GSLC Board Meeting Minutes - REVISED

Tuesday, April 21, 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)

Guests: Emily Thomson (Little Blessings Preschool Committee chair)
Sarah Wehnes (Treasurer)

Paul Hutson called the meeting to order at 6:31.

Pr. Craig led the Board in an opening prayer, which was the same prayer he shared at his first Good Shepherd Board meeting two years ago.

Minutes

Karen presented the March 17 Board meeting minutes. **Andy made a motion to approve the minutes and Spencer seconded. The minutes were approved.**

Paul presented the March 30 Board meeting minutes. **Andy made a motion to approve the minutes and Robyn seconded. The minutes were approved.**

Paul also presented the minutes of the April 19 Congregational Meeting, stating that the latest draft reflects changes from Deni, Liz and Spencer. After a brief discussion, **Andy made a motion to approve the minutes. Spencer seconded and the minutes were approved**.

Financial Report

Sarah Wehnes presented the March financial report. Rick pointed out that the amount we spent on facilities is double what we expected due to snowplowing and mowing. He acknowledged that we did not budget properly for facilities in FY26.

Paul asked about the role of Finance Committee regarding committee budgets. The Finance Committee will make recommendations. **Deni made a motion to approve the financial report. Andy seconded and the motion passed.**

Interim Lead Pastor's Report

Pastor Craig informed the Board that this would be the last meeting that he would attend. He has begun working on his leave-taking. He stated that he will not take any action regarding staff during his remaining time at Good Shepherd. He will not attend any additional staff meetings and has contacted committees, specifically the Nominating Committee, to pull away from that work as well. He reminded the group that Pr. Dara will go on sabbatical around the same time that Pr. Ben arrives. Pr. Sheryl will be full-time starting in May and going through Sept as a way to support the church during Pr. Dara's sabbatical. The Board was given a copy of the preaching schedule, which has been shared with Pr. Ben. The schedule includes guest preachers, who have already been arranged through September.

Pr. Craig has worked on worship planning with Matt Skibo. He presented a Worship Planning SharePoint document that outlines resources & litany for the various seasons and is a repeatable template for the future. Matt has reviewed this and understands it. Pr. Craig will review this document with Pr. Sheryl, and then Pr. Sheryl will work with Matt so that they can communicate it to Pr. Ben. The bulletin files have been organized, and the Good Shepherd website has been updated with the bulletins.

The Board thanked Pr. Craig for all his help and wished him well. His last day preaching will be May 24.

Little Blessings Preschool Committee Purpose Statement

Deni, Board Liaison to the Little Blessings Preschool (LBPS) Committee, introduced Emily Thomson, chair of the LBPS Committee. Per the Bylaws of the Constitution, the Board is required to understand and approve the purpose of each committee.

Emily described the makeup of the committee and stated that the LBPS Committee is relatively new. There used to be a LBPS board made up of parents and teachers. The current committee members include the two site directors, two parent representatives, the board liaison, a church member, a staff representative, and herself, as chair. She answered questions regarding the differences between the two LBPS sites- Madison and Verona. The Verona site is at 4K capacity; Madison is well below capacity.

The Madison site cannot offer a certified 4k due to constraints from the Madison School District, which puts it at a disadvantage versus the Verona site, which geographically is in the Verona School district. Different models have been tried in Madison to boost attendance, i.e. preschool and before-after school childcare. There has been some success with the summer programming at Madison's site. Recently, the Madison site qualified for DCF state-funded grants for free childcare for five children enrolled this fall. At this time, there has been one applicant and advertising continues for the remaining four grants.

The proposed LBPS Committee purpose statement is as follows: "The Little Blessings Preschool (LBPS) Committee provides guidance and support to assist Little Blessings to be a welcoming, faith-based, child-centered preschool by nurturing the connections between the Good Shepherd Lutheran Church congregation, Little Blessings Preschool staff, and the families/caregivers of the LBPS students." **Andy made a motion to approve the charter and Vern seconded it. The motion passed.**

Emily shared that LBPS is a very good contact point for Good Shepherd, and we've gained members who have had kids in the preschool.

__Verona Site Task Force__

Deni made a motion that the Board go into closed session. Robyn seconded and the motion was approved. Vern made a motion that Rick Blum could remain in the meeting and Spencer seconded. The motion passed and the meeting entered closed session at 7:22.

Liz made a motion to come out of closed session and Spencer seconded. The motion was approved and the closed session ended at 7:50.

__President's Report__

Paul briefly reviewed the events of candidacy weekend. He reported that he is recording an announcement video that will announce 5/24 as last Pr. Craig's last preaching date and 5/31 as his last day at Good Shepherd. There will also be a recorded video highlighting Pr. Craig's accomplishments during his time at Good Shepherd. Karen will present gifts to Pr. Craig and we will have cake at the combined service on 5/24.

Deni added that Pr. Craig will conduct an exit interview with the HR Committee.

Action Item: Paul would like comments on the first draft of the Constitution/Bylaw revisions by May 12th. ***Sections with an asterisk cannot be changed***. Other sections can be changed or deleted. Board members should make comments and suggestions in the margin and make edits as needed. We can add additional bylaws and continuing resolutions if needed. He reminded the Board that these revisions will be shared with the congregation in early June for approval at our Annual Meeting on August 9.

Action Item: Deni recommended that we have Congregational Life Conversation meetings at each campus to review the constitutional changes.

Paul reported that the Nominating Committee is working on their list of Board candidates. There was a discussion about the formation and structure of Nominating Committee, and clarification was given regarding the staggered terms of the committee members. Nominees will be presented to the Board for review, and then the new Board members and the new Nominating Committee members will be elected at the annual meeting.

__Worship and Music Update__

Rick told the group that the Director of Worship and Music position will be posted in the coming days.

Vern made a motion to enter closed session and Andy seconded. The motion was approved and the Board went into closed session at 8:13.

Andy made a motion to come out of closed session and Deni seconded. The motion was approved and the Board came out of closed session at 8:22.

Administrator's Report

• Facilities Fund Update

Rick reported that of the $314k (half of the facilities fund) that was available to spend this year, all but $43k has been allocated. He presented two ideas for the remaining funds: parking lot resurfacing and playground materials. He stressed the urgency of the parking lot repairs for the Madison lot.

Spencer asked Rick to describe the process of the rebuild for the Madison parking lot. Rick described the process, saying that it will also include re-doing some of the landscaping next to the building. He added that Creation Keepers have expressed an interest in helping with the landscaping.

Rick told the Board that their approval of the parking lot spend can be included in the budget approval in May. The playground resurfacing will have to wait till next year due to the cost of the parking lot rebuild. Rick will tell Linda and Heidi at LBPS.

• Budget

Rick began his budget presentation by saying that we are running a budget surplus in FY 25-26, and he is predicting a 2% increase in giving for FY 26-27. However, he is projecting a deficit next year due to a 25% increase in staff health care premiums. Next year's budget will also be adversely affected by an estimated $24,800 LBPS deficit due to low attendance in Madison.

Rick presented three scenarios to eliminate a projected FY 26-27 deficit of $60k, which include reducing expenses, using ERTC money, or a combination of strategies. He discussed several scenarios for using some of the $235k ERTC money, including several new staff positions. He advised the Board that we would need a generosity campaign to make those positions sustainable.

• Generosity Update

Rick presented three justifications for a generosity campaign this year:

1) it would be one general campaign, not separate capital and staffing campaigns

2) Outside consultant, GSB, has experience with this. We would spend $40k with them to raise $500k per year (GSLC has used them previously).

3) It's built to be sustainable.

Key deadlines:

Sunday 4/26 – Mitzi from GSB will hold a meeting on giving at 5:00 PM.

5/31 and 6/7 Paul will lead congregational forums on giving, one at each campus. GSB will develop all the necessary materials, but we need people willing to work on and lead the campaign.

July-Sept, steering team meets. Lead gifts identified.

11/15 - Campaign begins

Liz made a motion to approve the $40k contract with GSB. Spencer seconded. A discussion followed regarding GSB's qualifications and experience. Andy asked about our giving and budget as compared to other churches our size. Vern asked if we can be more efficient with expenses. Rick pointed out that we have skimped on our facilities' maintenance. There was continued discussion about the importance of messaging to the congregation – specifically that the campaign must be led by lay leadership, not GSB. The discussion ended with comments on what might happen if we didn't have a campaign. **The motion passed unanimously.**

Lastly, Paul presented a brief report on the condition of the organ. He explained that the organ is at a point where it needs more than just standard tuning. He has asked the Worship, Music & Arts Committee to provide quotes on the repair and maintenance work that needs to be done.

Next Board Meeting:

• Tuesday, May 19, 2026 at 6:30 PM

The meeting concluded with The Lord's Prayer. Andy made a motion to adjourn the meeting and Liz seconded. The motion was approved and the meeting was adjourned at 9:33 PM.

Respectfully submitted,

Karen Smith
Good Shepherd 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.