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OUR SAVIOR'S
LUTHERAN CHURCH

Connecting Faith to Everyday Life.

www.oslchurch.com

**Report to
the Congregation
January 31, 2021**



AGENDA

Annual Meeting of the Congregation
Our Savior's Lutheran Church of Sioux Falls, South Dakota
January 31, 2021 ♦ 11:30 A.M.

1. Welcome
2. Spiritual Direction
3. Adoption of Rules
4. Adoption of Agenda
5. Approval of Minutes
 - a. Annual Meeting, January 26, 2020
 - b. Mid-year Congregational Meeting, July 26, 2020
6. Ministry Updates
 - a. Ministry Celebration
 - b. Committee Updates
 - i. Policy and Leadership Development
 - ii. Stewardship Development
 - iii. Finance
7. Election of Leaders – see ballot
 - a. Governing Board
 - b. Synod Assembly Voting Members
 - c. Resolution of Gratitude for Outgoing Members
8. New Business
 - a. Proposed Amendments to Governing Documents
 - i. Bylaws
 - ii. Constitution
9. Announcements
10. Adjourn

Annual Meeting of the
Our Savior's Lutheran Church Foundation
January 31, 2021

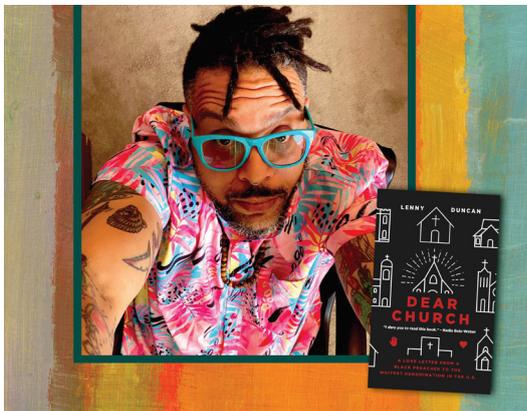
1. Call to Order
2. Welcome
3. Approval of Minutes from Prior Annual Meeting
4. 2020 Grant Awards and Contributions
5. Growth of Foundation and Financial Statements
6. Election of New Board Members
7. Comments from Pr. Randy Gehring
8. Adjournment



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Honks = Hugs



Pr. Lenny Duncan speaks about racism



Easter Sunday worship

Dear Partners in Ministry:

The year 2020 will undoubtedly be remembered for the far-reaching, life-altering impact of the COVID-19 pandemic. The pervasive presence of a virulent and potentially lethal virus has forced us to develop new routines for going to work, school, the grocery store, and church. Even so, ministry at Our Savior’s has continued. What we do may look different today compared to a year ago, but our mission to proclaim Christ and nurture faith that connects to everyday life continues to guide all that we do and our commitment to serving this mission remains steadfast and unwavering.

We are pleased to report that despite the uncertainties the pandemic has forced upon us, this congregation has transitioned to a new form of governance and a July 1–June 30 fiscal year without significant hiccups. Our inaugural trip through the annual planning process successfully produced an annual vision for ministry: **“Out of abundance, we will celebrate God’s grace, and boldly embrace and serve all.”** Using this vision as its guide, the staff formulated meaningful and innovative ministry goals, the Stewardship Development Committee conducted a successful stewardship appeal in the spring, and the Governing Board proposed an annual ministry plan (budget) to fund our ongoing ministries, which the congregation approved at its meeting in July. This smooth transition has allowed us to respond to the COVID-induced uncertainties with flexibility and innovation.

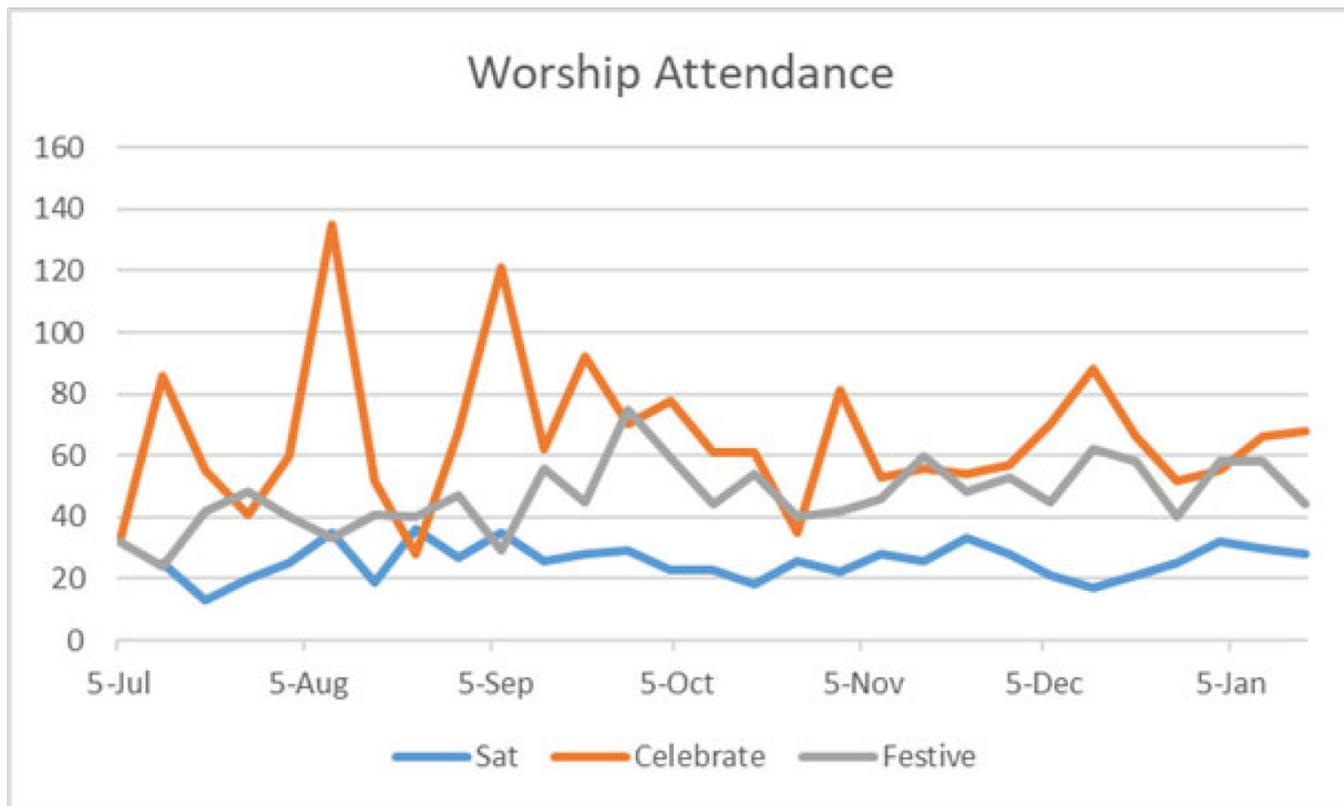
The real story of the year, however, is how many of you have responded not only with generous financial support of both ongoing and one-time ministry initiatives here at OSL and beyond but also by engaging ministry across the spectrum through televised and online worship, sewing thousands of masks, delivering care packages, making phone calls just to check in on folks sheltering in place, participating in Honks = Hugs, connecting with each other through LifeGroups, providing necessities for our neighbors in need, entering into a one-year pilot with Church on the Street in which we share a pastor (Pr. Shelly Gehring), and even wrestling with the very difficult issue of racial injustice. It is clear on so many accounts that the Holy Spirit is at work in and through this congregation and we give thanks to God for each of you and this ministry we share.

We’re not exactly sure what 2021 holds for us but we invite you to join us in trusting that God is calling us to be in ministry together, that God will continue to lead us ever forward, and that God will provide us with everything we will need for the journey.

Grateful for you and your partnership,

Dan Van Schepen
Congregational President

Randall E. Gehring
Senior Pastor



As a Matter of Fact...

A few items of interest from the year just ended:

Baptized Members: 3,451

Baptisms: 14 (13 children, 1 adult)

Confirmations: 25

Weddings: 4

Funerals: 46 (This is yet another item changed by the pandemic: 46 OSL members died in 2020, but 10 did not have a funeral service. In addition, OSL pastors presided at seven funeral services for nonmembers.)

Sunday School/Wednesday School Enrollment:

Spring: 115

Fall: 98

Confirmation Enrollment:

Spring: 72

Fall: 62



Finance Committee Update

January 31, 2021

Members: Jill Mollner, Donna Jipp, Dean Buckneberg,
Pr. Randy Gehring, and Brian Sittig, Treasurer



Committee Responsibilities*

- Review and monitor monthly financials
- Recommend selection of third party to conduct fiscal reviews and audits
- Review and approve financial audits, which shall be conducted every 3 years
- Review and approve fiscal review, which shall be conducted annually when a full audit is not done
- Report the results of all fiscal reviews and audits to the members of the congregation
- Prepare a ministry plan that includes all project expenditures, including capital expenditures
- Review and monitor debt management strategies and make recommendations for change as needed
- Recommend policies related to purchasing and sound financial practices

*All recommendations or decisions made by the Finance Committee must be approved and ratified by the Governing Board.

YTD Financial Report – Based on December 2020 Financial Statements

- Expenses – Under budget by \$116,842 or 10.53%
- Revenues – Over Budget by \$11,765 or 1.08%
- Actual Offerings compared to Projections – Under by \$91,797 or 9.54%
- Current on Mortgage Principle and Interest
- Total Cash – \$773,451. This includes \$205,000 Payroll Protection Program loan (PPP), remainder of Arda Peterson estate gift, Foundation grant monies designated but not used, and donor restricted offerings.

Committee Accomplishments

- Updated measures and targets for financial dashboard.
- Reviewed and approved monthly financial statements July through December 2020.
- Completed PPP loan forgiveness application and submitted – waiting for approval.
- Contributions/offerings, while lower than projected, are still strong despite the pandemic. As a result of this good standing, we do not qualify for a second PPP loan.

Committee Priorities

- Successful transition to new treasurer.
- Designate and ensure training of backup for Business Administrator (Barb Haugan).
- Improve communication updates to church membership.
- Confirm and approve financial review of January 1, 2020, through June 30, 2020.
- Confirm and approve audit for 2019 fiscal year.
- Consider debt retirement strategy.

Overall Rating of Governance Structure – 9

We can always improve so I don't think I will ever rate the governance structure a 10; however, the governance structure continued to provide the flexibility needed to continue the operations of OSL safely, efficiently, and effectively during the pandemic while still providing more than adequate financial review and oversight. Better and more regular communication to the church membership continues to be a priority for the committee.

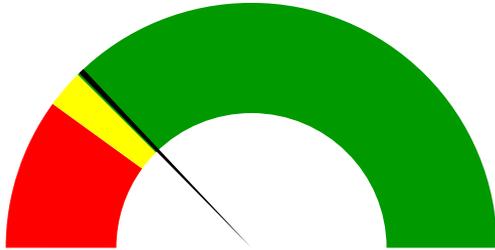
Submitted by Brian Sittig,
Treasurer, Finance Committee Chair



Financial Dashboard

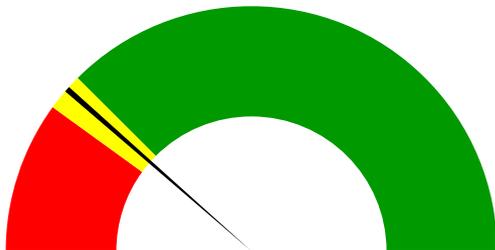
31 December 2020

Revenue YTD



Revenue YTD	Projected YTD	Percent of Projection
\$1,101,940	\$1,090,175	101.08%

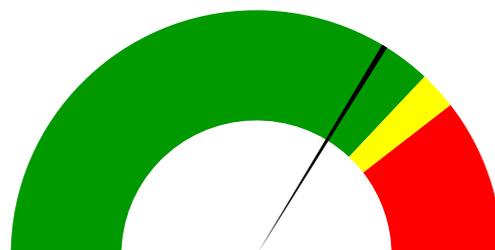
Offerings to Budget



Offerings YTD	Projected YTD	Percent of Projection
\$870,702	\$962,499	90.46%

Does not include capital campaign funds released (GL 4003)

Expenses YTD



Expenses YTD	Projected YTD	Percent of Projection
\$992,370	\$1,109,212	89.47%

Does not include Depreciation and Amortization



	Target	1 Mo Ago	Now	Measure	Source
LOC Balance	No Debt Balance	\$0	Closed	\$100K LOC attached to General Account	Great Western Bank Monthly Statements
Mortgage Account Balance	Current on P&I	Current	Current	Monthly Loan Payments	Great Western Bank Monthly Loan Payments & Balance Report
Total Cash	Greater than or equal to Total Restricted Net Assets and greater than or equal to 10% of annual budgeted expenses	\$791,364	\$773,451*	Total Cash (Ledger 1110; 1120; 1150; 1155; 1156; 1160) + GW Stepping Forward in Faith Account (Ledger 1250)	Monthly Short Financials

*As of 12/31/2020, Total Cash includes \$205,000 PPP funds, remainder of Arda Peterson estate gift, and Foundation grant monies.



As a Matter of Fact...

Coming up at OSL is a weekly email update currently received by some 1,200 OSL members and friends, and viewed on the OSL website 1,482 times in 2020.



Stewardship Development Committee Update

January 31, 2021

Members: Dave Knudson, Chair; Andrea DeGroot-Nesdahl, Vice-chair; Dan Drenkow; Kari DenOtter; Brad Green; Caroline Nyberg; Lisa Parker; and Pr. Randy Gehring



Committee Responsibilities

- **Size:** The Stewardship Development Committee shall be composed of five (5) to eleven (11) members, including one Governing Board member not assigned to any other committee and the senior pastor. (Currently the senior pastor is the only Governing Board representative on the Stewardship Development Committee.)
- **Chair:** The chair of the Stewardship Development Committee shall be chosen by the members of the committee at the first meeting of the committee following the annual meeting of the congregation.
- **Responsibilities:**
 - Develop a culture of stewardship and relationship development that creates an ongoing spirit of giving and generosity.
 - Coordinate and conduct the annual stewardship appeal.
 - Provide ongoing stewardship education to the congregation.
 - Centralize all church appeals, financial and in-kind, for awareness and coordination.
- **Authority:** All decisions by the Stewardship Development Committee shall be ratified by the Governing Board.

Committee Accomplishments

- Met almost monthly since July 2020.
- Made follow-up phone calls as part of our spring stewardship appeal for the purpose of checking in on folks during the pandemic.
- Welcomed two new members to the committee.
- Continued to refine our Stewardship Development Calendar as a guide to help us more fully carry out our role of developing a culture of generosity at Our Savior's.
- Received and shared a Generosity Story from the Missal family.
- Began strategizing with Pr. Justin on how the committee may be a part of New Member Orientation.
- Began developing a database of donor portraits as a way of connecting more relationally with those who support the mission of OSL with their time, talents, and financial resources.
- Began strategizing on how to build relationships with first-time givers, especially as they are identified through online giving and Text Giving.

Committee Priorities

- Promote electronic giving.
- Develop and nurture relationships with OSL donors.
- Continue developing a year-long approach to stewardship and development.
- Develop the 2021 stewardship appeal.

Overall Rating of New Governance Structure – 9

With the addition of two new members, this committee is functioning well in the new governance structure, though the pandemic has provided sufficient challenges to the committee carrying out its function.

We continue to strive to help congregational members shift their beliefs and attitudes toward an abundance mindset, which is in line with our annual vision for ministry.

Submitted by Pr. Randy Gehring on behalf of the committee



Policy and Leadership Development Committee Update

January 31, 2021

Members: Anne Rieck McFarland, Chair; Pr. Randy Gehring;
Dan Lunder; and Carrie Aaron



Committee Responsibilities

- **Size:** The Policy and Leadership Development Committee shall be composed of three (3) to five (5) members, including one Governing Board member not assigned to any other committee and the senior pastor.
- **Chair:** The chair of the Policy and Leadership Development Committee shall be chosen by the members of the committee at the first meeting of the committee following the annual meeting of the congregation.
- **Responsibilities:**
 - Recruit and nominate members to the Governing Board, the Finance Committee, the Policy and Leadership Development Committee, and the Stewardship Development Committee.
 - ◆ Nomination for any office may be made by any member of the congregation from the floor at the annual meeting, providing that the nominee has agreed to serve if elected.
 - Provide orientation and training to Governing Board and Committee members.
 - Oversee the development and annual review of the Personnel Policy and Procedures Manual.
 - Recommend policies related to governance (i.e. Covenants, Governing Board Job Description, Conflict of Interest, etc.)
 - Conduct an annual review of these bylaws
 - Develop and facilitate a process for developing future church leadership.
- **Authority:** All decisions by the Policy and Leadership Development Committee shall be ratified by the Governing Board.

Committee Accomplishments

- Met monthly since committee inception, paused during onset of COVID-19 pandemic and resumed monthly meetings in August.
- Adopted an overall committee work plan that strategizes how we will accomplish the responsibilities of the committee.
- Completed the Board Governance Policy, which was adopted by Governing Board at the July board meeting.
- Developed Table of Contents for a Board Orientation and Training Manual. Work has begun on contents for the manual.
- Completed the review of the Personnel Policy Manual. Several updates were made to reflect current and best practices. These recommendations were adopted by the Governing Board.
- Completed the update of the OSL Constitution to align it with the Model Constitution for Congregations of the ELCA. These were approved by the synod and the Governing Board and will be brought to the congregation for a vote at the 2021 annual meeting.
- Completed another update of the OSL Bylaws. The changes were approved by the Synod and the Governing Board and will be brought to the congregation for a vote at the 2021 annual meeting.
- Completed and implemented a Board Recruitment Timeline.
- Developed a Board Recruitment Nomination Policy and Nomination Form, which was approved by the Governing Board and which was used for presenting a ballot to the congregation for the 2021 proposed slate of board members.
- Adopted a Leadership Academy Curriculum, which Pr. Randy developed as a part of coursework he is taking at DWU. The overall goal is to help identify, equip, and empower lay people for self-discovery and discernment for church leadership. The academy will be a 10-month program lead by the senior pastor, with participants meeting monthly. This program was endorsed by the Governing Board and will begin in February 2021.



Committee Priorities

- Continue assessing best practices and effectiveness of the board and board committee policies and practices.
- Develop a communication policy that outlines the structure and the commitment to regular and transparent communication from the Governing Board, standing committees, and ministry teams. It will also outline the board's commitment to learning and listening sessions to obtain congregational input and insights on how to best serve the OSL mission.

Overall Rating of New Governance Structure – 9

We were able to get so much work accomplished with this small and dedicated group. Working with a smaller committee allows for faster movement of completing tasks, and there is ample oversight with the work ratified by the Governing Board. People's skill sets are being used as they are serving where their skills and passions lie. The pandemic has highlighted the effectiveness of this new governance structure.

Submitted by Anne Rieck McFarland, Chair



As a Matter of Fact...

The OSL Library in a time of pandemic:

- March 22–May 31 – Library closed because of COVID-19
- June 1–July 6 – Library open for curbside pick-up only: 168 items checked out
- July 7–January 31 – In-person and curbside service: 811 items checked out

Nearly 1,000 items checked out from the OSL Library despite the pandemic!



As a Matter of Fact...

OSL collected nearly \$2,400 for our friends at Susan B. Anthony Elementary School, which enabled teachers to purchase books for every student to take home with them. Previously, OSL's Peace by Piece quilting group sewed over 700 child-sized masks to ensure every SBA student could wear a mask at school.



Minutes of Annual Meeting

Our Savior's Lutheran Church ♦ January 26, 2020



1. Call to Order

The 74th Annual Meeting of Our Savior's Lutheran Church was called to order by the president of the congregation, Dan Van Schepen, at 12:30 P.M. He welcomed the members in attendance, and noted that Dennis McFarland would serve as parliamentarian and Bruce Hasche would be recording the minutes. He further noted that the Annual Meeting of the Our Savior's Foundation would immediately follow the meeting.

2. Devotions

Dan called on Alison Sahly to lead the assembly in devotions.

3. Adoption of Rules

Dan announced that the meeting would be governed in accordance with Robert's Rules of Order. He also proposed the following additional rule:

“When debating an item on the floor, speakers will alternate between those speaking for the motion and those speaking against the motion. Debate will be limited to three speakers for and three speakers against, and each speaker's comments will be limited to no more than two minutes. If an issue is contested and we sense that we need to discuss it further, a motion may always be made to allow more speakers for and against. We may alter our own rule if we need to, although it does require a two-thirds vote. Also we will only use the written ballots on the tables if we are unable to determine through a voice vote the clear favor of, or opposition to, a motion.”

A motion was made, seconded and approved to adopt this additional rule.

4. Adoption of Agenda

Dan asked for adoption of the written agenda as provided on page 3 of the meeting packet. Motion was made, seconded and approved to adopt the agenda.

5. Approval of Minutes

- **Annual Meeting of January 27, 2019** – The minutes of the 2019 Annual Meeting of Our Savior's Lutheran Church were reviewed with no additions or corrections. A motion was made and seconded, and the minutes were approved as written.
- **Special Congregational Meeting of July 28, 2019** – The minutes of the 2019 Special Congregational Meeting of Our Savior's Lutheran Church were reviewed with no additions or corrections. A motion was made and seconded, and the minutes were approved as written.

6. Reports

• President, Dan Van Schepen

Dan thanked the congregation for the ability to serve and to be a small part of the amazing work that goes on at OSL that connects faith to everyday life. He noted that the community causes, the care for our parishioners, the ability to live faithfully and impact change ...all happen because of the dedicated guidance of our exemplary staff and our impressive pastors, whose efforts are complimented by the board, the committees, ministry teams and all of our other wonderful volunteers.... 135 in caring ministries alone.

He highlighted a few items, “reasons why I think we ought to be smiling and celebrating”:



Youth programs are exploding ... the kids' Christmas program ... there wasn't even standing room left ... the Celebrate Center was overflowing with over 500 people attending. Vacation Bible School grew again, reaching 150 children for this inspirational opportunity and was led by 75 dedicated and caring volunteers ... the cross-gen events continue to excel averaging 120 people per week ... with people of all ages coming together to celebrate our faith and enrich our relationships... meals to kids all summer...drive-through Ash Wednesday blessing that was extended to everyone ... a full year of the Hezekiah House project helping families learn skills and providing them support to give them an opportunity for home ownership...again battling for the title; Toilet Paper Drive Champions ... And the use of this facility ... hosting yet again the South Dakota Synod Assembly at which a new bishop was elected to lead South Dakota Lutherans. Now the anticipation builds to celebrating a decade of having this facility.

- **Senior Pastor, Randy Gehring**

Dan invited Pr. Randy to the podium. Randy shared highlights from the five ministry teams:

Spiritual Care, Pr. Tim Lemme: Stephen Ministers, Community Nursing, walking, quilting, "Peace by Piece."

Worship, Gene LeVasseur: Camels on Epiphany, "Requiem," Synod Assembly service, outdoor worship, youth worship team.

Love in Action, Pr. Justin Kosec: ELCA World Hunger leadership event, Augie food ministry, Church on the Street service, partnership with other churches and schools.

Discipleship, Pr. Justin: Kids Eat Free, synod meeting volunteers, new member events, Blessing Bags to homebound members, fellowship events.

Faith Formation, Pr. Sami Johnson: youth participation numbers way up, Duluth and Colorado youth trips, Bible immersion event, Overbooked Moms program.

- **Ministry Highlight: Overbooked Moms**

Pr. Randy called out this program for a specific highlight, and introduced two of the moms participating. Heidi Seefeldt and Jill Mollner provided answers to questions and insight as to how this new program benefited them and others.

- **Mission: Possible**

Dan next called on Treasurer Brian Sittig for an update on the status of our debt retirement campaign, Mission: Possible Reignite. As a result of this campaign, our debt has been reduced from \$4.1 million to \$1.8 million. Also, OSL has refinanced its debt with Thrivent Financial at a rate of 2.99%. The reduced principal and lower rate have allowed us to reduce our monthly payments by over \$3,000. Brian noted that the campaign is now officially over, although there are still pledge payments to come in. He thanked the members of the Mission: Possible task force for their service.

- **Update on Hezekiah House Project**

Dan gave an update on this project and partnership with The Community Outreach as it has completed its first year. He cited some ups and downs during the first year, but overall it has ended on a positive note with great feedback from benefiting participants. He shared a testimonial from one of the current residents, who is both grateful for the program and the opportunity to become a homeowner in the future.



• Treasurer's Report

Dan called Treasurer Brian Sittig back to the podium to review the financial report from 2019. OSL financial materials were provided at the meeting beginning on page 32 of the annual meeting packet as well as near the end of the full-color report. Brian reviewed actual results for 2019 as well as an interim plan for the first six months of 2020. The interim plan results from the transition to a July 1–June 30 fiscal year. It was moved and seconded to accept the treasurer's report; motion passed.

7. Table Talk Exercise: Fiscal Year Transition

Dan presented two questions for discussion at each table of meeting attendees: 1) Identify potential benefits of transitioning to a July 1–June 30 fiscal year; 2) Identify potential challenges and/or concerns with such a transition. He asked that responses be recorded and then picked up. He also indicated that the comments would be used by the governing board at its upcoming planning retreat. Discussion and recap of comments followed.

8. Unfinished Business: Ratify Interim Bylaws

Dan introduced the topic by noting that the Governing Board reviewed the Interim Bylaws adopted at the annual meeting last January and now recommended several minor changes. An executive summary of the changes was included in the meeting packet on page 18, and each of the specific changes was also highlighted in the document titled Bylaws on page 19 of the meeting packet. Dan noted the recommendation of the board was to ratify the interim bylaws with these revisions and make them permanent, an action that would replace OSL's former bylaws. He proceeded to talk briefly about how the new bylaws have functioned to help in our new governance and ministry model.

Dan then requested a motion to revise the Interim Bylaws as noted in the Annual Meeting packet and adopt them as our permanent bylaws. It was so moved and seconded. After brief discussion, Dan requested a voice vote on the motion: Motion passed.

9. Election of Leaders

Dan invited Anne Rieck McFarland to the podium to introduce the slate of candidates for the Governing Board. Anne noted that the current members of the Board have agreed to serve another year if elected: President, Dan Van Schepen; Vice President, Alison Sahly; Secretary, Bruce Hasche; Treasurer, Brian Sittig; At-Large Member, Charlie Nesdahl. She noted that she (Anne), as immediate past president, and Pr. Randy will also continue to serve by virtue of their positions.

Dan then asked if there were any other nominations from the floor. Hearing none, he requested a motion to close nominations for the Governing Board and to cast a unanimous ballot. It was so moved and seconded. The motion then passed via voice vote.

10. New Business: Adoption of Interim Ministry Plan (Budget)

Dan called Brian Sittig up again to cover the interim January to June 2020 plan, which was provided on page 32 of the annual meeting packet. Brian noted that the plan was based primarily on 2019 actual expenses plus any known changes. In particular, personnel costs will change very little as any potential staff wage and salary increases will not go into effect until July 1. The proposed interim plan projected revenues of \$1.150 million and expenses of \$1.094 million, for a projected net surplus of \$56K. It was moved and seconded to adopt the ministry plan as presented; motion passed. Dan thanked Brian, the Finance Committee, Pr. Randy, and Barb Haugan for their work on the interim plan.



11. Announcements

- Dan noted that all elected leaders will be commissioned during worship next weekend, February 1 and 2.
- He requested that those in attendance please remain seated after adjournment for the annual meeting of the Our Savior's Lutheran Church Foundation.

12. Adjournment

Dan declared the 74th annual meeting of Our Savior's Lutheran Church adjourned at 2:05 p.m. The meeting ended with all standing and saying the Lord's Prayer.



Minutes of the Mid-Year Congregational Meeting

Our Savior's Lutheran Church ♦ July 26, 2020

1. Welcome

The Mid-Year Congregational Meeting of Our Savior's Lutheran Church (OSL) was called to order by the President of the Congregation, Dan Van Schepen, at 11:30 A.M. Dan welcomed the Congregation and announced that Dennis McFarland would serve as parliamentarian and Janelle Hoven would be recording the minutes.

2. Spiritual Direction

Led by Alison Sahly

3. Ministry Updates

- a. Ministry Celebration** – Pr. Randy Gehring shared the ministry update. The ministry that OSL has been able to do together has been extraordinary during these uncertain times and we have many reasons to celebrate. Back in March, OSL was looking ahead about ten days at a time before quickly adjusting to a new way of doing worship and ministry. Worship started being held without the congregation being able to attend. All services could be viewed via television or Facebook Live. We celebrated Easter and the Resurrection as we embraced new innovative ways to reach out to our congregation and beyond. Pr. Randy shared that many wonderful messages were received about the worship services.

Weekly Pastoral Letters were also well received and made a positive impact. Meetings were moved to the Zoom format, which was especially helpful for the Governing Board and Youth Ministry. Facebook innovation has become a powerful tool. Melissa Nesdahl offers Faith Formation, and Melissa and John Schomberg host game nights. Weekly music devotions are led by Matthew Tylutki. Matthew also presents "Freddy's Faith-Full Friends with Matt and Rosie," which reaches out to young and old alike. Spiritual Care has been reaching out to people on the phone with caring friends and Stephen Ministers. Our Faith Community Nurse, Michelle Anderson, has been actively involved with outreach. Maribeth Anderson and Pr. Don Lehmann have also been engaged with congregational outreach.



OSL Responds to COVID-19 – During this pandemic when funds and times are uncertain, OSL has shown an amazing response! Direct response of over \$8,000. OSL Governing Board has designated 10% of Arda Peterson estate gift, about \$16,000, to make significant contributions to OSL ministries, which include Charis Ministries, Church on the Street, and Pueblo De Dios, as well as appreciation and gift cards to our partners at Susan B. Anthony. OSL gifts show support of our core value of generosity. Pr. Randy showed a video from Charis Ministries Director Aaron Matson, who thanked OSL for their generous gift of \$5,000, which will help distribute urgent necessity items and help with Food to You distribution. OSL has much to give thanks for in this time of pandemic. Pr. Randy also thanked everyone on the worship teams, the staff, and the OSL leaders. Ministry has been carried out extremely well; Thanks be to God who continues to provide resources and faith that we need. Be well and press on!

b. Committee Updates – Dan noted that the three standing committees, Policy and Leadership Development, Stewardship Development, and Finance, have provided reports in the meeting packet. He asked the congregation to review these documents and direct any questions to the committee chairs, whose contact information is available in the church office.

4. New Business

a. Presentation of Annual Vision of Ministry – Dan referenced the Annual Vision for Ministry page in the packet. The vision statement is a result of the planning retreat conducted by the Governing Board in February. The three areas of focus are abundance, joyfully celebrating God's grace, and boldly embracing and serving all. This statement will guide our ministry for the coming year.

b. Affirmation of Interim Pastor Covenant – Dan reported that several months ago, Pr. Randy was approached by the South Dakota Synod Office with a proposal to provide more support for the growing Church on the Street (COTS) ministry. The demands for COTS were increasing even before the onset of COVID-19. The synod staff proposed a partnership that would serve both ministries, OSL and COTS, a one-year pilot without a long-term commitment by either party. Pr. Randy and the Governing Board agreed to explore the options. Two candidates were considered, but both declined consideration. The synod staff contacted Pr. Shelly Gehring, who agreed to explore the possibilities. After consideration, an agreement was drafted to appoint Pr. Shelly to a one-year interim pastor position at OSL with approximately one half of her time being allocated to OSL in the area of Youth and Family Ministry and the other half allocated to COTS. This agreement was unanimously approved by the Governing Board at its July meeting, with Pr. Randy abstaining from the vote. The congregation joyfully and enthusiastically affirmed the board's decision to enter into this agreement.

c. Adoption of FY 20–21 Ministry Plan – Dan reported that even though we did not meet our projections for income in 2019, we still finished the year with a modest surplus due to reduced expenses. He thanked the dedicated staff who worked hard to manage resources while providing excellent programming in support of our mission. Secondly, he noted that the six-month interim ministry plan projected a surplus of \$56,000. He reported that we finished the interim period with a surplus of \$100,000. This surplus occurred despite the drastic change to how we had to operate due to the pandemic. The surplus does not reflect the impact of the \$205,000 that OSL received through the Payroll Protection Program of the CARES Act. Finally, Dan noted the proposed ministry plan for FY 20–21, which includes our stewardship goal of growing our offering income by \$50,000. The ministry plan reflects a deficit of just over \$7,000. While it has been our goal in past years to present a balanced ministry plan, the board is comfortable recommending a plan this year with a small operating deficit because we have been blessed with an operating surplus at the end of 2019 and again at the end of the first half of 2020.



A motion was made and seconded to approve the FY 20–21 Ministry Plan as presented. After discussion, the motion passed unanimously.

5. Adjournment

Dan adjourned the meeting at 12:15 p.m. with the praying of the Lord's Prayer.

Respectfully submitted,
Janelle Hoven, Secretary

As a Matter of Fact...

From March 1 through December 31, some 2,694 viewers watched recordings of OSL's Sunday worship services via oslchurch.com or OSL's YouTube channel.* That works out to an average of about 32 views per service.

The Christmas Eve worship service had 175 viewers via the website or YouTube.

September's Q&A with Pr. Lenny Duncan drew 177 views.

Maundy Thursday had 111 views; Good Friday saw 163. And the total of the Easter Vigil hourly devotions was 314 (an average of 24 views each).

In addition to worship services, OSL videos include weekly Information Videos, OSL's Music Devotion Series, weekly readings and sermon clips, and such "special" videos as God's Work Our Hands, Ashes to Go, and so on. These videos also appear on oslchurch.com and YouTube.

Currently, OSL's YouTube channel has 162 subscribers. You can join them by visiting <https://www.youtube.com/c/Oslchurchsf>.

**OSL videos are uploaded to YouTube and then embedded in the website. YouTube tracks views regardless of whether the viewer is watching via oslchurch.com or OSL's YouTube channel.*



Photo by Joshua Ness on Unsplash



Partner Ministry: Church on the Street



The year 2020 was a year like no other, and we're not even talking about the pandemic! Let us celebrate what God has done! Church on the Street (COTS) celebrated the fifth year of worshipping as a congregation. This milestone included a village of people who loved their neighbor and followed God's plan and the Holy Spirit's guidance. Congratulations to all who played a role in this significant milestone!

As the congregation and ministry of COTS have continued to grow, the church structure and leadership also grew. Harriet Monson was named Laundry with Love director, with financial support for the position underwritten by Gloria Dei Lutheran Church. Elizabeth Yoder, after providing generous staff support during my shared time of internship at St. John American Lutheran and COTS, resigned her employment and now sits solely on the COTS board. Formal board positions were identified and filled, and a Pilot Project between Our Savior's Lutheran Church and Church on the Street commenced in September, providing a one-year opportunity for Pr. Shelly Gehring to come on board as Associate Pastor.

And this, from the COTS Board: "After a Ministry Site Study, including prayer and reflection, Church on the Street selected a Lead Pastor to serve, and through the SD Synod Council, on December 12, 2020, a Letter of Call was extended to Rebel Hurd, Founding Mission Developer, to serve as Pastor of Church on the Street." We continue to dream forward with genuine faith and trust in God's plan.

By God's grace and faithfulness, and your faithfulness, too, we made it through 2020 together. There was pain and death, changes of in-person events, political division, racial trauma, job loss, sickness, sadness, and evictions. The emotional dexterity it took to simply be human during this time is overwhelming. And yet, as Christians, you have modeled genuine faith, a steady calm, unwavering support, and trust in God's plan for the ministries of Church on the Street.

*What, then, shall we say in response to these things?
If God is for us, who can be against us? Romans 8:31*

What then might happen when we put these two little words together to propel us into 2021?
What then, when people hear the Good News for the first time, and they are changed forever?
What then, when we become a church who loves our neighbors in reality instead of illusion?
What then, when grace, mercy, and justice overflow to bring peace to the hurting?
What then, when generosity is poured out like a dam breaking, and gratitude spills over?
What then, when denominations work together, with all of God's people, as a response to 2020?

By God's grace, we will continue to ask, "**What then?**" We will continue to live into the answers. God promises to be with us, and our faith propels us forward. We invite you to bring your "**What then?**" questions, and together we will live into becoming a faith community that feels like family—a community of witness, in the good, the bad, the beautiful, and the ugly.

In God's Mission together,

Rebel Hurd



Partner Ministry: Charis Ministry Partners

Dear Brothers and Sisters in Christ,

On behalf of the Board of Charis Ministry Partners, I would like to thank you for being a partner congregation of Charis and your continued support in prayer, volunteers, and financial donations for our Food to You, Necessities for Neighbors, and Healthy Rides programs.



The year 2020 was a year like no other; because of the COVID-19 pandemic, beginning in March our Food to You and Necessities for Neighbors distributions were shifted to an outdoor, “drive-thru” model of distribution for the safety of our volunteers and our guests. Despite the difficulties and changes in distribution logistics, volunteers and organizers—especially our Food to You Coordinator, Todd Smith—have done a wonderful job adjusting and helping us continue to fulfill our mission of providing help to our neighbors in need. We still are able to serve around 800 families through our weekly Food to You distributions and monthly Necessities for Neighbors distributions at Peace Lutheran and First Lutheran.

The global pandemic and resulting economic struggles for so many people in our community have made our services more important than ever, and we couldn't fulfill the needs we see without the support of generous people, organizations, businesses, and especially congregations like yours.

One example of the difference your support makes comes from an email we received after the Food to You distribution that took place the Tuesday before Thanksgiving. Along with the regular types of food we have at distributions, we were able to raise funds to also give each family a turkey for the holiday.

The person who emailed us told us that her family hadn't needed any food assistance in years but had found herself in a position where she didn't have any choice. She found out about us from an internet search and didn't know what to expect. Not only was she pleasantly surprised by the warm, friendly greeting of the volunteers, she was amazed at the amount of and quality of the food her family received—including the turkey. This was the first time her family had ever cooked a turkey, and the first time her family had a home-cooked meal for Thanksgiving. Not only did Charis give her family food, she wrote, Charis gave her hope—and some wonderful holiday memories.

Each year, Charis Ministries serves thousands of families in our area just like this, families who need some help to get by. Again, on behalf of the Charis board, I want to thank your congregation for all you do to help us give families food, rides, and household necessities, and most importantly, hope.

Peace,

Aaron Matson, Director,
Charis Ministry Partners



Partner Ministry: Lutheran Social Services



2020 Annual Report to Congregations

Life Stories Take Shape at LSS

LSS helps to transform the lives of people of all ages, faiths, races and economic status with professional, confidential and affordable services. With vital services offered statewide, LSS touched the lives of those we serve 38,099 times last year. LSS is where life stories take shape. We strive to care for, support and strengthen those in need, bringing clarity, stability, family and support to people of all ages, families of all kinds and communities of all sizes.



*"I honestly don't know what we would be doing without LSS. The extra bit of normalcy is what matters most right now (COVID-19 pandemic). If my daughter didn't have routine, I think she would be more scared or confused about what is happening."
– first responder parents of children at LSS Childcare & Education Services*

LSS has assisted with **4,184 ADOPTIONS SINCE 1920**. We are ready for a second century of service.

The COVID-19 pandemic created many challenges. LSS has reacted quickly, safely and compassionately to offer many of our services using telehealth technology. It is a good alternative for individuals and families experiencing overwhelming stress and anxiety associated with separation and isolation.

Clients receiving outpatient counseling experienced a **23%** reduction in symptoms from the first session to the fourth session.

LSS continues to improve its capacity to deliver trauma-informed care. **91%** of youth in Psychiatric Residential Treatment and **83%** of youth in Foster Care showed a reduction in trauma symptoms upon discharge.

85% of clients who received financial counseling reported reduced stress after their session. **88%** of clients participating in a debt management plan successfully completed their payments.

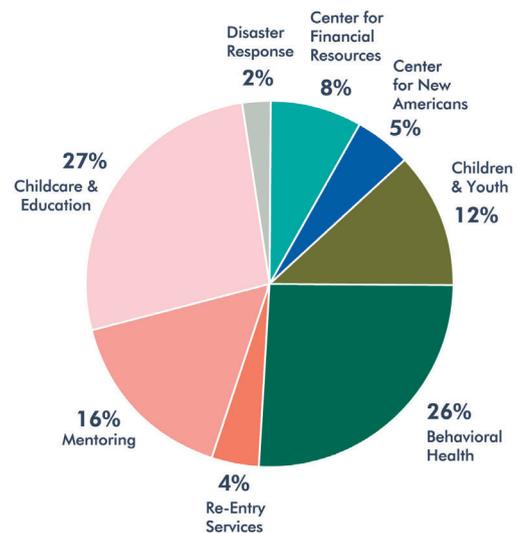
100% of the residents of the New Alternatives Intensive Independent Living Services improved their independent living skills and improved their overall wellness and health.

Youth who participate in the Arise Shelter Care are successful. **90%** of youth are discharged to safe and stable housing.

For 100 years, LSS has not just been about looking at one person and trying to help them with their situation, but coming from a bigger, more holistic picture. It's not just one person's life today, it's about what do we do to make things better into the future, for other people.

Betty Oldenkamp
President and CEO

How Your Gift is Used





Partner Ministry: Lutherans Outdoors in South Dakota

LUTHERANS OUTDOORS IN SOUTH DAKOTA



2020

CONGREGATIONAL REPORT

Lutherans Outdoors in South Dakota welcomes all to explore and experience Christ's love in community and creation.

The year 2020 may not have allowed Lutherans Outdoors to share four beautiful ministry sites with you, but it has not stopped Lutherans Outdoors from continuing its mission. Lutherans Outdoors is still a vibrant, meaningful ministry that will continue to provide life-giving and faith-growing experiences for people of all ages for years to come.

PROGRAM

On March 13, 2020, the Lutherans Outdoors' Board of Directors made a decision to stop all programming at our camp sites for a 10-week period. On April 7, 2020, the Board of Directors made the decision to cancel the summer program at Outlaw Ranch, Joy Ranch, NeSoDak, and Klein Ranch. **This was the right decision, yet very difficult.**

The empty camps continued in this way for the rest of the year, except for some horse riding programs at Joy Ranch and some family rentals at Outlaw and NeSoDak. It will continue to be quiet during the first months of 2021.

Lutherans Outdoors found several ways to keep the relational ministry happening last summer through successful special event fundraisers. Klein Ranch had many supporters participate in the Adopt-A-Horse program. Joy Ranch held special drive-thru Chef Nights. NeSoDak had a fun Road Runner 5K Run/Walk. Outlaw Ranch offered a Thursday night Concert Series featuring Family Camp musicians from past years with a special Christmas Concert in December.

We look with optimism and excitement to Summer 2021! Lutherans Outdoors is moving forward in providing summer camp programs at a 60% capacity for the summer of 2021. We are hopeful that retreats and gatherings can begin again this fall. It will be wonderful to hear the laughter and music and life that has been missing for too long.

We hope that your congregation can feel safe at camp and allow Lutherans Outdoors to provide an important and much needed faith-growing experience called Bible Camp for members of all ages. **We will see you at camp!**

FINANCIAL NEED

During the course of our need to cancel summer camp and not host retreat groups, Lutherans Outdoors lost approximately 1.7 million dollars of anticipated income. The loss of revenue will continue into 2021 with the hope that revenue streams can begin again with summer programs---but they are not guaranteed.

Thus, there has been a great need for financial help from our ministry donors. And many, many of them did indeed make wonderful financial contributions to help fill the revenue need. Lutherans Outdoors also was able to receive a Federal PPP loan.

But the financial need is still great and we will be making a large financial ask during 2021 through our **Keep The Campfires Burning Appeal**. Your congregation will be receiving and sharing information on how you can make a vital decision to help Lutherans Outdoors continue to be a strong ministry through a generous donation.

Thank you for making our campfires burn bright into the future with your positive response to this appeal.



Connecting Faith to Everyday Life.

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

Core Values Our beliefs and mission shape our values and our values shape how we live. OSL has five Core Values: Worship, Service, Learning, Generosity, and Community.

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.

"Out of abundance, we will celebrate God's grace, and boldly embrace and serve all."