

Good Shepherd Executive Committee Meeting Minutes

Jan. 17, 2022

Via Zoom

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

1. **Meeting called to order by Sara at 6:32 p.m.**
2. **Opening prayer** – Offered by Pastor Chris
3. **Book study** - Sara led the committee in a study of Chapter 16 and Psalm 134 from A Long Obedience in the Same Direction.
4. **November minutes** – Pastor Chris moved to approve the November Executive Committee Minutes; Bob seconded. The motion carried and the minutes were approved. Sara noted that the December Board minutes were labeled October, which will be corrected before the Board's February meeting.
5. **Financial report** – Wade reviewed the written report and dashboard of the December financials that were included in the committee's packet. He commented that contributions rebounded in December and were ahead of budget for 2021 and ahead of 2020. Expenses were lower than budgeted, leading to a positive situation. Projections included in the meeting packet show good results from the generosity campaign, amortization and _____. The forecast includes increased compensation for staff in May or June.

The Beyond campaign ends Nov. 30, 2022, and a new campaign would be planned to begin Dec.

1. Details are to be determined but likely will involve eliminating the mortgage and addressing goals for mission and ministry beyond bricks and mortar. Pastor Chris recommended retaining the consulting firm GSB again. Bob asked about expenses needed to support the strategic plan.

Bob moved to accept the financial report. Dave seconded. Motion carried.

6. **Lead pastor report** – Pastor Chris reported that the Strategic Planning committee's small groups, with the exception of an internal/membership/belonging group, had submitted strategic planning objectives. Pastor Chris noted that the documents are encouraging but indicate a lot of work to be done. He will meet with Sara and Steve Frei, chair of the Strategic Planning Committee, to review the reports.

7. **Administrator's report** – Rick reported that as of New Year's Day, \$100,000 more than previous year had been raised from the Generosity Fall appeal. Also, capital improvements as part of the Beyond campaign are moving forward. Carpet will be installed in the Verona nave next week. Enhancements to the lobby are expected before the annual meeting in February. The electronic sign at Verona was installed in December. Sara thanked Rick and Eric for their assistance with the sign. Wiring for the sound system will be updated at the Madison campus.
8. **President's report** –
- a. The Annual Meeting will be at noon, Sunday, Feb. 13. The meeting will include updates to the congregation and the election of the Board of Directors. Due to current pandemic conditions, the meeting will be held both in person and online.
 - b. Bylaws task force chair Tom Golden will present at the April board meeting. Changes to the bylaws include changing the calendar year.
 - c. Recommendations for a committee chair for the Little Blessings Preschool Committee should be sent to Sara.
 - d. Steve Johnson is stepping down as chair of the Children, Youth and Family Committee. A replacement is being sought.
 - e. Regarding Executive Committee roles for next year, with the board's approval, Sara and Bob will continue in their current roles of president and vice president. Dave will become an ad hoc board member and liaison for human resources. Betsy Johnson will be asked to become secretary. Bob will serve as liaison to the Good Shepherd Foundation. Sara will continue to work on shared leadership and committee initiatives.
 - f. Committee chairs will meet at 6:30 p.m., Jan. 25, via Zoom to connect and create community.
 - g. GSB, the consulting firm we hired for the Beyond campaign, is offering training for board members. The Council Leadership Focus SAS Track involves five Zoom sessions with Paul Walters. Sara will attend the Jan. 18 session and report back to the board.
9. **Ministry report** – Bob gave a report on the COVID-19 Task Force. The Wisconsin Council of Churches has urged congregations to discontinue in-person worship, which was reported in the media. Paul Friesen of the COVID-19 Task Force was consulted, and the consensus was to continue in-person worship, improve masks to N95 or surgical masks, return to in-pew communion and discontinue coffee hosting. Good Shepherd will continue to follow CDC recommendations.
- Sara reported on discussions regarding the AAMPARO Welcoming Congregations. The Executive Committee will revisit this topic in light of the strategic plan. Pastor Chris suggested that welcoming immigrants is a good thing to do but will require volunteer involvement.
10. **Secretary's report** – Dave indicated that the HR Committee does not have well-defined goals, which the Strategic Plan may help. Pastor Chris is holding one-on-one check in meetings with his direct reports. Other staff members will similarly be meeting with their supervisors. Staff reviews will be completed before salary discussions in the spring. The employee handbook needs updating, particularly in light of the pandemic. Rick will review in the summer.

11. **Other comments** – Bob commented that, in some cases, the agenda for the full board meetings does not allow enough time for questioning presenters and engaging in thoughtful discussion. The committee discussed extending the board meetings to allow more time.

Sara has asked Judy Johnson and Sarah Iverson to recommend devotions that could be used by all committees and groups. She would like the recommendations in time for the Feb. 21 board meeting.

Action items:

Sara will work with Pastor Chris and Rick to develop the Annual Meeting agenda.

Decisions regarding the next capital campaign will need to be made by April. Discussions will begin at the July congregational meeting.

Sara will speak with GSB regarding the council training.

Sara thanked Wade for his service on the Executive Committee and the Board. The meeting was adjourned at 7:49 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.