

Good Shepherd Board Meeting

Madison Campus

Monday, June 19th, 2023 6:30 pm

In Attendance: Bob Beggs (President), David Vogt (VP), Betsy Johnson (Secretary), Tyler Gold (Treasurer), Sara McCormack, Vern Andren, Liz Deterding, Paul Bekx, Pr. Chris Enstad (Lead Pastor), Rick Blum (Director of Administration). Unable to attend: Angie Rieger.

Meeting started at 6:32 p with opening prayer by Pr. Chris.

Devotion: Group read section 1 of “Dare to Lead” by Brene Brown. Brief group discussion about what our goals are for this devotional reading as a group. Group decided to use as an avenue to get to know each other, engage in meaningful discussion and hold each other accountable to participate and identify take-aways to make our church board experience more meaningful.

Review of Meeting Minutes:

April Full Board meeting minutes – Motion to accept the April 17, 2023 Board Meeting Minutes by Tyler; second by Bob. All in favor. Motion carried.

Good Shepherd Foundation Update: presentation/discussion deferred until July EC meeting with Greg Meyer.

Lead Pastor Report:

SP Implementation Update: Feedback after the summit was that staff is still a little unclear of expectations. Status quo is not working great, but all staff chairing the pillars is not the clearest way forward. We need to give further clarity to the pillars and the committees and designate who should be responsible to whom. If another task is added to the staff, what comes off?

Team had discussions about the possibilities of co-chairs: lay person and staff. Together they would coordinate an agenda for the committee meetings. Liz asked for examples of what works: two suggestions – communications and CYF do a good job of sharing tasks. How do we make/designate a reporting structure?

1. PC/Rick bring to staff at Wednesday staff meeting (6/21).
2. Show staff the document about who will be relating to who? Which committees will interact.
3. Sara M and PC will discuss on Thursday (6/22) how presenting to the staff went, etc.
4. We discussed a communication plan at the April Meeting – 6 pillars, one story every month.

Further discussion about how we plan on engaging Kristin Wiersma if she is willing to help us. Do we invite her to a meeting? We hope to have a discussion about shared leadership and how it is going here at GS after we have some of the other things worked out. PC/Sara M will ask Brenda Wilcox if she is interested in being involved in this discussion.

President's Report: Bob discussed plans for the Annual Meeting

- Sunday July 23, 2023 Noon at Verona Campus and virtual
- Will give an update on the Strategic Plan.
- Video version of Dreaming Beyond for the Annual Meeting
- Budget presentation/discussion/vote
- PC and Bob will set the agenda.
- Friday the 21st there will be a "rehearsal" for the meeting.

Financial Report:

May Financials: Finances have been even year-to-year. We are over budget revenue wise and under budget for expenses. The reamortization rate will go in to effect July 1. Our final payment will be \$5728/month (with principle and interest). The payments will start on August 1.

We have no huge expenditures. LBP is going well. The current grant program for LBP will end soon due to GOP issues. Relative to what we have budgeted, projections are looking good.

Motion to accept the May Financials as presented by Tyler made by Pr. Chris, second by Vern. All in favor. Motion carried.

Administrator's Report:

2024 Budget:

- Estimated 2024 Revenue: \$1,712,788 - (1.6% projected increase)
- FY 24 - \$2,165,10 estimated income.
- \$37,558 in reserves to be released with \$18,230 authorized by the finance committee (due to the lower mortgage with the amortization. (Total \$55,788 reserves being released).
- Estimated \$130,000 income in June.

Budget Items:

- Assistant to Sarah I.
- Replace 2 custodians with a cleaning service. We have plans to watch this for 6-12 months to make sure it is meeting our needs. (Tyler asked if we decide to keep the service, should we seek out other bids?)
- Add MS/HS Coordinator – this will replace line item for youth director.
- Add FT teacher LBPS Madison. Added part time help.
- Tuition hike at LBPS July 3rd and again in September
- Fiscal year (-\$3610 – LBPS)
- Add Sealcoating to Verona (LBPS grant money to pay for ½ of this) (-\$8000 fiscal impact)
- Landscaping – budget ½ funded. We have a good bid we are afraid to lose (-\$7500 to fund the rest)

Budget currently has \$88k deficit. There used to be a \$111K deficit. Rick is shifting money and trying to get to a zero line. The market may demand something we can't fund, but we don't know the demand yet.

There will be separate line items in the budget for “one-offs” and this will be part of the presentation to the congregation.

** See budget worksheet and Financial Reports for other specifics.

Motion: made by Finance Committee to approve the Fiscal '24 Budget. Second by Sara M. All in favor. Motion carried.

EBC Credits: There is Covid Money available as part of the “Employee Retention Tax Credit” for keeping people employed during Covid. We are engaging Wengner to help with this. They are giving us an estimate of \$160,000 credit that can be put toward employee payroll – from years 2019, 2020, and 2021. The fact that we had a PPP Loan decreases this credit. This could come within 4-6 months, but we can't factor it in the budget until we know.

Action Items:

- 1) PC and Sara M to meet/connect Thursday regarding staff thoughts on SP roll out and responsibilities.
- 2) PC and Bob will meet to discuss/draft agenda for July Annual Meeting
- 3) PC/Sara/Brenda to discuss how to engage with Kristin Wiersma and see if Brenda wants to be involved in process.
- 4) CYF has noted continued Pest issues in Verona kitchen. Do we need to engage outside resources to help with this?

Motion to adjourn at 8:34 by PC. Second by Paul. All in favor.

Meeting closed with the Lord's Prayer.

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 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 respectfully submitted by Betsy Johnson, Board Secretary