

Good Shepherd Executive Committee Meeting

Monday May 15th, 2023 6:30pm

Madison Campus

Attendance: Bob Beggs (President), Dave Vogt (Vice President), Tyler Gold (Treasurer), Betsy Johnson (Secretary), Sara McCormack, Pr. Chris Enstad (Lead Pastor), Rick Blum (Administrator), Vern Andren.

Opening prayer by Pr. Chris for guidance in our meeting.

Devotion – led by Betsy from A Cup of Our Life – a cup of Wisdom.

Minutes: Motion to approve March Executive Committee Minutes by Bob, second by Sara. All in favor. Motion carried.

Discussion: We have not officially called the annual meeting yet. Preference for date is Sunday July 23rd. Tyler will be gone this Sunday. Rick potentially could be prepared to lead a Q&A after Treasurer's report is presented. Potential to have Tyler tape the presentation ahead of time, if the budget will be ready, and then have others from Finance committee on hand the day of the meeting to answer questions. Tyler and the Finance committee believe the budget will be ready for the June monthly board meeting and therefore it could be ready for questions to be asked ahead of time. It was also noted that Dave will not be available on July 23rd for meeting either. Group will look at logistics about not having VP present. It was decided to ensure a quorum that we should continue to offer a Zoom component. Rick B will check to see if Eric Holmer is available for AV concerns for that meeting.

Group decided meeting should be in Verona. Discussed having another "town hall" type meeting for Q&A of budget before the annual meeting. Suggestion for after/during Music Monday on Jul 10th or after both services on July 16th.

Motion to call the Annual Meeting: Pr. Chris made a motion to call the annual meeting for July 23rd at Verona campus. Second by Bob. No further discussion. All in favor. Motion carried.

Lead Pastor Report: The Balli Family is going to represent GS at the Synod meeting this next weekend. They will also have a youth representative – the first for Good Shepherd!

PC attended the large church conference in FL last week. There were 80 pastors that attended and the theme was Politics in Liturgy. There was a large discussion about the fact that churches relying on tithes/donations solely through the offering plate will be less reliable than in the past. Discussed concerns in the future of changes in church tax deductible statuses. Churches will have to look for income elsewhere, i.e. Renting out space, etc. What is a problem in our community, and how do we monetize it?

Holy Land Trip 2024: trip planned July 1-10th 2024. Brochures are printed. This trip will have its own webpage. GS will hold an interest gathering meeting/event this summer. Deposits for the trip will be due in December. The trip can accommodate up to 45 participants.

GS staff retreat: the GS staff will take a day retreat at the Holy Wisdom monastery on July 12th. They will use this time to start planning Advent. They had decided to focus on intentionality with worship and liturgical planning and doing so 6 months ahead of time.

Nominating Committee: will meet Wednesday May 23 at 5:30pm. There is one seat to fill on the board. The goal will be to seek out a female, who primarily worships at Verona for this spot. The current members on the nominating committee are Karen Smith, Ross Larson, Judy Kalan, and Pr. Chris.

President's Report: The Foundation Board met last Monday. There were three main topics:

- 1) There has been a discussion for the past 18 months or so about a desire to professionalize the Foundation. There has been discussion of adding an HR role to help carryout the function of fundraising. The board is looking to hire a position for this. They are planning on presenting to the church board a .4/.5 FTE. This role will have more to do with discussing with families keeping the church in their goals for estate planning. Considering a possible grant writing position too, but concern that these two subsets of strengths may not draw the same person to that kind of role. Further discussion is needed: What is the right resource allocation for a role such as this?
- 2) There is a need for both boards to get together to discuss details with each other. Potential meeting planned for August.
- 3) The Foundation has never done a strategic plan like the church is currently doing. They do not know, or have not identified, their WHY. Pr Chris is asking if they have discussed what/who they want to be?

PC brought up the fact that our church's ability to give has not really been tapped yet. Do we need to raise our expectations about how we do church or who we are as a church?

Strategic Plan Update: Continued group discussion about the movement of the strategic plan and where we go from here. Continued discussion about who should lead the pillars (staff vs board) and how the structure of the pillars should be. There have been several discussions about where the committees fit and if the current pillar/committee structure is appropriate for the goals of the plan.

Update on cross pillar discussions that happened at big group SP pillar meeting in April. Not too many really specific decisions were made – but there was a general consensus that things would be easier to have staff led pillars. PC still thinks we need more clarity on who is in charge.

Staff discussion with staff? Rick hasn't had much discussion with staff. PC states that email from Steve did not decipher who should be in charge of the pillars. Staff discussions need to happen yet. Should be conversations from staff to Pr. Chris to the Board. Whose agenda are we following? Are the things we are doing supporting the goals we have set forth? The pillars and committees are not synonymous and we keep talking like they are. What should the SPC be doing now? The board needs to decide who will lead the new SPC. PC states he could interim chair until we have new chairs identified.

(Do we need to include here – drafts of new pillar formation? What Dave/Tyler/Bob developed?)

Future board meetings – who has something to say? How do we determine who should present? What pillar has something to report? There will be space for 2 presentations each meeting. Finance will always be represented.

(Should we sit on who is accountable conversation until we realign? Rick – do we need input from the staff on this?) Does a “new” alignment mess with who reports to who? If we find ourselves in a place that we are not structured for – we may need to realign staff.

Each pillar (except Welcome) has a director or a pastor as its head. What are the boards expectations/goals/dreams for each pillar. One on one’s could be effective with PC/Rick when we can discuss agendas, etc as part of that.

Next step? Have these conversations with staff before the board acts on it? If there is a gap, we identify it, and figure out how to fill the gap. Committees interact and help create points of view and then work for the staff. Staff are the called experts in the room. We have called them to this task.

Financial Report: Year to year, expenses and income have been relatively flat. April was not a great month, but not really bad or really good. Mortgage under \$800,000. Focus of last finance meeting was mostly budget related.

Recommendation to the board to move ahead in June 2023 with amortization of the loan. Finance committee to the board that GSLC will reamortized starting June 2023 with Thrivent. This has been pushed off many times and due to budget issues this will help us get our mortgage down. Motion made by FC, second by Pr. Chris.

When we amortize payment will drop \$3000/month. \$6594 will be monthly payment down from \$12k. Saving of \$66k per year used to help pay general expenses and get to balanced budget. Effective June 1st, but payment will be made June 30th. All in favor. Motion carried.

Have always kept 6 mos on hold for mortgage payments. \$72,540 on reserve now. This is not currently in the budget because they are funds that have already gone through.

\$142,487 in the red. \$100k is mostly for 2 positions we are not intending to fill, but we don’t want to take out of budget. This would decrease deficit to \$42,487. This includes 3% raise.

Simple change to which money market we are in which increase interest rate to 3.5%. We could get an extra \$5000 income with a move to a new acct with Summit Credit Union.

With a reamortization, we will have \$32,910 to put toward the general fund to help cover the \$37K deficit. The giving from Dreaming Beyond will be generating money to help for general funds, which will decrease the deficit to \$4-5K.

Proposing a deficit budget? Closing deficit budget without \$100k in it, a we know it is unlikely we will hire those roles in the next fiscal year. Want to keep in budget so we don’t lose sight of those 2 roles. Does it look better to have \$100k in or not? Keep roles open, or take out to get closer to balanced budget.

Looking at \$2-300,000 short by May 2024 with current campaign. All that is left – mortgage plus God sized dreams money could justify a new capital campaign. Mortgage itself will not.

Goal to increase our contributions by 1.5% and push increase to 4.2% in giving in next campaign.

Synod giving – is this noticed? Are we doing the right thing? Part of our commitment as an ELCA church but this takes away from other things when we are trying to get our budget balanced.

Boiler Bids – Rick/Brent discussed. High efficiency boilers – may not be right move now due to maintenance issues with those. Two bids for rebuild with good parts from current boiler – ballpark range of \$42-43K. Looking at working with current contractor.

Organ maintenance – not in this year's budget as a strong need. We need to be aware of it, but not an urgent need. Will discuss a separate 5 year budget at a later date for music maintenance.

In-reach pillar meeting a few weeks back to discuss need for a task force. At this point a task force may not be warranted until we have better handle on where we are and what our goals are (SP).

Of note: Pastor Chris and Rick will discuss details about staff leadership and SP pillar involvement together and then discuss with staff.

Minutes respectfully submitted by Betsy Johnson, Secretary.

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.

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