

Good Shepherd Lutheran Church

Board of Trustees Meeting – Minutes

18 August 2026

Attendees: Pastor Jeff Stephenson, Robert Scott, Larry Larson, Teri Nestel, Doug Johnson, Rick Hanzlik, Edd Johnson, and Cody Howard

Absent: Linda Casteel

Guests: Carla Johnson, Pam Scott, Cleone Larson, and Ruth Hanzlik

A quorum was established and President Bob Scott called the meeting to order at 5:57pm. The minutes from 14 July 2026 meeting were approved with 5 Yea and 2 abstain (who were not present at the meeting)(Edd Johnson motioned, seconded by Larry Larson). Pastor Stephenson opened the meeting in prayer.

PASTOR'S REPORT

- We need to hire a Custodian for essential cleaning and light maintenance. The position would be 20 hours a week and is in the current budget.
- Pastors Stephenson and Ehrheart have been working on a standardized performance review for staff that emphasizes success and growth. It would have 2 parts: a self-assessment followed by an interview with the supervising pastor.
- The Priority Visa for Fong Goh, who we would like to employ as Music Minister, has been stalled.

MISSIONS AND MINISTRY

- The Mission's Committee gave \$4,000 to the Kairos Prison Ministry.

AT LARGE

- Nothing to report.

MARKETING

- Welcome to Cody Howard. Cody is working on 2 ideas for effective outreach:
- Creation of video shorts from the Sunday sermon for publishing in Tiktok or other media that would catch the interest of younger audiences.
- The second would be an "Ask the Pastor," where congregants or others could ask relevant questions. The format would be about a 10-minute audio or video session for release as a podcast or other.
- The primary cost for both would be for a professional editor. Cody was tasked with researching the expense for forecasting in the next church budget.

FINANCIAL

- Income & Expenses:

- July Total Income: \$63,304 [H30] Year-To-Date Total Income: \$510,135 [O30] - Overall, Total Income for July was less than budgeted by (\$6,787) or 10% less than expected. Year-To-Date Income exceeded budget expectations by \$11,193, currently 2% positive. Total Offerings for July were below budget expectation and Year-To-Date continues to be less than expected by (\$15,541) or 4%. Total Other Income is exceeding budget expectations for July and Year-To-Date by \$26,734 or 31% which covers the shortage in Total Offerings.
- July Total Expense: \$78,073 [H177] Year-To-Date Total Expenses: \$432,259 [O177] - Overall, the Expense Budget for July is overspent by \$8,638 or 12% and Year-To-Date is underspent by \$53,785 or 11% less than budgeted. The most significant overspending is in Insurance & Taxes at \$19,184, which represents a required 25% down payment toward our 2026-2027 policies coverage. The underspending variances continue in Personnel (\$6,860) due to an unfilled position.
- July Net Income: (\$14,768) [H177] Year-To-Date Net Income: \$77,644 [O177] - Actual net income for July fell short of budget expectation by (\$15,425 or 2,348%) and Year-To-Date Net Income was budgeted at \$12,898, so we have a positive variance of \$64,978 or 65%.
- It is time for staff and other ministry leaders to prepare budget requests for next year. Teri will compile them in a workbook. The suspense for proposals is 8 Oct, when it would need to be advertised for the 9 Nov annual meeting.
- The next Strategic Café is 30 Aug. Participants must register. The goal is to progress from Assessment to the Ideation phase. The end goal is the resulting draft strategy would be presented for congregation approval. Because it will undoubtedly be after the Fall annual meeting, budgets resulting from the Operation Plan will be modified during the Spring meeting.

FACILITIES

- There has been a leak in the back closet, which we thought was fixed. However, while better, we need to have the roofing company out again as it leaked with these last rains.
- The lighting company is waiting on equipment availability to schedule the work in the sanctuary.
- The organ continues to quit during the service. It may be a problem with overheating.
- The wall units to cool the half-house are inadequate and will be returned. We will proceed with installing central air.
- We will develop a budget for lawn care for 2027.
- There have been 3 failures with various church AC units in the last month, which have been and are being addressed.

LEGAL

- We continue to work on the insurance for the vehicle damage to the west side. The quote is about \$25,000 to repair the brick wall, window well rail, and a like sign. The BOT considered doing a new or moving the existing wall mounted sign.

HR

- Nothing to report.

The next meeting will be 15 September, 1800-2000. Teri Nestel motioned we adjourn, seconded by Cody Howard; motion was unanimously approved.

Good Shepherd Lutheran Church
AUGUST FINANCIAL STATEMENTS
Month ending August 31, 2026

Highlights

This report is intended to provide a high-level snapshot of the full Financial Statements sent via email to all Board members on Saturday, September 12, 2026. To fulfill your fiduciary duties as a board member, I recommend reviewing the full set of financial statements as well.

INCOME & EXPENSES against BUDGET

August Total Income: \$64,206 [H30] Year-To-Date Total Income: \$574,341 [O30]
Overall, Total Income for August was less than budgeted by (\$5,885) or 8% less than expected. Year-To-Date Total Income exceeded budget expectations by \$5,308 currently 0.9% positive. This number has been trending down for several months and based on that projection will likely be a negative number by the end of September. Total Offerings for August were again below budget expectation, and Year-To-Date continues to be less than expected by 4.5% (\$21,229). Total Other Income is exceeding budget expectations for August and Year-To-Date by \$26,537 or 27% which covers the shortage in Total Offerings, but again, this positive variance is trending downward each month.

August Total Expense: \$61,903 [H178] Year-To-Date Total Expenses: \$494,161 [O178]
Overall, the Expense Budget for August is underspent by \$7,532 or 11% and Year-To-Date is underspent by \$61,318 or 11% less than budgeted. There is no significant overspending in any category. But the underspending variances continue in *Personnel* due to an unfilled position. We now have a surplus of \$58,552 in the personnel line item. Those accumulated funds, along with other underspent categories have been earmarked for the Sanctuary Lighting Project, but we will need to budget appropriately for all positions including the Worship & Music Minister.

August Net Income: \$2,304 [H180] Year-To-Date Net Income: \$80,180 [O180]
Actual net income for August fell short of budget expectation by (\$15,425 or 2,348%) and Year-To-Date Net Income was budgeted at \$12,898, so we have a positive variance of \$66,625 or 492% more than expected.

FINANCIAL POSITION

Total Assets: \$5,898,309 (Total fixed + current) [SFP-U43]
Total Liabilities: \$18,369 (A/P, credit cards, employment taxes, Missions) [SFP-U65]
Net Assets: \$5,869,217 (also shown as 'Total Equity') [SFP-U138]

Total Fixed Assets: \$5,117,735 (Buildings, Property, Houses... not liquid) [SFP-U41]
Total Current Assets: \$780,574 (Cash, Investments & LOC ... mostly liquid) [SFP-U22]
Total Restricted Assets: \$389,277 (included in Total Current Assets) [BLD-T85]
Total Cash Available for Operations: \$365,577 (included in Total Current Assets) [BLD-T86]

CASH FLOW & OPERATING RESERVE

Burn Rate: Average Total Expenses of \$61,700 per month for the 8-months ending 8/31/2026
Investments/Rainy Day Fund = \$162,295 approx. 2½ -Months Expenses [BLD-T11]
Board Restricted Cash Reserve = \$125,000 approx. 2-Months Expenses [BLD-T42]

Submitted by:
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