

LUTHERAN CHURCH OF OUR REDEEMER --- CHURCH COUNCIL MEETING

Tuesday October 11, 2022
6:30 PM Executive Committee Meeting
7:00 pm Council Meeting

Council Members: Tammy Davis, Jennifer Harms, Monte Hopper, Peggy Juba, Tony Kneeland, Codi Martin, Justin Ruesch, Bev Splinter, Laurie Tennis. Advisory: Pastor Dave Nerdig

Call to Order by Tammy D.

Approve Agenda Justin R. motion Second by Jen H. Discussion to move meeting along.

Opening Devotions: Bev S

Approve September Minutes-Motion by Monte Second by Bev S

Approve September Treasurer's Report-look at budget Motion by Codi M
Second by Justin R. Motion carried.

Staff Reports:

- Associate Interim Pastor's Report- on download. Task force to help with Ukrainian refugee support through LCOOR . Council was in favor.

Old Business:

- Interim Pastoral Staffing- End date for Dave would be 30 days when a Senior Pastor is hired.
- By-laws/Constitution Review Update- being worked on by Synod. Will be tabled until Nov. meeting.
- Business Administrative Assistant Search Update- interviewing in process. Will need to figure the hourly rate per experience.
- Full Time Facility Manager Counter Proposal- Adam L. - the property committee felt he is an asset to the church. Independent contractor or salaried employee? Would be \$25,000 more in budget. Will need to find if he is an independent and what he would be required to have as his duties. Motion made by Tony K. to not accept proposed contract that Adam has come up with and stay w/ his status quo and hire a cleaning service to fill in for the time being. Second by Bev S. Motion carried.

New Business:

- Capital Campaign Proposal & Funding (\$14,500) see attached proposal
Todd Decker attended meeting. Gave report on Strategic Planning and Schedule for giving and capital campaign. Dan Albertson will head the campaigning. GSB will be

helping w/ the campaigning and lining up of stewardship and capital campaign for the roof. Letters are being sent out to Members for 2022 giving catch up by the end of year with total of approx. \$23,327 as of Sept.30. Need to show congregation to be accountable. Motion made by Justin R. give actual amt. Monte seconded. Motion carried. Stewardship drive of 2023 \$80,000. Motion made to approve Monte Second by Jen H.

700,000 total is being asked for the capital campaign for the roof and mortgage payoff. Lead gifts would start Nov. until Jan. 2023. GSB contract of \$14,500 motion made by Justin R. Second by Toni K. \$ 2500 comes out of stewardship acct. Remaining 12,000 will come from the 700,000 and remainder determined by Jodi. Motion carried. Todd will get more exact numbers for costs of roof. Roof project takes precedence and then mortgage reduction Motion made by Toni K. Bev S. Motion carried.

Committee Reports -- see attachments

Education	(Peg)no
Fellowship	(Twila -- staff) Ladies night out
Finance	(Laurie)
Policy	(Tony) read bylaws
Preschool	(Jen) no
Property	(Monte) parking lot should be done. An electronic vote passed the parking lot. Roof and boiler repair. New mower. Motion by Tony K. to table buying a new mower until further information. Second by Bev S. Motion carried. Discussion about A/C unit in the office area.
Stewardship	(Justin)
Strategic Planning	(Codi) -reviewed demographics of area.
Worship and Music	(Bev) handbells going well. Holiday music working
Youth and Family Ministry	(Codi)no
Call Committee	(Codi)- in interviewing process. Yeah!

Next Meeting: Tuesday, Nov 8, 2022

Executive: 6:30 PM

Council: 7:00 PM






Meeting Adjourned

Closing Prayer

Devotions: Jen H.



Strengthening charitable causes to change the world through generosity

DAVID C. BRUNKOW  16 E. Big Sky Place  612.325.7335 (cell)  605.357.8833
PARTNER  Sioux Falls, SD 57110  605.357.8833  brunkow@gsbfr.com

October 4, 2022

Lutheran Church of Our Redeemer
2001 2nd St. NW
Watertown SD 57201

Members of the Congregation Council and Stewardship Team

I'm pleased to present this proposal to provide you consultation to assist you in completing your stewardship appeal for 2023 ministry funding together with a capital campaign effort to secure approximately \$700,000 to fund a roof resurfacing project and to retire existing building fund debt.

This proposal is presented with a couple of considerations:

1. The fee for service to GSB is significantly reduced from the typical capital campaign consulting service that we typically would charge. This is due to the long-term working arrangement we have enjoyed together and the confidence that I have in the leadership potential to carry out the proposed aggressive plan for the completion of the campaign effort.
2. This contract and fee will replace the existing contract we under which we are currently operating unless the capital campaign effort is postponed until 2023.
3. This proposal will be honored if the council/congregation determines to conduct the capital campaign until early (January – March) of 2023.

THE CAPITAL CAMPAIGN PROGRAM

The GSB method includes an emphasis on the **active involvement of many members** of the congregation in the building fund and stewardship appeal. For a congregation the size of LCOOR that may mean as many as one hundred members involved. We take seriously the busy lives and schedules of members.

A second element of the GSB approach is to conduct a **comprehensive program that includes both capital fund projects and the ongoing ministry and mission outreach of the congregation**. While the meeting of the financial goals related to the successful funding of capital needs is important, so is the continuing ministry of the congregation and its benevolence and mission outreach efforts. We virtually insist on both having emphasis in the same campaign. In the case of this proposed effort with LCOOR and if the congregation chooses to delay the capital campaign effort to begin in early 2023, I would recommend that we continue to plan forward to completion or the regular annual appeal through the fall of 2022.

Contrary to the thinking of some, both components of the combined effort will be successful. This is possible because members often have stronger interest in one or the other of the components, because a concentrated stewardship effort raises the sensitivities of members to their stewardship opportunities and because so many members - essentially every member - will be directly approached and asked to be involved in the response to the effort.

A third element of the GSB program is the **personal, person-to person visit method of seeking commitments to receive lead gifts to the campaign/ongoing ministry** of the congregation. Members will be visited by members or the "lead gift" team and asked to consider specific levels or ranges of support and to make a commitment to that support through an "intent" or pledge. The capital fund commitment effort would seek pledges/gifts to be completed by the end of 2023 or earlier.

The balance of the congregation will be asked to make their capital and annual 2023 ministry commitment by means of Sunday/Wednesday/Saturday worship "ingathering" of commitments. A second more effective and method for this process would be to conduct special "pledge dinner(s)" for the whole congregation (to include those making lead gift commitments so that it is truly an all-congregation event).

This element of the program has been proven to be the most successful of any in reaching goals, building true commitment to the ministry of the congregation and developing a pattern and lifestyle of stewardship among members. Other indirect methods are not nearly as effective and result in disappointing outcomes sometimes causing disappointment and occasionally disenchantment among highly committed members.

TEAMS

The program that GSB recommends three or more Teams or components:

- 1) The **Public Relations Team** is concerned with communicating the joy of stewardship and the Biblical basis and understanding for stewardship. This team is charged with creating wide-spread awareness of the needs being addressed and the opportunities that the success of the appeal will make possible for the congregation.
- 2) The **Events Team** focuses on congregational fellowship. Included in this division are activities like congregational events and the all-congregation dinner.
- 3) The **Lead Gifts Team** is charged with seeking the lead of advance gift and commitments. Lead gifts prospects will include council members, stewardship team and members potential major donors.

TIMETABLE

The campaign is condensed into an exciting and intense 6-week period during which most all of the activities are conducted and completed. However, a good deal of careful planning and preparation time is required prior to the actual six-week program.

At least three months, often longer, is needed to do an adequate job of preparation for the campaign, ensure a reasonable schedule of involvement for a large number of members and to have a truly successful result. In the case of an October – December campaign effort, the luxury of the preparation time will not be possible so a concentrated “fast track” approach will be necessary.

THE SERVICES OF GRONLUND SAYTHER BRUNKOW

- 1) Development of your appeal timetable, work plan, leader and worker job descriptions and recruitment plan.
- 2) Training for pastor and lay leadership for their tasks in the campaign.
- 3) Development of all campaign printed correspondence, educational materials and copy for campaign publications.
- 4) Training of publicity team, leader gifts team and events team.
- 6) Develop a special gifts program for members who spend a part of the year living away from the area during a portion of the year if the campaign is conducted during that time they are away.
- 7) Assistance in the preparation of office procedures for the recording, acknowledgement and tracking of all pledges and gifts.
- 8) Development of Bible study and/or daily devotional materials for the campaign.
- 9) Provide all camera-ready art for the campaign materials.
- 10) Assist and advise in the development of audio-visual presentations and website development regarding that may be prepared for campaign efforts.

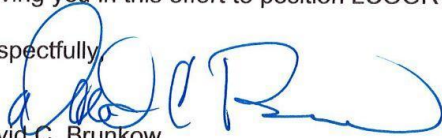
LCOOR'S INVESTMENT

GSB will require a fee of \$14,500 to guide the campaign effort. The fee will include consultant time and service (including at least 6 on site visits plus ZOOM/phone consultation), consultant travel and design of camera-ready art for the campaign effort.

The fee will replace the balance of the 2022 consultant fee (\$750 from October - December) if the campaign is conducted in 2022.

Thank you for your consideration of this proposal, I look forward to the possibility of serving you in this effort to position LCOOR for the future!

Respectfully,



David C. Brunkow
GSB Partner Emeritus

\$700,000 Standard of Gifts Table

Number of Gifts	Amount	Cumulative Total
1 gift	\$ 75,000	\$ 75,000
2 gifts	\$ 50,000	\$ 175,000
2 gifts	\$ 30,000	\$ 235,000
4 gifts	\$ 25,000	\$ 435,000
8 gifts	\$ 15,000	\$ 555,000
5 gifts	\$ 10,000	\$ 605,000
10 gifts	\$ 5,000	\$ 655,000
And many other gifts of other amounts		\$700,000

LCOOR Campaign Timetable

October 16 Kick off Sunday

October 23 Temple Talk

October 30 Reformation Sunday

Temple Talk

Lead Gift Event

October 31 Lead Gifts Solicitations Begin (Through Nov. 13)

November 6 Temple Talk

November 13 All Congregation Inspiration Event

OR Temple Talk

November 20 Commitment Sunday

Saturday/Sunday Ingathering of Pledges

OR All Congregation Pledge Dinner

(Follow up through December 11)

December 4 Celebration Sunday

Theme: ?

Ministry Initiatives:

Annual – meet inflation increase

Capital Roof / Debt

Goal \$400,000 For Roof

Challenge project Goal \$300,000 For Debt Retirement

Total Challenge Goal \$700,000

Print Quantities:

- Booklet
- Bulletin Inserts
- Intent Forms
- Invite Card/Envelope

ASSOCIATE INTERIM PASTOR REPORT

OCTOBER, 2022

Lutheran Church of Our Redeemer, Watertown, SD

Pastoral Duties

Since last Council Meeting

Conference & Ministerial: 2	Sermons: 2 (non-rep)
Synod Interim Pastors Zoom: 0	Presided: 3 (non-rep)
Pre-marriage sessions: 1	Funerals: 0
Confirmation Classes: 1	Weddings: 0
Adult Ed: 4	Baptisms: 4

Upcoming Ministry

Confirmation Presentations & Preparation for the Rite of Confirmation
Preparation for Advent and Christmas

Staffing Concerns

The shortage of pastoral, custodial and clerical staffing continues to put additional stress on the staff. They are stepping up to the plate but are growing weary. It will be good to have those issues put to rest so the staff can return to a semblance of normal. Interviews for the Business Administrative Assistant begin October 10th.

Congregational Concerns

I have attached a letter concerning the resettlement of Ukrainian refugees. I believe this is a vital project that LCOOR could participate in. I would suggest a task force be formed to manage participation of this project at LCOOR.

Personal Concerns

1. I have degenerative disc disease. Prior to my retirement I had major surgery on my neck which in part contributed to my decision to retire. In May I thought I injured my shoulder but subsequent tests indicate that I have another damaged disc. I also have a recurrence of sciatica from a previous back injury lower in my back. Consequently I am asking to be relieved of my initial commitment to serve until an associate pastor is installed. I suggest that I serve as Interim Associate until a new Senior Pastor is installed. Following the installation of a Senior Pastor I am willing to serve as needed, behind the scenes, at his or her request until an associate pastor is called.
2. I will be gone for two family events in the coming months. October 19-20 I will be gone to attend my niece's wedding. December 2-4 I will attend my youngest son's ordination. Jonathan has been called to serve as Associate Pastor at Ascension Lutheran, Brookings, SD.
3. I would like permission to advertise and sell copies of my book *Letters from Pleasant View Lutheran Church* at LCOOR from now until January 1, 2023.

From Michael Cartney Oct 5, 2022.

Pastor Dave Nerdig, (Please pass this email on to any and all who may be interested)

The Calvin Jones Concert in support of Ukraine was a great success! We will be holding concerts in Sioux Falls (1 Nov) and Rapid City (4 Nov). As we in Watertown move forward to support Ukrainian Refugees, we will start meeting in four different working groups. The date/time of the first meetings of these working groups is below. All meetings will be at noon (12 to 1:30) at LATC, please come to the Student Center. Please let us know which ones you (or your representatives) plan to attend so we can make sure we have adequate space.

Please join any or all of the 4 working groups:

- 1) Sponsors: 17 October. Leads: Lee Gabel, Michael Klatt, Hank Roso, David Johnson. Responsible for Sponsor recruiting, education, and coordination, at this group will be discussing how to be a sponsor, why to be a sponsor, and resources available to help sponsors.
- 2) Sponsor Support -- 17 October. Leads: Sister Barb Younger, Amanda Mack, Hugh Bartels, and Joy Nelson. Responsible for identification, engagement, and processes (how do sponsors access the resources), at this meeting the group will identify potential resources sponsors and incoming family will need, then start making lists of available resources, and finally designing processes and ways to connect the resources with the sponsors and families that need them. These lists will include supported needed and then available housing (temporary and long term), potential industry sponsors, Community resources (mental health, K12, day care, etc), financial resources, medical resources, clothing, furniture, etc.
- 3) Employer Engagement: 19 October. Leads: Robb Peterson, Shane Swenson, Michelle Kakacek. Responsible for identifying employers who need employees, the skillsets each needs, ability/willingness to support refugees or sponsors, and ability/willingness to help provide community resources.
- 4) Community Services: 25 October. Leads: Tim Toomey, Jeff Danielsen, and Jim Shroll. Responsible for Community Services (Law Enforcement, Education, Cultural Center, job placement, charitable entities, etc) needed to support refugees effectively and what capacity needs to be added or increased to support up to 1000 new Ukrainians.

Together we can do Great Things!

Mike Cartney, LATC and Michael Klatt, Haven's Freedom for New American Workforce

Background: Because of the WAR, the Ukrainian Refugee relocation effort is our current priority. The New American Workforce is an LATC initiative has taken on state-wide scope. Due to our thriving economy, the 30,000 open positions in SD is projected to continue to grow. The initiative focuses on how New Americans (Legal immigrants, refugees, and guest workers on visas) can help ease the workforce shortages, and how we become a community of choice for New Americans and Native American desiring to come to SD to work. Freedom's Haven for New American Workforce is a state-wide effort (and fund established at the SD Community Foundation) serving as a catalyst for communities, providing insights, guidance, and overall coordination. The Watertown Ukraine effort is the pilot effort for SD for Ukrainian support.