

## Good Shepherd Executive Board Meeting Minutes

Monday 1/16/2023

6:30 pm via Zoom

In attendance: Rick Blum (Administrator), Bob Beggs (President), Dave Vogt (Vice President), Betsy Johnson (Secretary), Sara McCormack (ad hoc), Vern Andren (board member – 6:56pm)

Meeting was opened with prayer by Bob at 6:35pm. Bob extended the group prayer by including prayers for the family of Al Becker, a long-time member of GS, and friend of Bob who passed to Eternal Life this week.

Devotion: Life Together – Bonhoeffer – discussed Confession and connection.

November Executive Committee Meeting Minutes: One correction: change “pillar committees” to “pillar leaders” on page 2 of minutes under Strategic Planning Committee update.

Motion to approve the November 21<sup>st</sup> EC committee meeting minutes by Sara M, second by Dave. All in favor. Motion carried.

Strategic Plan Update: See SPC committee meeting minutes from Brenda Wilcox forwarded by Sara M. Sara M expressed the importance at the meeting of communicating with the board and the pastors about each pillar’s progression. The goal is to encourage board members to be active with their committees and their pillars.

Worship – This pillar is focusing more on preplanning from a strategic standpoint to be more intentional/strategic with seasonal offerings.

Welcome – trying to be strategic with how we welcome and not just use tactics.

External – this pillar wants to focus more on evangelism and being more intentional. Discussing 46 different ministries that GS works with currently and to focus on what we do and why as we move forward.

Internal - this committee has been spearheaded by Pr. Sheryl and Brenda Wilcox and have been meeting regularly with Children’s Ministries.

Leadership Development – currently focusing on career development for pastoral staff and directors. They have engaged with other churches to learn more about what other congregations are doing in these areas.

Spiritual Development – have not been meeting regularly yet. They are missing a full committee, but the pillar will meet and discuss more in depth about how we (GS) do this spiritual walk through life. This pillar sees more long-term interactions with spiritual development.

Tentative all pillar leadership meeting in March. Rick and Eric will also meet with the SPC on how we should be communicating with the congregation about SP. They will meet Thursday (1/19/23 at 2:30pm). Sarah M also discussed that some pillars will need money budgeted for them to use to

implement parts of the plan. If money is needed, how much and how do we budget for it? When Finance committee met the last time, Rick asked if SP line items should be added to the budget or noted.

Rick reported that the LBP Committee Chair has a strong leadership development background. During the second half of their meeting agenda, they discussed how does this committee interact as part of the SP? There are 3 pillars that mention LBP – Welcome, Spiritual, and External. How does LBP work with these pillars?

It was discussed that future pillar updates should be led by board members assigned to those pillars. Sara M will supplement info from her meetings with Brenda Wilcox and Steve Frei.

Leadership development money may be heavy in this year's budget. There is \$26K that landed in continuing ed that may not all get used this year.

#### President's Report:

Bob asked for future devotional ideas/suggestions for the group. Sara and PC will research on this topic. One suggestion was the book, Good to Great. Bob is also thinking about a book from a previous church position. Sara will also ask Kristin Wiersma about spiritual or leadership development ideas she may have as well.

February may be a good month to review our full technology resources (i.e. Breeze, Directory, etc.) Dave asked if any contracts are going to end. Rick says they will continue month to month. There is no deadline that says we have to decide at this time, but they are continuing to look at other vendors.

Group discussion about committee reporting schedule. Should the calendar perhaps correspond the 6 pillars to the 6 full board meetings each year? Bob thinks we can handle committee updates without a specific schedule so we have more opportunities to be fluid depending on what committees are meeting, have changes, etc.

Financials – We had a good December. We went from deficit to revenue positive, all of which was expected due to it being December, and this month historically does well.

Dashboard – our mortgage is under \$1 million. The Beyond/Dreaming Beyond money helped take this down. There will be a bill payment going to Thrivent in January. We may end below budget at the end of the year. But expenses will also stay below budget. The gap may begin to grow now that there are new hires in the budget. Bob asked how do we communicate this milestone with the mortgage? Rick stated that the February Messenger will highlight this. We should celebrate the Dreaming Beyond campaign getting this off the ground as a starting point. We can celebrate and focus on the rest later.

Another thing of note relative to our financial position is that we have not moved the 6 months of reserves for the mortgage into a new CD yet. This had to do with refinancing. By not putting it into a CD we are losing some interest. Sara asked if there are any good (interest bearing) 6 month CD's. Rick says we may reamortize the loan, depending on rates, or we might wait a few more months to keep paying down the mortgage.

Tyler has been working on the forecast for fiscal 2024 and beyond. Expenses for the rest of 2023 may be too high and other cash flow points may be better than appear on paper. Tyler will continue to look at this quarterly.

Attendance in 2019 and 2022 are almost identical, but with virtual. Year to date numbers have been growing. Christmas eve services were up significantly from last year. End of the year giving was \$24k more in December 2022 than 2021. Dreaming Beyond start has increased capital giving and we are going in the right direction. Weekly per capita giving is down, but due to increased attendance and a mix of online which varies the data.

As of January 13<sup>th</sup>, the Dreaming Beyond and Generosity campaign intents are at \$811,608 with about 25% going to the mortgage in January. We are at about 65% of goal. For Beyond, our intents were about 67%. We are meeting about the capital campaign this week. Tom Golden is doing the math. If we make 95% of goal, we will still end up short in May 2024. How do we get this to zero? What do we do if there is a planned deficit at the end of the campaign?

Generosity campaign did not hit the goal. The amount is about \$100,000 short of the goal. Goal for 2023 is 4% increase from 2022, but intents are down. There is a shift in where the money is going. There has been a 33% increase in capital funding. The budget year from January to June is good due to these numbers.

Kudos to Rick and the Finance committee for their work and the projections.

Motion made at 8:12 pm to go into Closed Session as the Personnel Committee by Dave. Second by Bob. All in favor. Motion carried.

Motion made to come out of closed session at 8:31pm by Sara M. Second by Bob. All in favor. Motion carried.

Action Items:

- 1) Bob will research devotional/book
- 2) Sara M will talk with Kristen Wiersma and check on devotional book
- 3) Rick and Bob will discuss committee schedule
- 4) Sara M will check with Sara Iverson about devotions.
- 5) Rick will send LBP committee minute to Rick.
- 6) Talk to Steve Frei about the SPC and Hospitality committee members

Motion to adjourn with Lord's prayer at 8:36pm by Sara. Second by Betsy. All in favor. Motion carried.

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 Chris, 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, Secretary.

