

GSLC Board Meeting

Monday, April 18, 2022

Verona Campus Lobby – 6:50 pm

In attendance: Sara McCormack (President), Bob Beggs (VP), David Vogt (At large), Betsy Johnson (Secretary), Vern Andren, Tyler Gold, Liz Deterding, Angie Rieger, Paul Bekx, Pr. Chris Enstad (Lead Pastor), Rick Blum (Director of Administration). Guest speakers: Josh Enslin (Facilities), Tom Golden (Bylaws TF).

Thank you to Emma for assisting with taking new photos of all current board members. Thank you to all involved in the dinner preparation and church service this evening. It was a wonderful opportunity to break bread and worship together in community.

Meeting began 6:54 pm. Pr. Chris led us in prayer.

Minutes: Review of February board meeting minutes. Motion to approve by Angie, second by Liz. Motion carries.

Financial Report: Report written by Wade Huseh. Reported by Rick. March financials show a surplus. Raises will be given in May/June. We will be spending some money at the end of the budget year on a supply of computers.

Dashboard: Easter attendance for 2019 was about 1800, which was the last time we were together in person. This weekend, there were over 1000 in person and 500 online. In agreement that this number was good given up until this point attendance was about 60% of that. Giving has been relatively flat. There was a question about attendance YTD vs month. In March, which was a hybrid, attendance was down, compared to the year in total.

Budget Approval Process: Finance committee will meet next week. Focus of the next 2 meetings will be about the budget. The committee will review and give Diane and Rick B suggestions about where to change focus. On May 9th the committee will come back with an updated version of the budget. Goal is to recommend this final budget to the board in June. Executive committee will see budget on May 16th. Question about in reach report – Pr Sheryl will put in a request for the committee budget to be approved with the regular budget.

Motion to accept the Treasurer's report: motion by Vern, second by Tyler. Motion carries.

Committee Reports:

HR Handbook: (Dave/Rick) – Version 6. They have received a lot of staff feedback. More feedback on handwritten sections. Hope for the final draft by May. Board should approve HR employee handbook (per PC). Rick stated that in 2017 the board approved a version of the handbook. It will go through the HR company and then through legal, then it will come to the board. Board should approve before signed by employees/etc. Organization and flowchart (will it change with SP?) will live as its own document in conjunction with employee handbook.

Strategic Plan: Meeting Wednesday for SP. 6 sections to break apart, the beginning, middle, end and Welcome, service, after service. We want to discuss all points of contact, what is the experience someone is getting when they have contact with someone from GS? Is it one experience? Staff has had one full pass to give feedback to SP. There will be another round to go back and make sure feedback is incorporated. This isn't a set it and forget it, we'll live into it. .

What will be implemented easily and what will need to revert back to will be looked at continuously. What is the content? Services we have, welcome, in reach/out-reach, how do we take that backout into the community and what does that look like. What – now to the how? How may be harder than what. How do we bring these pieces to life? Easy to say we are going to do it – hard to say who? And how? A lot of perspective changes with further discussions and letting people take a role.

June 13th – possible Strategic Planning meeting. We want to thank Steve Frei; he has been a great leader.

Facilities Committee report: (7:17 pm – Josh Enslin) – I have been on the committee for many years. Chaired last few years. My role is to put together and discuss 5-year plan to help out the “Ricks” in terms of facility management. Examples: Renovations at both campuses; met with design person, made decisions related to those. Tent; stairway outside Madison campus. Variety of facilities related projects, signage, etc.

Future concerns: roofs at both campuses; Will move plan to different years depending on funds/projects. What are we worried about now?

Air handler – pushed out multiple times, windows at Madison campus. What do we want to prioritize, what does board want to prioritize? That is how we decide what needs to be done first.

Question was posed by Sara regarding the Verona campus parking lot. There has been damage from the tent, but also a need prior to that. Different ways of installing the tent to prevent future plans for installation to avoid damage to the parking lot. Concrete blocks to use in future. Haven’t done that this year since the plan is to fix the parking lot after Labor Day.

The committee puts down general ballpark \$\$ and Rick T gets bids. Ex: Tree trimming - \$20,000 vs \$1300 tree trimming.

Prioritize vs need/vs nice but doesn’t have to be done now? (Paul B) Spreadsheet has changed multiple times over years. What is the priority and what do we have money for? Capital campaigns – money for facilities comes from this. Priority has been to get debt down. Madison roof – in sections – sanctuary priority. Other roofs not as bad shape. Verona roof – prioritized due to leaking on flat spots.

Bob– could we repurpose the money from Beyond, and get roofs done? Money in accumulated savings, PC says we can take money from savings to do this – not from campaign. Up until this campaign, we haven’t done what we said we were going to do with the money.

Water heater came today! From funding for LBPS grant and included getting a bigger sink for the Verona kitchen and hot water.

Bylaws Task Force: (7:33 pm – Tom Golden – revisions to the Bylaws).

Packet – revisions/Sara. 4 people. Thank you to Tom Golden, Jim Wiederhoeft, Rick Schmidt, and Sara McCormack for their work and dedication to the Bylaw revisions.

Goal to bring annual meeting in line with fiscal year; clean up bylaws, general clean up adopted – Foundation and Columbarium added since bylaws were adopted.

1957 Dane County register of Deeds; filed with WI Dept of Financial Institutions _____ under name its titled under bylaws. Statutes section 181. Language to make bylaws flexible if state adopts new sections or provisions.

Question? LBPS own entity – yes update again. Repercussion for not being registered with WI? No. Annual filing? Columbarium and foundation now filing. Governing from tax perspective is with the IRS, that is fine and done years ago. Changes to bylaws have been approved by the Synod too. Synod has agreed so far.

Church was exempt from registering with DSI.

EC began discussing when annual meetings should be held. Advantages to hold prior to closing out year – close June 30th, allows us to have the annual meeting in June. Flexibility would be a good thing. The EC wanted full board input for when we should have meeting.

Tom has the opinion that it should be after close of fiscal year. Bylaws – presentation of annual budget is transacted during the annual meeting; how would you approve a budget prior?

Wade advocates for meeting in June; Rick more flexible to do it earlier rather than later. After know how you did, know before what you have. Can we get a quorum in June vs July or August?

Tom's expectation to have complete financial reports; end of fiscal year not completed, impossible to do that. This should be a business meeting – not a full out ministry meeting. Once books are closed, in June, you can approve budget for the next year. This is how the new bylaws read.

Motion to approve red line corrections in the bylaws. Motion made by Vern, second by Dave. Motion carries.

Indemnification portion – committees, ministry teams, task forces – covers – legal actions so involved. 702 and 703. p 30 – congregation Board operates in lieu of the congregation. Does 702 lead to 703? (Sara will clarify these sections with Tom Golden).

Changes to board and officer terms: Currently 3 year ~~service~~ terms; by changing when elections are ~~done~~ held, – ~~option of changing~~ current board terms are reduced from 3 to 2 ½ years; three people need to decide if they will stay on for another term – Dave, Betsy, Tyler. Pr. Chris would need to put nominating committee into action if any of these 3 members decide not to stay on for another term.

New staff/board situation – whole board is aware of. On board, a person whose spouse is on staff. Bob/Ronda Beggs. Sara Feels appropriate to have a full discussion about this situation. Perhaps a staff/board person not be appropriate. ~~Could be a potential conflict of issue.~~ Does the board feel there is a conflict of interest? Personnel matters, should Bob be involved in areas that involve staffing issues? Congregation will need to know that he (Bob) will recuse himself from those discussions. Dave also suggested exclusion from discussions about budgets for staff, or any other staff concern/issue. Value outweighs risk. Board will maintain documentation on

what discussions VP will step out of. Board discussed in the past how we had a lead pastor with a wife as a direct report. Most of the time there will not be board/staff members at same time, but we recognize the perceived conflict of interest. Dave will write up draft of what this could look like as part of the handbook/board documents.

Generosity and Capital Campaign: Rick – GS has had a running capital campaign for the past 30 yrs. 2019 April mtg – GSB to do Beyond. Paid them \$50k to be consultant. It was a successful campaign. It paid for capital improvements and mortgage. Campaign will end in November. If we are going to do a capital campaign, sooner vs later; Generosity talked about this at their last meeting.

Bob reports Generosity met early February. Presented to board, action item. . GSB – talked about “positive withdrawals”. Committee felt we need to make more ‘deposits’ with members. Make more deposits and not withdrawals. Committee decided – 3 options. 1. Pay off mortgage. 2. Mortgage + 2 roofs. 3. Full year campaign and try to raise 2-3 Million again. Committee landed on option 2. No firm recommendation from committee to hire GSB or not.

Administrator’s Report: Rick – reached out to Mike ward – opinion about GSB. Proposal (in pkt). \$38K or \$30K for limited. 3 year – chance to dream. Recommendation in sheet from committee outlining what Bob said.

Answer for guidance to hire GSB – board is in agreement for Rick to pursue GSB services for upcoming campaign consultation.

Motion: Recommend that Good Shepherd pursue a narrow capital effort in 2022 focused on retiring debt and financing structural repairs. We propose an 18-month campaign in 2022 and 2023, planned and executed in conjunction with the rollout of the Strategic Plan, to be followed in 2024 by a broader three-year capital campaign for post-debt-retirement priorities on the scale of the 2019 Beyond campaign. The 2022 campaign will set a goal of entirely retiring our mortgage and covering the cost of urgently necessary roof repairs.

Motion: first by Bob, second by Liz. Motion carries.

Paul B wants to clarify deposits and withdrawals of people hearts/souls. Want an opportunity for the Strategic plan to be celebrated, and for congregation to be made aware of it prior to campaign. Strategic planning committee not there yet. Trying to live out mission and vision – not big idea. Choosing option for 18 month campaign to end mid-2024. As we pay mortgage down, we free up operating money as we go.

Discussion: In 2016 GS had 81 employees, we have 30 today. Campaign pays for the Consultant who acts like an employee during the campaign. Good project managers. PC states we need help. People are responding generously. We got \$100k additional during a pandemic. We care about the strategic plan, mission, vision, and not wanting to lose people who are waiting for more. We ended a campaign in 2018 and didn’t do a new one in 2019. At that time older members asked, “what are you doing?”. PC is not in favor of postponing a new capital campaign for 6 months or a year.

Adjourn with Lord’s Prayer 8:45 pm.

Submitted by Betsy Johnson, Secretary.

Add Mission and Vision statements