

Good Shepherd Lutheran Church

Board of Directors Meeting – Madison Campus Good Shepherd Room.

5.17.2021

Present: Sara McCormack (President), Robert Beggs (Vice President), Wade Huseh (Treasurer), David Vogt (Secretary), Rick Blum (Staff), Chris Enstad (Lead Pastor)

Absent: None

Guests: Joanne Zastrow (Notetaking)

Opening Prayer/Long Obedience Ch 6 Sara 6:30

March Minutes: Dave 6:45

- **Changes:** Wade, Finance 2nd paragraph "it would be preferred to have audit experience"
- **Motion, P. Chris; 2nd Bob Beggs. Motion to accept the March minutes approved.**

Financial Report: Wade/Rick

- **April Financials:** Giving not keeping pace w/budget or previous year; operating in deficit of \$188,000; PPA loan not being used yet (it shows up as liability on balance sheet because it has not been forgiven yet; anticipate it will be). Surge giving (that typically happens around holidays like Easter) is down; Little Blessings received nearly \$30,000 grant. Based on grants this year, Little Blessings is operating in black; Sara asked about Fall enrollment: currently down compared to pre-pandemic levels but rising. We are projecting a breakeven budget for Fiscal 2022.
- **Motion to approve the April Treasurer report: Bob Beggs moves; 2nd David Vogt. Motion approved.**
- **Giving Trends/Dashboard:**
 - o Wade's Cash forecast has made a change in the Beyond campaign section: We changed how much mortgage will be paid off in future. People are paying faster, but that means we should expect less money for the rest of the campaign. We had budgeted to receive \$150,000 against each quarter. That was changed to \$90,000 each quarter to reflect that, which should mean more accurate forecasting.
 - o Finance committee has made recommendations to budget.
- **Budget for CY 2021-22:**
- Contributions/Income
 - o Estimating contributions of 1,470,000 (suggests slight increase)
 - o Total estimated income: 1,759,348 (does not include Dewey estate gift or grant from Little Blessings)
 - o Generosity committee meeting this Thursday, May 20. Currently: Ronda & Bob Beggs, Lars Haskins, Scott Rogers, Steve Kelley.

- Rick expects loose offerings to bounce back some, but not come back to pre-pandemic level.

Expenses:

- Associate music director
- Video production coordinator (part-time/20hrs)
- Re-amortization of mortgage in January
- Computer servers (\$12,000), computer update (\$6,000)
- Money to pay for Strategic Planning Consultant (\$15,000 estimated costs total; hoping to split costs with the foundation)

Not included in Expenses:

- Interim pastor (but including \$7000 to pay for guest pastors)
- Copier updates/replacements (will happen next fiscal year)
- Synod contribution being cut by 50%
- facility improvements that can be delayed

Little Blessings:

- Projecting the budget to breakeven
- projecting 8 enrollments in Madison
- 12 in two Verona preschool classes; 24 in Verona 4K
- reducing staffing based on less students, and less need for pandemic resources

Wade Comments: Historically income is below expenses when not using grants; Dewey grant is spent by Sept. 30, 2022.

Finance Committee Recommendations: -Very appropriate to be looking at Revenue; without mortgage payment we'd still be at breakeven; look at revenue to create a more balance budget and not be relying in grants.

Questions/Discussion

- Regarding 4th pastor (and difference between guest pastor vs interim)
Guest Pastor: will preach
Interim Pastor: does not provide long-term relationships; but interim need clear understanding of framework
- Questions regarding staffing, worship times, what is sustainable, Wednesday night worship will be recorded for Sunday. Sara asked if staff are taking on more. Pastor Chris did not think 4th interim needed before strategic planning meeting.
- What if giving/revenue does not increase? (Rick said considerations would include possibly eliminating synod contribution and not hire music position)
- Will re-amortization loan be an issue with the congregation (consensus is no)

Motion from Executive Committee to recommend Budget be sent to Board for approval by Board: David, Bob 2nd. Motion Carried.

COVID-19 Task Force/Reopening Update, Vice-President's Report: Bob Beggs

Motion (see below) from Bob, 2nd by Wade. Motion carried for below .

- ***Eliminate registration for both indoor and outdoor.***
- ***Eliminate masks outdoors; singing outdoors allowed for congregation & worship leaders, socially distanced.***

Strategic Plan Committee: P. Chris

- Meeting May 18, budgeted for half of strategic planning in 2021-22
- Steve Frei is Chair, Brenda Wilcox is Secretary

Administrator's Report: Rick

- Verona Annexation Update: Annexed approved by city; GSLC now officially part of the city;
- Beyond capital renovations:
 - o Sign update: not being approved for sign due to size of the proposal. Zoning code changes were recently passed but did not affect the decision. Steve Frei will continue working with Adam Sayre, Verona City Administrator.
 - o Verona lobby renovations on hold, with exception of small amount of painting that has been done
 - o Music room/youth room: plan on continue moving forward.

Motion spending 55,000 for music room (including flooring) and \$35,000 for youth room (\$30,000 from Dewey; \$5,000 would have to come from general budget fiscal 21-22) 1st Bob; 2nd from David. Motion carried.

President's Report: Sara

- Suggestion by P. Chris to look at constitution to see if it aligns with current budget scheduling.

Motion: Congregational Town Hall Meeting: suggested for indoors in July 18 w/zoom @ 12:00pm at Madison. Meeting would be recorded. 1st Wade; 2nd David. Motion Carried.

Executive Session: David

- HR Review: Begin working on job descriptions; David would like to wait for strategic planning committee. For the interim staff meets with direct reports to set goals for the year and check-in versus updates on job descriptions.
- Board Member has asked to meet Executive Committee: Yes, provided there is not HR or executive session.

Adjourn with the Lord's Prayer

All

8:35

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.