates.	TBA
	*Pastor Rich Bonus trip home.	7/2/19- 7/8/19

August	Continue the Call Process and Prayerfully narrow the candidates down to 2 or 3 pastors.	
	Then to start the actual call process in order to find the Senior Pastor God has chosen for Our Savior.	
September	Have a call extended and a Pastor Accept with Installation planned.	9/15/19

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

<p><u>Director of Music and Congregational Ministries</u> <u>Semi-Annual Report to the Congregation</u> November 2018</p> <p><u>Music/Worship:</u> <i>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-November.</i></p> <ul style="list-style-type: none"> • Choirs: I direct the OSLC choir and children’s choir, The F.R.O.G.S. (Fully Relying on God Singers). We’ve begun our year with 29 in OSLC Choir and 7 in The FROGS. We are planning on an Easter cantata this year • Band: eleven AM continues to lead music for worship services at both the 9:30 and 11:00 times. We have added additional musicians to the band and we rehearse weekly. Planning to do 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 have made the transition to using a hymnal liturgy on the 2nd and 3rd Sundays of the month and alternately on any 5th Sundays of the 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. • I select the hymns for our Tolley congregation and send them to Loretta • I schedule volunteers for both ProPresenter and Livestream each Sunday • I schedule volunteers for to read scripture at all three worship services • LHLH: I lead 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. • Hosted a concert by Lindley Creek under the tent for our Welcome Back Weekend on September 9th. • Hosted a concert by Nate Hance and Evie Andrus on June 12th. <p><u>Small Group Ministries:</u> <i>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</i></p>

connections with Jesus Christ and with one another.

- There are currently 6 groups meeting.
- I provide resources for small group Bible study leaders

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 Jun-Nov:

- Provided volunteer ministry information through a Ministry Awareness Sunday on Sept 9 and 16
- Worked with Betsy to update our ministry brochures
- Provide names of volunteers for the nursery
- I schedule people for reading scripture, running Livestream and Pro Presenter, and to be greeters.
- Assist in identifying specific people for specific needs
- Serve on the Leadership Team for Adult Mission Team, assisted in all fundraisers
- Served as a chairperson for Hostfest
- Serving on the nominating committee
- Served on the call committee
- Serving on the Transition Task Force

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.

- This has been my most important role in the past 9 months. I have spent many hours caring for people one on one during this challenging time in our church. It is good to see the healing that God has provided on this journey.
- I send names to the People Care Team for care, prayer and follow up

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 12 active Stephen Ministers.

Women's Ministry: Deb Walker and Grace Giuliani stepped up in a big way this past Feb to lead this team. The team led many very successful events Thank you ladies!

Staffing and Office Duties:

Staffing:

- It's been absolutely incredible to have Rev Dr Richard Davis on staff as our Intentional Interim Minister. He brings so many amazing gifts and abilities to OSLC as we move

forward. Thank you, Good Lord, for providing exactly what we needed!

- Pam Trueblood serves as our part-time office administrator
- Marsha Deslauriers serves as our office assistant.
- Sue Dodd serves as our full-time Family and Children’s Ministry Coordinator
- Joelle Schaan serves as our part-time Youth Ministry Coordinator.
- Betsy Jones serves as our part-time Communications Coordinator.
- Andy Busch continues to serve as our Youth leader on Wednesday nights. We will be pursuing the hiring of a DCE (Director of Christian Education) in the very near future.
- Rob Warath serves as our part-time maintenance person.
- I try to spend some one on one time with each staff member a couple times a week to offer encouragement and to be aware of any struggles/needs.
- This is an incredible staff of people and OSLC is so very blessed!
- I attend Governing Board meetings to provide accountability reports for us as a staff

Day-to-day Office Duties:

This has definitely been the biggest change in my daily work life in the past nine months. It takes at least 1/3 of my time now. I can’t even begin to explain the specifics, but my longevity here has definitely been a blessing as I’ve had to deal with things I’ve never done before but at least have a bit of familiarity. Mail, phone calls, just all the stuff that requires an “answer” has been taken care of, hopefully in a seamless manner. I will continue in this role during Pastor Rich’s time here so that he can concentrate on offering the pastoral care that is so important.

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 AND FAMILY MINISTRIES (Reported by Sue Dodd)

Children’s Ministry

- Sunday School: Our current enrollment is 131 kids which includes the high school youth. Our total attendance for the year is 443 as of 10/14 with an average of 74 kids a week. Our offering total so far as of 10/14 is \$148.71, with an average giving of \$24 per week. We are completely staffed with 14 teachers. We have implemented the Kingdom Quest Sunday School curriculum for grades Pre-K through grade 8. The teachers have said how much they enjoy this curriculum and that they are able to actually finish teaching the whole lesson. We are also sending home the God Talk and Shepherd’s Path devotional to stimulate family discussion and devotions. We are planning on making a donation to the KidsKount Publishing for this free curriculum, so that they can continue to offer it to us and share it internationally as they are expanding their program. I continue to be very happy with the very generous group of people that are willing to teach and share their love of Christ.

- GLo Children’s Ministry: GLo started Wednesday, September 12th. We presently have 39 kids enrolled and average 30 kids a week. We weren’t fully staffed initially, but we now have a wonderful staff that is willing to provide a positive experience and I am so grateful for that. It hasn’t been without some hiccups, but I feel like we are getting things taken care of slowly, but surely. We gave a behavior contract with the registration paperwork and all the parents and kids are aware of our expectations. Things have gone very well in that respect! We open with announcements, music and then have Bible and craft time. At close we come together and partner up to get to know each other better, share our ups and downs, and then close with the Lord’s Prayer. Presently, they are memorizing Bible verses every week, are almost done with learning the Lord’s Prayer, and will be moving on to the books of the Bible.
- Children’s Christmas Program: We had thought that the children’s Christmas program for this year would be one that was previously purchased, entitled “Special Delivery”. We also had anticipated starting the music in September to allow the children to have plenty of time and opportunity to learn it. Upon further review of the program, it was determined to be too lengthy, involved, and with music that would be difficult for the younger kids to learn. Instead, we will be doing an older Concordia Publishing House program, entitled “Shine Like Stars”. It is a more of a traditional children’s Christmas service that includes the whole family and congregation. It will be held on Sunday, December 16th at 4:00pm. We will be practicing on Sundays, at GLo Wednesday evenings, December 9th immediately after Sunday School, with a potluck to allow for the kids, their parents, and staff to eat before practice. We will also have a Saturday, December 15th dress rehearsal at 9am, with a birthday party for Jesus following practice at 12:00pm.
- Nursery: Presently, the nursery is staffed through the end of October and into the month of November. We have had several women step up to the plate to help with covering both services. Eva Cordes has graciously volunteered to take over the task of finding volunteers to serve. Our Wednesday evening nursery services for staff have also been covered by, allowing for people to serve and help which they might not have been able to do otherwise.
- Miscellaneous: There are a few other items to make note of that we are trying. First and foremost, we have made Busy Bags available for the children of our congregation. Each bag contains a book, a children’s bulletin, a few small toys for girls or boys, a pencil, and a pack of tissues. There are 12 bags available and they are getting more use each Sunday. The children’s bulletins are also a new addition. We want the kids to spend time learning about the Word and the bulletins are tied into the Scripture and/or the sermon each week. And, finally, each Sunday, the children are getting offering envelopes to take home. We want to encourage giving back to God, since everything comes from Him. Starting at a younger age will hopefully develop good giving habits.

Family Ministry

- Family Ministry is coming along slowly but surely. We were able to have a very successful Love and Logic class through NDSU Ag Extension here at the church with anywhere from 25-30 people attending. We were also able to provide daycare for up

to 17 children over a six-week period. We are hoping to possibly do another class or a different class in the spring. Family Ministry will be initiating more programs in November. An overview of the Faith Legacy for Families program will be presented, and a team will be assembled over the course of several weeks. At that time, we will be proceeding with launching the Faith Legacy series and asking families to sign up in order to best serve the immediate needs. After that, we will be starting from the beginning of the program and following a yearly schedule. More parenting classes will be offered after the beginning, as well as other resources determined by the Family Ministry Team.

F. HIGH SCHOOL YOUTH MINISTRY (Reported by Joelle Schaan)

Youth Ministry Update (Grades 7-12)

Presented by Joelle Schaan

As of September 1, I have been working with the youth ministry of OSLC for 2 years. Many things have changed in that time, but one thing remains the same; I absolutely adore the young men and women that call OSLC their church home. We have an incredible group of young people here and I hope the congregation recognizes that. It's very important to me (and it should be to you) that we take their Christian education very seriously. The world is increasingly secular, and our teens are constantly facing pressures to question or disregard their faith. This is why churches have such low retention rates after confirmation. We are not equipping our youth to defend their faith and confidently stand up for it in the face of adversity. I feel I have been able to keep the youth programs at OSLC afloat but there is a lot more we should be doing for them that we are not.

In my report to the congregation in June, I highlighted the need to hire a new Youth Ministry Director before the start of the 2018-19 school year. We had a few applicants, but I really struggled to get behind the idea of hiring another part-time person to try to patch the void.

For this reason, several of us involved with youth ministry feel strongly that it is time for OSLC to call a Director of Christian Education (DCE). I ask for your prayers over this decision, the timing, the financial impact, but most especially for the incredible asset this will be for our youth.

Successes

- Andy Busch, Grace Giuliani, Kristi Snyder, and I took 16 youth to Kenosha Wisconsin in July. As a group, we logged many hours in nursing homes, memory care facilities, and working with young men and women with disabilities. We also spent time at Lake Michigan and made a stop at the Noah's Ark waterpark in Wisconsin Dells. These trips are beautiful opportunities. Thank you so much to the congregation for your support of our fundraisers throughout the year.
- NUTS continued to meet through the summer months every Wednesday. Average attendance was around 13 teens in grades 9-12. Andy Busch is still leading NUTS on

Wednesday evenings until a replacement can be found.

- In August, Pastor Rick Jones, Vicki Steinke, and myself collaborated on the details of our confirmation program. We revised a few of the requirements. We registered 38 students into our three-year confirmation program.
- Sue Dodd, Bonnie Rennich, and I began working on the Welcome Back Weekend event! This was a lot of fun although, sadly, it was not very well attended. Saturday, we had a concert by Lindley Creek that we would love to have again. We had a pot luck, bounce houses, a 9-square game, Norwegian golf, and Yard-zee. I would definitely do this again!
- Confirmation began in September and has been running very smoothly with Elder Poppinga teaching 1st year, IIM Pastor Rich Davis teaching 2nd year, and Pastor Rick Jones teaching 3rd year. We have 8 small groups led by Candice Saunders, Brent Detlaff, Mike Unhjem, Kim Bush, Kristi Snyder, and IIM Pastor Rich Davis. One of our groups does not have a regular leader. Nate Steen, Ryan Schaan, Gary Willoughby, and Lynn Nord have all filled in as subs for that group.
- We have begun planning for the National Youth Gathering next summer! This is a massive event attended by thousands of LCMS teens from across the country. It is held every 3 years and the 2019 Gathering is in Minneapolis! The cost to attend is approximately \$700 per person (including registration, lodging, transportation, and food). Many of our annual fundraisers will go toward sending as many teens from our congregation as possible to this event! As always, we appreciate your support!
- In October we began providing meals on Wednesday nights! We have only served two meals at the time of this report and each time we fed approximately 45 people! The congregation has been incredible to bring in needed items and desserts. Thank you DelRae Zimmerman Geinert for your help with this!
- We had a joint Minot Area LCMS Youth event with St. Paul's and St. Mark's Lutheran Churches. It was a wonderful event and we're looking forward to making it a monthly meet-up!
- Began OSLC apparel sales. The proceeds from these sales will go to the youth.

Struggles

- It's always dishearteningly difficult to find small group guides. This is such a cool ministry opportunity. Small group guides spend 30 minutes a week with a group of 4-6 teens getting to know them. Some of our guides have taken it to the next level and planned outings with their small groups! I LOVE this! These kinds of connections help deepen the faith growth of our teens.
- Barnabas Buddies are a super fun and special thing we do with our confirmation students. However, we need 36 and currently only have 18! I'm worried about having to scrap the program which would be heartbreaking! Finding someone to head this up would be wonderful!
- High School Sunday School has been slow to start this fall. We've been trying to get into a rhythm without Andy. Nate Steen, Vernna Anderson, and myself have worked together to lead this group. I'm currently looking into topical studies that might appeal to this group and/or enhance their knowledge of the church, why we're Lutheran, how

Lutherans differ from Catholics, Methodists, Baptists, etc.

- Forming a Youth Ministry Team is still on the agenda. Several people have agreed to be a part of such a team. Unfortunately, I've learned that leading a team like this is not one of my strong suites! Brent Detlaff and Karla Yates have graciously stepped up again as members of the former Board of Youth to help me get this underway!

Looking Ahead

- Moving into the process of calling a DCE
- Planning monthly meet-ups with St. Paul's & St. Mark's youth
- Planning monthly Youth Ministry Team meetings
- Planning a confirmation retreat using "The Pause" curriculum
- Watching our youth grow in faith formation and application!

G. LITTLE HANDS LOVING HEARTS CHILD DEVELOPMENT CENTER (Reported by Kim Martin)

Little Hands Loving Hearts CDC Board report for Voters Meeting: November 2018

God has blessed us in 2018 with new board members who are ready and willing to work, almost all of the spaces in the classrooms are filled with children, and even though staffing continues to fluctuate they are managing to make it work. The Minot City Council voted in July to approve our use of the portable classroom for another 3 years, which has been a tremendous help financially.

Our annual re-licensing comes up in November so staff will be scurrying around to get things ready. Some inspections start here in October so staff will be busy in the next month.

We had two fundraisers for the second half of the year. A rummage sale was put on by the Parent Involvement Committee in August, which brought in \$650 and the balance of the "rummage" was donated to the Mission trip group for their rummage sale the following weekend. In October we just had our annual pancake breakfast which brought in about \$1700 including the sale of the "crosses" made by the parent involvement committee. We are blessed to have parents who care so much about the success of our center.

Due to a push from our Parent Involvement Committee (again), we are creating a second playground area near the portable classroom for our younger children with play areas geared more toward their age and size. Fencing work has started and a small storage shed was donated by Brent and Patti Detlaff.

The board held a Creative Session this summer to brainstorm new and creative ideas for keeping the Center the wonderful place that it is. Discussions were had about ways to attract and retain staff, fundraising ideas, and creative ways to utilize the space in the building for keeping kids engaged and learning.

As we get into the "holiday" season we eagerly await the date for the older children's

Christmas Program. It is always fun to see them dressed up in their fancy clothes and watch Bonnie lead them in fun holiday songs. Their parents, grandparents, aunts and uncles, and more, fill the church seats to see them. We will let you know when the date is set and all are invited to come watch the program.

Respectfully submitted,

Kim Martin, LHLH Board President

LHLH CDC Budget:

Beginning balance: \$9358.77

June 2018: Debits \$45,071.79; Credits \$43,155.13; Payroll Expenses \$34,502.33

July 2018: Debits \$41,397.05; Credits \$37,905.19; Payroll Expenses \$31,100.23

August 2018: Debits \$40,968.50; Credits \$40,773.96; Payroll Expenses \$30,508.80

September 2018: Debits \$41,962.34; Credits \$43,259.21; Payroll Expenses \$31,780.78

October (thru 10/21/18): Debits \$40,804.68; Credits \$41,769.79; Payroll Expenses \$33,087.71

Balance (10/21/18) \$6080.69

H. SAMPLE BALLOT

OSLC's Ballot for 11-11-18 Semi-Annual Meeting

Item #1 - The Election of the Governing Board for 2019-2020

The members listed below have been nominated to serve on Our Savior Lutheran Church's Governing Board for 2019-2020. Dave Niess and Merle Zander are currently serving on the Governing Board and will be up for re-election during the Semi-Annual Congregation Meeting in November of 2019. The Governing Board consists of six (6) members who influence 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.

Four (4) members will be elected.

[Eight (8) names are presented in alphabetic order. Please select FOUR (4).]

_____ Jayme Burkhart

_____ Dennis Krueger – Incumbent

_____ Cheryl Coyle

_____ Ryan Schaan

_____ David DesLauriers

_____ Kevin Sickler

_____ Mike Johnson

_____ Myron Thompson – Incumbent

Item #2 - The Election of the Board of Elders for 2019-2020

The members listed below have been nominated to serve on Our Savior Lutheran Church's Board of Elders for 2019-2020. Steve Carbno, Lynn Nord, Eric Poppinga, and Jim Potts are currently serving on the Board of Elders and will be up for re-election during the Semi-Annual Congregation Meeting November of 2019. 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.

[Seven (7) names are presented in alphabetic order. Please select FOUR (4).]

_____ Waylon Delzer

_____ Ed Haugen

_____ Paul Dockter – Incumbent

_____ Wayne Johnson – Incumbent

_____ Nick Dreyer – Incumbent

_____ Brent Olstad

_____ Bill Haas

Item #3 - The 2019 Mission and Ministry Budget for Our Savior Lutheran Church

The OSLC Governing Board has given their approval to the proposed 2019 budget (found in the Semi-Annual information packet) and the ministry plan it represents. Approving this measure means that the line items presented will become the 2019 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, 2019.

[Please select either “YES” or “NO”.]

_____ YES I vote to APPROVE the 2019 Mission and Ministry Budget as presented.

_____ NO I vote to DISAPPROVE and ask that the 2019 Mission and Ministry budget be resubmitted to the congregation.

#4 – Local Mission Choices

In addition to the support of our Synod’s district and international missions, Our Savior Lutheran Church leaders have elected to provide financial support to three local mission organizations that serve people in the greater Minot area. In 2019, we will support three mission organizations with a \$500 gift.

Three (3) local missions will be chosen.

[Seven (7) local missions are presented in alphabetic order. Please select THREE (3).]

_____ Community Action

*Community Action currently offers programs in the following categories to assist eligible individuals and families to overcome their poverty and attain self-sufficiency. *Self-Sufficiency *Housing *Home Services *Family Services *Emergency Services *Supportive Services to Veteran Families*

_____ Dakota Boys and Girls Ranch

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. They provide a safe place for struggling and hurting youth to find comfort and healing in Christ. Their success depends on the compassion and support of generous donors.

_____ 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.

_____ Domestic Violence Crisis Center

Domestic Violence Crisis Center's mission is to Empower survivors to live a life free of violence, be innovative in how Domestic Violence Crisis Center provides services to the community, and educate across ages and gender in order to stop the cycle of violence. They have been a vital part of the community since 1977. Today it is home to the New Beginnings Campus. Their Emergency housing for victims of domestic violence can house up to 40 individuals. They have eight transitional living apartments that are income based for survivors to begin their new lives working with a case manager to set goals and grow their sense of self and well being until permanent housing comes available. They offer crisis intervention and emotional support to any survivor of domestic violence, sexual assault, human trafficking, or stalking. They have support groups for adult survivors as well as a children's support group for children who have witnessed or experienced violence in their home. All of their services are confidential.

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. Their food pantry is available to anyone who is in need. Donations come from the Minot community and surrounding areas. Qualifications are not required.

The Minot Area Homeless Coalition

The Minot Area Homeless Coalition advocates, coordinates and optimizes services for homeless persons in the greater Minot area. They provide information & referral services, education & community awareness presentations, temporary emergency shelter, emergency food pantry assistance, rental/deposit assistance, utility assistance for disconnects or if a disconnect is imminent, transportation assistance in order to prevent homelessness, medication assistance, identification assistance, and supports soup kitchens and food pantries as well as outreach services.

Shepherd's Hill at the Crossroads (Our LCMS Retreat Center)

Shepherd's Hill at the Crossroads provides Christ-centered faith and life enrichment through year-round outdoor ministry. They offer scheduled events including summer youth and family camps, day camps, retreats and weekend events. These programs are available to community, church groups and individuals. Their beautiful site, friendly staff, delicious food, and recreational opportunities offer the perfect setting to build relationships with God and those around us. At Shepherd's Hill at the Crossroads you will experience Christian hospitality from the time you arrive until you leave. They will greet you, help you get settled in and be available to help you with anything you need during your stay.

						23,563.74	
		50160 · SP Training and Conventions	0.00	568.09	1,950.64	-1,382.55	29.12%
		Total 50100 · Senior Pastor	97,863.00	61,395.53	134,184.76	72,789.23	45.75%
		50200 · Youth Pastor	0.00	3,208.33	4,800.00	-1,591.67	66.84%
		50400 · Vacancy Pastor					
		50410 · Vacancy Pastor Salary	0.00	15,974.00			
		50420 · Vacancy Pastor Mileage Reimburs	0.00	392.26			
		Total 50400 · Vacancy Pastor	0.00	16,366.26			
		50450 · Vacancy Pastor - Tolley	21,882.50	13,760.00			
		50500 · Vicar					
		50510 · Vicar Salary	0.00	17,850.00	19,800.00	-1,950.00	90.15%
		50515 · Vicar-Bonus	0.00	12,000.00			
		50520 · Vicar Housing					
		50521 · Vicar Housing Rent	0.00	8,550.00	11,362.00	-2,812.00	75.25%
		50522 · Vicar Housing Electric	0.00	1,169.00	860.00	309.00	135.93%
		50523 · Vicar Housing Gas	0.00	343.41	720.00	-376.59	47.7%
		50524 · Vicar Housing Water	0.00	0.00	320.00	-320.00	0.0%
		50525 · Vicar Housing Repairs	0.00	-62.37			
		Total 50520 · Vicar Housing	0.00	10,000.04	13,262.00	-3,261.96	75.4%
		50530 · Vicar Health Insurance	0.00	0.00	2,500.00	-2,500.00	0.0%
		50540 · Vicar Auto Expenses	0.00	1,357.63	2,700.00	-1,342.37	50.28%
		50550 · Vicar Moving Expenses	0.00	1,608.60	2,000.00	-391.40	80.43%
		50560 · Vicarage Fee	0.00	605.00	432.00	173.00	140.05%
		Total 50500 · Vicar	0.00	43,421.27	40,694.00	2,727.27	106.7%
		Total 50000 · Pastoral Staff	119,745.50	138,151.39	179,678.76	41,527.37	76.89%
		51000 · Administrative & Support Staff					
		51100 · Music & Congregational Ministry					
		51110 · Music Wages	72,628.56	64,169.67	53,906.64	10,263.03	119.04%
		51150 · Music Health and Retirement					
		51151 · MCM Health Insurance	20,960.16	21,406.00	19,740.00	1,666.00	108.44%
		51152 · MCM Disability Insurance 2.25%	1,634.14	1,244.51	1,213.04	31.47	102.59%
		51153 · MCM Retirement CP 8.7%	6,318.68	4,811.83	4,689.98	121.85	102.6%
		51154 · MCM Group Life Insurance	480.93	0.00	356.96	-356.96	0.0%
		51155 · MCM Retirement 403b Match 3%	2,178.86	2,423.39	1,617.40	805.99	149.83%
		Total 51150 · Music Health and Retirement	31,572.78	29,885.73	27,617.38	2,268.35	108.21%
		Total 51100 · Music & Congregational Ministry	104,201.34	94,055.40	81,524.02	12,531.38	115.37%
		51200 · Secretary					
		51210 · Secretary Wages \$15.00/hr 34 Hours/wk	26,520.00	17,738.81	26,383.97	-8,645.16	67.23%
		51250 · Secretary Health and Retirement					
		51251 · Secretary Health Insurance	0.00	6,412.00	19,740.00	13,328.00	32.48%

		51252 · Secretary Disability Insurance	0.00	189.32	593.60	-404.28	31.89%
		51253 · Secretary Retirement CP	0.00	731.96	2,295.40	-1,563.44	31.89%
		51254 · Secretary Group Life Insurance	0.00	0.00	37.12	-37.12	0.0%
		51255 · Secretary Retirement 403b Match	0.00	415.50	791.52	-376.02	52.49%
		Total 51250 · Secretary Health and Retirement	0.00	7,748.78	23,457.64	15,708.86	33.03%
		Total 51200 · Secretary	26,520.00	25,487.59	49,841.61	24,354.02	51.14%
		51300 · Youth Ministry					
		51310 · YCM Director Salary	16,000.00	15,624.99	28,666.64	13,041.65	54.51%
		51350 · YCM Health and Retirement					
		51351 · YCM Health Insurance	0.00	2,220.00	13,328.00	11,108.00	16.66%
		51352 · YCM Disability Insurance	0.00	234.76	469.52	-234.76	50.0%
		51353 · YCM Retirement CP	0.00	907.72	1,815.44	-907.72	50.0%
		51355 · YCM Retirement 403b Match	0.00	0.00	626.00	-626.00	0.0%
		Total 51350 · YCM Health and Retirement	0.00	3,362.48	16,238.96	12,876.48	20.71%
		Total 51300 · Youth Ministry	16,000.00	18,987.47	44,905.60	25,918.13	42.28%
		51360 · Children's Ministry Coordinator	33,000.00	11,000.00	600.00	10,400.00	1,833.33%
		51365 · Youth Ministry Coordinator	16,500.00	5,500.00			
		51370 · High School Ministries	16,000.00	5,535.00	4,000.00	1,535.00	138.38%
		51400 · Pastoral Assistant-SP \$15.00/hr	11,000.00	10,168.00	9,240.00	928.00	110.04%
		51450 · Pastoral Assistant-YP/Vicar	0.00	1,200.00	1,200.00	0.00	100.0%
		51500 · Maintenance Worker	4,000.00	3,763.89	6,498.64	-2,734.75	57.92%
		Total 51000 · Administrative & Support Staff	227,221.34	175,697.35	197,809.87	22,112.52	88.82%
		55000 · Payroll Expenses	14,967.11	12,748.86	10,652.40	2,096.46	119.68%
		55100 · Payroll Admin Fees	252.00	161.00	245.00	-84.00	65.71%
		56000 · Workforce Safety Insurance	500.00	306.41	400.00	-93.59	76.6%
		59000 · CPA/Treasurer	7,200.00	5,950.00	4,200.00	1,750.00	141.67%
		60000 · Office Expenses					
		60100 · Advertising	2,800.00	3,553.69	2,264.00	1,289.69	156.97%
		60200 · Checks & Charges	300.00	344.08	300.00	44.08	114.69%
		60300 · Copier Maintenance	7,500.00	9,232.28	8,800.00	432.28	104.91%
		60400 · Electronic Giving	5,000.00	4,704.22	5,040.00	-335.78	93.34%
		60500 · Office Supplies	3,500.00	4,594.10	2,836.64	1,757.46	161.96%
		60510 · Postage	1,500.00	1,552.00	2,080.00	-528.00	74.62%
		60600 · Tech/Graphic Design	2,500.00	433.50	2,532.00	-2,098.50	17.12%
		Total 60000 · Office Expenses	23,100.00	24,413.87	23,852.64	561.23	102.35%
		61000 · Worship & Music					
		61050 · Guest Pastors and Musicians					
		61051 · Guest Musicians	1,500.00	600.00	1,332.00	-732.00	45.05%
		61052 · Guest Pastors	1,000.00	515.35	832.00	-316.65	61.94%
		Total 61050 · Guest Pastors and Musicians	2,500.00	1,115.35	2,164.00	-1,048.65	51.54%

	61100 · Music Supplies	1,700.00	2,245.89	1,758.00	487.89	127.75%
	61200 · Offering Envelopes	500.00	503.83	600.00	-96.17	83.97%
	61300 · Worship Supplies	2,000.00	1,289.20	3,166.64	-1,877.44	40.71%
	Total 61000 · Worship & Music	6,700.00	5,154.27	7,688.64	-2,534.37	67.04%
	62000 · Facilities & Property					
	62100 · Building Maintenance	18,000.00	19,175.25	15,000.00	4,175.25	127.84%
	62150 · Building Insurance	7,000.00	6,894.00	11,129.50	-4,235.50	61.94%
	62200 · Custodial Supplies	1,500.00	1,110.15	2,333.36	-1,223.21	47.58%
	62250 · Outside Property Maintenance	8,000.00	10,677.49	6,664.00	4,013.49	160.23%
	62300 · Utilities					
	62310 · Electric					
	62311 · Electric - Main Bldg	15,000.00	14,730.00	8,800.00	5,930.00	167.39%
	62312 · Electric - Garage	1,000.00	1,486.00	1,400.00	86.00	106.14%
	62313 · Electric - Portable bldg	2,000.00	2,009.00	1,400.00	609.00	143.5%
	62314 · Electric - Hope Village Hook up	200.00	192.00	128.00	64.00	150.0%
	62310 · Electric - Other	0.00	0.00	5,719.32	-5,719.32	0.0%
	Total 62310 · Electric	18,200.00	18,417.00	17,447.32	969.68	105.56%
	62320 · Gas	4,800.00	4,398.67	4,800.00	-401.33	91.64%
	62330 · Telephone/Internet	2,360.00	2,429.28	2,360.00	69.28	102.94%
	62340 · Security System	1,020.00	1,093.94	1,018.00	75.94	107.46%
	62345 · Waste Management	1,800.00	3,706.35	4,000.00	-293.65	92.66%
	62350 · Water	2,800.00	2,437.42	2,840.00	-402.58	85.83%
	Total 62300 · Utilities	30,980.00	32,482.66	32,465.32	17.34	100.05%
	62500 · Vehicles					
	62510 · Insurance	5,432.00	5,368.75	5,612.00	-243.25	95.67%
	62520 · Fuel	0.00	0.00	1,200.00	-1,200.00	0.0%
	62530 · Vehicle Repairs	1,000.00	98.60	2,100.00	-2,001.40	4.7%
	62540 · Vehicle License	350.00	324.00	295.00	29.00	109.83%
	62500 · Vehicles - Other	0.00	232.15			
	Total 62500 · Vehicles	6,782.00	6,023.50	9,207.00	-3,183.50	65.42%
	Total 62000 · Facilities & Property	72,262.00	76,363.05	76,799.18	-436.13	99.43%
	63000 · Parish Education					
	63100 · Bible Classes					
	63110 · Foundations of Faith	0.00	216.62			
	63130 · Wednesday Morning Womens	0.00	-39.68			
	63100 · Bible Classes - Other	0.00	0.00	416.64	-416.64	0.0%
	Total 63100 · Bible Classes	0.00	176.94	416.64	-239.70	42.47%
	63200 · Confirmation	2,500.00	1,119.38	1,032.00	87.38	108.47%
	63300 · Children's Ministry Programs					
	63310 · Glo	500.00	398.85	978.64	-579.79	40.76%
	63315 · Nursery	0.00	0.00	846.00	-846.00	0.0%
	63320 · Sunday School	1,000.00	945.08	1,550.68	-605.60	60.95%

		63330 · Vacation Bible School	2,000.00	2,068.88	1,749.32	319.56	118.27%
		63350 · Training Advancement	0.00	1,030.10	1,060.68	-30.58	97.12%
		Total 63300 · Children's Ministry Programs	3,500.00	4,442.91	6,185.32	-1,742.41	71.83%
		Total 63000 · Parish Education	6,000.00	5,739.23	7,633.96	-1,894.73	75.18%
		64000 · Parish Programs					
		64100 · Benevolence Fund	0.00	0.00	150.00	-150.00	0.0%
		64150 · Mercy Care	0.00	0.00	2,100.00	-2,100.00	0.0%
		64200 · Lay Training/Conventions	0.00	1,502.98	997.32	505.66	150.7%
		64250 · Men's Ministry	0.00	0.00	450.00	-450.00	0.0%
		64300 · Church Events Expense	500.00	3,858.79	498.68	3,360.11	773.8%
		64350 · Miscellaneous Expense	0.00	3.16	200.00	-196.84	1.58%
		64400 · OSLC Foundation	0.00	0.00	1,200.00	-1,200.00	0.0%
		64500 · Stephen Ministry	250.00	0.00	332.64	-332.64	0.0%
		64600 · Small Group Ministry	500.00	44.62	997.36	-952.74	4.47%
		64650 · Family Ministry	600.00				
		64700 · Volunteer Ministry	600.00	0.00	600.00	-600.00	0.0%
		64800 · Women's Ministry	750.00	-396.35	750.00	-1,146.35	-52.85%
		64850 · College/Career Ministry	500.00	0.00	498.68	-498.68	0.0%
		64900 · Youth Program	2,000.00	392.50	1,000.04	-607.54	39.25%
		64950 · Sewing Disciples	800.00	0.00	532.00	-532.00	0.0%
		Total 64000 · Parish Programs	6,500.00	5,405.70	10,306.72	-4,901.02	52.45%
		70000 · Building Loan Payment	44,952.00	44,952.00	44,952.00	0.00	100.0%
		73000 · Church Mission Giving (Tithe)	12,000.00	12,000.00	10,500.00	1,500.00	114.29%
		74000 · LHLH Mission Giving	3,500.00	3,500.00	3,500.00	0.00	100.0%
		75000 · Capital Expenditures	0.00	61.79	7,082.00	-7,020.21	0.87%
		Total Expenditures	544,899.95	510,604.92	585,301.17	74,696.25	87.24%
	J.	Ending Cash Flow	-0.00	17,953.39	0.00	17,953.39	100.0%