

# **Good Shepherd Executive Committee Meeting Minutes**

**Nov. 15, 2021**

## **Good Shepherd Room - Madison**

Attending: Sara McCormack, president; Bob Beggs, vice president; Dave Vogt, secretary; Wade Huseth, Treasurer; Pastor. Chris Enstad, lead pastor; Rick Blum, director of administration

1. **Meeting called to order by Sara at 6:28 p.m.**
2. **Opening prayer** – Offered by Pastor Chris
3. **Book study** - Sara led the committee in a study of Chapter 14 and Psalm 132 from A Long Obedience in the Same Direction.
4. **September minutes** – Pastor Chris moved to approve the September Executive Committee Minutes; Bob seconded. The motion carried and the minutes were approved.
5. **Financial report** – Wade reviewed the written report and dashboard of the October financials that was included in the committee's packet. He reported that contributions are below what was budgeted. Expenses were also below what was budgeted. As planned, the church has spent from savings and paid off \$134,000 on the mortgage. Contributions are \$44,000 less than last year YTD and \$105,000 less than budgeted. The Foundation has granted \$24,200 to the church for Verona remote cameras, to the Joshua Group for strategic planning and for renovations in Madison Room 11. Expenses are \$47,000 less than budgeted, and the program budget year to date is \$91,000 less than last year. Wade forecast that if contributions and the budget remain the same as last year, the church will be facing some difficult decisions by the third quarter of 2022.
6. **Generosity campaign report** –Director of Administration Rick Blum gave an overview of the progress in the 2022 Generosity campaign – “You’re Invited.” He said that as of this moment, we have had intent cards returned for \$866,948 so far. He had hoped to have a breakdown for the committee about how close we were to making our goal of increasing giving by \$100,000, but he ran out of time to produce an answer. He estimated that we were between \$106,000 to more than \$200,000 short of the goal as of Nov. 16, but he wouldn't know for sure until he studied the numbers some more.

He provided a note the next day to detail progress with the campaign:

So far, we have received 266 cards and 45% of them indicate an increase in generosity for next year. Our expected increase next year from all recurring givers is \$5.60 per week. So far, donors



have intended to give \$866,948 in 2022, which means we are 75% of the way to reaching our goal of increasing our giving by \$100,000 next year. (Last year, we had pledges totaling \$1,056,329. This year, our goal is \$1,156,329.)

We have identified 85 donors who pledged \$124,360 in 2021 who have not turned in cards as of 11/16 (and who also don't have recurring giving through Auto-Withdrawal or electronically through Breeze.) Rick B. believes if we can get intents from those 85 totaling 64% of their 2021 pledge (appx. \$80,000) or get new money or increased giving from other donors, we should be able to make our goal. These 85 will be who the Generosity Committee will be targeting the next few weeks.

Sara thanked Rick and the Generosity Committee for their service. Dave moved to accept the report. Pastor Chris seconded. Motion carried.

7. **Lead pastor report** – Pastor Chris reported that the chair of the strategic planning process, Steve Frei, will give a temple talk next weekend to update the congregation on the process and the number of data points under consideration. A lot of the points raised were similar to those of a previous strategic planning four years ago. Bob asked what new initiatives the congregation can expect when the mortgage is paid off. Dave emphasized the importance of having staff and lay persons trained and ready to take on new aspirations. A written report was submitted.

Regarding nominations, Wade has agreed to continue as treasurer and chair of the Finance Committee, however, he will not be serving on the Executive Committee or the board. The board thanked Wade for his service. Sara and Bob will continue to serve on the Executive Committee; however, positions have not been determined. One person will need to be nominated to the Board of Directors.

8. **Administrator's report** – Rick reported that the church is fully staffed. A new assistant director of music will not be hired in this cycle as it was determined that there was not a need for a 40-hour per week position with the current number of worship services. The search may be re-opened for September 2022.
9. **President's report** – The committee selected Sunday, Feb. 6, as the date of the annual meeting. An amendment of the annual meeting bylaw will be made at the June or July Town Hall meeting. The committee accepted the written report of the Good Shepherd Foundation and thanked the foundation for the contributions they made this year. Regarding shared leadership, Sara reported that the Board of Directors needs a liaison to the committee of committees. Sara suggested an informal meeting with all the committee chairs. The director of Little Blessings, Devora Ballo, has proposed a committee be formed specifically for the nursery school. The proposal will be presented to the Board of Directors at its next meeting.
10. **Vice President's report** – Bob reported that the COVID-19 Task Force is waiting to hear from some members regarding mask mandate, however, the consensus is that the church will follow



the county's protocols. Masks could be optional after Nov. 27. Masks will continue to be mandated for children in church school.

11. **Secretary's report** – Dave gave an HR update. He reported that he has met with directors and will recommend monthly one-on-ones and quarterly meetings with staff by their supervisors.

12. **Board of Directors dinner** – Sara proposed a dinner for fellowship. The committee agreed to a hold a dinner in January.

**Action items:**

Sara will bring the committee chairs together for a meeting.

Rick will ensure that Steve Frei has a slide deck for his temple talk.

Pastor Chris will meet with Devora Ballo regarding her proposal to form a new committee for the preschool.

The meeting was adjourned at 8:10 p.m. with the Lord's Prayer.

Minutes submitted by Ann Nelson.

Good Shepherd's 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.