GSLC Board Meeting Minutes
Tuesday, March 17, 2026, 6:30 p.m. (CT)
Madison Campus

☐ Paul Hutson (President) ☐ Karen Smith (VP) ☐ Vern Andren ☐ Liz Deterding ☐ Robyn Kitson ☐ Spencer Johnson ☐ Deni Naumann ☐ Andy Nelson ☐ Pr. Craig McMahon (Interim Lead Pastor) ☐ Rick Blum (Director of Administration)

Excused: Tonya Schram (Secretary)

Via Zoom: Andy Nelson (left at 7:00)

Paul called the meeting to order at 6:33 p.m. Pr. Craig led the Board in a Lenten devotional and opening prayer.

Minutes

The minutes of the February 17 Board meeting were presented.

Deni made a motion to approve the minutes, and Spencer seconded it. There was no discussion and the minutes were approved unanimously.

Next, the minutes of the March 8 congregational meeting were provided, and Rick Blum gave an overview of Deni's proposed edits. There was discussion to correct the verbiage in the minutes regarding the Board making a motion. Clarification was provided that a person on behalf of the GSLC Board needs to make a motion. Paul, as President, made the motion and the meeting minutes reflect this

Liz made a motion to approve the congregational meeting minutes and Vern seconded. The minutes were approved with one abstention.

Verona Site Pastor Transition Task Force

Revisions to the Verona Ministry Site Profile (MSP) were presented and discussed. Deni suggested removing Pastor Joe's name in the Holy COW section for consistency, since no other ministries have a Pastor's name associated with them. The group also discussed the qualifications and experience outlined in the MSP required for the site pastor role, debating whether it should be open to first-call candidates or experienced pastors only.

Vern made a motion to keep the requirements for the Verona Site Pastor as 0-9 years of experience in the MSP. Robyn seconded. The vote was 2 to 5 and the motion failed.

Liz made a motion to amend leadership experience needs in the MSP to be 4-15 years. Spencer seconded. The motion passed with a 5-2 vote.

The discussion then turned to establishing a call committee for the Verona Site Pastor position, with plans to select a chair and board liaison in the coming weeks. The committee will consist of approximately 8 members, including 5-6 representatives from Verona and 2-3 from Madison, with a focus on achieving age and family status diversity among Call Committee members, along with making sure both Verona services are represented.

The board agreed that Verona Site Pastor Task Force members should not serve on the call committee to maintain independence, and the Task Force will be formally dissolved by the Board after the MSP is submitted next month.

Action Items: Board members & staff will suggest Call Committee members and forward names to Paul. Rick and the pastors can help vet the candidates. The Board will discuss the potential committee members in April to make sure we have cross-representation.

Deni made a motion to establish call committee for the Verona site pastor. Robyn seconded and the motion was approved unanimously.

President's Report

The new members were named in the meeting packet the Board received earlier in the week. Vern made a motion to approve the new members and Deni seconded the motion. The motion was approved unanimously.

The group discussed the success of the congregational meeting on March 8, 2026. The transfer of funds to the Foundation and the $123,000 expenditure for controls were both approved at that meeting.

Paul requested recommendations for members to join a Welcome and Security task force. He is particularly seeking individuals with relevant experience including police background or IT security expertise.

Paul informed the Board that there are constitution and bylaws updates required every three years from the South-Central Wisconsin Synod and the national ELCA.

Action Item: Paul will compile a comparison document reviewing the changes to the constitution and by-laws for the April board meeting.

Vice-President Report

Karen presented recommendations from the Worship and Music Task Force regarding music staffing and strategy going forward, proposing to hire one full-time and one part-time position (Director of Worship and Music and an Associate Director). The task force suggested posting the director position as soon as possible after Easter, with the associate position being filled later, either with input from the new director or sooner if a qualified candidate emerges. The discussion revealed that while Jared previously handled both strategic and tactical music responsibilities, the new roles would need to be clearly defined, with the full-time director focusing more on strategy and leadership while the associate would handle implementation tasks.

The HR committee will develop job descriptions for both positions, with input from Rick and Pr. Craig, particularly regarding contemporary worship experience requirements.

Action Item: The HR Committee will provide the position descriptions for review at the April 21st Board meeting.

Interim Lead Pastor's Report

Lead Pastor Candidacy & Call process: Pr. Craig shared a diagram of the pastoral call process that he will share with the members in attendance at the CLC meeting Sunday, March 22nd at Madison campus. In order to reinforce the need for confidentiality, he will stress that although GSLC may be excited about having a potential candidate, we need to remember that there is another congregation that is losing a pastor.

Pr. Craig then shared the outline for a potential candidacy weekend. The issue of online attendance at a congregational meeting was raised. Providing a link to an online meeting would jeopardize the confidentiality of the candidate, and we would not be able to confirm whether online attendees were members and therefore eligible to vote. The Board agreed that a congregational meeting on candidacy weekend would need to be in-person only, and we will need to make sure the congregation is informed of that ahead of time.

Call Committee Update

Liz told the group that there is nothing additional to share at this time and that is appropriate at this stage in the call process.

Administrator's Report

• Generosity Update: Rick noted that the congregational meeting on March 8th was successful, which implies that a generosity campaign later this year may be well received.

Rick presented a proposal to hire Mike Ward from GSB for a generosity campaign in 2026 with an estimated to cost of around $40,000 and he feels through further discussion with GSB, the proposal could be implemented in fiscal 2026-27, with the goal of raising additional funds for staffing and facilities, including a potential Verona site pastor position. He stated that we cannot hire a Verona site pastor until 2027 unless we have a generosity campaign this year. Rick noted that while there is currently $235,000 in ERTC reserves available, a successful campaign would be needed to sustain ongoing positions beyond a one-year period. Mike Ward's recommendation would be to hold forums in the spring to discuss what the campaign proceeds would be used for (Verona site pastor, music director, facilities, etc).

Action Item: Rick will bring Mike Ward's suggestions and recommendations to the April 21st Board meeting, and the Board will vote whether to hire GSB.

• HVAC Update/Focus on Energy: Due to the installation of updated HVAC controls at Madison, we may be eligible for some money from Focus on Energy, but we don't know the amount yet.

• 2026-2027 Budget: Rick says he has notified department heads to have 2026 budgets in place by March 25th. He commented that staff health insurance premiums are going up by 25%.

• Music Mondays: The Worship Music & Arts Committee is filling out a grant proposal for the Foundation requesting funds for Music Mondays, but they didn't include money for security. Grant applications need to be signed off by a staff member or the Board.

Action Item: The Executive Committee will review the Music Monday security costs and bring their recommendation to the Board.

• Paul presented a request from the Worship Music & Arts Committee for lined paraments for the Verona sanctuary. They are requesting $4,000, which is a one-time cost. This is a grant request for the Foundation and is supported by the Board.

• Financials: Spencer provided an overview of the financial report and Rick said the financials are generally good and that attendance is up. He provided a breakout of how much money we receive from IRAs. IRA donations are growing significantly and are now the second biggest source of giving next to offerings.

Vern made a motion to approve the financial reports and Deni seconded. There was no discussion and the motion was approved unanimously.

Deni moved to adjourn the meeting at 9:13. Spencer seconded and the motion was approved unanimously.

The meeting adjourned with The Lord's Prayer.

Respectfully submitted,

Karen Smith
GSLC Board Vice President

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.