

Gloria Dei Church Congregational Meeting: June 9, 2024

At Gloria Dei Church our purpose is to: Love All, Serve All in Jesus' Name

Attendance: 96 congregants, 90 voting members

Opening Prayer

Dave Blanton, President, Gloria Dei Council, call to order 11:30

Approve Minutes from December 2023 Meeting:

- A motion to approve minutes Ginny Duffy, Wilma Kuhnle seconded
- Motion to approve, passed

Strategic Plan: Pastor Brendan

- Pastor talked about the journey over the last 6 months
 - The pace has been fast to get the administration of the church running efficiently, a lot of work has been accomplished by staff and Council, more to do.
 - Training on the new system and software have been completed, along with the transfer from older system. These tasks create more efficiency administratively.
 - Council and Pastor have been working on the vision, hearing about and understanding programs.
- First strategic retreat, there were quite a few great ideas and good outcomes
 - Developing a strategic plan for the next 5 years – underlying themes are to magnify service of connection, social interactions and relationship building.
 - Celebration as a part of connection, celebrate the connection that we have and build on them.
 - Increased transparency – hearing from leadership, staff and council more often.
 - Highlighting follow-through, identified gaps due to transition, need to address any distrust there may be in the congregation.
 - Resourcing individuals, building teams and resourcing better.
 - Resourcing is a huge focus for the Pastor, cross communication internally.
- Increase grace within GDC, share together through differing opinions, embrace difference with grace.
- Create different groups for meaningful dialogue, speaking kindly and constructively, or for reflection and engagement.
- Staff has been working hard on increased efficiencies during all of the changes.
- Pastor is officially an ELC candidate, on-going process to become ordained Lutheran Pastor.

Welcome: Dave Blanton, President, Gloria Dei Council

- The main items that came from retreat.
 - There were many agenda items accomplished but mainly the Council established firm goals.
 - Committing to a strategic long-range plan that will be presented in November to the congregation for support.
 - Starting in July, a monthly council newsletter will be sent to create awareness by educating about council activities, this is a part of the transparency goal.
 - Outreach program, council wants to get to know you, Council members will reach out for 1 on 1 sessions for an in-depth discussion followed by feedback.
- New website to be completed by end of year, this will provide for easier updating and maintenance while also having a refreshed look.
- Utilization of church planning center has started and the teams will expand utilization to other functionalities that are not currently being used.

- Revamping the music program. Because there has been a lot of excessive coordination needed in the music program, the decision has been made to consolidate under a music director.
- In addition, we are looking to hire an Associate Pastor to focus youth and small group development.
- The Council is committed to having 2 meetings per month to get through the remainder of the strategic planning for presentation in November.
- We continue to need time, talent and financial support from the congregation.

Present Current GDC Balances: Don Jones, Treasurer, Gloria Dei Council

- \$2.7M in current investments includes endowment and preschool.
- Operating loss of \$46K, on track to what was in plan.
- Giving is down \$55K but attendance is up.

Present Op Budget: Don Jones

- Total budgeted income at \$556K
- \$451K for salaries
 - Consolidating multi positions into 1 music director
 - Associate Pastor
- Property expenses are increasing – tree removal, landscaping
- Total expenses at \$752K
- Planned deficit of \$186K
- The large bequest that was received last year, these funds will help offset the \$186K deficit.
- Understand the vision, know that council has passed the budget.
- Question from Chris – Asking the congregation to trust Chris and tech team representative as the subject matter expert (SME) to represent the church for music.

Op Budget Voting:

- Request for vote by Don Jones
- Budget passed

Present Capital Budget

- Various projects – window replacement project, chair lift, etc.
- Signed new contract for chair lift \$60K
- \$370K for total capex
- Some of these expenses are carry overs from last year
- There are no plans in the budget to replace the elevator by the Zabor room, only maintenance is factored into budget

Capital Budget Voting

- Request for vote by Don Jones
- Budget passed

Preschool Budget

- Preschool is a ministry of the church
- \$5,700K deficit in budget, this is a wash
- The preschool cannot at this time expand. They are at capacity for space and personnel.
- The plan is to maintain current offerings
- Last year preschool was ahead of budget

Preschool Voting

- **Request for vote by Don Jones**
- **Budget passed**

Stewardship: Sarah Evans, Vice President, Gloria Dei Council

- Discussed the need for time, talent and resources to execute on the plan that Council is laying forth.
- We want to see Gloria Dei grow like a weed between the cracks of the concrete.

Celebration of Ministry and Retirement of Betsy Maier

- Betsy has been a part of the church for many years, children, youth and seniors.
- In honor of Betsy's service to GDC, we celebrated her with cake and well wishes.

Closing Prayer

Dave Barber motion to adjourn, Bette Tumir seconded

Adjournment by Dave Blanton at 12:04