

## **Good Shepherd Board Meeting**

**Madison – Monday August 15, 2022**

**6:30 pm Good Shepherd Room**

In Attendance: Pastor Chris Enstad (Lead Pastor), Bob Beggs (President), Dave Vogt (Vice President), Betsy Johnson (Secretary), Sara McCormack, Tyler Gold, Paul Bekk, Vern Andren, Liz Deterding, Angie Rieger (via Zoom), Rick Blum (Director of Administration).

Bob called meeting to order at 6:31pm

Pastor Chris led us in prayer.

Servant Leadership: Tyler led us in a discussion of pages 17-25.

Bob thanked the Board for their time with the Annual meeting and all the extra tasks over the past several months. Thanked Sara M for her service as Board President. Two goals for fiscal year 2023 include initiating implementation of the Strategic Plan and the Generosity Campaign. Bob also announced that Wade is planning on transitioning out of the Treasurer role, probably by the end of 2022. Tyler is prayerfully considering taking the role.

### Committee Reports

CYF – Stacy Niemuth is the new chair of the committee. She has been involved with CYF for about a year. This committee is making its way out of the pandemic. They have VBS, Camp Create It, Middle School youth nights, and a HS trip to Kentucky planned for the summer. A goal of the committee is to “reinvent” the progression of youth involvement through ES-MS-HS which was stunted due to the pandemic. This is currently the group’s main focus. Concerns they have include staffing levels. They are trying to determine which tasks can be done by volunteers rather than staff, to free up staff time for the things only they can do with limited people. Stacy is asking the committee and the Board, “How can we support the staff?”

- Committee met through the pandemic.
- They have reviewed the SP with good discussion.
- They are looking for more family involvement from families with toddlers through school age.
- Staffing is an issue for how the CYF functions.
- How do they teach volunteers to step in and help? They agree that they can’t shift the culture if they remain tactical. What can go away?
- PC commented that the strategic plan has the potential to change the full culture of how the youth programming is run.

Little Blessings Preschool – Devora Ballo (Director) gave updates.

- Ended 2021-22 year with 60 students from 53 families. Up 25% from previous year.
- 4.0 Star rating. Increased grant money from the State with higher ratings which provides extra funding for staffing needs.
- As of June 13 – 19 students enrolled in the summer program

- Current enrollment for fall is good. More openings left. The younger class has a lot of 2 ½ year old kids which is keeping the ratio down. They can have 16 kids, but currently capping at 12 due to the age of the kids. Goal to get back to an enrollment of 16.
- Raven's class currently has 4 openings. They will cap at 18 kids.
- The Verona 4k is full for fall with 22 kids. 20 are from district, 2 are private pay.
- LBPS has their own committee now. They have had two meetings. They have established a mission. Their goal is to increase enrollment in Madison.
- They are incentivizing teachers to increase their certifications which will increase options for funding and other opportunities to increase enrollment and market the program.
- Question asked (Tyler) about where Grants come from? They come from the state Department of Children and Families and they are based on enrollment and funds can be used for supplies and also staffing needs.

Approval of Minutes – motion by Tyler, Second by Dave to approve the June 20<sup>th</sup> Board meeting minutes. All in favor. Motion carried.

Motion by Dave, second by Vern to approve the July 24<sup>th</sup> Board meeting minutes. No discussion. All in favor. Motion carried.

#### Lead Pastors Report

Capital Campaign Update – authorized with appeal to pay off debt. Hired GSB to be campaign consultant. Have met twice with Evan. They have created a “campaign cabinet” and have 5 families identified to host small gatherings with a theme of “Dreaming Beyond” to kick off the campaign. The goal is to eliminate the mortgage to get to the next stage of life for our mission and vision. We will invite 15-20 families who have demonstrated abilities to contribute to beyond or other commitments. These gatherings will take place between Sept and October 15<sup>th</sup>. Goal with these small gatherings is to identify an amount already pledged to bring to the full congregation to reach our goal. The budget was passed with a deficit. The goal to reduce that deficit is to reduce the mortgage.

- 18 month campaign to begin in January.
- Goal from “pre-events” to have commitments by October 15<sup>th</sup>
- Hosts will follow up with families.
- Goal for all congregational event in November (goal November 13<sup>th</sup>)
- Generosity will seem later than normal. Commitment Sunday slated for November 20<sup>th</sup>.

There has been a Board member, staff member, and SPC member identified for each of the 6 initiatives identified in the SP.

1. Welcome – Angie Rieger, Stephanie Barth, Dara, Eric, Ronda (combo)
2. Worship – Betsy Johnson, Pastor Chris, Jared Stellmacher
3. External – Bob Beggs/Paul Bekk, Jen Holmer, Dara/Rick Thomas
4. Internal – Vern Andren/Paul Bekk, Brenda Wilcox, Pastor Sheryl
5. Leadership – Dave Vogt, Steve Frei, Rick Blum
6. Spiritual Development – Liz Deterding, Sara McCormack, Sarah Iverson

Currently working between Steps 2 & 3. Goal is to continue to socialize the SP and TALK!! We will continue to work as a cross functional team. Many of the committees are global and stream over all 6 initiatives. Its ok for the committees to have unknowns as this point. Steve Frei (SPC chair) is planning on a meeting in about a month or so for a launch of the plan.

We want to change the culture in 5 years. We will communicate our faith, see how our faith changes, and change how we see Jesus.

#### President's Report

Bylaws Task Force – has approved changes to the Bylaws. It is already in practice at the annual meeting to elect Columbarium and Foundation Board members. The current Foundation board is staying on for the calendar year. They have their own bylaws. The EC elects the Columbarium Board.

Motion by Betsy, second by Paul to remove the elections for the Columbarium and the Foundation boards from the Bylaws.

Both boards have their own 501C and both boards are representative of the congregation. We will approve their elections at the February meeting. No discussion. All in favor, motion carried

Motion by Bob, second by Vern to thank and disband the Bylaws Task Force. All in favor. No discussion. Motion carried.

Columbarium – Teri Fulton has served 3 terms and we are grateful for her service. There has been a recommendation for Kay Simmons to replace her.

Motion by Sara M and second by Liz to approve Election of Kay Simmons to the Columbarium Board to replace Teri Fulton who has served for 3 full terms. Discussion: Teri has served mainly in the area of promotion for the Columbarium. Kay is a good replacement as she has served long term on the communication committee. All in favor. Motion carries.

Motion by Sara M, second by Pastor Chris, to thank Teri Fulton for 9 years on the Columbarium Board. All in favor. Motion carried.

Financials – So far so good. Expenses are down \$15k. The bad news is revenue is down \$25K, but we have spent \$28K less. Expenses are down because increases were identified for salaries, but we haven't hired any new employees yet. There has been a surge in giving in response to the Beyond letter that was sent out in June. The trends continue, see August 2022 Dashboard for full details.

Motion to accept the Financial Reports. Motion by Paul, second by Sara. All in favor. Motion carried.

Administrator's Report – The roof project is starting this week in Verona. Rick Thomas is looking to get the Madison project scheduled for September. There has been a drop in reserves. A new phone system has been installed. The carpeting for the lounge at the Verona campus is set to be installed on Friday. As per staffing, we have some interviews set up. Hoping to have some positions filled by September 15<sup>th</sup>, but we want to make sure they are the right fit.

On Friday, we received an email from the City of Verona at 10pm from the Public Works Director. They reported they are doing emergency lane work (PD to Northern Lights) and we will be unable to make a left turn out of our driveway from 7-9 am on weekdays starting today. We find this unacceptable. Since LBPS does drop off from 8:30-9 we were able to get them to change that from 7-8:30 am only. But we will continue to address this as an issue. They are attempting to back up the left turn lane due to back ups on PD from the Epic traffic in the mornings. We are also concerned about the safety of our traffic needing to potentially cross over that left turn lane also. We will continue to address and discuss this issue.

#### Action Items

- Paul/Bob to discuss who will take roles for Internal/External initiative for SP.
- PC will share structure for teams for SP with staff.
- Sara M and Angie R will discuss potential changes to roles for Hospitality committee and SPC liaison
- Bob will connect with Angie R to discuss roles

Adjourned at 8:26p, motion by Pastor Chris, second by Betsy. All in favor. Motion carried. Concluded meeting with the Lord's Prayer.

#### **Mission Statement**

In response to God's love and grace we will: welcome as we have been welcomed, forgive as we have been forgiven, and serve as we have been served.

#### **Vision Statement**

By the Grace of God and the love of Jesus Christ, we will meet each person where they are, and invited 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.

Respectfully submitted by Betsy Johnson, Secretary.