

# Executive Committee Minutes FINAL

Monday, November 18, 5:30 p.m.

Location: Pr. Chris' office

Attendance: Pr. Chris, Andrew Seaborg, Tom Golden, Wade Huseeth, Sara McCormack, Rick Blum

Guest: Brenda Wilcox

Time: 5:31

Andrew called the meeting to order at 5:31p. Sara offered a devotion.

## Shared Leadership Task Force

- Brenda presented the Shared Leadership Task Force's Transition Plan. Many of the items are in the process of being implemented. A one-page laminated handout is being produced to reinforce the vision/mission and shared leadership model for use by staff, board and pastors. The Board President will continue to communicate with the congregation; Secretary to continue board communications; President owns and VP responsible for updating the on-boarding process; board to create an overall board liaison to all committees. Next quarterly commissioning service is 12/8 for worship and music participants.
- Sara discussed the HR and Organizational Charter. Rick noted that this committee is in the constitution and by-laws. It does not need a charter, but needs a description for the website. Sara will draft this, using Constitution 13.01 and By-law 4.04 as reference, and present to the Executive Committee for approval and have Eric post.
- Sara and Brenda presented SLTF Board On-boarding, with thanks to the committee and subcommittee for creating this 60-page document. Hard copies will be given to new board members in a three-ring binder, and reviewed with them by the President and third-year board members assigned as mentors. The Financial and Insurance pages will be listed separately in the table of contents.
- The Executive Committee disbanded the task force without objection, with gratitude for a job exceptionally well done, and with the gratitude of the congregation.

## Minutes

- Tom moved, and Wade seconded, to approve the minutes from the September Executive meeting, with the year being added in the heading. Motion carries.
- The October board minutes were reviewed.

## Financial update

- Wade reviewed the October financials in the new format. The Columbarium column will be removed in future reports. The financials were accepted without objection.

- Wade presented a Cash Investment proposal offered by the Finance Committee. After discussion, Sara moved and Pr. Chris seconded to accept the recommendations. Andrew recused himself. Motion carries.

#### Pr. Chris's Report

- Beyond... Pr. Chris reported that GSLC executed the consultant's playbook throughout the campaign. As of Commitment Sunday, 11/17, over 300 households committed to Beyond, 189 members turning in their pledges that day. We have a total commitment of \$1.73 million, which is the highest commitment GSLC has ever done! Of this, \$916k are intents specifically for 2020. We anticipate additional pledges coming in now through the end of 2019. Many of the top donors have pledged. We need additional pledgers to reach our goal of 600 households. We have already received \$179k in donations. We will encourage members who have yet to participate to turn pledges in on 11/24. We will also include pledge requests in new member packets, and will make online giving an option so members can donate but even if they choose not to pledge. We will text members who haven't responded yet. Discussions will continue to strategize a growth plan for 2020 in light of current pledge levels.
- Cash Assistance Policy – Pastor Chris wants to reaffirm our policy to support our staff. He moved, and Tom seconded the policy, which reads:

#### ***Financial Assistance Policy for Neighborhood Residents***

*Thank you for visiting Good Shepherd. Good Shepherd Lutheran Church is not able to give out cash, rental assistance, bus passes, gas cards or help with auto repairs, utility bills, etc. In addition, because Sunday is a day of worship, we are unable to arrange pastor meetings on Sunday.*

*For spiritual care or prayer on Sunday, Stephen Ministers are listed on the back of the bulletin.*

*If you need pastoral care, please make an appointment during normal office hours: Mon-Thurs 8:30 A.M. – 4:30 P.M., Friday 8:30 A.M. to Noon. There is a blue resource card available in the office containing contact info or our Clothes Closet, area Food Pantries, Joining Forces for Families, Homeless Shelters, Domestic Abuse Services and other resources. **An emergency food bag is available upon request.***

Motion carries.

- Nominating committee report – The committee has put forward names for three potential new board members. Contacting these individuals and their acceptance is in process. Two names have also been put forward for new members of the nominating committee. Both Vern Andren and Susi Petta agreed to be on the ballot.

Pastor Chris moved, and Tom seconded, that we move into Executive Session at 6:56p. Motion carries. Tom moved and Pastor Chris seconded, that we move out of Executive Session at 7:14p. Motion carries.

#### Administrator's Report

- 2020 Budget – A first draft budget has been created and put through Finance committee. It includes a 2.8% increase for staff in July. The budget is flat to 2019, and took 20k out of property. Despite this, it still shows a \$77k deficit, even with the \$111k Nemec carryover released to the Children/Youth/Family budget. The finance committee is concerned, but pledges and revenue will be re-estimated after Thanksgiving.
- Dashboard – Rick reviewed attendance numbers.

After the Lord's Prayer, Wade moved and Tom seconded to adjourn. Motion carries.

Respectfully submitted,

Sara McCormack  
Secretary

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.