

Gloria Dei Lutheran Church Governing Board

January 16, 2018 – APPROVED 2/19/18

The guest director, Pastor Tim, shared a few of his responsibilities at Gloria Dei. These included the Honduras mission trip, GriefShare, pre-marriage classes, assisting seniors with transitions, live streaming, Israel travel log, Monday Bible Study, etc.

Call to order

President Scott Strachan called the meeting to order at 6:42. Board members Greg Carstensen, Lorrie Graaf, Craig Grundmeier, Jennifer Jaschen, Kurt Kromminga, Anne Sheeley, Brian Frantum, and Ruth Ebke were in attendance. Senior Pastor Joe Meyer was also in attendance. Jennifer Jaschen opened with a devotional, "If You're Not Growing, You're Dying." Thank you cards from the staff for the Christmas gifts were passed around for all to read.

Visitor Recognition

Chris Thomson was absent due to illness.

Consent Agenda and Minutes

The minutes of the November 19, 2017 Board meeting were reviewed. One correction made was that six members from the congregation are needed to serve as Foundation Directors, not three. Kurt Kromminga made a motion to accept the minutes as corrected. Jennifer Jaschen seconded the motion. Motion carried.

Reports

Senior Pastor's Report-Pastor Joe Meyer

- a. Memorial money for Pastor Dan Parsch and Dale Readinger have been used, one of which was renovating the cry room.
- b. Tax changes and how they might affect contributions in 2018 was mentioned.
- c. The 10:27 Podcast will go out each week by way of email blasts, Twitter, and Facebook.
- d. The online directory will be done soon. The web developer was concerned about security.
- e. The website registration page is going quite well.
- f. Pastor Bill Clark is worshiping around 50 at Christ Our Savior in Norwalk. His installation on January 14, 2018 was well attended with a packed house.
- g. Pastor Ben will have welcome bags to be distributed each quarter.
- h. Advent/Christmas service attendance was superior.
- i. Current Wednesday Bible Study had a full room of attendees.

Executive Director Chris Thomson - No report since he was absent

Financials-Brian Frantum

- a. Brian reported that financials are strong.
- b. Money received in December for the debt reduction has been applied.
- c. Expenses are down, one reason being that the children's ministry position has not been filled yet.

Attendance Report

- a. Right now there is a trend for higher attendance at services.

Current Discussion and/or Action Items

- a. There was a recognition of the Housing Allowance notifications. Craig Grundmeier made a motion to accept these notifications. Brian Frantum seconded the motion. Motion passed.
- b. Gloria Dei Foundation
Objectives for director qualifications and experience were established at the December meeting. Attributes to consider are financial background, investment mind, estate/legal experience, marketing and communication skills, and strategic planning. The possible directors' bios were discussed and reviewed. Governing Board members did a dot vote on their top choices. These choices will now be called and asked if they would consider becoming a Foundation Director. Scott Strachan, Anne Sheeley, and Kurt Kromminga will do the calling.

Congregational Listening Post

- a. There has been some concern about the calendar no longer being printed. It was mentioned that this calendar is on the website directory.

Monitoring Affirmation and Board Education

" Understanding Where Your Church Is On The Congregational Life Cycle."

Housekeeping

- a. Scott and Pastor Meyer will come up with a date/time for a social event.
- b. In February we will have Pastor Meyers' annual report and will form a committee for next year's Governing Board candidates.

Adjournment

The Governing Board meeting was adjourned at 8:35 p.m. followed by the Lord's Prayer.

Respectfully submitted by Ruth Ebke

Addendum:

2018 Called Worker Housing Allowance Designations

The following resolution was communicated to the Governing Board of Gloria Dei Lutheran Church via email communication on December 30, 2017 and again during the January Board meeting on January 16, 2018:

Whereas, ministers who own their home do not pay federal income taxes on the amount of their compensation that their employing church designates in advance as a housing allowance, to the extent that the allowance represents compensation for ministerial services, is used to pay housing expenses, and does not exceed the fair rental value of the home (furnished, plus utilities); and

Whereas, Pastor Joe Meyer is compensated by Gloria Dei Lutheran Church exclusively for services as a minister of the Gospel; and

Whereas, Gloria Dei Lutheran Church does not provide Pastor Meyer with a parsonage; therefore, it is hereby

Resolved, that 38% of the total 2018 compensation paid to Pastor Meyer is hereby designated to be a housing allowance; and it is further

Resolved, that the designation of 38% of total salary as a housing allowance shall apply to calendar year 2018 and all future years unless otherwise provided.

The following resolution was communicated to the Governing Board of Gloria Dei Lutheran Church via email communication on December 30, 2017 and again during the January Board meeting on January 16, 2018:

Whereas, ministers who own their home do not pay federal income taxes on the amount of their compensation that their employing church designates in advance as a housing allowance, to the extent that the allowance represents compensation for ministerial services, is used to pay housing expenses, and does not exceed the fair rental value of the home (furnished, plus utilities); and

Whereas, Pastor Tim Phillips is compensated by Gloria Dei Lutheran Church exclusively for services as a minister of the Gospel; and

Whereas, Gloria Dei Lutheran Church does not provide Pastor Phillips with a parsonage; therefore, it is hereby

Resolved, that \$30,000 of the total 2018 compensation paid to Pastor Phillips is hereby designated to be a housing allowance; and it is further

Resolved, that the designation of \$30,000 of total salary as a housing allowance shall apply to calendar year 2018 and all future years unless otherwise provided.

The following resolution was communicated to the Governing Board of Gloria Dei Lutheran Church via email communication on December 30, 2017 and again during the January Board meeting on January 16, 2018:

Whereas, ministers who own their home do not pay federal income taxes on the amount of their compensation that their employing church designates in advance as a housing allowance, to the extent that the allowance represents compensation for ministerial services, is used to pay housing expenses, and does not exceed the fair rental value of the home (furnished, plus utilities); and

Whereas, Pastor Benjamin Johnson is compensated by Gloria Dei Lutheran Church exclusively for services as a minister of the Gospel; and

Whereas, Gloria Dei Lutheran Church does not provide Pastor Johnson with a parsonage; therefore, it is hereby

Resolved, that \$50,613 of the total 2018 compensation paid to Pastor Johnson is hereby designated to be a housing allowance; and it is further

Resolved, that the designation of \$50,613 of total salary as a housing allowance shall apply to calendar year 2018 and all future years unless otherwise provided.

Whereas, Timothy Kightlinger is compensated by Gloria Dei Lutheran Church exclusively for services as a called and rostered church worker in Youth Ministry; and

Whereas, Gloria Dei Lutheran Church does not provide Timothy Kightlinger with a parsonage; therefore, it is hereby

Resolved, that \$20,000 of the total 2018 compensation paid to Timothy Kightlinger is hereby designated to be a housing allowance; and it is further

Resolved, that the designation of \$20,000 of total salary as a housing allowance shall apply to calendar year 2018 and all future years unless otherwise provided.

Whereas, DeAnn Haas McCue is compensated by Gloria Dei Lutheran Church exclusively for services as a called and rostered church worker in Children's and Family Ministry; and

Whereas, Gloria Dei Lutheran Church does not provide DeAnn Haas McCue with a parsonage; therefore, it is hereby

Resolved, DeAnn Haas McCue was offered the opportunity for a housing allowance designation but chose not to pursue this option.