

GSLC Board Meeting

Monday April 17, 2023 – 6:30 pm

Madison Campus/Zoom

In attendance: Pr. Chris Enstad, Bob Beggs, Dave Vogt, Betsy Johnson (Secretary – via zoom), Sara McCormack, Vern Andren, Tyler Gold (Board Treasurer), Liz Deterding (via zoom), Paul Bekx.

6:32 am – Pr. Chris offered an opening prayer.

Review of Minutes: Motion by Vern Andren to approve full February Board meeting minutes. Second by Dave. No discussion. All in favor. Motion carried.

Strategic Planning: Bob discussed need to continue the discussion about where we go with leading the pillars. There needs to be some role clarity as well – who is doing what? There needs to be a coordination of staff and who meets with who and how we work toward the general mission.

- Who is in the position to lead the pillars?
- How should staff be involved? Do we still believe they should be primary leaders?
- What is the bandwidth of the Board.

Next Monday is the Pillar meeting with the goal of getting everyone together again. We will discuss what the pillars have been working on, what are their long-term goals, what are the wins?

PC discussed from last month's EC meeting – we haven't checked back in with how shared leadership is going. What does that look like now? We said we would evaluate this yearly, and then Covid hit, and we haven't really revisited or evaluated it. Things can get bogged down if we don't identify who should be in charge and delineate processes. Sara – if we look at our bylaws, the SP is what they board should be doing. But we also have a SP committee and not everyone on the board has been on the committee and there are things we don't know. Bob as the president is trying to take the lead, but hasn't been on the SP. Wondering if leaning on Steve Frei and Brenda Wilcox can give us some more insight. Roles and responsibilities are messy and there is a feeling that we can be more efficient if we can get more clarity from the board on what this can look like.

We have 13 committees, 6 pillars, and groups that fall under these committees. Some of these things need to be realigned. Goals may change under these pillar structures. Our guardrails should be prayer, spirit, and hard work.

Sara M reconfirmed that when Shared Leadership was initially discussed it included three areas of focus: Board of Directors, Committees, and the congregation. We are one part of this. But we need further definition for each of these "What are my expectations?"

We are advocating a staff led pillar structure. But how do we reconcile how hard everyone is working and not overload the staff? Rick/PC – evaluate roles and responsibilities. Whatever we decide, we just need to be clear on this point.

Goal of leadership development in the future may be to train more of our lay people to be leaders. Right now we are in agreement we need a clear, straight forward "document" on who is responsible for what.

PC states the Board should help the church get us to the next step in our development with the resources we have and with the dreams of the people.

How do we measure shared leadership – or what is working – or what is not?

Motion: Motion made by Betsy, with second by Sara to ask Kristin Wiersma to assist the GS staff and board with how we measure our success with shared leadership and leadership development. All in favor. Motion carried.

Rick and PC will discuss with the appropriate staff what they “envision their ideal role to be.” Who is making sure that accountability is being held? If we want to be good at something, we need to determine how we look at it. How do we measure where we are going? Rick thinks we discuss further with staff these roles after the pillar meeting to get a full picture of where they are at.

Further discussion needs to occur with how the committees fit under the 6 pillars to align the pillars and committees to make the reporting/communication more transparent and sensible.

Presidents Report: Bob handed out books for board study (about non-secular leadership) by Brene Brown for the coming months. Please read the intro and part 1 up to page 45 for the June board meeting and be ready to discuss. Bob will send out workbook via email to include discussion questions.

Financial Report: Tyler YTD differences up \$66k, expenses up YTD \$201K. We are paying higher mortgage because we have not reamortized yet. Goal to pay down mortgage continues. \$816,000 mortgage balance. We have one more roof payment left. The estimate for the boiler is \$42k and we will need to determine where that money comes from.

Directors have a \$100 allowance for spending without needing additional approval. Some directors (facilities and outreach) have more of an allowance. There was discussion at the Finance Committee to increase this spending to decrease barriers to accomplish tasks.

Motion: The Finance Committee recommends the purchase approval of amount of \$100 be increased to \$250 for all directors except for Facilities and Outreach to be increased from \$250 to \$500. Second: Pr. Chris. All in favor. Motion carried.

Administrator's report: Budget we are sitting on has a \$232k deficit which is down from \$400k. \$100k is for 2 positions we probably will not be hiring any time soon or this year at all - music director and youth assistant. Zero line is \$100k. Getting the last \$132k out is going to be tough. Will be trying to hire a new full time LBP teacher. LBP would have less surplus with this addition. Will more than likely not be paying Becca's position in the next 3 years.

The Foundation is not equipped to fund the operational budget of our church. They need to have a grant to discuss funding. Per F2024 they have \$52k in general spending available. There are no grants for discussion at the May Foundation meeting.

Metrics look good. Holy Week showed good signs of growth. Giving is flat year to year which is factoring in our budget plan.

Motion by Sara to accept the financial report, second by Dave. All in favor. Motion carried.

Boiler: All Comfort quote for boiler is \$42,112 with 8-10 weeks lead time. Pricing good for 30 days. May be another \$2500. Could fund in this year's budget – we would end in a deficit – but we have the money. Or we could take out of reserve for air handler which is about \$100. Boiler and air handler work together. This was going to be original recommendation until numbers went down. Or we could build into next years budget. Bill probably won't be paid until next fall. We have Beyond Campaign (85% debt reduction, 15% capital improvements). Since this is a board designated fund, the board would need to vote on this.

Motion made by Pr Chris to pay for the boiler out of the Beyond reserve fund. Second by Sara. All in favor. Motion carried.

Open Youth and Family Position: CYF Committee is in the process of evaluating what is needed for Youth positions and they would like some more time to think about what they want before posting a job description. Sara will take on that role in the interim. What can the pastors take on to help off load the fact that Sara has two jobs and all positions/tasks still need to be covered? Spiritual Formation is being looked at to see other possibilities for programming. Rick asking board to ponder – what kind of organizational/clerical support can be brought in for Sara in the interim, and does that look like a paid staff or volunteer position? The biggest 4 major ELCA churches in our area currently looking for a youth director as well. Board needs to be aware that we are losing a full-time position in spiritual formation and meeting the needs of our elderly staff and other spiritual needs in our adult members will also need to be considered.

8:44 pm Move to adjourn made by Bob, second by Sara. All in favor. Motion carried. Closed meeting with the Lord's Prayer.

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.

Minutes respectfully submitted by Betsy Johnson, Board Secretary