



# OUR SAVIOR'S

LUTHERAN CHURCH

## Worship

Because *worship* is central to who we are, we provide a variety of worship experiences in which the Gospel is shared through word and sacraments.

Because we are called to love all people, we encourage, equip, and provide opportunities to *serve* and reach out to all with God's love.

## Service

Because growth in faith is a lifelong endeavor, we provide, promote, and facilitate *learning* for Christian faith and living.

## Learning

Because we are created in the image of God, the giver of all things, we challenge and encourage one another and ourselves as a congregation to be faithful and *generous* stewards of the time, talent, and financial resources God entrusts to us.

## Generosity

Because we share "one Lord, one faith, one baptism, one God and Father of us all" (Ephesians 4:5), we cherish opportunities to build up the *one body of Christ* through fellowship, learning, service, and worship together.

## Community

*Connecting Faith to Everyday Life.*



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## Statistics

| <b>Membership</b>              | <b>2015</b> | <b>2016</b> |
|--------------------------------|-------------|-------------|
| Baptized Membership .....      | 3,643 ..... | 3,622       |
| Confirmed Membership .....     | 3,243 ..... | 3,300       |
| Sunday School Enrollment ..... | 290 .....   | 272         |

| <b>Ministerial Acts</b> | <b>2015</b> | <b>2016</b> |
|-------------------------|-------------|-------------|
| Baptisms .....          | 59 .....    | 57          |
| Confirmations .....     | 33 .....    | 39          |
| Weddings .....          | 17 .....    | 13          |
| Funerals .....          | 44 .....    | 44          |
| Ordinations .....       | 0 .....     | 0           |

| <b>Attendance</b>               | <b>2015</b> | <b>2016</b> |
|---------------------------------|-------------|-------------|
| Average Weekly Attendance ..... | 982 .....   | 894         |

## Mission and Values

The OS� Mission: Our Savior's is a people forgiven in Christ whose mission is to proclaim Christ and nurture faith that connects with everyday life. Our beliefs and mission shape our values, and our values shape how we live. OS� has five Core Values:

**Worship** – Because worship is central to who we are, we provide a variety of worship experiences in which the Gospel is shared through word and sacraments.

**Service** – Because we are called to love all people, we encourage, equip, and provide opportunities to serve and reach out to all with God's love.

**Learning** – Because growth in faith is a lifelong endeavor, we provide, promote, and facilitate learning for Christian faith and living.

**Generosity** – Because we are created in the image of God, the giver of all things, we challenge and encourage one another and ourselves as a congregation to be faithful and generous stewards of the time, talent, and financial resources God entrusts to us.

**Community** – Because we share “one Lord, one faith, one baptism, one God and Father of us all” (Ephesians 4:5), we cherish opportunities to build up the one body of Christ through fellowship, learning, service, and worship together.



## *Agendas*

### **The 71<sup>st</sup> Annual Meeting of Our Savior's Lutheran Church**

**Sunday, January 29, 2017, 12:15 P.M. ♦ Scott Boyens, presiding**

1. Devotions – Jon Oien
2. Adoption of rules – Richard Moe, parliamentarian
3. Adoption of agenda
4. Adoption of Minutes
  - a. Annual Meeting of January 31, 2016
  - b. Special Congregation Meeting of July 24, 2016
5. Annual reports of president, pastors, staff, boards, and others
6. Report of the treasurer
7. Presentation of the proposed budget for 2017
8. Report of the Nominating Committee
9. Election of officers, Congregation Council members, board members, Nominating Committee, voting members of Synod Assembly
10. Unfinished business
11. New business
  - a. Discussion of Hezekiah House (low-income transitional housing)
  - b. Other new business
12. Adjournment

### **Annual Meeting of the Our Savior's Lutheran Church Foundation**

1. Call to Order – Allison Boyd, Board Chair
2. Welcome
3. Approval of the Minutes from Annual Meeting in 2016
4. 2016 Grant Awards and Contributions
5. Growth of Foundation and Summary of Budget
6. Jubilee Society update – Jon Oien
7. Election of Board Members
8. Comments from Pr. Randy Gehring
9. Adjournment



## *President of the Congregation*

As I look back in review of 2016, I first want to thank you for the wonderful opportunity to serve you as your president this past year. On occasion you might hear me reminding my kids that all you can control is your attitude and effort, and hopefully I lived up to that myself. Believe me, the pastors, staff, Executive Committee, and Congregation Council made it pretty easy to show up for work each week.

This was a year of transitions. We said good-bye to a number of very talented and faithful servants who were key to the ministry of Our Savior's Lutheran Church. But by the grace of God, our wonderful staff filled in some gaps and some very talented individuals answered their calls to fill open positions. The new staff members were able to build on strong foundations but also brought with them their own talents and ideas for growing our ministry here in this community of faith.

We said our good-byes to Celebrate Worship Coordinator Denny Gale (although we are lucky to still have him as part of the band), Director of Education Anne Anderson, long-time Facility Manager Chuck Havelaar, Parish Nurse Joyce Kaatz, Pr. Jared Rakness, Communications Coordinator Kathy Nelson, and, most recently, Facility Manager Aaron Buchholz. We wish them well as they write new chapters in their lives.

At last year's annual meeting our Back to the Future Strategic Plan was introduced, and throughout the year our boards worked toward aligning their individual programs and initiatives with this plan. As for the Executive Committee, we were assigned three areas of focus in the strategic plan that include leveraging our mission or aligning our existing and new programs with the mission, governance, and debt retirement. As you can probably guess, we talked about debt retirement and will continue to work on that as retiring the debt will help free us up as a congregation to do more

ministry and mission work. In regard to our congregation's governance structure, we were able to get started with some very preliminary conversations surrounding this topic, and more work is to come.

Another item that came out of last year's annual meeting was the passing of a deficit budget that included a generous one-time gift from the OSLC Foundation. That, unfortunately, put finances at the top of our minds on the leadership team this year. But one of the good things that came out of that was improvement in communication with the OSL community as a whole. A mid-year congregational information meeting was held and was well-received.

And lastly, how could I write this message and not include the Mission: Possible campaign that was energized with Joy Smolnisky's extraordinary matching gift? This gift prompted, or challenged, many who had not yet given to get involved. Proceeds from a theme table dinner and a good ol' Lutheran potluck also contributed to quite a successful year in paying down the principal we owe on our mortgage. I have no doubt that with a little bit of work this year we will reach our goal of retiring half of our debt by this fall. Keep dreaming about your "what ifs" because, as our debt decreases, we will have more and more resources available to enhance our ministry and outreach to those neighbors we are called to serve.

To the members of this community that I have been a part of for 30 years, thank you again for this opportunity to grow in my faith and serve my neighbors. I am always proud to call Our Savior's Lutheran Church my family's church home.

*Scott Boyens,*  
President



## Senior Pastor

As we begin a new year together, I sense that OSL is emerging from a year of challenge and uncertainty to a time of renewed stability and growth in our mission and ministry. Let me explain:

- The annual meeting of the congregation last January left many of us feeling deflated. The proposed budget was as conservative as it's been in the recent past primarily due to lackluster stewardship returns. Based on what folks were telling us (or not telling us), it seemed that we needed to scale back. This contributed to concern over our finances, especially as we were trying to manage our mortgage interest expense from within our operating budget, and a general level of uncertainty about the future.
- The annual meeting resulted in the passing of an amended budget that reinstated two staff positions to 2015 levels and included a one-time infusion of funds from the OSLC Foundation. The bottom line showed a projected deficit of \$22,000. It's important to remember that this deficit was on top of a year-end operating deficit of around \$71,000. It's no wonder that we were feeling a little edgy about the future!
- Even so, 2016 will go into the books as a year in which we controlled our expenses, reduced spending in the Personnel budget through re-hires, and exceeded our projections for contributions income—not by much, but enough to essentially break even. I'm proud of the way this congregation hung in there and rose to the occasion, showing a strong response of support and passion for this ministry we share.
- In addition to putting ourselves on more stable footing, 2016 was also a year when Mission: Possible received another significant infusion as a result of a matching gift of \$250,000 from Joy Smolnisky. In a matter of four weeks, we raised \$251,000 together and took full advantage of the 1:1 match from Joy. By year-end, we have raised just over \$1.8 million in gifts and pledges for Mission: Possible toward a Phase 1 goal of \$2.1 million by October 31, 2017. Reaching this first goal of cutting our remaining debt in half by the time we celebrate the 500<sup>th</sup> anniversary of the Reformation now seems very doable. Let's do it!
- The result of all of this Mission: Possible activity is that instead of budgeting \$168,000 for mortgage interest (as we did in 2015), we are budgeting \$95,000 in 2017. That's \$75,000 that has been freed up for ministry and mission!
- Our 2016 stewardship appeal, "Press On," has been encouraging. Thanks to the great advice from our consultant, Dick Sayther, the Estimates of Giving that we have received thus far represent a net increase of nearly \$150,000. We still have work to do to get responses from those we haven't heard from yet, but what we've heard so far seems to be signaling that our membership is strongly supporting the work and direction of our congregation.
- Despite several staff transitions in key positions in 2016, we are well-positioned as we begin a new year due to the competent and passionate staff we've added: Michelle Anderson, Faith Community Nurse; Melissa Nesdahl, Director of Faith Formation; Lloyd Olson, Custodian; and Bruce Weinzel, on-call Custodian. Early in the year we will form a call committee to search for a new Pastor of Outreach and Communication and we will strategize how best to fill the vacancy created by Kathy Nelson's departure.
- The proposed budget for 2017 is also reason for celebrating and giving thanks. Not only are we in-

creasing the benevolence budget by \$60,000 but we are also giving all eligible staff a 5% wage increase, getting the pastors to synod guidelines, and transitioning the Director of Communications position to full-time, all of which results in only a .7% increase to the Personnel budget.

- Finally, 2016 saw some great ministry happening within the areas of Children, Youth, and Family, Adult Education, Caring Ministries, Senior Ministry, and Congregational Life as we lived into our strategic areas of focus: Engagement and Community.

All of this is positioning us for a great 2017 in which we will:

- Continue to focus on growing our worship ministry along the lines of engagement and community;
- Reach out to our Native neighbors in Parmalee, South Dakota, and work hard to develop a mutual relationship in which we support each other in ministry;
- Support the Ayuda initiative—working with area churches to continue providing a social worker whose focus is on connecting our Spanish-speaking neighbors with local resources;
- Be in partnership with area congregations to provide safe communities for those whose lives are affected by addiction;
- Support our mission partners: Pueblo de Dios, Table of Grace, and Church on the Street;
- Collaborate with area churches in an interdenominational effort to address matters related to poverty in our community;
- Call a new Pastor of Outreach and Communication;
- Continue to provide cross-generational events that focus on learning and service;
- Provide a broad array of adult education opportunities.

I look forward to working with staff and lay leaders on “Back to the Future” as well as our ongoing ministries. In fact, I regularly give thanks to God for the gifted and capable staff with which I am privileged to work every day as well as all of the engaged and committed “unpaid” staff who serve among us as leaders in their respective areas of ministry. May God bless us all as we work together to make 2017 a year to remember.

*Pr. Randy Gebring*



## *Pastor of Caring Ministries*

A person once said to me, “The only thing constant in life is change,” and I would say I have to agree with them. This year has brought many changes to the OSL staff, and specifically to the Caring Ministries department. We said goodbye to our Parish Nurse, Joyce Kaatz, after many years of faithful service to our congregation. It was a joy to have her as a partner in ministry, a mentor, and friend. The gifts she brought to our congregation have touched the lives of many people and we wish her well as she moves towards retirement.

With Joyce's departure, we were blessed to welcome to our congregation Michelle Anderson, Faith Community Nurse. God provides for our needs, and God certainly provided us with a gift in Michelle. She brings with her many skills, most of all a heart that is eager to serve the needs of God's people here at OSL and beyond our walls. We are blessed to have her, and blessed to have Deb Harlan continuing as Caring Ministries Coordinator, rounding out OSL's Caring Ministries team.

As I say, it has been a year of change, but along with change comes new opportunities and a spirit of excitement as we look to the future. I am grateful for all the volunteers within the Caring Ministries department who help provide holistic care (body, mind, and spirit) to those in need in our community. Although lives change, the love of God in Christ Jesus is the “constant” gift we can always count on! May God's peace and joy be with you all as we begin a new year in ministry!

*Pr. Timothy Lemme*



## *Pastor of Youth and Family Ministry*

*“You shall love the LORD your God with all your heart, and with all your soul, and with all your might. Keep these words that I am commanding you today in your heart. Recite them to your children and talk about them when you are at home and when you are away, when you lie down and when you rise. Bind them as a sign on your hand, fix them as an emblem on your forehead, and write them on the doorposts of your house and on your gates.” Deuteronomy 6:5–9*

This scripture is part of the Shema, a sacred and central text of the Jewish faith. After attending continuing education event called “The Living Room Summit,” I hear this text and feel compelled to empower and encourage families to practice their faith together all the time and everywhere they go. This isn't something families should have to do on their own, without any support, however. The Youth and Family staff, boards, and I are invested in this effort.

Toward this goal, we have implemented a few new programs and enhanced others to include faith at home elements:

- The Frolic Class for children from birth to age three and their parents is focused on giving parents time and tools to practice different ways to do faith at home, and includes a monthly newsletter with more ideas and support.
- Take Out Church is a way to worship and practice your faith at home, especially on days when your family can't be in worship.
- Each Faith Milestone this year includes time with parents and children for celebration and practicing the Faith 5 bedtime ritual.
- Confirmation students' parents join them in class once a semester for a Hot Topic. This year we discussed “Social Media and Materialism” in the spring

- and “Love, Sex, and Relationships” in the fall.
- Several families participated in “Holding Your Family Together,” a class that teaches the Faith 5 bedtime ritual in depth, week by week. This was facilitated on Sunday mornings and online.
  - Advent Fair included a take-home piece with a daily Faith 5 Advent devotional for families.
  - Melissa Nesdahl's *Cross Talk* newsletter also includes ideas for practicing faith at home in addition to helpful and timely information about children's ministry at OSL.

In the coming year, you can look forward to more growth in this area. In March, we will have the Walk with Jesus milestone for four-year-olds, for the first time. And 2017 will also bring the first Faith Families series, which will be shaped around Faith 5 as well, and will include a meal. The Youth and Family staff and the Board of Education are working together to find ways to incorporate faith at home elements into VBS and Day Camp as well. I'm happy with our progress toward our Strategic Plan goals in this area, and I'm excited to see where it will lead us in the future.

I also enjoyed the freedom to try some new things in worship during the Lenten Midweek worship services and 11:00 A.M. Celebrate worship service in Advent. It was fun to try new ways to make worship a time to encounter God in meaningful ways through experiences with art, music, science, caring conversations, and creative ways to respond to the scriptures and preaching. The goal is to make worship stick with people, and especially children, throughout the week, and so we call it “Sticky Worship.” I look forward to working with the Worship and Music team to introduce more sticky experiences like these in the future.

One final highlight was my first summer at OSL. Things didn't slow down much, what with VBS, NeSoDak Day Camp, Confirmation Camp at Joy Ranch, a high school mission trip to Hammond, Ind., and a new middle school mission trip to Duluth, Minn., as well. It was equal parts fun and exhausting, but I wouldn't trade the time I had to get to know our children and youth in these unique settings for anything.

It has been a pleasure to work with such a dynamic Youth and Family team including Nicole Mindt, Elise Hasche, and our new addition, Melissa Nesdahl, as well as the Board of Education and Youth Board. I am also grateful for Deb Merxbauer, the Library Committee, and all the Library volunteers' work to keep the Library up-to-date and user-friendly, and Amanda Bork and her staff and volunteers for their service to our families with young children.

God is with you,  
Pr. Sami Johnson




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## *Director of Youth and Family Ministry*

Although 2016 might have been a tough year in some people's lives, for Youth Ministry here at OSL, it has been pretty spectacular! As our youth team changed, so did the ministry. We have continued to become stronger as a team and have fun in the process.

We have continued to work toward teaching students how to become the hands and feet of Christ through learning, service, and fellowship. Late Night Events, Faith Fest, Kids Against Hunger, MSYG, Emerge Youth Group, and summer trips are just a few of the things we did this last year. We had a full summer of trips to Duluth, Minnesota, with middle-school students, Joy Ranch for confirmation camp, and finally to Hammond, Indiana, with high-school students.

In October, I had the opportunity to head to Chicago for a few days for some continuing education, attending the Simply Youth Ministry Conference, offered by Group Mission Trips. It was a great time of renewal and revival for me. I am grateful for the ability to attend conferences like that from time to time to gain more knowledge and pick up a few new learning tools

that can be used every week.

This summer, we will be working toward two trips again. A joint middle- and high-school service trip to Kenosha, Wisconsin, through Group Mission Trips, and a high-school backpacking trip to Rainbow Trail Lutheran Camp in Hillside, Colorado. We are taking our biggest group yet to Colorado!

I want to thank the work of our wonderful Youth Board for working hard toward meeting our goals outlined in OSL's strategic plan, as well as being such a fun group to work with. And of course our wonderful youth team staff, Pr. Sami, Melissa, and Nicole. I am definitely lucky to be able to work with such amazing people. I can't wait to see what 2017 brings us here at OSL.

In God's Grip,  
*Elise Hasche*



## *Director of Faith Formation*

*"Be alert, be present. I'm about to do something brand-new. It's bursting out! Don't you see it?"*  
Isaiah 43:19a, *The Message*

A year ago, I was an at-home mom to our three girls, leading our school's PTA, writing family faith-formation materials, and designing intergenerational dance classes. I wasn't actively seeking anything new, but I always listen for the Holy Spirit's guidance—and God had something new for me. On July 5 I started work at OSL as your Director of Faith Formation.

The curricula Anne Anderson selected were top-notch for our children but I wove "new" into my leadership. Fourth- and fifth-grade students are doing the New Testament with *Connect* to build a complete Bible

foundation in those two years before confirmation. Four-year-olds through third-graders continue with *The Jesus Storybook Bible* through a new rotation-style model. Each Bible story is taught over a course of weeks through different means (Bible, music, games, crafting, drama, and food) so that students with all learning styles and interests can engage in the story. And families of kids from birth to age three are coming with their children for a new program called Frolic, which empowers parents as the primary faith teachers through engaging one-on-one activities with their child.

It's been a joy to grow parent communications through my bulletin board and CrossTalk e-newsletter. The newsletter highlights what students from birth through fifth grade are talking about with shared questions and activities to extend the lesson beyond church walls and nurture faith development in the home.

Encouraging peer ministry and intergenerational community continues to be a primary focus. I'm so grateful for the volunteers, high-schoolers and adults, who help make Sunday and Wednesday School, the Christmas program, Advent Fair, Lutherans Outdoors Day Camp, and special events like the Project Warm-Up blanket-tying day a success. The generosity of this congregation overwhelms me, as together we gathered material and tied 114 blankets.

OSL's children have been an active presence in the worship, leading through song and milestone ministry. I am especially grateful to Gene LeVasseur for leading children's music ministry, and Pr. Sami for partnering with me in making those moments meaningful for the students and congregation.

With eyes on the future, I am excited about expanding opportunities to connect faith with everyday life. There are many opportunities for both fun and service intergenerational activities that will encourage effectively living-out our mission. I also anticipate Vacation Bible School and Day Camp growth.

I'd like to thank you all for welcoming me into this

role. My gratitude also goes out to the parents who faithfully bring their children to worship, those of you who said yes for the first time to a volunteer opportunity and to those who said yes again, the Board of Education, our OSL Youth Ministry team, and, the entire staff of Our Savior's Lutheran Church.

I'm blessed by the "new" in my life and look forward to the "new" that lies ahead in lived ministry together.

Blessings,  
*Melissa Nesdahl*



One year ago our family was preparing for the holidays while caring for Grandma in our home. As her condition worsened and other care options became necessary, I knew my fulltime caregiving role would be changing. Little did I know that by July I would be serving as the Faith Community Nurse with Our Savior's Caring Ministries team. I remain grateful that God has brought us together to serve the Body of Christ in this location. The challenge to "Connect Faith (and Health) to Everyday Life" is one I take seriously. Living well helps us to serve well. I am excited work to with "all ages and stages" as we go through life's challenges together.

You will notice some minor changes as you walk in the Caring Ministries area that we share with the Sanford Faith Community Nursing Center. All are welcome in this cozy suite, whether to check out resource information, consult with me or other Caring Ministries staff about a concern, or to attend a health screening, educational event, or footcare clinic. Young families are also welcome to utilize this area. Plans are underway to provide a private Mothers' Room in what is also

known as the Treatment Room. You will find me at OSL on Tuesday, Wednesday afternoon/evening, a portion of Thursday, and two weekends a month. I am also available for home visits as needed, and happy to connect members to community resources.

In 2017, in addition to our current support groups, we will offer integrative (health and faith) classes on Tai Chi with Lectio Divina, yoga with the Lord's Prayer, and other events that promote body, mind, and spirit wellness. I am available to meet in groups and individually with those who wish to plan for future medical care in the event you aren't able to speak for yourself (Advanced Care Planning). I will be taking Stephen Ministries training this winter-spring, and Stephen Ministries Leadership Training Course in Pennsylvania this summer.

Thank you again for this ministry opportunity and for your kind welcome!

*Michelle Anderson, RN*



In its 54<sup>th</sup> year, the OSL Library served many children and adults from within our congregation as well as community members. In addition, children in the Campus Learning Center Daycare visit the Library for story time and children enrolled in the Lutheran Social Services Afterschool Program at OSL visit for activity and book checkout time.

During 2016, the OSL Library checked out over 9,566 items, for an average of 184 items each week. Currently, the Library has 11,329 holdings, including books, movies and CDs. The Library added 867 items in 2016. Over the summer, workers recoded many books in the children's section, weeded out 1,281 outdated,

damaged, or missing items, and, following the recoding and weeding of materials, completed an inventory of all items in the Library.

The OSL Library is in its second year of using the Atrium library management system and digital checkout. The system offers patrons quicker checkout, email notices of overdue and available books, online card catalog, and an account where they can renew and reserve books, view new and featured items in the Library, and view and create their own book bags and watch lists. In addition, patrons may also download the Atrium app to their mobile devices.

The Library Committee invited the congregation to participate in a One Church One Read Winter Read program featuring the book *All the Light We Cannot See* by Anthony Doerr, which ended with a group discussion on April 3.

During Lent, the Library sponsored a reading promotion and Resurrection Egg Hunts for Sunday and Wednesday School children on March 23 and 27.

The Library-sponsored summer reading promotion, "Get in the Game," ran in June, July, and August. Children entered a weekly drawing each time they checked out a book and each week the winner received a gift card.

A highlight of the year was the Library's participation in the OSL Fall Kickoff theme, "God's Not Dead." The Library sponsored four showings of the movie *God's Not Dead 2* and the Library Committee sponsored a One Church One Read Summer Read program featuring the book *God's Not Dead 2* by Travis Thrasher, which ended with a group discussion on September 25. The Library also participated in the ELCA's God's Work Our Hands Sunday, which collected and delivered treats to local heroes including fire fighters, police officers, sheriff's department, highway patrol, penitentiary guards, ambulance crews, and Metro Communications workers.

Following Kickoff Sunday, the Library promoted read-

ing through its Lu the Lion Sunday, in which Lu (short for Luther) visited classrooms on Sunday, September 18, and Wednesday, September 20.

For Advent, the OSL Library sponsored a reading program and a Nativity on the Shelf activity, in which children who found the nativity sets hidden among Library shelves received candy canes. The Library also arranged for the author and storyteller Tom Roberts to read his new book, *The Greatest Gift: The Wise Ones' Journey*, at Kidtalk during the 8:45 A.M. Celebrate and Festive Services and the 11:00 A.M. Festive service on December 11.

On December 13, the Library showed its appreciation for over 40 of its volunteers by sponsoring a Christmas Gathering in the Friendship Room.

Some ongoing Library activities include Preschool Storytime, on Thursday mornings at 10:00 A.M.; Book Club for Adults, which meets on the fourth Thursday of the month, September through May; and Saturday at the Movies, which takes place on the second Saturday of the month, September through May, and was moved from evening to afternoon showings, starting at 2:30 P.M., in the HolyWord Theater

Fundraising for the Library included fall and spring book sales, and the Friends of the Library volunteers made and sold all-occasion greeting cards throughout the year as well as Christmas bags, boxes, money holders, and bookmarks.

Library Committee members for 2016 included Sue Coome, DeAnn Corcoran, Lisa Ducheneaux, Becky Fiala, Jim Merkwan, Deb Merxbauer, and Julie Oien. Over 40 volunteers assisted in the Library and with the booksales.

*Deb Merxbauer*



## Communications Director

As you read through this year's annual report, you'll note a recurring theme: 2016 was a year of changes and challenges.

And so it was for Our Savior's Communications Team.

The greatest challenge we faced in 2016, in my view, was the total overhaul and launch of the congregation's new website. The previous website had served us well for many years... too many years, in the end. What was useful, attractive, and worthwhile six or seven years ago no longer served OSL's needs sufficiently. It had grown unwieldy, was difficult to keep updated, and did not play well with mobile devices.

The need for a completely new [oslchurch.com](http://oslchurch.com) was well understood by OSL staff and the Board of Outreach, and had been some time, but when Pr. Jared Rakness and I sent requests for proposals to several local agencies, estimates came back well above what was available for the project. Fortunately, OSL member and Outreach Board chair Brandon Tilus stepped forward with a "bridge" solution: he built for us the skeleton of a site constructed on the popular (and very flexible) WordPress platform, and volunteered to host the site on his server until a permanent home can be found. Brandon's expertise and generosity saved OSL thousands of dollars in design and hosting fees, and put us back on track with a new, clean site that is both user-friendly and mobile-friendly. Feedback from members of the congregation has been positive and affirming. If you haven't visited the site lately, I encourage you to do so. I'm continuously updating and freshening the site, to keep it lively and interesting. I hope you'll find it both informative and entertaining.

Part of OSL communications that's too easy to overlook is the bulletins, the orders of service for five week-end worship services and weekly announcements, as

well as all of the "special" bulletins throughout the year—midweek worship in Advent and Lent, extra publications for Holy Week and Christmastime, and so on. Every week without fail, Loretta Nelson and Willis Hanna volunteer several hours to printing, collating, and folding the bulletins. But before they fire up their not-always-cooperative machinery, Catherine Nelson has come in and proofread every line of every item, helping yours truly get information across clearly, accurately, and without too many ~~typographic~~ typographical errors. I can't thank these devoted volunteer enough for their energy and expertise week in and week out.

OSL has come to rely more and more on email communications. The list for our weekly email update, *Coming Up at Our Savior's*, continues to grow: as of this writing, nearly 1,300 have signed up to receive the latest OSL news every Thursday. If you're not one of them and would like to fix that unhappy situation, just email me—[breynolds@oslchurch.com](mailto:breynolds@oslchurch.com)—and I'll take it from there.

A communications change that will be effected before 2017 gets much older is the recasting of OSL's monthly newsletter, *The Intercom*, from a print publication that also appears on the website to a digital-first publication that also will have a print version for those who need or prefer a paper copy. I began that transition last fall, in fact—building the website version of *The Intercom* separately from the print edition. (Previously the web version was merely a copy of the print version.) I intend to have the reimagined *Intercom* ready to debut yet this spring. And by the way, to be notified via email when *The Intercom* is posted to the website, just email me (it's still [breynolds@oslchurch.com](mailto:breynolds@oslchurch.com)) and I'll put you on the list.

Of course, one of the greatest changes in the OSL Communications Team came near the end of the year, when two-third of the team left! Pr. Jared, who had been Pastor for Outreach and Communication, accepted a call to serve West Nidaros Lutheran in Crooks; Kathy Nelson, who had been juggling scheduling and much of our social-media presence, moved on to new en-

deavors. I've enjoyed working with them, and miss the support and energy they provided, but you know what they say—change is the only constant.

So I'm confident that 2017 will bring new changes and challenges, and I can't wait to see how it all plays out!

Thanks to the entire OSL community for your ongoing support. And remember: communication is a two-way street, so be in touch!

*Bill Reynolds*



## *Board of Stewardship and Benevolence*

In 2016 the Board of Stewardship and Benevolence discussed the scope of stewardship that includes our time, our talents, and our treasures. As a continuation of our discussions in 2015, we went through a series of video presentations on stewardship and how it is ongoing—how we use our time and how we can make a difference in ourselves, our congregation, our community, and the world. Using time as it relates to stewardship leads to “they will know we are Christians by our love.” Our talents can be used in the same way our time is, and, though each of us has unique talents, we all have talents we can share. Treasure—the part that seems to be what people first think about when stewardship comes up—is as different and varying as our talents. We will continue to stress the total package of stewardship going forward.

OSL continues to be benevolent toward others, and you will see in this Annual Report how various items were funded during the year, as well as how we as a congregation have shared a portion of what we have been given with others through Lent, Easter, Thanksgiving, Advent, and Christmas offerings, as well as weekly offerings.

One item of change was that we engaged the firm of Gronlund, Sayther, and Brunkow to assist us in the stewardship appeal for fall 2016, and are looking at stewardship as being for all seasons.

I want to thank the members of the board and key staff members, especially Barb Haugan, for their work during the year and following up with members on their intention of giving as well as writing thank you cards.

*Bob Thimjon,*  
Chair



## *Board of Caring Ministries*

It has been my honor and pleasure to have served as Chair of the Caring Ministries Board for the past few years. It is time for me to pass the baton and I couldn't feel more comfortable in doing so. We have a capable and dedicated group to continue the ministry of caring that has been established over the years.

We had a major change this year in Joyce Kaatz's retirement last spring, but were very fortunate in filling that void with new Faith Community Nurse, Michelle Anderson, RN, who brings enthusiasm and new eyes to our ministry. If you haven't met her yet, please do so. You will find a sincere, compassionate response. Pr. Tim Lemme and Deb Harlan, RN, continue as our staff members and are wonderful to work alongside.

Our board has continued to strive to meet the holistic health needs of the OSL congregation. We provide monthly Ask the Expert topics such as caregiving options, domestic violence information, downsizing tips, etc. We have offered screenings for diabetes, circulation issues, and blood pressure. The Blood

Mobile comes to OSL semi-annually, and we offer CPR training. We continue to cook and deliver Dinner to Your Door meals, as well as baby bags to new parents. Support groups meet regularly regarding Alzheimer's caregiving, recent grief, divorce, and chronic illness. Addiction Ministry has grown into a city-wide ELCA effort with several OSL staff and members providing leadership roles. There are now private lactation areas available at OSL, and certain medical equipment can be borrowed.

All in all I give thanks for the caring individuals who make this ministry what it is.

*Joan Thimjon,*  
Chair



## *Board of Congregational Life*

The Theme Table Gala, in support of Mission: Possible, was held in January; 23 tables were decorated, and everyone who attended enjoyed the evening immensely. It was a huge success, with additional donations received besides the profit from ticket sales.

Game Nights were held twice in 2016, with 48 people attending the first night and 28 the second time.

We held several Dining Out evenings. Attendance at these events has been around 25 each time.

On May 22, a continental breakfast was held to honor our volunteers.

Midnight Madness, for Augustana students, was held in May and December. Our board helps work the table for donations and volunteers. We also volunteer to work the evening of Midnight Madness.

New members are received periodically throughout the year. Board members help with the breakfast at orientation, take pictures of new members, and pin flowers before worship services when new members are received.

The Congregational Life Board partnered with the Education and Youth Board for Summer Blasts, which were held in June, July, and August. Good food, activities and games, and worship were enjoyed by everyone. These events are well attended.

Parents' Night Out continues the second Friday of each month throughout the year. The Nursery is staffed to care for children while their parents enjoy a night out.

OSL homebound are remembered in May and December with gift bags filled with activity books and goodies. In May we delivered 64 bags; in December we delivered 71. Members of the congregation help us deliver these many bags.

A women's retreat was held at Living Waters Retreat Center at Lake Poinsett in September. Twenty-three women were led by our speaker, Kathy Chesley.

Board member Diane Lorenz moved out of state, and Vangie Jarman joined us as a new board member in November.

*Loretta Nelson*  
*Norma Steinocker*



## *Board of Property*

The Board of Property oversees OSL's buildings and grounds, providing oversight of all areas of facilities, utilities, and maintenance for both the main church campus and all off-campus entities, including rental properties. The board works closely with the OSL Facility Manager to ensure the priority levels of projects are maintained. Board members for 2016 are Lloyd Knutson, Mark Matzen, Bryan Miller, Jim Ryan, Jason Cook, Dan Staebell, and Dan Van Schepen, chair.

The board participated in a number of key initiatives in 2016. It was active in providing guidance for numerous improvements, maintenance, and repair needs spanning the campus. Some projects undertaken or considered this year include the Sanctuary lighting system, exterior foundation caulking, trimming trees adjacent to campus sidewalks to meet city code, the new permanent signage, donating the Parish Cruiser to a family in need through The Community Outreach, ongoing weed removal in the numerous landscaping areas throughout campus, and aiding in the search and interview process for new staff necessary due to Chuck Havelaar's retirement and Aaron Buchholz's departure.

In 2016, board expenditures finished within budget. This was due, in part, to a relatively mild year for heating and cooling costs and an average amount of maintenance needs overall for the year. Additionally, the board considered the long-term mission necessary for the rental properties currently owned and the potential prospect of the Hezekiah House project as proposed by The Community Outreach.

Lastly, the board continues the Caretakers program, re-scheduled for Thursday mornings to attempt to attract a larger pool of volunteers to perform exterior and interior maintenance, repair, and improvement projects.

*Dan Van Schepen,*  
Chair



## *Board of Worship and Arts*

Our board has had opportunities during the year to assist in planning, promoting, and supporting God-centered worship experiences at Our Savior's. A number of opportunities have been addressed during our monthly meetings, and we have shared advice and ideas with the pastoral and music and worship staff.

As a regular order of business as we begin our meetings, we share our own positive as well as any less-than-positive reactions to worship experiences during the month, to evaluate where we might affirm or improve weekly worship.

We offered our input on Wednesday evening worship events, outside Celebrate summer worship times, along with various special events, including Summer Blast, All Saints, Reformation, Advent and Lenten worship. We were able to secure new banners for the Festive worship spaces. Decorations for Lent, Easter, Advent, and Christmas in the Festive and Celebrate worship spaces all take many hours of planning and work. A special thank you to congregation members and staff who organize and maintain the banners, flowers, and other artwork.

Music is an important component of OSL's congregational life. Gene LaVasseur has worked hard to create new music experiences to enhance our worship. He has taken over both Celebrate band leadership as well as directing the various Festive choirs while we await additional staffing in those areas. He is assisting other staff and volunteers in music events in Sunday and Wednesday School and youth and other age group activities, as well as coordinating outside groups from colleges and the community.

Another major board event has been planning and completion of art and color to the Celebrate Center. A

\$10,000 grant from the OSLC Foundation is being used to purchase banners for the worship space. Special pulley arrangements are needed to allow banners to be changed to emphasize the colors of the church year and are to be installed soon. The moving of the artwork from the main entry of the church has been completed and four hand-painted poster/picture items were added to the worship space.

Our board also has responsibilities related to the various maintenance needs of the organ and pianos in the worship spaces and classrooms. This year the board also approved the refurbishing of our bells, which had not been completed for some years.

A budget for 2017 was discussed and approved by the board and submitted to the Congregational Council.

Again I want to thank Gene LaVasseur for all his fine work and long hours in planning, promoting, and creating music, drama, and other art forms to enhance worship experiences at Our Savior's. Also thanks to the members of our board for the year: Aaron Aadland, Alison Sahly, Allison Boyd, Rhonda Wilber, Gene LaVasseur, Tom Syverson, Cindy Nassen, and Susan Hassler (who moved out of town during the year).

*Don Lang,*  
Chair



## *Board of Youth*

The goal of the Youth Board is to provide opportunities for spiritual growth and fellowship for Our Savior's youth. Members are Tricia Syverson (chair), Shawn Pritchett, O'Dell Davis, Monica Marotz, Rachel Wentzel, Joyce Lamp-DeNeui, Duane Heibult, Erin (Johnson) Capouch, Kimmy Mickelson, Pamela Madsen, Anna Boyens (student rep), Elise Hasche (Youth Director),

and Pr. Sami Johnson.

### **Events and Programming**

- Valentine care packages for college students
- Faith Fest at Augustana
- Lenten Youth Group series focusing on Bread of Life
- Middle-school Late Night Event with Augustana
- Confirmation banquet
- MSYG on Sunday mornings
- Confirmation and Youth Group on Wednesday nights
- Movie nights, Valley Fair, and Thunder Road events
- Confirmation camps
- High-School Senior Recognition Sunday

### **Fundraising**

- Silent Auction
- Hy-Vee and scrip card sales

### **Strategic Planning**

To meet a goal in the OSL Strategic Plan, we will be focusing on Peer Ministry and Student Leadership. The Peer Ministry program will be taught to all confirmation students beginning in January.

### **Trips**

- Duluth, Minnesota, service trip for middle-school youth
- Hammond, Indiana, service trip for high-school youth (canceled)

### **Youth Board Projects**

- Meals on Wheels
- Bowden Youth Center Health Fair
- Bowden Youth Thanksgiving Meal
- Activities for summer worship services

Thank you to all of the board members, Elise, and Pr. Sami for their continued dedication and time given to the youth of OSL. Thanks, too, to the youth and parents who participate in the many different activities offered at Our Saviors.

*Tricia Syverson,*  
Chair



## Board of Deacons

One of the most important part of our board's fellowship together was the devotional time we spent at the beginning of our monthly board meetings. The monthly devotion time set the tone for the evening and allowed us to focus on our responsibilities as the Board of Deacons, to "Provide, with the assistance of the pastoral staff, Christian spiritual growth opportunities for members of the congregation."

During our monthly meetings we discussed how we can be more involved with the congregation. We reviewed the Board of Deacons responsibilities as listed in OSL Constitution. As each responsibility was reviewed we discussed whether it was completed or carried out by the deacons and, if completed, how it was fulfilled. Because the sacrament of Holy Communion is very important in our fellowship during worship, at each board meeting we discuss the tasks surrounding the serving of the elements (ordering, recruiting volunteers, setting and updating serving schedules, and logistics for special services).

We appreciate the hard work of all the board members who volunteer a lot of their time for worship on Saturday, Sunday, Easter, Christmas, and other celebrations: Bruce Harlan, Gail Hanna, Tom Berkland, Dave Brun-  
kow, Rhonda Anderson, Tim Krueger, De Knudson, and Paul Davidson.

Board members who are leaving this year are Spencer Schenk, Tim Krueger, and Gail Hanna. Spencer began the year as the Board of Deacons' chairman, and Tim Krueger finished the year in that leadership role. Gail dedicated a lot of her time to ensure the sacrament of communion was a special part of the Saturday worship experience. We will greatly miss their work with the Board of Deacons.

We also appreciate all the members of the congre-

gation who volunteered, through the year, to serve communion during worship and help with the cleanup. We hope for continued participation as serving communion is a powerful faith-building experience.

We appreciate Rhonda Anderson, who served as the board's representative on the Congregational Council and the Executive Committee. A special thank-you to Eleanor McMahon for helping with the Saturday communion serving and clean-up.

*Paul Davidson,*  
Chair



## Board of Education

It has been another year of mission and change in the OSL Education area. Pr. Sami has completed her first full year with OSL and we have a change of staff that we are working with. In June 2016, Anne Anderson retired from the Director of Education position, and Melissa Nesdahl was subsequently hired as Faith Formation Director. We were sad to see Anne go but are blessed that Melissa could pick things up so quickly. It seemed like a very flawless transition.

We continue to see strong numbers for attendance for Sunday morning classes, but Wednesday night's numbers are a little lower. Vacation Bible School and Day Camp (Lutherans Outdoors helps) were well attended again this year. The board brainstormed some new ways of advertising that will be implemented to help try and boost numbers for Summer 2017.

The Milestone Ministry received an addition this year: Frolic was added for children from birth to age three. It is a curriculum for parents and children to do together, and parents are required to attend the class with their child. Also, a Milestone for four-year-olds

was added, “Walk with Jesus,” in which students will get to take a Jesus doll with them for a period of time and write in a notebook, with the help of their parents, a small report as to what happened while they “walked with Jesus” for that time. We are still working on ideas for a kindergarten Milestone.

The Angel Tree continues to be a large success. This year three agencies provided 292 names, all of which were taken by members of the OSL congregation. The Advent Fair was another success as well. We have planned service projects that anyone from elementary school on up could participate in. An example is Project Warm-Up where fleece tie blankets were made to give to homeless children. Between 90 and 100 blankets were made, and all the fleece was donated or purchased with donated or Thrivent grant funds.

It has been my pleasure to serve on the OSL Board of Education for three years, the last one as chairperson. Thank you to my fellow board members, and keep up the great work.

*Valori Maber,*  
Chair



*OSL Women of the ELCA*

**Our purpose:** As a community of women, created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world.

**Membership:** All women of Our Savior's are welcome to be part of Women of the ELCA (WELCA). No membership application required.

#### **What we do:**

- Bible Study – we currently have 12 circles that meet monthly (with the exception of some summer months); times vary. This year we discussed “Christian Citizenship 101” using *Gather*, the magazine of WELCA ([gathermagazine.org](http://gathermagazine.org)), as our resource.
- Experience the Joy of Giving – we annually support nine charitable organizations and have a different Unit Mission Project each year that we support with fundraisers. For 2016 the Unit Mission Project was “The Golden Years”.
- Community Building and Fellowship – through three luncheons each year, we gather together to give thanks and support OSL's Community of Women.

**Our Leaders:** Current Officers of OSL's WELCA are Tami Skorczewski (President), Jodie Nielsen (Vice-President), Valori Maher (Secretary), Toni LeVasseur (Treasurer); Sandy Fischer (Mission Action), Lori Tendler (Co-Advisor), and Karen Schwartz (Co-Advisor).

**Programs** included Julie Clark presenting “Be All That You Can Be”; speakers from Visiting Angels and CAREgivers (Active Generations) sharing what services they provide to “The Golden Generation”; and Tom Roberts sharing his latest book, *The Greatest Gift*.

**Benevolences:** WELCA budgeted \$750 this year to support these programs: Heartland House, Luther Center (USD), Lutherans Outdoors, Prison Congregations of America, Project CAR, St. Dymas of South Dakota, Union Gospel Mission, University Lutheran Center (SDSU), and WestSide Lutheran Church Parish Life.

#### **2016 Unit-Wide Mission: “The Golden Years”:**

Via two fundraisers—the annual “Sweets for Your Valentine” sale in February and the annual “Pie and Lefse” sale in November—\$1838 was raised to support programs at OSL and in the community that provide services to people in their golden years.

**Ongoing Service Projects:** More than 200 Hygiene Kits were assembled and given to Food to You. Sleeping Mats (made from plastic bags) for the Homeless is the newest project, with the goal of 50 mats, of which ten

(nine adult and one child size) were completed and given to Church on the Street.

**Circle Mission Projects:** Each circle also has individual mission projects that they support. This past year these organizations received assistance: Family Connection, Union Gospel Mission, United Way, Child's Voice, Children's Inn, Feeding South Dakota, St. Dymas, Argus Leader Lend-a-Hand, OSL Crisis Fund, Bishop Dudley House, and Augustana Lutheran Youth Programs.

**Quilting Ministry:** In 2016, the Quilting Committee made 325 items consisting of quilts, fleece blankets, pillow cases, and baby items. The items were shared with St. Francis House, Lutheran World Relief, Furniture Mission, Lutherans Outdoors Quilt Auction, McCrossan Boys Ranch, In His Steps (via Martha Rossing), Spring Creek–Rosebud Reservation, Salvation Army, OSL Youth Auction, and Sanford Health NICU (baby blankets).

As we begin 2017, always remember, “In happy moments, praise God. In difficult moments, seek God. In quiet moments, trust God. In every moment, thank God” —*Latoya Monique*

*Tami Skorczewski,*  
President



## OSL 2017 Budget Overview

### Introduction

Our Savior's annual budget is our plan for ministry, the mechanism for serving our mission of being a people forgiven in Christ who proclaim Christ and nurture faith that connects to everyday life. It is also developed in support of our OSL Strategic Plan Priorities. The proposed budget for 2017 will, at a minimum, be a balanced budget. At its core, it is not only a statement of faith in a God of abundance and faithfulness who provides everything we need to accomplish our mission but also a bold symbol of the partnership we share in this ministry, with each other and with the Holy Spirit.

### Status of 2016 Annual Budget

A budget in which expenses exceeded revenue by roughly \$22,000 was adopted by the OSL congregation at the annual meeting of the congregation in January 2016. In addition to the deficit, a *one-time* gift of \$95,000 from the OSLC Foundation was disbursed to help the congregation manage its expenses. As of December 31, income exceeded expenses by just over \$6,300 (including the one-time gift previously received from the Foundation).

### 2017 Revenue Assumptions

- By meeting our goal through the Press On Stewardship Appeal of raising \$240,000 in new dollars, we anticipate total revenue of just under \$2.2 million from which to build our ministry plan for 2017. We recognize that the appeal is not yet complete; at this writing, approximately 160 households that pledged their support in 2016 have not yet indicated their level of support for 2017. The Board of Stewardship and Benevolence has been attempting to contact each of these households. Going forward, the board will review at the end of the first quarter the giving

patterns of these households and project how their gifts are contributing to our joint progress toward our ultimate goal. Throughout the year, the board will provide updates to the congregation of our progress and the ministry that our giving is making possible.

- We anticipate following the historical precedent of designating festival offerings (Lent/Easter, Thanksgiving, and Advent/Christmas) to support ministries beyond Our Savior's.
- The OSL Foundation will fund special designated projects according to its distribution policy (approx. \$95,000). These projects will be above and beyond what will appear in the 2017 ministry plan.
- The Mission: Possible campaign will continue to work toward the Phase I goal of raising \$2.1 million by the end of October 2017, when the church will celebrate the 500th anniversary of the Reformation. By continuing to work to retire the mortgage debt, the interest payments will continue to decrease.

### 2017 Expense Assumptions

- Wages and salaries for eligible staff will increase by at least 5% in order to keep pay in line with the market. Reminder: no wage increases were awarded in 2016.
- Compensation for pastors will be brought up to 2017 synod guidelines.
- Personnel Expenses will not exceed industry standards for our size congregation. The industry standard is that personnel expense should not exceed 55% of total budget. OSL personnel expense ratio in 2016 was 54%. The ratio for 2017 is 52.4%.
- No changes in current positions are being proposed other than the conversion of a part-time staff to full-time.
- Employee health insurance expense is budgeted to drop 6.2%.
- The increase to total personnel expense will amount to \$8,242, a 0.7% increase over 2016.
- 14.6% of total budgeted contributions will be directed to benevolence.

- 7.8% of revenue will be directed to the synod.
- Interest Expense is budgeted to be \$95,000. This is a reduction due to the positive impact of Mission: Possible. (In 2015, we budgeted \$168,000 for interest expense; in 2016, we budgeted \$132,000.)

### **Strategic Initiatives: Back to the Future**

#### **Our Vision**

Our vision is to develop a church that is in orbit around Jesus and whose gravitational pull draws others to Jesus.

#### **Back to the Center**

The future of Our Savior's Lutheran Church will depend on getting back to the center of our congregational identity—our mission: to proclaim Christ and nurture faith that connects with everyday life—and reclaiming it as the sole purpose of our existence.

#### **Focus #1: Communicating Our Mission**

God has given us a priceless gift in our mission. It shall be our goal to communicate that mission far and wide.

##### **Action #1: Develop a communications strategy for sharing our mission internally and externally**

- Strive for “saturation” internally so that every member knows and willingly shares our mission with others
- Develop a process for consistently communicating our mission to the broader community
- Intentionally develop the OSL brand around our mission

#### **Focus #2: Leveraging Our Mission**

Our mission is most useful when it is ever before us guiding all our decisions and actions.

##### **Action #1: Develop a process through which all OSL ministries are aligned with our mission**

- Provide for a review of all existing ministries to verify alignment
- Develop a process for releasing ministries that are found to be out of alignment with our mission

- Develop a process for filtering all future ministry initiatives to ensure alignment
- Strive for a process that is permission-giving and empowering rather than a process that adds new layers of bureaucracy

#### **Back to the Basics**

Fulfilling our mission will require that we get back to the basics of engagement and community.

**Engagement:** Claiming our calling to be a mission-al congregation in which all members experience transformation in Christ and become fully engaged and invested in the church's mission to proclaim Christ and nurture relevant faith.

#### **Focus #1: Renewal of Worship**

While remaining rooted in our Lutheran identity and our congregational mission, we will strive to direct key resources to create worship experiences where people can gather and be real in community while experiencing the divine, the holy, and the sacred.

##### **Action #1: Form a Worship Renewal Task Force (appointed by the Board of Worship and Arts)**

- Review survey data related to worship
- Reflect on and define purpose of corporate worship
- Explore options for and roadblocks to renewal, giving consideration to:
- Recommend renewal initiatives to the Board of Worship and the Arts

##### **Action #2: Continue to develop work already in progress related to worship renewal**

- Explore the feasibility of a second unique Sunday Celebrate worship experience
- Develop an adult drama ministry

#### **Focus #2: Youth and Family Ministry**

Understanding that youth ministry is at its best when it is owned by the entire community of faith, we will strive to continue to develop and support a compre-

hensive ministry for/to/with children, youth, and their families.

**Action #1: Develop and broaden our milestones ministry**

- Focus on faith formation at home (tools, resources, Faith 5)
- Empower parents to embrace their role as primary faith formation partners
- Provide appropriate support to parents

**Action #2: Provide leadership training for youth**

- Explore the potential of Peer Ministry and other similar models as leadership training tools for youth
- Host an annual retreat for high-school youth that focuses on leadership training
- Research examples of best practices for including youth in congregational leadership positions

**Action #3: Develop an expanded children's music ministry program**

**Action #4: Develop an intentionality for identifying potential candidates for ministry in the ELCA**

**Action #5: Strive to build community through youth ministry**

- Research and adapt best practices of other churches
- Develop opportunities that are both age-specific as well as intergenerational

**Action #6: Incorporate regular service learning at all levels of Children, Youth, and Family Ministry**

- Develop opportunities that are both age-specific as well as intergenerational
- Seek to incorporate the ELCA tagline (God's Work. Our Hands) as an organizing principle for all service learning with the Children, Youth & Family ministry

**Focus #3: Outreach Ministry**

While our mission finds its natural point of focus on what takes place within the church facility, it also compels us to be the church beyond our walls, in our community and in the world, for the sake of the Good News.

**Action #1: Serve as mission partners with Pueblo de Dios and Table of Grace**

- Support each ministry with financial resources
- Provide key lay leadership to each ministry as requested
- Commit to sending missionary families from OSL to Table of Grace
- Serve as a sponsoring congregation for the Ayuda initiative at Pueblo de Dios
- Develop an intentional prayer ministry in support of these mission partners

**Action #2: Develop opportunities to reach out to the Nones and the Dones**

- Explore proven ministry models for local application
- Determine the extent to which similar ministries already exist locally and if there are any opportunities for providing additional ministry to this demographic
- Develop a pilot ministry initiative if it is determined there are unmet needs

**Action #3: Further develop OSL's TV ministry**

- Implement upgrades that enable broadcasting in HD
- Explore opportunities for more fully utilizing time within each broadcast to tailor a message to the viewing audience
- Develop the capacity to livestream on our website and consider discontinuing our contract with KSCB
- Give consideration to how our TV ministry functions as a tool for branding and establishing a relationship with the broader community

**Action #4: Explore ways to more fully develop our relationship with our native neighbors on the Rosebud Reservation through a ministry of accompaniment**

**Focus #4: Service to Our Neighbor**

We understand that our mission of proclamation and nurturing faith is carried out in word and deed. When we serve the least among us, we have not only proclaimed God's love through our actions but it is as though we have served Christ himself. (Mt. 25)

**Action #1: Commit to an annual observation of God's Work Our Hands Sunday**

- Strive to make activities accessible to people of all ages, relational, and action-based
- Find ways to share stories and celebrate the service that is done

**Action #2: Develop a ministry of service to OSL's immediate neighborhood**

- Explore the possibility of partnering with The Community Outreach to provide services to neighbors who may not have access to TCO's downtown location; TCO would train OSL volunteers; OSL could provide funding
- Explore the possibility of developing the land at the far south end of OSL's property into a community garden accessible to neighbors in the immediate area
- Explore the possibility of hosting a block party to encourage relationship building and raising awareness among our neighbors of OSL's ministries
- Explore with Volunteers of America, Dakotas ways to partner with them in providing services to veterans, immigrants, people with intellectual and/or developmental disabilities, at-risk youth, and other VOA, Dakotas clients
- Consider ways to invite OSL neighbors to participate in the weekly meals served at Our Savior's

**Community:** Deepening our experience of God's love through the power of authentic and accountable relationships.

**Focus #1: Developing a Culture that Builds Community**

We will endeavor to lift up deepening our shared sense of community as a priority to the extent that every congregational event will give consideration to how it will help us grow in our relationships with each other.

**Action #1: Communicate this priority at all levels of the congregation**

- Develop consistency in the identification and use of the OSL brand
- Identify and utilize effective means of communicating key community information to appropriate congregational groups
- Continue to develop the use of social media as a means of building community

**Action #2: Develop an emphasis on creating intergenerational opportunities for building community**

- Strive to recognize and value the gifts of all persons regardless of age
- Encourage and nurture relationships within the congregation that span the generations
- Encourage the development of new ministries and the realignment of existing ministries that seek to meet people where they are and provide opportunities for intergenerational interaction

**Focus #2: LifeGroups**

Though OSL is a large congregation, we will strive to develop a strong sense of community that is rooted in wide participation in relational cell groups that, at a minimum, provide opportunities for members to experience faith and life with trusted companions.

**Action #1: Form a LifeGroups Ministry Team**

- Develop a mission statement for LifeGroups Ministry
- Develop a blueprint for forming a LifeGroup
- Develop a 2-phase strategy for starting a LifeGroups Ministry
- Recruit and train LifeGroup leaders
- Provide ongoing support to group leaders

- Strive to make activities accessible to people of all ages, relational, and action-based
- Find ways to share stories and celebrate the service that is done
- Develop resources for existing groups that help them identify and function as a LifeGroup (i.e., sermon study guides, devotional materials, etc.)

### **Focus #3: Adult Education/Discipleship**

Believing that God's Word is a light to our path (Psalm 119), we will continue to endeavor to offer community-building opportunities that are both instructive (i.e. Bible study, theology) and formational (i.e. topical, life application courses) through our adult education/discipleship programming.

**Action #1: Form an Adult Discipleship Advisory Team**

- Develop a vision and mission statement for Adult Discipleship Ministry
- Develop a year-long, multi-year plan for adult discipleship courses

### **Focus #4: Fellowship**

Because Community is one of our core values, we will continue to endeavor to offer community-building opportunities that bring us together in a variety of group settings for the purpose of deepening our relationships with each other in a safe and fun environment.

**Action #1: Lead by example**

- Commit to planning at least two fellowship events per year for congregational leaders

**Action #2: Develop an annual master plan for fellowship**

- Determine the number of and the frequency of congregational fellowship events desired to further develop our sense of community
- Recruit planning teams for each event that include representatives from appropriate boards as well as other volunteers from the congregation
- Explore the community-building potential of events such as Family Fun Nights, a Car Show/Fair, etc.

### **Back to the Details**

Fulfilling our mission will be best served if we evaluate our congregational organization and structure with an eye toward improving our ability to be nimble and adaptive given the rapidly changing landscape of our 21<sup>st</sup> century society.

### **Focus #1: Governance**

Our organizational structure is intended to serve our mission. We are committed, therefore, to regularly reviewing and evaluating our existing structure for effectiveness.

**Action #1: Conduct a study of church governance structures**

- Review and evaluate OSL's current governance structure
- Review current literature and best practices in church governance structure
- Give consideration to how effective our structure is at supporting our mission and enabling ministries
- Explore the potential value of incorporating the immediate past president into the governance structure
- Consider how best to include youth representation in our governance structure (i.e., forming a Youth Advisory Board)
- Evaluate the current format used for Board Night and consider other options that may improve board effectiveness

### **Focus #2: Debt Retirement**

Our ministry will be freed for mission when we eliminate our mortgage debt.

**Action #1: Continue efforts to retire the mortgage by 2021**

## Our Savior's Lutheran Church

### 2017 Ministry Plan: Income Detail

|                              | Actual<br>2015   | Budget<br>2016   | Actual<br>2016   | Budget<br>2017   | Change           |
|------------------------------|------------------|------------------|------------------|------------------|------------------|
| <b>Revenues</b>              |                  |                  |                  |                  |                  |
| Contributions                | 1,752,815        | 1,768,616        | 1,773,775        | 1,768,616        | 0                |
| Additional Pledged Income    |                  |                  |                  | 240,000          | 240,000          |
| Board Income                 | 73,272           | 70,982           | 98,012           | 113,200          | 42,218           |
| Other Income                 | 205,170          | 242,515          | 188,626          | 88,100           | (154,415)        |
| Festival Offering            |                  | 35,000           | 39,234           | 35,000           | 0                |
| <b>Total Revenue</b>         | <b>2,031,257</b> | <b>2,117,113</b> | <b>2,099,647</b> | <b>2,244,916</b> | <b>127,803</b>   |
| <b>Board Income</b>          |                  |                  |                  |                  |                  |
| Benevolence                  | -                | -                | 617              | -                | 0                |
| Board for Church in Society  | 1,798            | 2,775            | 1,146            | 1,900            | (875)            |
| Board of Deacons             | 840              | 1,000            | 419              | 1,000            | 0                |
| Board of Education           | 5,821            | 6,500            | 3,241            | 2,900            | (3,600)          |
| Board of Confirmation        | 1,581            | 2,000            | 1,271            | 1,500            | (500)            |
| Board of Congregational Life | 33,325           | 33,000           | 38,554           | 33,000           | 0                |
| Board of Senior Ministry     | 2,552            | 2,700            | 3,283            | 2,700            | 0                |
| Board of Stewardship         | -                | -                | -                | -                | 0                |
| Board of Worship and Arts    | 2,387            | 1,500            | 1,300            | 1,500            | 0                |
| Board of Youth               | 4,975            | 7,500            | 5,279            | 4,600            | (2,900)          |
| Church Council               | 507              | 507              | 33               | -                | (507)            |
| Library                      | 107              | 150              | -                | -                | (150)            |
| Personnel                    | -                | -                | -                | -                | 0                |
| Facility                     | -                | -                | -                | -                | 0                |
| Office Administration        | -                | -                | -                | -                | 0                |
| Finance                      | -                | -                | -                | -                | 0                |
| Nursery                      | 248              | 150              | 88               | 100              | (50)             |
| Board of Caring Ministry     | 5,793            | 3,200            | 7,279            | 3,000            | (200)            |
| Board of Outreach            | 2,206            | 2,000            | 1,870            | 7,000            | 5,000            |
| Television                   | 11,132           | 8,000            | 9,217            | 6,000            | (2,000)          |
| Ayuda                        | -                | -                | 24,415           | 48,000           | 48,000           |
| <b>Total Board Income</b>    | <b>73,272</b>    | <b>70,982</b>    | <b>98,012</b>    | <b>113,200</b>   | <b>(5,782)</b>   |
| <b>Other Income</b>          |                  |                  |                  |                  |                  |
| Funeral                      | 15,078           | 16,400           | 19,628           | 16,400           | 0                |
| Wedding                      | 14,805           | 11,500           | 6,600            | 9,500            | (2,000)          |
| Building Use                 | 6,232            | 13,732           | 4,000            | 4,000            | (9,732)          |
| Rental (Summit Ave houses)   | 28,442           | 28,442           | 17,348           | 18,000           | (10,442)         |
| Rental (Prairie Ave house)   | 7,757            | 7,800            | 4,799            | -                | (7,800)          |
| Outside Events               | 39,944           | 40,000           | 40,863           | 40,000           | 0                |
| Interest Income              | 123              | 123              | 311              | 200              | 77               |
| Foundation Grant Income      | 92,789           | 124,518          | 95,077           | -                | (124,518)        |
| <b>Total Other Income</b>    | <b>205,170</b>   | <b>242,515</b>   | <b>188,626</b>   | <b>88,100</b>    | <b>(154,415)</b> |

## OSL 2017 Ministry Plan

|  | Actual<br>2015   | Budget<br>2016   | Actual<br>2016   | Budget<br>2017   | Change                         |
|--|------------------|------------------|------------------|------------------|--------------------------------|
| <b>Revenues</b>                        |                  |                  |                  |                  |                                |
| Contributions                          | 1,752,815        | 1,768,616        | 1,773,775        | 1,768,616        | 0                              |
| Additional Pledged Income              |                  |                  |                  | 240,000          | 240,000                        |
| Board Income                           | 73,272           | 70,982           | 98,012           | 113,200          | 42,218                         |
| Other Income                           | 205,170          | 242,515          | 188,626          | 88,100           | -154,415                       |
| Festival Offering                      |                  | 35,000           | 39,234           | 35,000           | 0                              |
| <b>Total Revenue</b>                   | <b>2,031,257</b> | <b>2,117,113</b> | <b>2,099,647</b> | <b>2,244,916</b> | <b>127,803</b>                 |
| <b>Expenses</b>                        |                  |                  |                  |                  |                                |
| Benevolence                            | 277,113          | 238,000          | 236,053          | 298,000          | 60,000                         |
| Board for Church in Society            | 9,043            | 12,375           | 4,493            | 11,425           | -950                           |
| Board of Deacons                       | 7,582            | 7,000            | 7,493            | 7,200            | 200                            |
| Board of Education                     | 17,106           | 16,000           | 11,101           | 16,000           | 0                              |
| Board of Confirmation                  | 8,546            | 6,600            | 8,254            | 7,300            | 700                            |
| Board of Congregational Life           | 37,821           | 37,000           | 38,285           | 36,750           | -250                           |
| Board of Senior Ministry               | 3,220            | 3,000            | 3,320            | 3,000            | 0                              |
| Board of Stewardship                   | 4,232            | 4,600            | 11,969           | 10,700           | 6,100                          |
| Board of Worship and Arts              | 24,318           | 27,625           | 25,331           | 27,625           | 0                              |
| Board of Youth                         | 15,623           | 17,850           | 15,582           | 17,050           | -800                           |
| Church Council                         | 17,558           | 18,850           | 18,322           | 17,950           | -900                           |
| Library                                | 9,468            | 9,470            | 8,518            | 9,470            | 0                              |
| Personnel                              | 1,061,741        | 1,146,484        | 1,107,047        | 1,202,726        | 56,242                         |
| Facility                               | 204,600          | 209,300          | 196,134          | 206,800          | -2,500                         |
| Office Administration                  | 77,725           | 75,500           | 67,750           | 72,500           | -3,000                         |
| Finance                                | 24,973           | 31,150           | 26,450           | 30,850           | -300                           |
| Nursery                                | 105              | 200              | 35               | 150              | -50                            |
| Board of Caring Ministry               | 12,870           | 10,650           | 9,508            | 10,200           | -450                           |
| Board of Outreach                      | 8,757            | 12,400           | 12,441           | 17,850           | 5,450                          |
| Television                             | 36,970           | 36,525           | 34,850           | 36,725           | 200                            |
| <b>Other Budgeted Expenses</b>         |                  |                  |                  |                  | 0                              |
| Funeral                                | 14,223           | 15,500           | 19,026           | 15,500           | 0                              |
| Wedding                                | 12,080           | 9,500            | 7,525            | 9,500            | 0                              |
| Rental                                 | 10,175           | 12,094           | 18,531           | 18,000           | 5,906                          |
| Outside Events                         | 17,405           | 15,000           | 13,567           | 15,000           | 0                              |
| Interest expense                       | 156,035          | 132,000          | 117,037          | 95,000           | -37,000                        |
| Foundation-funded Initiatives          | 33,235           | 34,518           | 74,709           | 0                | -34,518                        |
| Festival Offering-supported Ministries |                  |                  |                  |                  | -----moved to benevolence----- |
| Contingency                            |                  | 0                | 0                | 51,645           | 51,645                         |
| <b>Total Expenses</b>                  | <b>2,102,524</b> | <b>2,139,191</b> | <b>2,093,331</b> | <b>2,244,916</b> | <b>105,725</b>                 |
| <b>NET INCOME/EXPENSE</b>              | <b>-71,267</b>   | <b>-22,078</b>   | <b>6,316</b>     | <b>0</b>         |                                |

| As of                   | 12/31/2014 | 12/31/2015 | 12/31/2016 |
|-------------------------|------------|------------|------------|
| <b>Mortgage Balance</b> | 4,144,889  | 3,412,442  | 2,502,436  |

## Benevolence and Special Offering Giving

| Designated by Stewardship Board      | 2015           | 2015           | 2016           | 2016           |
|--------------------------------------|----------------|----------------|----------------|----------------|
|                                      | Budget         | Actual         | Budget         | Actual         |
| Bowden Youth Center                  | 3,000          | 3,000          | 2,000          | 2,000          |
| Bread for the World                  | 2,000          | 2,000          | 1,000          | 1,000          |
| Charis - Food to You                 | 3,000          | 3,000          | 2,000          | 2,000          |
| Community Outreach                   | 5,000          | 5,000          | 4,000          | 4,000          |
| Good Shepherd Center                 | 2,000          | 2,000          | 1,000          | 1,000          |
| Habitat for Humanity                 | 2,000          | 2,000          | 1,000          | 1,000          |
| Heartland Ephphatha                  | 2,000          | 2,000          | 1,000          | 1,000          |
| Luther Seminary                      | 3,000          | 3,000          | 2,000          | 2,000          |
| Foods Resource Bank (Amaizing Grace) | 8,000          | 8,000          | 4,000          | 4,000          |
| Lutheran Outdoors                    | 5,500          | 5,500          | 4,000          | 4,000          |
| Lutheran Social Service              | 3,000          | 3,000          | 2,000          | 2,000          |
| Luther House of Study                | 3,000          | 3,000          | 2,000          | 2,000          |
| Meals on Wheels                      | 2,000          | 2,000          | 1,500          | 1,500          |
| Mission Partners                     | 4,500          | 4,500          | 10,000         | 10,020         |
| Missionary Sponsorship               | 5,000          | 5,000          | 5,000          | 5,000          |
| Okoboji Camps                        | 1,500          | 1,500          | 1,000          | 1,000          |
| Project Car                          | 3,000          | 3,000          | 2,000          | 2,000          |
| College Scholarships                 | 18,200         | 7,250          | 7,500          | 2,403          |
| Shetek Bible Camp                    | 2,000          | 2,000          | 1,500          | 1,500          |
| South Dakota Synod                   | 158,000        | 158,000        | 140,000        | 140,000        |
| St Dymas                             | 2,000          | 2,000          | 2,000          | 2,000          |
| Special Appeals - Benevolence Board  | 4,073          | 1,000          | 500            | 2,000          |
| Benevolence released                 |                | 49,363         | 35,000         | 36,630         |
| Ayuda                                | -              | -              | 3,000          | 3,000          |
| LifeLight                            | -              | -              | 1,000          | 1,000          |
| Solving Addiction                    | -              | -              | 2,000          | 2,000          |
| <b>Total Budgeted Benevolence</b>    | <b>241,773</b> | <b>277,113</b> | <b>238,000</b> | <b>236,053</b> |

### Designated Contributions/Special Offerings

|   |  |  |  |               |
|---|--|--|--|---------------|
| Amaizing Grace  |  |  |  | 11,021        |
| Augustana Lutheran Church                               |  |  |  | 500           |
| Bowden Youth Center                                     |  |  |  | 2,202         |
| Crisis Fund   |  |  |  | 250           |
| Feed My Starving Children                               |  |  |  | 5,000         |
| Food Pantry / Banquet                                   |  |  |  | 773           |
| Hawthorne School  |  |  |  | 8,500         |
| Invest an Acre  |  |  |  | 5,000         |
| Lutheran Social Services/Project Car                    |  |  |  | 3,207         |
| Project Warm  |  |  |  | 310           |
| Hunger Relief   |  |  |  | 3,135         |
| St. Dymas   |  |  |  | 1,048         |
| World Hunger/ELCA Disaster Response                     |  |  |  | 33,956        |
| <b>Total Designated Contributions/Special Offerings</b> |  |  |  | <b>74,902</b> |



### **Minutes of the 70<sup>th</sup> Annual Meeting Our Savior's Lutheran Church January 31, 2016**

The 70<sup>th</sup> Annual Meeting of Our Savior's Lutheran Church was called to order by the President of the Congregation, Jill Franken, at 12:20 P.M. Jill thanked today's Parliamentarian, Gerald Beninga, and Secretary, Darla Van Rosendale, as well as those who assisted with the lunch prior to the meeting.

#### **1. Devotion**

Led by Pr. Randy Gehring

#### **2. Adoption of Rules**

President Jill Franken announced that the meeting will be governed in accordance with Robert's Rules of Order and suggested that, during debate, speakers will alternate between speakers for and speakers against the motion. Debate will be limited to three speakers for and three speakers against, and each speaker will be limited to no more than two minutes. President Franken suggested that prior to voting on each motion today we all say together "Help Us oh Jesus" and after each motion together say "To God alone be the glory." A motion was made, seconded, and approved that the rules as outlined by the president be adopted.

#### **3. Adoption of Agenda**

One addition was made to the agenda: Presentation and Affirmation of the Strategic Plan. A motion was made to accept the agenda with the additional item, motion was seconded and approved.

#### **4. Minutes of the Annual Meeting of January 25, 2015**

The minutes of the 2015 Annual Meeting of Our Savior's Lutheran were reviewed with no additions or corrections. A motion was made and seconded and

the minutes of the 2015 Our Savior's Lutheran Church Annual Meeting were approved as written.

#### **Minutes of the Special Congregational Meeting, May 31, 2015**

The minutes of the Our Savior's Lutheran Church Special Congregational Meeting, held on May 31, 2015, were reviewed with no additions or corrections. A motion was made, and seconded and minutes of the May 31, 2015, Special Congregational Meeting were approved as written.

#### **5. Annual Reports of President, Pastors, Staff, Boards, and others**

The annual reports of the president, pastors, staff, board chairpersons, and Women of the ELCA were presented for discussion and review. President's report: no questions; pastors' reports: no questions; staff reports: no questions; board chair reports: no questions; WELCA report: no questions. A motion was made and seconded and the annual reports of the president, pastors, staff, board chairs, and Women of the ELCA were approved as written.

Anne Rieck-McFarland gave a report on Mission: Possible, our campaign to eliminate our mortgage by 2021. Mission: Possible, with the theme "With God All Things Are Possible," raised about \$1.1 million in gifts and pledges in its first year, 2015. Gifts continue to be received, including \$5,500 raised at the Theme Table Gala in January 2016 and a gift of \$250,000 in matching funds pledged after the Gala.

#### **6. Report of the Treasurer**

Treasurer Jaysen Stevensen presented the Financial Statement for 2015. OSL ended the year with a deficit of \$75,806. The main reason was because \$156,035 of interest expense was moved to the operating budget. Revenue and expenses were below budget; total revenue was \$2,010,040 vs. the budget of \$2,204,911 and total expenses were \$2,085,846 vs. the budget of \$2,202,363. Those that pledged in 2015 increased their pledge by an average of 6%. However, the number of pledges was down significantly. As a result, 2015 revenue was \$150,000 below 2014. Expens-

es in 2015 were \$210,000 below 2014, excluding interest expense. Mortgage balance decreased from \$4,144,889 to \$3,412,442, which will result in an annual interest savings of around \$30,000. Mission: Possible has been a huge success and we fully expect similar results in 2016. As of 12/31/15, Mission: Possible collected \$583,884; 292 pledges with total pledges of \$1,106,078. While the operating budget had a deficit and pledges were down for operations, our overall financial condition and pledged dollars improved greatly. A motion was made, seconded, and approved to accept the 2015 Treasurer's Report. President Franken thanked Jaysen Stevensen for his work as Treasurer and chair of the Board of Finance.

### 7. Presentation of the Proposed Budget for 2016

The 2016 proposed budget was presented by Treasurer Jaysen Stevensen. Total proposed income for 2016 is \$2,117,113 vs. 2015 actual of \$2,010,040 and 2015 budget of \$2,204,911. Total proposed expense for 2016 is \$2,108,621 vs. 2015 actual of \$2,085,846 and 2015 budget of \$2,202,363. The 2016 proposed budget shows a surplus of \$8,492 vs. the 2015 actual deficit of \$75,806 and 2015 budget surplus of \$2,548. The budget showing a slight increase in offering income (compared to 2015 actual) places before the congregation an achievable challenge which, when met, will contribute to a stronger sense of community, commitment, and passion for our shared mission. The benevolence expense budget decreased from 14.6% of offering income to 12.4%. Personnel expense includes: a) the value of the parish nurse to the congregation and its mission is extensive; the position should be preserved as mission-critical, but under a new, more affordable arrangement; b) Librarian position set at 24 hr/wk; c) clergy compensation formula includes steps toward synod guidelines for housing allowance; d) base salaries for all staff remain at 2015 levels; e) there was a 7% increase in health insurance; f) 2016 retirements and re-hires could result in additional personnel expense savings of \$11,400–\$13,000. Should income exceed expectations, the Congregational Council may prioritize the potential surplus: a) benevolence; b) staff salary increases; c) clergy compensation. Pr. Randy Gehring shared some additional

comments on the proposed budget. A motion was made and seconded to adopt the 2016 Our Savior's Lutheran budget as presented.

A motion was made to amend the proposed 2016 budget by fully funding the librarian and parish nurse's salaries, benefits, and program costs at their 2015 levels; motion was seconded. After the allowed number of comments for and against the amendment to the budget, a motion was made and seconded to allow continued discussion on the amended motion for the proposed 2016 budget. A paper ballot vote was called for by the parliamentarian; the required votes needed to continue the discussion were not received so the discussion on the amendment to the 2016 proposed budget ceased.

A motion to call the question and end debate on the motion to amend the proposed 2016 budget by fully funding the librarian and parish nurse's salaries, benefits, and program costs at their 2015 levels was made, seconded, and approved.

A motion was made to amend the amended 2016 budget to delete the word "expense" after benevolence; the motion was seconded and passed.

A motion was made to decrease the benevolence on the amended 2016 budget from 12.4% to 10%; motion was seconded but was defeated upon vote.

A question was asked on the impact to the budget for the housing allowance increase for the pastors which Pr. Randy Gehring responded to. A motion was made to change the pastor's housing allowance from 40% to 35% on the amended 2016 budget; motion was seconded but was defeated upon vote.

A question was asked about the impact on the budget based on the amendments that passed. Treasurer Jaysen Stevensen reported that we are looking at approving a deficit budget of about \$12,000 based on the amendment regarding the librarian and parish nurse's salaries, benefits and program costs that passed. A vote was taken on the amended motion to adopt the 2016

Our Savior's Lutheran budget and passed.

### **8. Report of the Nominating Committee**

Brian Sittig, Nominating Committee Chair, offered the Nominating Committee Report. Brian thanked the members of the Nominating Committee.

The committee's main goal was to have a complete ballot at the 2015 Annual Meeting. Frequent meetings were held with leaders, and a report given to the Congregational Council in December 2015. The committee provided Temple Talks, many announcements, and information in the bulletins. At this time, there are open positions on six of the boards. Brian presented the nominations for officers, Congregational Council, board members, Nominating Committee members, and voting members to the Synod Assembly.

Officers: Scott Boyens, President; Anne McFarland, Vice President; Darla Van Rosendale, Secretary; Jaysen Stevensen, Treasurer. No additional names were added.

Congregational Council: Members at Large: Tim Schavee, Joel Cook, Janelle Hoven, and Jon Oien; Youth: Monica Marotz; Congregational Life: Laura Wong; Property: Dan Van Schepen; Outreach: open; Education: Valori Maher; Finance: Jaysen Stevensen; Church in Society: Jack Dyvig; Deacons: Rhonda Anderson; Stewardship: Bob Thimjon; Caring Ministries: Joan Thimjon; Worship and Arts: Open; and Senior Ministries: Arlyn Thomas. One additional name was added upon request: Mark Schempp for Outreach. No additional names were added after two additional requests.

Education Board: Doran Horsley, Christie Horsley, and Libby Hintgen. No additional names were added after three requests.

Worship and Arts Board: Don Lang, Tom Syverson, Aaron Aadland, and Susan Hasseler. One additional name was added upon request: Alison Boyd. No additional names were added after two additional requests.

Congregational Life Board: Karla Cotton, Michelle Schuknecht, and Donna Wilson. One additional name

was added upon request: Diane Lorenz. No additional names were added after two additional requests.

Property Board: Bryan Miller. No additional names were added after three requests.

Youth Board: Kimmy Mickelson, Pamela Madsen, and Erin Johnson. No additional names were added after three requests.

Finance Board: Cedric Seefeldt and Betsy Franken. No additional names were added after three requests.

Deacons: Dave Brunkow, Tom Berkland, Paul Davidson, Gail Hanna, and Bruce Harlan. No additional names were added after three requests.

Senior Ministries Board: Arlyn Thomas, Bob Caselli, Judy Rud, and David Haugen. No additional names were added after three requests.

Outreach Board: Ashlee Wilber, Mary McClung, and Jeremy Seefeldt. No additional names were added after three requests.

Caring Ministries Board: Jennifer Kahl, Marshall Selberg, and Wanda Munger. No additional names were added after three requests.

Stewardship Board: Jean Brunkow. One additional name was added upon request: Dave Knudson. No additional names were added after two additional requests.

Church in Society Board: Steve Ring and Nancy Koters. No additional names were added after three requests.

Nominating Committee: Dean Buckneberg and Tom Berkland. No additional names were added after three requests.

Synod Assembly Voting Members: Erin Kaiser, Dennis Franz, Kathy Franz, Curt Olson, Don Lang, Jill Franken, Darla Van Rosendale, John Quello, and Scott Boyens with alternate Carol Prouty. No additional names were

added after three requests.

**9. Election of officers, Congregational Council members, board members, Nominating Committee, voting members of Synod Assembly**

A motion was made and seconded to close nominations; motion passed and nominations were officially closed. A motion was made and seconded to suspend the rules and cast a unanimous ballot; motion passed.

**10. Unfinished Business—none.**

**11. New Business**

On behalf of the Congregational Council, Pr. Randy Gehring presented the Our Savior's Lutheran Church Strategic Plan for 2016 and Beyond: "Back to the Future." A motion was made and seconded to affirm "Back to the Future" as our strategic plan for 2015 and Beyond; motion passed.

Jill Franken thanked the congregation for their support this last year and then introduced the new Congregation President, Scott Boyens. Boyens thanked the congregation members for electing him and gave a special thank-you to Jill Franken for her endless hours of work as our president this last year.

Announcements: There will be a short meeting of the new council members after the Foundation meeting to officially sign documents so that the church can continue to conduct business without interruption. Everyone was invited to stay for the Our Savior's Lutheran Church Foundation Annual Meeting immediately following the meeting.

**12. Adjournment**

A motion was made to adjourn the meeting and the President declared the meeting adjourned.

Respectfully submitted,  
Darla J Van Rosendale, Secretary  
Congregation Council  
Our Savior's Lutheran Church

**Minutes of the Special Congregation Meeting  
Our Savior's Lutheran Church  
July 24, 2016**

1. This Special Congregation Meeting of Our Savior's Lutheran Church was called to order by Vice President of the Congregation, Anne Rieck-McFarland, at 9:50 A.M. She thanked everyone for attending and shared the agenda.

2. Pr. Sami shared an opening prayer.

3. Anne reminded everyone of our:

- a. Mission – Our Savior's is a people forgiven in Christ whose mission is to proclaim Christ and nurture faith that connects with everyday life.
- b. Five Core Values – Worship, Service, Learning, Generosity, and Community
- c. Strategic Vision – Our vision is to develop a congregation that is in orbit around Jesus and whose gravitational pull draws others to Jesus.

4. Pr. Randy shared a message that was recorded prior to the meeting. He sees us as a congregation doing all kinds of things to live out its mission and sees things coming out of our strategic plan. He also sees a congregation engaged and committed to its mission and willing to rise to the challenge to confirm the mission—connecting faith with everyday life. Our financial report shows we are in pretty good shape but there is still much to do. Could we raise \$100,000 over the next few months to cover our deficit for this year and last year?

5. Jaysen Stevensen shared highlights of our financial report:

- a. Other Income includes some revenue from our Foundation and will include about \$90,000 additional dollars in 2016. So our deficit with this additional revenue is on target with our budget.
- b. Under Expenses, our interest expense shows about a \$15,000 savings, in large part due to the success of Mission: Possible to reduce our mortgage. This is the second year we have included interest expense in our operating expense.

- c. Pr. Randy's suggestion to increase our revenue by \$100,000 this year would help with our deficit of \$25,000 and the \$90,000 in one-time money from the Foundation.
- d. With the approval from the Congregation Council, the Board of Stewardship and Benevolence has hired a fundraising consultant to help improve our stewardship outcome.
- e. Our loan has been re-amortized to reduce our monthly payment as a result of additional payments due to Mission: Possible.
- f. Annual anticipated savings due to several retirements and new hires on our staff are \$40,000.
- g. Questions and Comments:
1. The first question was in regards to the Foundation expenses. Jaysen reported that the Foundation expenses for this year are expenses associated to revenue received from the Foundation in 2015.
  2. Our personnel line is high. The personnel percentage used to be 30%–35%. Do we know what the current industry standard percentage is? Jaysen and Anne commented that we do not have the answer to that today. We have spent a great deal of time talking about our personnel costs this year but we will check into this question and let the congregation know.
  3. Where is our synod benevolence shown? Jaysen noted that this is, along with all our benevolences, is reflected in the first line of our expenses. A follow-up question was asked about how this is calculated. Jaysen and Bob Thimjon reported that most benevolences are approved throughout the year by the Board of Stewardship and Benevolence but the synod benevolence money is approved with the budget. This year that amount is \$140,000. It has been increased over the last couple years from \$128,000 but at one time it was as high as \$160,000.
  4. The facilities expenses are down from budget. Will we see a catch up in this later in the year? Jaysen and Barb Haugan noted that this will likely catch up as utilities are higher certain months throughout the year.
5. A member of the congregation commented that this meeting is an excellent idea. It is good to see us looking at our budget mid-year to determine what we need to do to adjust our financial position as needed.
  6. Anne noted that a member of the congregation asked about our rental properties to see if we need to look at selling any of them. The Board of Finance will be looking into this and bringing any suggestions to the council. Any recommendations of the council will be brought to the congregation for their input and vote.
6. Anne thanked everyone for their support and great attendance today. Pr. Jared provided a closing prayer.

Respectfully submitted,  
 Darla J Van Rosendale, Secretary  
 Congregation Council  
 Our Savior's Lutheran Church



I will bless you  
with a future  
filled with hope—  
a future of success, not of suffering.  
Jeremiah 29:11

## 2016 Annual Report To Congregations It's About a Future Filled with Hope

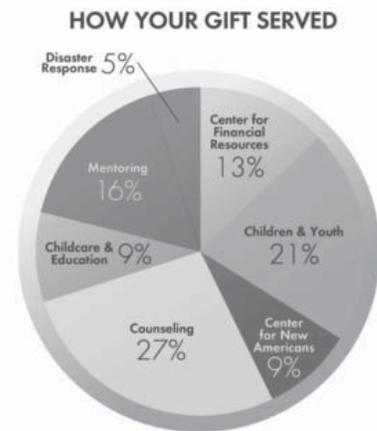
LSS will be submitting a resolution at the South Dakota ELCA Synod Assembly in June to request permission to begin the congregational phase of the capital Campaign for Hope. The purpose of the campaign is to raise funds to build a central campus that will be the LSS headquarters of statewide services. This one campus will allow us to put more funds into direct services and to build a technology infrastructure that will reach into rural communities in our state. By strengthening the infrastructure, LSS is better able to provide vital services providing hope, healing and guidance where it is needed most. We look forward to your support at the South Dakota ELCA Synod Assembly in June. Hope—



Hospitality that is comforting and welcoming  
Opportunities to access services with ease  
Possibility for happiness and peace of mind  
Embrace without judgment

LSS serves people of all ages, faiths, races and economic statuses with professional, confidential and affordable services. LSS touched the lives of those we serve 52,001 times last year. As a premier human service agency, we work toward bringing **a future filled with hope** to people of all ages, families of all kinds and communities of all sizes.

- Functional Family Therapy is a promising intervention for youth in the juvenile justice system. During treatment, **78 percent of youth** avoided a new arrest, and **77 percent of families** improved their overall functioning.
- Residential outcomes continue to be positive; **60 percent of the children** served were discharged home to family or a relative. This outcome is impressive considering LSS treats some of the most intensive cases in the state.
- More than **91 percent of refugees** resettled in Sioux Falls and **95 percent** in Huron obtained full-time employment within eight months of arrival.
- Through the LSS USucceed Mentoring Program, **92 percent of the students** were on track to graduate with their high school class, and **90 percent** had a realistic plan after graduation.
- Close to **72 percent of the clients** enrolled in debt management plans successfully completed their plans and goals through the LSS Center for Financial Resources.
- Respect is a core value of LSS. According to LSS client survey results, more than **95 percent of our clients** felt they were treated with respect and **97 percent** said they would return for services.



We sincerely appreciate your support and partnership. I want to express gratitude on behalf of all those we serve. To provide opportunities for **a future filled with hope**, every kindness and resource that we receive is utilized. Thank you for all financial, in-kind and prayerful support. For more information on LSS services and those we serve, visit [www.LssSD.org](http://www.LssSD.org). On behalf of all those served, thank you!

*Betty Oldenkamp*  
Betty Oldenkamp,  
President/CEO

## Charis Ministry Partners Annual Report for 2016

Augustana, Our Savior's, East Side, Messiah New Hope, First, Peace, Gloria Dei, Renner, Grace, Spirit of Joy, Holy Cross, St. John, and WestSide Lutheran – Charis Ministry Partner Congregations

**Charis Ministry Partners is in its seventh year as a public non-profit organization serving neighbors in need in the Sioux Falls area.** All three ministries continue to grow in their capacity to serve the community of Sioux Falls, in large part because of the continued support of the Partner churches. Charis Ministry welcomed WestSide Lutheran into the partnership this year, expanding our partnership from 12 to 13. A board made up of a representative of each of the member congregations meets every other month to oversee this unique shared servant ministry. Nicholas Welder continues in his role as director, both supporting Food to You as the coordinator and representing Charis to the community and Partner churches.

**The Food to You Mobile Food Pantry** has provided 25 to 35 pounds of groceries and hygiene items to an average of 85 families each week. The highest number of households served at a distribution was 115 in August at East Side Lutheran. There were 48 distributions at four sites in a monthly rotation – East Side, Messiah New Hope, Augustana, and St. John Lutheran Church. The households served during 2016 totaled 4,066, with 756 of them (18%) being newcomers. Sixty-five to 75% of the families served included children and ten to 20% include senior citizens.

Charis Ministry Partner congregations sponsored/volunteered for 27 of the 48 FTY distributions in 2016. The other distributions were served, and sponsored, by eight non-Charis congregations (both ELCA and other denominations), seven businesses, three service groups, a USD student group, a local school staff, and friends and family of Food to You. POET once again blessed FTY with fresh produce from their community garden, which they donated each Thursday in July through September. The Bread Break ministry out of Messiah New Hope continues to be a major blessing for FTY, allowing the use of their van on a weekly basis for transportation of goods, as well as fresh baked goods. Special donations from Bread Break included Panera Bread, Breadico, Breadsmith Bread, and Einstein Bagels. Feeding South Dakota continues to be a partner with FTY, supplying us with produce, breads, pastries, and assorted frozen foods. Often they will offer special items such as watermelon, turkey, or ham at a reduced handling cost. Food to You offered out **over 117,900 pounds** of product, not including those items donated by the Partner churches and outside sources.

For 2017, the Charis Ministry Partner Board continues to suggest that Charis congregations serve at least two distributions throughout the year.

**The Necessities for Neighbors** servant ministry continues to see an increased need of necessity items for our families in the Sioux Falls region. Through generous donations of money, equipment, and products an average of 330 families, up nearly 30 families per distribution compared to 2015, were served each month; the largest distribution being in August with a record number of 404 families served. Guest households received these household products the first Sunday of each month at 3:00 p.m.: laundry soap, diapers, feminine hygiene products, and toilet paper.

Sister Charis Ministry Partner congregations have helped in many ways either by financial or product donation and helping on site at some of our distributions. All Charis churches are encouraged to sponsor one distribution during the year. Please contact Jackie Bailey at Peace Lutheran to discuss a sponsorship.

**Healthy Rides**, the medical transportation ministry of Charis Ministry Partners, furnishes rides in partnership with Project CAR to health-related appointments for those who have no means of getting there. Because of Healthy Rides, people in need have been able to get to physical therapy after surgery; others were able to make it to preventative care appointments for mammograms and colonoscopies; still others were able to keep seeing their mental health provider. This would not have happened without this caring transportation ministry.

In 2016 Healthy Rides provided a little over 55 round trip rides each month. The cost of each ride through Project CAR has increased to \$11 due to cost of insurance, gas, and maintenance of the vehicles.

Recipients of this service are referred by certain agencies and clinics as well as Charis member congregations that have designated a referring parish nurse or other responsible person. Healthy Rides continues to grow and be effective because of all who are partners either through their donations or by encouraging members to become volunteer drivers for Project CAR.

**Thanks and Blessings:** Many thanks and blessings go out to all Charis Ministry Partner congregations and their members and friends who make this unique non-profit ministry possible by providing board members, regular financial support, donations of food and hygiene items, volunteer drivers, sponsoring/volunteering for distributions, prayer support, and so much more. As always special thanks goes to East Side Lutheran Church for providing office and storage space for Food to You and to Peace Lutheran for handling Charis' personnel financial services.

The combination of income from those groups sponsoring a Food to You distribution, plus supporting gifts from Charis churches and other individuals and groups was strong yet again. A big thank you to Sammons Financial that donated \$7,500 to Food to You and will be sponsoring a distribution in 2017.

The blessings from the Charis members, and the many friends of Food to You and Necessities for Neighbors, continue to have a major effect on the ministry and allow us to show the strength and love of Christ through His church. Thank you to all those that have contributed in some way throughout 2016.

Together we work to fulfill Christ's commandment to love our neighbors as we love ourselves. May God bless Charis Ministry, the Charis members, and all those we will serve throughout 2017.

Nicholas Welder  
Director, Charis Ministry Partners

Dan Paulson, Grace Lutheran Church  
Chair, Charis Ministry Partners Board

## Pueblo de Dios

Dear Partners in Ministry,

The year 2016 was full of many “firsts,” many transitions and, of course, many blessings.

**Celebrations and Fundraisers.** Pueblo de Dios continues to be the “party church.” We hosted many celebrations including one for Three Kings Day, Dia de la Presentación, an Easter Celebration, a farewell for Pr. Natanael Lizarazo and Pr. Barbara Wangsness, worship at Wild Water West (thanks to the Alvine family) and the Block Party. Many of these events included both a worship and fellowship portion. These celebrations provide our congregation with great opportunities to get to know each other and create a friendly space and atmosphere for non-Latinos and Latinos alike to visit us. Our members use their gifts and talents in order to provide these opportunities. Pueblo de Dios participants continue to work together to raise money through selling salsa and selling tamales. Once again, we participated in the Presentation Sister's Cinco de Mayo event and sold over 2,000 tamales in order to support our trips to camp. A special word of thanks to Thrivent for their support in this and many other fundraisers. We also completed our first car wash. In order to raise funds for training to be able to form a cooperative, individuals sold tamales at Gloria Dei, First Lutheran and Augustana Lutheran. Thank you to all who supported us in raising money for our ministries and programs.

**Worship.** Our worship community has grown substantially over the past year. Now, each week we have an average of 40 people in attendance. We are grateful that Maria Cabello Salomon has increased her worship leadership and for the small band of worship leaders/singers who have taken over leading us in worship. Several members have stepped forward to be readers. On Palm Sunday, we completed a play about the Passion Narrative in Spanish and English. Throughout the year, we have had blessings of many individuals such as college students, mothers, fathers, laborers and guest preachers. At Pueblo de Dios, we hosted three baptisms, two wedding services and two quinceñera services in 2016. We continued to host several bi-lingual worship services with Augustana such as a joint service for Maundy Thursday, Ash Wednesday, Pentecost and the fall block party. Furthermore, it was an honor to participate in the worship services of several partner congregations during the past year and to participate in a variety of congregational events and meetings.

**Leadership.** In February, our first council meeting took place. This council was then installed in June. Positions include a president, secretary, maintenance representative, treasurer, LOGOS representative, youth programming representative, service representative, party representative and more. We were also proud and grateful that Asención Ordoñez shared her experiences at Pueblo de Dios during our Synod Assembly. Additionally, many families expressed their gratitude at the “Clink for Camp” event through Lutherans Outdoors. The Pueblo de Dios council worked with the Rev. Bill Tesch to create a mission statement which reads, “Following God, breaking down barriers and standing with those in need.” Pueblo participants continue to increase their leadership in both planning for the ministry and using their gifts and talents to maintain the many ongoing programs of the ministry.

**LOGOS, Confirmation, and Youth** programs continue to grow. This academic year, we have included a few individuals from Calvary Episcopal into our mix with Hope Lutheran, Augustana Lutheran, and ourselves. Currently, we have nearly 90 youth registered. Last year, we had our first group of four Confirmands from Pueblo de Dios. In our bi-lingual Confirmation service, these youths shared their faith experiences with our congregations. In particular, several youths noted that their trip to the National Youth Gathering was instrumental in their faith development. In this regard, we would like to extend a warm thank you to all who made it possible for our youth to attend the National Youth Gathering. In LOGOS, we continue to teach Bible stories through a variety of methods such as cooking, art and games. We try to engage our LOGOS and Confirmation youth in

service projects such as creating care kits for Food to You (thank you to Thrivent for their generosity in this), visiting Bethany Nursing Home and serving a meal at St. Francis house. The youth regularly participate in worship together, and they receive a free meal each week prepared by Pueblo de Dios participants and various partner congregation members. This meal is extremely important as it allows us to form relationships and provides an important service for our families, many of whom struggle with food insecurity. Thank you to the Community Area Foundation, First Lutheran, Hope Lutheran, St. Mark's Lutheran and many others for providing the funding needed to keep this program going. We are thankful to 4H for partnering with LOGOS and Confirmation and providing programming for us once a month. Several youths also entered projects into the county fair through 4H, as well. Thank you to First Lutheran for consistently inviting our 4th and 5th grade youth along to fun events throughout the year.

**Supporting the Community.** Pueblo de Dios continues to try to reach out to the community in a variety of ways, focusing on holistic ministry and heartfelt service. Through support from the Community Area Foundation and individual donors, we have continued to be able to provide support for English Language Learners at Lutheran Social Services. We have been able to extend our support to President's Academy youth who normally would not have access to English Classes. Through the generosity of Chris Tesch and the University of South Dakota nursing students we have provided two health fair "fiestas" complete with CPR training, blood pressure checks, health information and piñatas full of health supplies (through the generosity of Thrivent). In 2016, we continued to provide Spanish-speaking Bible Studies through St. Dysmas for the State Penitentiary. We have helped several youths connect to tutors and walked with two youth as they applied (and were accepted) to college. Like many other congregations in our area, we co-hosted a week of Food to You with Augustana Lutheran. We were very grateful that St. Mark's provided so many volunteer reading tutors during the summer months so we could connect interested families with these individuals. In July, we helped the Sioux Falls Diversity Council connect to Our Savior's Lutheran and host the Mexican Consulate visit. We also invited Southeast Technical Institute to host our fellowship hour after worship and share information about their programs. In June, we were pleased to have the Rev. Hector Carrasquillo from ELCA and Dennis Kelleracer join us in order to talk about the possibility of forming work cooperatives to support families economically and provide leadership opportunities for them. The cooperative continued to meet throughout the summer and worked raising funds through selling tamales and raffles in the fall. Thank you to St. Mark's for their generous donation toward our cooperative initiation. Currently, a cleaning and a cooking cooperative is under formation. We know that we are only able to reach out to the community with such energy and generosity because others are generous to us, so thank you to all who have shown solidarity to us.

**Transition in Leadership.** On Nov. 6, the Rev. Jeanette Clark McCormick celebrated her last day with us at Pueblo de Dios. She is currently serving First Lutheran in Worthington, Minn. At that point, Maria Cabello Salomon transitioned into full-time pastoral leadership at Pueblo de Dios. Maria is in the TEEM (Theological Education for Emerging Ministries) program and is studying to be a pastor. She began her pastoral studies in 2013 and is currently starting her 11<sup>th</sup> class. She plans to graduate in 2018. It is with the help of God and the support and prayers from all of you that she perseveres in her new calling. Thanks be to God.

**Generosity.** Pueblo de Dios is only possible due to the generosity and faithfulness of many individuals, congregations and organizations that support us with time, talent, finances and resources. We have seen first-hand all the great things God can do through us when we walk with each other. Thank you for all your love and support.

Gratefully,  
Pr. Maria Cabello Salomon and the People of Pueblo de Dios



**South Dakota Synod**  
**Evangelical Lutheran Church in America**  
God's work. Our hands.

Advent, 2016

*"Keep awake therefore, for you do not know on what day your Lord is coming." - Matthew 24:42*

Greetings in the name of our Lord Jesus Christ whose coming we await with hope!

I am writing this letter for your congregation's annual report in the early days of Advent, when the sun's light is retreating from the world, and text for last Sunday has Jesus calling upon us to prepare and "keep awake." Jesus was speaking to his disciples who faced a not-to-distant future of witnessing their Lord's crucifixion, cowering as their city was overrun by an angry Roman overlord while enduring persecution in their own families and synagogues. Matthew's community believed they were living in extraordinary times, and they fervently hoped that Jesus would come -- and come soon!

It seems like we, too, are living in such times. A contentious election has left us feeling fearful, or hopeful, or with a sinking ambivalence about our government. Our once-hospitable earthly home now feels fragile as we come to grips with a rapidly changing climate. Protests around the country and on our state's border unveil lingering resentments, racial tensions and past and current injustices. With Matthew's community we cry out, "Come Lord Jesus! Come quickly!" What does it mean to be the church in times like these? Jesus said it has to do with being awake and living in a state of preparedness.

I am grateful for the ways in which I see signs of Christ's coming through an "awoke" church – through you! You prepare for the coming of Christ each time you feed your hungry neighbors with a meal of food or a promise of continued presence in grief or hardship. You stay awake when you declare God's love in Jesus Christ for the child in your midst or the new neighbors in your community. You prepare the way of the Lord when you welcome a stranger whom your wider community might consider "dangerous" "other" or "alien." Whenever, instead of disparaging young people, you celebrate their gifts, gather them in to supportive relationships and share holy conversations, you are living as awakened followers of Jesus. Thank you!

You also prepare the way of the Lord with the counter-cultural act of releasing some of your hard-earned money to bless your local congregation and share God's love with people around the world. Your congregation's mission support teaches new skills to subsistence farmers in Nicaragua, and prepares new ministers of the Gospel in Cameroon. You have made the path a little straighter for our Lord by your generosity, through your congregation, that this year is starting 378 new congregations, two-thirds of them among people living in poverty: scripture continues to be fulfilled – "Good news for the poor!"

Dear church – stay awake! I am grateful for you and your good work, and I pray for you as you gather in your annual meetings.

Yours in Christ,

Bishop David Zellmer

**South Dakota Synod  
Adopted Budget  
02/01/17–01/31/18**

|   | Adopted<br>2016 | Revised<br>2016 | Adopted<br>2017  |
|---|-----------------|-----------------|------------------|
| <b>INCOME</b>                             |                 |                 |                  |
| <b>MISSION SUPPORT FROM CONGREGATIONS</b> | 1,807,051       | 1,745,878       | 1,774,680        |
| <b>Program Ministry Income</b>            |                 |                 |                  |
| Pine Ridge Ministry Income                | 88,441          | 88,441          | 88,441           |
| <b>Other Income Streams</b>               |                 |                 |                  |
| SD Synod Mission Support                  | 44,568          | 49,205          | 49,205           |
| DEM Support Staff                         | 15,000          | 11,000          | 10,000           |
| Interest Income                           | 7,500           | 7,500           | 7,500            |
| SDS Transportation LLC Income             | 5,000           | 10,554          | 10,554           |
| SDS Transportation/Plane Income           | 25,000          | 25,000          | 25,000           |
| Misc Income                               | -               | 503             | 503              |
| <b>TOTAL INCOME</b>                       | 1,992,560       | 1,938,081       | 1,965,883        |
|   |                 |                 |                  |
| <b>EXPENSES</b>                           |                 |                 |                  |
|   | Adopted<br>2016 | Revised<br>2016 | Proposed<br>2017 |
| <b>CHURCHWIDE MISSION</b>                 |                 |                 |                  |
| Mission Support to ELCA                   | 813,173         | 785,645         | 798,606          |
| % of Mission Support                      | 45.0%           | 45.0%           | 45.0%            |
| Region III                                | 15,380          | 15,850          | 15,850           |
| <b>SHARED MINISTRIES</b>                  |                 |                 |                  |
| <b>South Dakota Sustained Ministries</b>  |                 |                 |                  |
| Campus Ministry                           | 128,317         | 124,399         | 126,395          |
| Campus Ministry Capital                   | 1,030           | 1,030           | 1,030            |
| Lutheran Planned Giving                   | 63,028          | 63,028          | 63,028           |
| Heartland Ephphatha                       | 6,296           | 6,103           | 6,201            |
| Lutheran Youth Organization               | 3,605           | 3,605           | 3,605            |
| <b>South Dakota Supported Ministries</b>  |                 |                 |                  |
| SD Ministries Support                     | 20,056          | 22,142          | 22,142           |
| Luther Seminary                           | 72,769          | 70,547          | 71,679           |
| Lutheran Social Services                  | 72,769          | 70,547          | 71,679           |
| Lutherans Outdoors                        | 36,292          | 35,184          | 35,748           |
| Church Colleges                           | 6,296           | 6,103           | 6,201            |
| Association of Christian Churches         | 1               | 1               | 1                |
| Chapel in the Hills                       | 1               | 1               | 1                |
| Good Samaritan Society                    | 1               | 1               | 1                |
| <b>Total Shared Ministries</b>            | 410,461         | 402,691         | 407,711          |

**South Dakota Synod  
Adopted Budget  
02/01/17–01/31/18**

|                                      | <b>Adopted<br/>2016</b> | <b>Revised<br/>2016</b> | <b>Proposed<br/>2017</b> |
|--------------------------------------|-------------------------|-------------------------|--------------------------|
| <b>SOUTH DAKOTA SYNOD MINISTRIES</b> |                         |                         |                          |
| <b>Staff Leadership</b>              |                         |                         |                          |
| Bishop                               | 108,084                 | 108,088                 | 111,331                  |
| Associate Tesch                      | 12,373                  | 12,373                  | 12,744                   |
| Associate Marone                     | 81,665                  | 80,665                  | 83,085                   |
| Bishop/Associate Benefits            | 69,500                  | 73,170                  | 75,215                   |
| SDS Travel                           | 44,566                  | 35,553                  | 35,201                   |
| Bishop/Assistants Travel & Cont Ed   | 18,800                  | 18,800                  | 18,800                   |
| <b>Program Ministries</b>            |                         |                         |                          |
| Native American Ministry             | 129,428                 | 116,411                 | 118,323                  |
| Synod Youth Ministry Coordinator     | 14,811                  | 14,811                  | 15,231                   |
| Companion Synod Coordinator          | 11,276                  | 11,276                  | 11,577                   |
| <b>Support Staff and Office</b>      |                         |                         |                          |
| Support Staff Salaries/Benefits      | 139,318                 | 140,555                 | 144,750                  |
| Resource Center Supplies             | 250                     | 250                     | 250                      |
| Synod Office Expenses                | 58,623                  | 54,560                  | 55,070                   |
| Augustana College                    | 19,233                  | 19,689                  | 19,689                   |
| <b>Synod Leadership</b>              |                         |                         |                          |
| Synod Council                        | 5,500                   | 5,500                   | 5,500                    |
| Support to Ministries Committee      | 3,500                   | 3,500                   | 3,500                    |
| Candidacy Committee                  | 7,000                   | 5,500                   | 5,500                    |
| Electronic Communications            | 2,500                   | 1,500                   | 1,500                    |
| Multicultural Ministry Committee     | 1,700                   | 1,700                   | 1,700                    |
| Companion Synods Ministry Committee  | 500                     | 500                     | 500                      |
| Evangelical Outreach Committee       | 1,500                   | 1,500                   | 1,500                    |
| Mission Strategy Committee           | 2,000                   | 2,000                   | 2,000                    |
| <b>Ministry Projects</b>             |                         |                         |                          |
| Stewardship Project                  | 1,000                   | 1,000                   | 1,000                    |
| Continuing Education Projects        | 250                     | 250                     | 250                      |
| <b>Outreach Ministries</b>           |                         |                         |                          |
| Multicultural Center/Woyatan         | 15,000                  | 15,000                  | 15,000                   |
| Mission Congregation Start-up        | 4,000                   | 4,000                   | 4,000                    |
| Companion Synods                     | 500                     | 500                     | 500                      |
| <b>Contingency</b>                   | 669                     | 5,244                   | -                        |
| <b>Subtotal SD Synod Ministries</b>  | <b>753,546</b>          | <b>733,895</b>          | <b>743,716</b>           |
| <b>Total Expense</b>                 | <b>1,992,560</b>        | <b>1,938,081</b>        | <b>1,965,883</b>         |
| <b>Net Total</b>                     | <b>0</b>                | <b>0</b>                | <b>0</b>                 |

**Our Savior's** is a people  
forgiven in Christ  
whose mission is to **proclaim Christ**  
and nurture **faith that connects**  
with **everyday life.**



**OUR SAVIOR'S**  
LUTHERAN CHURCH  
*Connecting Faith to Everyday Life.*

*[www.oslchurch.com](http://www.oslchurch.com)*