GSLC Board Meeting Minutes

Tuesday, February 17, 2026 6:30 PM

Madison Campus

☐ Paul Hutson (President) ☐ Karen Smith (Vice President) ☐ Tonya Schram (Secretary) ☐ Vern Andren ☐ Liz Deterding ☐ Andy Nelson ☐ Spencer Johnson ☐ Robyn Kitson ☐ Pastor Craig McMahon (Interim Lead Pastor) ☐ Rick Blum (Director of Administration)

Via Zoom: ☐ Deni Naumann

Guests: ☐ Danielle Sill ☐ Jon Bach ☐ Sarah Wehnes (Treasurer)

Paul Hutson, President, called the meeting to order at 6:30 PM.

Opening Prayer

Pastor Craig opened the meeting with a devotion and a prayer.

Approval of Minutes

Paul presented the 12.23.25 and 1.20.26 Board meeting minutes. **Andy made a motion to approve the 12.23.25 and 1.20.26 minutes as distributed at the meeting. Vern seconded. No discussion. The motion passed unanimously.**

Discussion was held regarding the expectation that committee meeting minutes be posted in full on the church website within one month of each meeting. It was also noted that an executive summary should be prepared in a timely manner for inclusion in the Board meeting minutes. These documents should be sent to the Director of Administration and the secretary.

Verona Site Pastor Task Force Update

Danielle Sill, Transition Task Force (TTF) Chair for Verona, presented the top line results of the Verona Site Pastor survey conducted in January. A total of 207 responses were received. The results indicated that worship style and convenience are the primary factors influencing campus selection, and 12 respondents expressed interest in the return of a Saturday service.

Discussion followed regarding the need to establish a Call Committee, with emphasis on adhering to the appropriate procedures for its formation and ensuring that the Board takes formal action to define and approve the process.

ACTION ITEM: Danielle to send the MSP draft to Board members for review and feedback.

ACTION ITEM: Board members to review MSP draft and provide feedback in the google doc by February 27, 2026.

Scouting America

Guest Dr. Jon Bach, representing the Pack and the Troop, presented to the Board. He reported that membership in the Pack has increased, while the Troop's membership remains steady. Overall, both programs are doing well.

He also shared that Scouting BSA initiated a trial allowing girls to join Scouts, and Scouting America has since approved the transition to "Family Scouting," which permits both boys and girls to participate. As part of this process, approval is required from the chartering organization, and Dr. Bach formally presented this request to the Board.

Vern motioned to approve the troop committee request to have permission to form a family troop. Andy seconded. Discussion followed. The motion passed unanimously.

Financial Report

Sarah Wehnes, treasurer, presented the January financials noting that January had higher revenue and expenses than budgeted, primarily due to three payrolls. It was also noted that higher attendance leads to higher revenue and we have been seeing more Required Minimum Distribution (RMD) giving in January. There is a strong cash balance in the general fund, however, understanding that we need to manage the downward trend as the church's fiscal year end approaches.

Andy motioned to approve the January Financials. Spencer seconded. No discussion. The motion passed unanimously.

Interim Lead Pastor's Report

Pastor Craig reported that Pastor Dara attended a presentation on how to prepare in the event that ICE officials visit the church, with primary concern focused on the Food Pantry. Pastor Dara will be developing a response plan to be shared with the Board. A suggestion was made to connect with the Badger Prairie Needs Network and with GS member Jenni Nowak, who is highly involved and has provided training to businesses and nonprofits in Verona. Communication strategies were discussed for handling potential confrontations at church, with Rick emphasizing the need for careful messaging and preparing ushers and staff.

Pastor Craig reviewed the interim music leadership, including Katie Gerlach, interim choir director, who will lead three Music Mondays and Don Debruin is available to serve as interim organist through the year-end.

The Board also addressed security concerns around Music Mondays, including consideration to hire a special duty officer or security personnel; based on our positive relationship, Rick proposed involving a local Madison police officer familiar with the neighborhood.

Pastor Craig presented a proposal on updates to the Holy COW (Church on Wheels) commitments which aim to clarify the mission of the food service, limit events to 50 or fewer per season, and prioritize community outreach over internal food service. **Vern made a motion to approve the updated Holy Cow commitments. Andy seconded. Discussion followed. The motion passed (8 in favor, 1 abstention).**

Pastor Craig shared the transition of worship duties from Jared to other staff and volunteers. The Board discussed the need to balance job responsibilities and train congregational members to take on specific tasks. Additionally, the Board reviewed the document outlining Pastor Craig's duties and responsibilities, including worship leadership, congregational leadership, and staff supervision in his role as Interim Lead Pastor.

Call Committee

Liz Deterding made a motion to go into closed session at 7:59. Andy seconded. No discussion. The motion passed unanimously.

Liz made a motion to go out of closed session at 8:18PM. Andy seconded. No discussion. The motion passed unanimously.

Worship and Music Task Force Update

Karen Smith, Chair of the Worship and Music Task Force, reported that the task force will hold its first meeting this Sunday, February 22, following the Verona service. The agenda will include discussion of worship and music staffing needs, including the type and number of personnel required.

Administrative Report

Rick Blum reported that three furnaces have been replaced by Hooper with a cost of ~$40K. A contract was signed for the replacement of the skylight at the Madison campus at a cost of $12K. Elevator repairs at the Verona campus are currently in progress.

The Facilities Subcommittee was recently formed and has held its initial meeting. The primary topic of discussion was the March 8 congregational meeting and vote regarding the $110,000 controls upgrade.

Questions were raised concerning the level of detail provided about the upgrade, specifically whether the new controls would require the church to use a specific system. The Subcommittee reviewed the bid and confirmed that the controls allow devices from diverse manufacturers to communicate.

The subcommittee proposed including in the controls upgrade a ~10% contingency to account for potential additional or increased costs bringing the total to $123,000

Deni made a motion for the Board to approve $123,000 for HVAC Controls upgrade to bring to the congregational meeting which will be set for March 8 for approval. Vern seconded. No discussion. The motion passed unanimously.

Committee Reports

Liz made a motion to accept the committee reports as presented in the Board packet. Andy seconded. No discussion. The motion passed unanimously.

President's Report

Paul shared that several congregation members attended the LEAD Conference, which included a plenary session focused on generosity. The ELCA has provided the Synod with updated constitution and bylaw materials. These will be reviewed and presented for approval at the July congregational meeting. In addition, several provisions in our current constitution are required to be updated this year.

It was noted that last year's budget process felt pressured. Committees are requested to submit proposed budgets by the April Board meeting. At this time, staffing needs for Worship and Music, as well as the potential addition of a Verona site pastor, remain undetermined. Discussion included reactivating the Generosity Committee to take on this work and in what type of structure, e.g., committee, subcommittee, task force… If a 2026 capital campaign is pursued, it was suggested that Board approval would be needed at the April meeting.

The Board previously approved the formation of a Welcome and Security Task Force. Further discussion is needed to clarify the congregation's risk tolerance related to security, while also maintaining a strong emphasis on hospitality and welcome. Paul will review to consider a charter and report back at the next Board meeting.

Paul reiterated the congregational meeting will be held at the Verona campus following worship on March 8. Deni and Tonya noted they would not be present at the meeting due to prior commitments.

ACTION ITEM: Tonya to work with Paul and Rick on who will be Acting Secretary at the Congregational Meeting.

ACTION ITEM - Paul to provide the updated constitutional updates to the Board.

ACTION ITEM - Committees to submit proposed budgets by the April Board meeting.

ACTION ITEM - Rick to develop a timeline/schedule for the 2026-27 budget process and communicate to Board, staff and committees.

Closed with The Lord's Prayer.

Next meeting is Tuesday, March 17, 2026 at 6:30 PM at Madison Campus.

Andy made a motion to adjourn the meeting at 9:04 PM. Vern seconded. No further discussion was held. The motion passed unanimously.

Respectfully submitted,

Tonya Schram
GSLC Board Secretary

Good Shepherd Mission: In response to God's love and grace we…Welcome as we have been welcomed, forgive as we have been forgiven, serve as we have been served. Good Shepherd Vision: By the grace of God and the love of Jesus Christ, we will meet each person where they are, and invite them into transformative relationships with God, each other, and the communities in which we live and serve. We will cultivate and empower lay leaders to support this life-changing work at Good Shepherd and beyond.