

GDLC Board Meeting 11.18.2025 – **APPROVED 1/20/2026**

Opening

Supper: Opening prayer by Pastor Ben.

Devotion by Pastor Ben: 2 Chronicles 7 and Acts 2

Call to Order

President Steve Junge called the meeting to order at 6:27 pm. Board members present were Jacque Thole, Wendy Kropf, Nick Bass, Beth Casady, Craig Dueker, Ethan Muench, Melissa Woodruff, and Stefani Tanner. Also present were Lead Pastor Ben Johnson, Executive Director Chris Thomson, and Preschool Director Heather Schmitz.

Staff Report - Heather Schmitz, Preschool Director

- About 75 students enrolled.
- Added 30 minutes to the day this school year.
- The capacity is 66 students at one time. Classes are spread out during the day and week.
- Tuition increase next year reflects the increased time each day.
- 10 paid staff (2 in each classroom) plus one person to cover lunch breaks.
- Prayer cards for each child, and a newsletter for prayer partners.
- Weekly: Bible story, chapel, songs, Bible verse with American Sign Language. Following the Creative Curriculum, based on centers. Handwriting Without Tears is also used.
- Staff: Varied educational background. Mandatory training for CPR, First Aid, Mandatory Reporting. Heather is working on her Masters in Early Childhood Education.
- Grants pay for Ipads, flooring, learning materials, and blinds. State of Iowa pays for computer software.
- Staff turnover (½) last year due to multiple reasons, nothing negative toward the preschool. The current staff is building good relationships.
- A large percentage of students return the following year.
- Vision for future:
 - 5 levels in preschool rating program. Better rating determines the level the State pays in.
 - Playground upgrade
 - Continue hosting Early Childhood Conference

Consent Agenda and Minutes

September 16, 2025 Minutes: Jacque motioned to approve. Stefani seconded. Motion passed.

Reports

Sr. Pastor (Pastor Ben)

- LifeWise: With parental consent, a child in Iowa can engage with Biblical teaching off premise of a public school. GDLC was approached by the Urbandale LifeWise chapter to see if our building would be available for use.
- Brenden Pugh left as Director of Technology. Position has been posted in multiple areas. Chris reached out to other churches to see how they structure their technology positions. Director of Technology can be split into 1 ½ positions.
 - Technology Manager
 - Promotions/Marketing Assistant
 - Videographer/photographer
- Discussion on 4.6.9 in Policy, regarding new positions. **Steve motioned to approve the creation of the three new positions (Technology Manager, Promotions/Marketing Assistant, and Ministry Coordinator) in place of the current two positions (Director of Technology and Tech/Promotions Coordinator). Ethan seconded the motion. Motion passed.**
- Pastor Ben met with Stephens Ministry and it went well. Discussion regarding the transitional period for Congregational Care.
- The Annual meeting went very well.
- Playground discussion.

Executive Director (Chris Thomson)

- Facilities: Misc items starting the playground process. No snow removal bills yet.
- Giving is up 4.4% for the year and the budget is in good shape.

Treasurer's Report (Nick Bass)

- None

Current Discussion and/or Action Items

- Pastor Tim Retirement Recognition
 - Discussed possibility of kitchen ministry providing or outsourcing. Steve will talk to Elaine.
- Policy Manual review - Sections 2.4, 2.5
- Congregational Listening Post -
 - Staff was appreciative of snacks provided in October by the Board
 - Coffee volunteers doing a good job
- Senior Pastor Annual Review

Housekeeping

December Staff Birthdays: Mike (12th - Steve), Heather (14th - Stefani), Olivia (17th - Beth), Emma (23rd - Jacque), Pastor Joe (29th - Nick), Karen (Jan. 10th - Wendy)

Next Board meeting will be January 20, 2026

Adjournment/Lord's Prayer

Steve adjourned the meeting at 9:05 pm.

Submitted by Wendy Kropf, Secretary.