

Executive Committee Meeting Minutes

Monday March 21, 2022 at 6:30 pm

Verona Campus

In Attendance: Pr. Chris, Pr. Dara, Sara McCormack, Rick Blum, Betsy Johnson, and David Vogt (via Zoom). Absent: Robert Beggs.

Meeting started at 6:37pm

Pr. Chris opened us in prayer.

Devotion: We began discussion of the introduction of “Life Together” The background was a time when they were meeting in “secret for church.”

What is our context in terms of our ministry – let’s talk about the pandemic, Ukraine, racial justice, competing voices. We are in it and not in it at the same time. How do we be Christian in a world where we don’t always feel seen. We are no longer the primary religion. What does a community that is around these situations do, how do we make decisions, work together, do things in Jesus’ name. Boenhoeffer’s work has resonated throughout time. This book is relevant to our world now.

Ministry Report – Pr. Dara – Good Shepherd Food Pantry Garden

History – Isaiah 58:11 God keeps showing up with our resources.

2017 - Broke ground.

Spring 2018 - Received Initial funding from GS foundation grant and donations. Fence was made by Eagle Scouts.

2019 - Compost bins donated and a shed added by family of Allan Bringe.

2020 – added a sign, expanded area, hired HS intern.

2021 - Added perennials, apples trees, beehives (ES project – apple trees).

Food pantry tells us what to plant and what they need. We have a MS garden club that meets Mondays and Tuesdays June-August

400+ volunteer hours each summer, not including pastor/intern hours.

8000# harvested to date. Weigh everything for the food pantry.

Our bees produced 2.5 gallons of honey last year.

The garden is a place and a way to gather people together – intros/welcomes, garden break times, fall harvest dinner. Our garden has welcomed volunteers from Madison Area Food pantry gardens, Greek intervarsity, next step ministries (youth) and HS youth from Memorial HS.

Plans for 2022 with funding from a Second Harvest Grant (if approved) include a hoop garden that will extend the growing season about 1 month on either side. Right now the food goes to our GS food pantry. Goal to go to other food pantries if able. Allied Drive food pantry (partners with boys/girls clubs); Extended hands Pantry – new; eager to get some produce from us and is part of Lighthouse church. We also want to partner with other churches and grow produce for the Holy Cow.

Pr. Dara hopes to hear back by April on the Grant.

Future ideas: sell corn stalks, honey, eggs; potential to sell things/dreams for making \$\$ for garden.

Preschool garden/partnership – composting. No Mow May – help with pollination. Sections to not mow at our campuses to help bring awareness. Amped group is talking about raising chickens.

Goals for exec committee and board – see as service project and evangelism; Great way to introduce people to our church.

Challenges – water; only one water source; rain harvesting tank. How do you track volunteers – Sign up genius. Track data; state funding for food the pantry gets donated.

Future funding – how do we make ongoing funding available to make this continue to work?

Hoop Gardens: Plan to put on flat area between road and garden. County highway regulations can't block turn. Hoop tents are only 6ft high, 20 feet long; Rick – check city/county controls. Dara has talked to county; city not as specific.

Thanked Pr. Dara for her presentation and dedication to the Garden Ministry.

Covid 19 Update – Rick gave update from Bob B. There are plans to bring food back in. Donuts at Easter, funeral luncheons will continue in June. No need to discuss further with task force for decisions.

Review of minutes: January Exec Committee minutes. Pr. Chris moved to accept the minutes. Dave seconded. Motion carries. February board minutes revised with corrections for approval at April all board meeting.

Financials – GS is in an ok spot financially. Rick reports it's the best report he's ever seen. Not as high as end of fiscal year, peak at Christmas. May will bring staff pay raises; spend some money that looks like profit – grant money that has come into LBP needs to be spent by the end of June.

Motion to accept February financials by Dave; second by Pr. Chris. Motion carries without objection.

Giving Trends/Dashboard – second line – review of where we are at. Ash Wednesday numbers were higher than past 2 years. 2020 live; 2021 online; 2022 – online/in person numbers ahead. Sunday School has been a weak spot; numbers were last week before we closed in 2020 and 50% down with first Sunday's after masks off. But we've also cut from 4 services down to 2. Some of these people might not come back.

Budget schedule – At finance committee we discussed budget. The committee would be the second week in April – Holy Week but we have decided not to have any meetings during Holy Week. April 25th meeting – Finances – fiscal 2023 will be discussed. The committee will get back to Rick and Diane May

9th – 2nd budget. It will be ready for the Exec committee in May. Board needs to decide when the congregational meeting will be. Discussion about February (year-end close Dec 31st) and/or June.

How much notice/time do we need to give congregation to review? Two weeks – summer. There is a 75 requirement for a quorum in the Constitution. End of year books done before budget passed – maybe end of July 24th or 31st. Do books need to be done before your vote on budget? Not operating generosity campaign throughout – we will already know and we are estimating revenue for the second ½ of budget. If we have the meeting June 27th we will have voted before fiscal year starts. Otherwise use old budget before we vote on new one. Will get Wade's take on this before we decide on date.

June 27th Pr Chris is out of town. Discuss option of end of July. Could be a budget meeting with ministry check in.

Strategic Plan – Pr. Chris reported Steve Frei presented to Directors a few weeks ago. Same presentation the board, and congregation saw. They had rough draft of strategic plan. Directors gave input. LBP – not in Strategic plan. Devora has plan and LBP is making money. Staff gave suggestions to Steve Frei. No big surprises. One week to give additional input with a plan to present to the board sometime in May. Some of the plans will be starting anyway. Ronda Beggs role will continue to evolve. Steve, Sara, and Pr. Chris are looking at the budget with a plan to add continuing education for the staff.

Administrator's Report:

Capital campaign planning – need Bob's input. Campaign ends in November. It has been successful and better than the last one. We will have a million dollar mortgage at the end. How do we keep up the momentum if we start another campaign? In 2019 a consultant was picked. Mission and vision ended and the capital campaign started and all momentum shifted. Rick wonders if we stop doing a capital campaign. At the April board meeting we can discuss what type of campaign. Will we hire GSB again? We could have a limited campaign. If we have a campaign with a strategic plan we have the backing and guardrails to do what we need to do.

We have a big capital expense - roofs in next 2-3 years. Facilities talked about it this month. Don't want to have to replace both at once. Air handling holding up.

Pr. Chris feels we should dream big, mortgage + capital campaigns; 2 year million plus since we have good momentum. We could discuss a 13 or 14 month dream campaign. Or we could go two years out and dream big. Buildings are in pretty good shape. We also are discussing a second Holy Cow. We are not ready yet, but when? Something to think about when heading toward a campaign goal.

Question 1: Should the generosity committee weigh in and start discussion on this? Consensus is Yes.

Question 2: Should generosity committee weigh in on GSB assisting with campaign? \$20k cost – we already have their tools but do we need to do it again? \$5,000 campaign this fall was best money we spent. Hesitant to go without consulting. Bring it in house, we are saying there is capacity in the staff to do this task – not true. Dave suggests if generosity says they'll do it, including the marketing now and between April – they should meet.

President's Report:

Task force will make changes to the Bylaws and then present them to EC committee. Should have report done by early April to review and get to the exec committee. Plan to present to the full board at the April meeting.

- Indemnity insurance
- Meetings
- Language updates
- Change date of annual meeting, moves to summer, then lines up with budget meeting. A second meeting would not be required.
- All of board terms are shortened by 6 months. Current term would end in summer.
- Officers- up for discussion – officers to change in summer too.

Studies: The EC will continue to study Life Together. The full board will study Servant as Leader. Sara M is working with Sarah I to decide who leads and how we discuss each month. Each member will be assigned a study. Exec committee to lead Life Together.

Board – Servant as Leader (working with Sara I on who leads and how we discuss each month). Each member will be assigned a study. Exec committee to lead Life Together.

Skip Board installation – consider committee fair and install new board in June/July or whenever that happens.

HR Updates:

1. Employee handbook – existing – took from synod handbook and prof handbooks gave to Rick; not a rush; no timeline. 40 pages – a little longer than old one.
2. Naming convention – payroll/HR committee; Bylaws – compensation committee; HR/personnel. Constitution – Personnel committee (Decided this will be part of executive committee). Discussed that we are looking for consistency with policies and procedures across the board.
3. Dave received feedback from Rick and Sara on initial handbook. He would like additional staff input to get buy in with new document. Getting 2 staff people to volunteer who want to weigh in. Too many cooks – need one single voice. Should be directors – passionate and can write. Steps, not deadlines.
4. Listening sessions – heard and gave chance for feedback. Conversations to bring themes back together.
5. Review and pay raises. Reviews in April, raises in May. Tight now with Lent and Easter. Pushing out to reviews in May and June raises. Retroactive to May for pay raises? Rick to talk to Diane about moving back to retroactive 2 weeks instead of a month. May 15th may make payroll a mess, then we would go to May 1st. Rick will talk to Diane W. Goal, for reviews down to May 31st. the board had already approved a \$34,000 lump sum – let staff (Rick and Pr. Chris) determine through reviews how to distribute.

Action Items: Sara discussed the EC sponsoring a Service to bring everyone together and for healing for pastors, staff, board. Plan/goal to rebond, break bread, worship together, and refocus.

Plan for April 18th – service; supper, worship, followed by the April board meeting. Rejoin ourselves together. Rebuild community – low lift, high benefit. Focus will be on Leadership, service, community

gathering. Service of gratitude and thanksgiving for the mutual upbuilding of our shared mission and ministry. Sara to spearhead. Will work in conjunction with one of the pastors. Call Emily T.

8:39 Lord's prayer.

8:40 Meeting adjourned.

Good Shepherd Mission: In response to God's love and grace we....

Welcome as we have been welcomed.

Forgive as we have been forgiven.

Serve as we have been served.

Good Shepherd's Vision: By the grace of God and the love of Jesus Christ, we will meet each person where they are, and invite them into transformative relationships with *God, each other,* and the *communities in which we live and serve.* We will cultivate and empower lay leaders to support this life-changing work at Good Shepherd and beyond.

Minutes submitted By Betsy Johnson