

Good Shepherd Lutheran Church Board of Trustees Meeting February 20, 2024

In attendance: John Ashton by phone, Vanessa Gonzalez, Edd Johnson, Doug Johnson, Yvonne Krause, Larry Larson, Mike Platz, Pr. Jeff Tally, Jennifer Wollesen

Absent: Larry Larson Guests: Doug Tapking, Kim Russell, Tom Krause, Chris Knoch

The meeting was opened by Yvonne Krause at 6:00 PM. The Lord's Prayer was said and Yvonne offered the devotion, Titus 1:7-9. A quorum was present. A motion by Jennifer and seconded by Vanessa accept the minutes as printed. Motion carried.

Old Business including Trustee Reports –

Financial: The monies for the Milestones houses are going into their own dedicated account. Any overages will be used for the houses upkeep.

Overall, we had a \$29,000 deficit for the month. Almost all of that is explained by:
- \$18,500 short of expected monthly giving. My guess is that is a function of some people giving extra in December for tax reasons meaning they didn't give as much in January. Hopefully that isn't sustained going forward.

- It also includes the remaining \$15,500 expense on the boiler. Right now, that is in the HVAC line. Once we have more money built up in the Facility Improvement Dedicated Fund, we can allocate some of that money for the boiler reducing the deficit for the month.

We did receive \$4000 for daycare rent in January. The budget only has \$2,000 per month expected so that will be a benefit above the budget each month in 2024.

A brief review of the 2024 budget was presented (Mike/Yvonne) showing anticipated deficits to Facilities and Marketing. Mike and Yvonne brought 2 motions for the BoT to consider:

Motion #1:

To allow the Good Shepherd Lutheran Church Endowment Fund Committee (Board of Trustees) per the Endowment Fund (Spirits of Titus) to expend 10% of the gifts since 2012, plus 15% of the 2024 remaining value, which is \$10,786.06, in this way: the maximum of 50% for Capital improvements (\$5,393.03),* with the remaining 50% to mission projects (\$1,617.91 Local Missions projects, \$1617.91 for US Missions projects, \$1,617.91 International Mission projects, with the extra 5% to one Mission category or another purpose, not Capital Improvements (\$539.30).**

*[boiler] furnace pumps and/or any remaining funds towards reimbursing the costs of a downstairs plumbing breakdown at Good Shepherd.

**to Marketing.

A motion was made by Edd and seconded by Mike to approve the motion. Motion passed.

Motion #2: (per B7.05.b.16)

To allow the Good Shepherd Lutheran Church Board of Trustees to consolidate or reallocate Bank Less Dedicated restricted funds which have not being utilized for at least a year, for the purpose of creating more cash flow in areas where they can be utilized and still keep the original intended purpose, as applicable.

All persons associated with any of the funds will have been contacted first, to verify they are in agreement. Verification will be documented. If they are not in agreement the funds will stay where they are.

A motion was made by Yvonne and seconded by Vanessa to approve the motion. Motion carried.

Human Relations: A thank you to the Call Committee to find a Human Relations (Edd Johnson) replacement. Doug Johnson presented a brief status report for HR from the staff equitable compensation committee. Doug, Edd and Pr. Jeff will meet with the committee and staff individually to define staff duties and report back at the March meeting.

The trustee's update for the congregation meeting is due to Kathy on March 19.

Legal: The Spirit of Titus agreement was reviewed.

Marketing – Vanessa noted the probable cost a neon sign. She also connected with Shelby Town to ensure we can put one on our campus. We can. Vanessa gave us an update on the needs for Sound, Lighting and Video. All information can be found in the attachments.

Facilities – See attached information on Facilities.

Mission – The mission committee agreed to make no monthly changes to mission payments at this time. Money from Spirits of Titus is being reviewed. \$3000 will be set aside to purchase THE ACTIVE BIBLE (picture bible) for RFK and Easter distribution. Paster Tally will purchase.

Pastor Report Attached is the information on a candidate for the Youth and Family ministry. Pr. Jeff has asked parents of children to interview the candidate via Zoom. Then others will interview him.

Pastor also talked about the need for another Music and Worship leader.

New Business –

Highlights of the GSLC Constitution and Bylaws reminding us that we are a Lutheran congregation were presented by Yvonne. We reviewed the commitments these documents outline for us as board members, to God, to each other, to our pastor/s, to the staff, to the congregation. Also there was a reference to our liturgical form of worship – we can have varied methods of delivery in our three services.

Chris Knoch recommended the Board read “The Great Dechurching” by Jim Davis and Michael Graham

Doug Tapking noted that the Call Committee is short 2 members. A motion by Jennifer to appoint Bob Scott and Chris Knoch to the Call Committee. Mike seconded the motion. Motion carried.

Next meeting is March 19, 2024 at 6 PM.

Items of interest for this next meeting:

Staff Equitable Compensation Committee follow-up.

Possible discussion/s re: Music/Worship position,

Youth and Family Minister position status,

Status of Audio/Visual Committee findings,

Introduction of strategic plans of action for short and long term, including Facilities indoor/outdoor (with Pam Scott), April 7 Regular Meeting of the Congregation.

The meeting closed at 8:03 PM with the board praying 3:16.

Jennifer Wollesen
Secretary

Attachments:

Marketing

GSLC YouTube & Live Service Improvement Suggestions

The information below suggests affordable adjustments we soon could make to improve the YouTube and live service.

- *Large screen TV(s) replacing projectors.
- *Reposition the organ & piano. (Replace the organ with a key board?).
- *Evaluate the audio speaker system.
- *Reposition the music team forward to improve lighting.
- *Move drum set to east side of music team area.
- *Additional lights to enhance subject and wall lighting.
- *Back wall decoration/ornamentation behind the music team and choir areas, as well as the west wall, to provide a one-look-one feel to the sanctuary front and sides.
- *Background symmetry near the east end of the altar and behind the pulpit.
- *Music stand drapery. (Like the Bell's music stand cloths.)
- *Adding a remote-controlled camera or two.
- *Improved camera positioning and shot scripting.

Large Screen High Resolution Televisions

Can we put one large (86" or 95") tv mounted high on the south wall of the sanctuary? A smaller (65") TV could be mounted in back for choir members, music team members and pastors.

Large Screen TV estimates for instance

*LG UQ7590 86-Inch Class UHD Smart TV 86UQ7590PUD, 2022 - AI-Powered 4K, Alexa Built-In, 86" TV
\$996.

*TCL - Class S5 Series LED 4K UHD Smart TV

95"TV

\$1,999.99

TV Mounts

Full Motion Dual Arm TV Wall Mount with Extra Long 36" Extension, Capacity 176 Lbs.
\$200+ each

Large screen Installation Labor

\$500 or more labor to install a large TV high on the wall.

TV Mounting Services

So far, a television installer that installs TVs higher than 8 ft. has not been identified. Maybe we will have to use two people: A contractor to hang the large TV(s) and an electrician to hook it to power and Wi-Fi service.

Additional Lighting Instruments

About \$400 each.

Proposed Budget

\$10,000

These suggestions likely leave out some needed improvements or changes proposed by others but are a start of things to be considered.

2/7/24

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Summary of action Items from February 20, 2024 Board of Trustee (BoT) meeting

- ___ (Mike and Pr. Jeff) Into what account should Milestone house \$ be put?
- ___ (Mike) What names need to added/changed so Spirit of Titus funds can be accessed?
- ___ (Yvonne) Look over the original charter for Spirit of Titus
- ___ (Pr. Jeff) Have Jan. 16 minutes posted on the web
- ___ BoT names, pictures, positions, and e-mails to be put on the bulletin board and in the Wednesday newsletter. (Pr. Jeff will let Kathy know.)
- ___ (Pr. Jeff?) Present at townhall meeting, the status on Youth Minister recruitment
- ___ (Kim and Carla) Have coffee cup lids available next to the coffee in the Narthex
- ___ (Yvonne and Kathy (?) Make sign about the lids, as well.
- ___ (John) Decide what to be done about the leak over the chair closet.
- ___ (Vanessa) be prepared to report at Feb. mtg. on audio/visual equipment upgrade findings status at Feb. mtg. (Committee: Doug Tapping, (Larry?), Ffej (?), Rick Johnson (?) Tom Krause (?), Vanessa (?)
- ___ (Doug and Edd) be prepared to present b status report at Mar. mtg. re: the next phase of staff equitable salary update investigation/analysis (Committee Chris Knoch, Kim Russell, Vanessa (?), Tom Krause (?)
- ___ (All) Be thinking/praying of who and how to replace Barb Nelson
- ___ (Vanessa/Larry) Continue research re: LED outdoor sign (zoning laws/quotes)
- ___ (John) Monitor new thermostat in Fellowship Hall being installed 3rd week of Jan.
- ___ (John) Continue monitoring possible new paint for parking lot, and be prepared to report on pew repairs.
- ___ (Vanessa) Be prepared to share any more info. about "ways to give" during on-line pre-church service.
- ___ Board follow up on by-law 7:04:k Conduct at least an annual review of the Congregational Records in cooperation with the Pastoral Office to determine which members are active or non-active and what appropriate follow-up action should be taken or communicated.

Youth and Families Minister Search

Youth and Families Minister Search – A letter from Eric Albert giving us the history of the search so far and the reason for moving forward with Joe Gonzalez.

Hey Jeff!

Just wanted to give you an overview of how our search is going. I know that we both wish that you had more candidates to compare each other to. Here have been some of the things that we have run into from real candidates:

- We have seen 136 candidates
- Of those 136, only 5 have externally applied
- The other 128, we have gone and tapped on the shoulder to see if they would be interested.
- I have been able to engage 8 candidates into conversations. That may seem low, but we have been pretty excited to talk with 8.
- Four of them were not fits. Meaning no experience in working with youth, no experience working at church, and 2 of them had difficulty explaining their relationship with the Lord.
- Of the other 4, here are some reasons that 3 of them said no to us:
 - Cost of living in the Salt Lake City area was too high
 - Housing would be too expensive for them to transition from where they were at to Utah.

- They would be taking either a pay cut or a lateral move salary, but COL would be higher than where they were at currently
- There were some theological differences as well.
- None of the candidates that we have talked with have been Lutheran.
- Most of the candidates have been non-denominational or AG.
- Which is why we presented Joe Gonzalez to you. Here are some bullet points:
 - They have been praying about moving to Utah.
 - They feel that God has been calling them to Utah and they have been fighting it
 - Yes - they do have connections to some people that go to Good Shepherd, but even knowing the good and the bad - it hasn't scared them off! Instead, they would be excited to come to Good Shepherd!
 - Excited that the Holy Spirit has been moving and working at Good Shepherd
 - Not scared about rebuilding a youth ministry
 - Understands that it will be some hard work and building relationships and trust
 - Wants to hear what the mission and vision that Jeff and Good Shepherd has first before setting off in a direction to make sure that it fits Good Shepherd and Jeff
 - Understands that it is about the youth but also their parents
 - Loves outreach event
 - Knows that you have to have food at youth events!
 - Appreciates Lutheran doctrine. The Lutherans that we have tapped on the shoulder have not expressed interest. I think the question for Good Shepherd would be are we more concerned about Lutheran or followers of God?
 - Melaine - his wife - would look to continue teaching there in Salt Lake City area. Thus 2 incomes would make the COL more sustainable.
 - We love that Joe is an ENFJ personality. ENFJs are strong extraverts and enjoy spending time with other people. Because of this, they are rarely lonely. ENFJs have great people skills and are often warm, affectionate, and supportive. ENFJs are great at encouraging others and derive personal satisfaction from helping others.
 - Joe has had many jobs, but if you look you can see that he has been in youth world for a good portion of it.
 - Youth Pastor at Flowing Wells Baptist Church
 - Missions Pastor at Heritage Church leading missions trips and being involved in 100+ college student's lives.
 - Student Counselor at Marysville Charter Academy - was meeting with students and families as they navigated difficult seasons.
 - Assistant pastor at Trinity Christian Center - got a young adult ministry going from scratch. That church was in a gang neighborhood.
 - Intervention Specialist at Claremont High School - was meeting with students who were struggling and helping them lay out a plan for success.
 - Pretty much from 1999 - 2018 - Joe has been working with students and families. Both in a secular world and in church world.
 - This is what led him to pursue a masters in counseling. To be able to help him give the best GODLY perspective for students and parents.
 - Theologically he is more of a fit than we initially thought on paper.
 - He leans more Armenian
 - He believes in women in ministry
 - He is open to signs and gifts, but wants them to be orderly and not a distraction
 - Doesn't drink, but doesn't judge those that do

- I know that there were some people that really wanted a hard core Lutheran, but I think it still comes back to the question of “who do we want to be known as?” Lutherans or Christ Followers?

Facilities Report/Issues February 2024 BOT

Old Business

1. Chair Room Leak - No further action has been taken at this time. When weather allows and volunteers are available, a cover will be placed over the Air Unit on the flat section of the roof (over the chair room). If this temporary cover solves the problem, efforts will be made to seal any holes inside the air unit. If the leak problem continues with the cover in place, we will need to lift the air unit on jacks and seal the area under and around where the unit sits.
2. Fellowship Hall Heating Problem (Thermostat Issue) - Eric replaced the thermostat and no further issues have been reported.

New Business

1. Grinder Pumps - The existing grinder pumps that handle black water and gray water waste from the basement have failed. Several contractors were contacted and submitted bids. A decision was made to accept the bid from Beehive Plumbing based on their detailed description of the work to be performed and their warranty information.
2. Facilities Committee - I recommend that we form a Facilities Committee. The committee would be composed of 2 subcommittees, one for everything inside the buildings and one for everything outside. The main objective of this committee would be review the mission of our church, review the current state of the facilities, document the future state of the facilities required to support the mission of the church and to develop the plans required to move from the current state to the identified future state. The committee would develop three plans, a short range plan, a midrange plan, and a long range plan.
3. Facilities Refresh Funds - Establish a dedicated account that people can contribute to keep our facilities maintained and our facilities' equipment operational. Having this fund would allow us to handle issues such as the boiler replacement and the grinder pump replacement. This fund would be targeted toward keeping our electrical/mechanical equipment operational (both air and water heating, air conditioning, fresh water delivery, waste water removal, electrical service, alarm systems), refreshing/cleaning/repairing carpet and other flooring, exterior and interior doors, repainting/repair interior and exterior surfaces, sealing and painting of blacktop parking/drives, resurfacing blacktop, curbing repair, parking island repair and replacing/updating landscaping and irrigation (including tree trimming and removal).

Facilities Committee Plans

1. Short Range Plan - This plan would be a moving 18 month time window. This would identify work/scope to be performed within the next 18 months and associated equipment and materials needed to support the work/scope. Cost estimates for the work/scope will also be developed.
2. Midrange Plan - This plan would reach out beyond the 18 month Short Range Plan and extend out 5 years into the future. Again, this will be a moving 5 year window. As with the Short Range Plan, this plan would identify work/scope to be performed within the next 5 years and associated equipment and materials needed to support the work/scope. Cost estimates for the work/scope will also be developed.
3. The Long Range Plan - The time window for this plan extends out 20 years. Cost estimates for the work/scope will also be developed.

I would expect that work/scope identified in these plans may move back and forth between plans depending on schedules, budgets and changes in priorities.