

GSLC Board Meeting Minutes
Monday, June 21, 2021 6:30 p.m. (CDT)
Location: Madison Campus, Good Shepherd Room

Sara McCormack (President) Wade Huseth (Treasurer) Vern Andren Liz Deterding Tyler Gold Betsy Johnson Angie Rieger Pr. Chris Enstad (Lead Pastor) Rick Blum (Director of Administration). Absent: Bob Beggs (VP), David Vogt (Secretary)

Guests: Kristi Jones (new Social Action chair), Josh Enslin (Facilities chair)

Opening Prayer -

The meeting began at 6:31 with an opening prayer from Sara.

Bible Study - The Long Obedience Ch 5/Psalm 123

We then began a discussion of chapter 5 of The Long Obedience and the meaning of service in the name of God.

May Executive Committee/Special Board Meeting Minutes -

Sara asked whether everyone had read the minutes from the two meetings in May. She explained the executive committee minutes are there for information only and will be approved by the executive committee in July.

Betsy moves, Tyler seconds approval of the minutes of the special board meeting from May 25. The motion passed unanimously.

Ministry Report

- Facilities

Josh / Rick

Josh Enslin came and gave an update on the work of the Facilities committee. He asked whether everyone had the 5-year Facilities plan in front of them. Rick admitted he did not send it out with the packet but will send out with the minutes.

Josh talked about the capital projects being worked on, including the music room/youth room, remodeling, sign. Rick B. put updates on all three projects in his administrator's report, which was in the packet. The money to pay for these projects is coming from a Capital projects fund being generated from money given to the Beyond campaign.

Rick added that the church is moving forward with NCI Roberts on the Music Room/Youth Room remodeling. He expects work to start in mid-July with completion by Labor Day.

Josh also talked about the possible need for both roofs to be replaced soon. The cost would be \$80,000 for a Madison roof and \$100,000 for a Verona roof. Josh said this would be an expense that should be considered for the next Capital campaign in fall of 2022.

The parking lot in Madison would be seal coated in the new budget. \$14,500 was reserved in the Fiscal 2022 budget to pay for this. However, the first bid came in much lower, according to Rick.

Josh also talked about possible development coming to the north and west of Verona. Committee member Chris Ehlers is working with Veridian on the project and briefed the

Facilities Committee about a timetable. Rick said if approved, Ehlers expects ground to break in 2023 or 2024, but the whole development would not be complete until 2030. Josh also talked about getting the concrete stairs fixed in Madison, which has been on the agenda for a couple of years. Rick jumped in and said that project is delayed again, because of an inability to find a contractor to do the job.

Wade asked whether we should ask for volunteers to do the concrete stairs.

- Social Action

Kristi / Liz

Kristi thanked former chairs Suzi and Becky for their leadership of the committee. She also thanked Rick T. and Donna for running their programs (and thanked Donna for finding Thrivent grants to pay for programs.)

She mentioned Colin Grove is moving to Maryland, so there will be a need for someone to take over leadership at Good Shepherd of the World Vision program.

The Holy COW has been out and about a lot. Kristi was very thankful for having the Holy COW go out and thank public health workers last week.

She mentioned Sheray and Mike, who are going out as community workers in the Meadowood neighborhood as a way of having Good Shepherd support their work in the community.

Kristi says it is a very active group that are doing a lot of things in the community.

Sara said this is a different committee than most, since it is made up of a lot of different service groups doing different work, and they all have a representative of this committee.

Kristi is hoping we can find other ways to reach out this fall without having to be in a classroom with kids. We are also hoping to do more with Toki Middle School.

- Strategic Planning (minutes attached)

Angie

Angie said they are going to start trying to meet every other week. The committee realized that if they only meet monthly, they would not get done very fast.

The committee has hired Kristin Wiersma from the Joshua Group to start doing some gathering of data. She is also hoping to figure out what else is going on in the community.

Angie says we need to find out what other churches doing, and what else is going on out in the community. She specifically wants to look at what growing churches are doing elsewhere.

Financial Report

Wade

- May Financials

Wade explained that the deficit was nearly \$190,000, which is not good. However, we were budgeting for a deficit of \$134,000, and no one was in the building for much of the year. He believed it could have been much worse, thanks to an ability to keep expenses down during the pandemic.

He did say the cash balances looked good, due in part to the forgiving of the PPP loan of \$244,000 and a large estate gift given back in July 2020 of more than \$460,000.

He also mentioned that giving to the Beyond campaign is coming in as expected, despite the pandemic. The mortgage is now below \$1.8 M.

- Budget for CY 2021-22

Wade talked about the process of putting together of the budget.

Total income is projected to be \$1,759,348, which is about \$50,000-\$60,000 more than we expect to pull in this fiscal year. Rick added that we expect giving to increase some coming out of the pandemic. For example, the church typically budgets \$25,000 in loose offerings a year. In Fiscal 2021, we only expect to pull in \$5000, since no one could give in person. In Fiscal 2022, we are projecting \$15,000...an increase, but not a return to pre-pandemic numbers.

Rick also projects revenue to be up significantly at Little Blessings.

Wade explained that we are not projecting to make many internal improvements, and that we will save a lot of money by lowering our copier costs.

Rick explained that after paying averaging more than \$60,000/year in copier costs over the past 5 years, the church is in the 4th year of a 3-year contract on copiers this year, meaning we are only paying for maintenance, which costs us closer to \$10,000/year. He plans to hold on to the copiers one more year to save on costs, since our usage is way down.

However, Rick did say he is budgeting to replace our server for our computer in the coming fiscal year for a cost of \$12,000, and continue to recycle computers in the church's fleet, so we do not get into a situation like the church was in 2015, when all the computers went down at once.

Rick said there was plans to add an interim pastor in the budget, but that was removed, and extra money was placed in the budget to pay for guest pastors to come and preach occasionally.

Wade said the budget planned to re-amortize our Mortgage in January, which should generate cost savings of appx. \$36,000 in the Fiscal 2022 budget. Right now, we pay \$17,424 a month out of our general fund for our mortgage. We expect that to drop to around \$11,600 if we re-amortize in January.

Vern asked whether we have a calendar for when we hope to pay off our mortgage. Pr. Chris estimates that we will probably need one more year after our present drive ends to finish off the mortgage. (Appx. End of 2023)

Expenses are at \$1,925,032, which is slightly higher than last year. The hole of \$165,684 will be covered with money received in an estate gift from the Dewey family.

Wade also explained that Rick B. was asked to do a plan B if revenue would drop noticeably in the upcoming year. Wade is not showing the plan at the meeting, since a lot of is focused on personnel. However, it does exist, and can be pulled out if revenue drops.

Finance also stressed the need to raise revenue to help turn those things around. They stressed the need for finance, generosity, and strategic planning to work together to increase revenue in the coming year.

Wade moves that we approve the Fiscal 2022 budget presented and approved by the Finance Committee and that we submit the budget to the congregation at the Town Hall Meeting July 18. Angie seconds.

Discussion

Vern asked about Pr. Tim and the outreach he did when he was here and whether there are plans to do that again.

Angie said we are losing members and we need to be transparent and invite people back to church. The challenge of doing a strategic plan now is getting feedback and response that is not related to COVID.

Motion to approve sending the budget on to the congregation approved unanimously.

Reopening 6/20 update - mask optional, inside coffee

Sara attended Sunday in Madison for the first mask optional service and thought people were socially distant inside the sanctuary, but not very socially distant in the lobby. Very few masks.

Angie said she went to the Farmers Basket and said she no social distancing and tons of food samples everywhere.

Pr. Chris thanked Betsy for her work in helping reopen the church.

There was discussion about whether the COVID task force needs to meet again.

Betsy is worried there are too many meetings are happening and things are being discussed too much.

However, Rick mentioned he thought dissolving the task force was premature, and that we may need them again in the fall, even if it is just an email resource.

Pr. Chris' Report

First, Pr. Chris thanked the finance committee for their work at putting together the budget.

He also thinks the strategic planning committee has one year to try and come up with a new way forward.

Pr. Joe's situation still weighs on his mind. That means there is a lot of "I don't know."

Angie wonders if Pr. Joe's situation is putting too much pressure on other pastors.

Pr. Chris says it is not right now, but we'll see as we move into the re-opening.

He asks for prayers for guidance going forward.

Administrator's Report –

Rick submitted three written updates which were not discussed but were in the packet.

- Verona Annexation Update
- Beyond capital renovations
- Verona campus signage

Giving Trends/Dashboard

He was asked to talk about the May Dashboard focusing on attendance and giving trends. He did say that as of now, we are average about 40% of our pre-pandemic attendance at our 3 services. However, he did note that that was 2 services less than we were doing before the pandemic. He said when you factor in our online attendance, our attendance is average slightly less than we were averaging in person before the pandemic.

He also talked about attendance at our Wednesday service. He said the last two weeks have been online only, since very few people were attending in person. He said online only attendance has been about 80% of previous online attendance. He said the plan is to put the Wednesday service on hiatus in July and August since it's original purpose (to keep people connected more during the pandemic) has ended and people can meet again in person. However, he said it may come back in the fall tied to other offerings.

Generosity campaign –

Rick also talked about the newly reformed Generosity Committee, chaired by former Beyond co-chair Ronda Beggs. He says he is excited about the involvement of new people and the energy they are bringing to the table.

He said the committee has decided to use Mike Ward from GSB (who served as a consultant to our Beyond campaign) as a consultant to the fall campaign as well. (Cost: appx. \$4500, which is about 10% of when we spent for his work as a consultant in 2019.)

Since 2019, Mike has turned his focus of his campaign to Impact based messaging. Rick talked about Mike's focus on making "Withdrawals v. Deposits." He said they have noticed that although our communication products (Messenger, ENews) are very good-looking, we tend to ask our members for more withdrawals (give to church, please attend our event, etc....) and not enough on deposits (see the impact the church is making the lives of our members and our community). He believes changing that focus will help us when we do our fall campaign.

He has also hired a new employee, Mitzie Schafer, to help us work on our messaging of "deposits." She held a writing seminar last Monday and plans to host another one next July 12. Rick warned the board that 16 people who attended the seminar were assigned homework to interview members between now and July 7 and write articles that show the "deposits" being made. He said there is a chance some of them may be interviewed.

Mike has also written a new book - Abundance - Creating a Culture of Generosity. One of the Generosity members said she was really enjoying the book, didn't realize she had a "Scarcity" mentality instead of a mentality of abundance, and that it was helping her reframe her thinking. She also said she was underlining passages more than expected. Rick asked whether anyone wanted the book – (Sara, Vern, Liz and Betsy asked us to order them one.)

President's Report

- Committee/staff/board SL half day retreat -late August

The idea: to get all the players in one room to compare notes and be on the same page. The initial date suggested was Saturday, August 28. However, the staff thought meeting the Saturday before Labor Day was not the best idea. The board had problems meeting during the week before Labor Day. The date landed on: Monday, September 13. Details to come.

- Possible congregation-wide worship 9/12

Sara would like to see more ways to bring the congregation together. This is one idea. Everyone likes the idea. However, September 12 is not a good date (Ironman in Verona). It was suggested to do it later in the fall.

- Town Hall meeting 7/18 12 noon Madison Campus

We are going to go live with it in Madison via zoom. The theme: In, Out and About. Rick B. mentions the constitution requires to have 75 members in person to pass a budget and thinks it would be a good idea to try and do that, even with the electronic capability.

- Spiritual Formation committee - inactive

The committee has been chaired by Becky Baumbach and Judy Johnson. Sarah Iverson is the staff contact, Sara M. is the board rep. The committee is trying to think of what the congregation wants outside of church. There's been a lot of contemplative activity, but it hasn't been widely received by the congregation. Nothing is jelling. Is this something that should be done by committee or is this something that needs more grass roots support. Pr. Chris said that when Good Shepherd was in growth mode, spiritual maturity wasn't a part of the plan. Now, he said he would like to be a part of a church is growing and deepening.

Action Items

Rick - will order book and send out the Facilities Committee 5-year plan. 8:10

We adjourned with the Lord's Prayer at 8:23.

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.