GSLC Board Meeting Agenda
Tuesday, May 19, 2026, 6:30 p.m. (CT)
Madison Campus

☐ Paul Hutson (President) ☐ Karen Smith (VP) ☐ Liz Deterding ☐ Robyn Kitson ☐ Spencer Johnson ☐ Deni Naumann ☐ Andy Nelson ☐ Rick Blum (Director of Administration)

Excused: Tonya Schram (Secretary), Vern Andren, Interim Lead Pastor Craig McMahon

Guests: Sarah Wehnes (Treasurer)

Paul Hutson called the meeting to order at 6:36 p.m. and led the board in an opening prayer.

<u>Minutes</u>
Karen presented the minutes from the April 21 Board meeting. **Deni moved to approve the minutes without any adjustments and Spencer seconded. The minutes were approved.**

<u>Financial Report</u>
Sarah presented the April financial report, noting that the general fund still includes the ERTC funds, but without those funds the balance is over $400k. **Deni made a motion to approve the April financial report and Andy seconded it. The motion was approved.**

<u>FY 2027 Budget Discussion</u>
Rick explained that the new budget proposal is tied to a generosity campaign recommended by GSB (consultant), which aims to increase giving from 500 households by an average of $12 per week ($624 per year). The campaign would also include a potential separate enhancement campaign targeting high-giving donors to raise $100,000 for facilities funding, with the goal of increasing general giving by $1.4 million over three years. The $100,000 goal would be a one-time contribution to the facilities fund, not spread over three years. This year's campaign will begin at the end of May with two vision forums- May 31 after Verona's two services and June 7 after the Madison service. These will be led by Paul with Rick's support.

Rick outlined a proposed giving strategy involving gradual increases in donations, with top donors potentially contributing more to help meet initial funding targets. The board discussed how this approach differs from the previously discussed facilities fund plan and agreed that more details need to be worked out before unveiling the campaign in October.

Paul and Rick shared that they would present at the vision forums the general challenges facing the church to the congregation without getting too granular, with GSB helping to develop bullet points for the presentation. Deni suggested postponing budget approval until after gathering congregation feedback at the forums, and proposed to use these meetings to gather input that could inform the final budget. Rick noted the need to carefully categorize and prioritize suggestions rather than making the process too open-ended.

Action Item: The group agreed that the current one-pager from GSB needs clearer messaging about the connection between idea generation and budget needs, with a suggestion to revise the one-pager into a more concise format with bullet points and current pictures.

The board discussed approving the fiscal year 2027 budget but decided to postpone the decision until its June meeting. It reviewed 2025/26financial estimates showing a projected surplus of $71,000 for the current year and a projected $1,200 surplus for 2026/27 next year, with several budget adjustments including higher-than-expected expenses for snow plowing, salaries, insurance benefits, and IT costs. The group discussed what budget slides to present at the upcoming vision forums , ultimately deciding to focus on highlighting key priorities and facility needs as well as showing slides about overages and open positions.

Action Item: Rick agreed to include staff raises in the presentation since the subject is frequently discussed at annual meetings.

The discussion concluded with a question about mission budgeting, which is required in the new ELCA Constitution template. Rick confirmed that $17,500 has been allocated to various agencies in FY 26/27.

Interim Lead Pastor Celebration

Paul informed the group that he would not be present for Pastor Craig's Interim Lead Pastor goodbye and appreciation celebration on Sunday, May 24 (due to previously scheduled family commitments) and that a recorded thank-you message would be played during the service. There will be a liturgy conducted at the end of the service with representation from the Board (Karen Smith) and the SC Synod (Rev. Walter Baires – Assistant to the Bishop).

Site Pastor Call Committee Update –

The group agreed to delay forming a Verona site pastor call committee until Pastor Ben arrives, with Liz suggesting this approach would help avoid rushing decisions and allowing time for proper planning. Liz noted that even if a call committee is assembled by August, the soonest they would start talking to candidates would likely be November, with January being the target date. It was determined to put the Verona site pastor in the budget beginning in January 2027.

Administrator's Report

The job posting went live last Friday May 15 with the application deadline as June 15. It's been issued to be posted on the South-Central synod and industry-specific websites. The position description is also posted on our website @ gslcwi.com/jobs.

• Hiring process for NEW position of Executive Secretary – Rick worked with the HR Committee and others on the position description which will be 24-28 hours per week. The plan is to recruit for the

Executive Secretary position internally including to the congregation, and then post outside Good Shepherd.

- Rick shared that Diane Wenzel has asked to reduce her hours from 24 to 16 hours per week.

President's Report

Paul presented biographies of the three candidates that the Nominating Committee has put forth to serve on the board for the next three years: Diane Hughes, Judah Balli, and Kris Halverson. **Liz made a motion to recommend the three board candidates for approval by the congregation at the August 9 annual meeting. Andy seconded, and the motion was approved.**

Rick shared with the board that the Nominating Committee, itself, will need to add one member to serve, , however there is not a candidate to present to the board at this time.

There was discussion regarding the timing of Board officer elections, which are held immediately following the annual meeting to ensure continuity of leadership. The Board also discussed the need to better prepare incoming directors by providing information about officer positions and prospective candidates in advance so that newly elected members can participate in the officer election process with a clear understanding of their responsibilities and choices.

Karen provided an update on the recent South Central Wisconsin Synod meeting where Bishop Joy Mortensen-Wiebe was re-elected following four rounds of voting; and the assembly approved 3% pay raises for rostered ministers and a 4% increase in housing allowances which will be published under Synod Rostered Pastor Guidelines on the synod's website. The Synod also voted to participate in a decade-long climate change initiative.

Paul announced that there will be Constitution/budget forums held July 12 and 19. These will be more granular than the vision forums being held May 31 and June 7.. The revisions to the GSLC Constitution and Bylaws will be discussed and the congregation will have an opportunity to ask questions in advance of the annual meeting.

A major change to the constitution is that self-nominations *from the floor* during annual meetings will no longer be allowed. There will be a deadline for anyone who self-nominates prior to the meeting so proper ballots can be prepared with all names for the congregation upon which to vote. There was also a brief discussion about the template's use of the phrase "Church Council." The board members agreed to continue using "Board of Directors" because that is what is referred to at GSLC as noted in our strategic plan.

Action Item: Paul will get the Synod's approval of our revised Constitution prior to sending it to the congregation for review in June.

Action Item: Rick informed the board that all GSLC Committee summaries for the annual report need to be submitted to him by June 15. Rick will reach out to the Committee chairs and copy staff and board members. He asked the board members to follow up with their individual committees where they serve as board liaison.

Paul informed the board that Tonya will be stepping out of her Officer's role of Secretary due to work travel. The board will need to elect from its directors a new Secretary as soon as possible. Paul alsodiscussed the need to replace Tonya's headcount on the Executive Committee. The GSLC Constitution defines the Executive Committee (EC) as follows:

C13.01 The Lead Pastor, President, Vice President, and one other Board member elected by the Board of Directors shall constitute the Executive Committee. The duties of the Executive Committee are specified in the bylaws.

Robyn asked for clarification as to who the new person would be to serve on the EC and how they would be elected. This will be discussed at the June meeting.

The next Board meeting will be Tuesday, June 16, 2026, at 6:30 PM at the Madison campus

Deni made a motion to adjourn at 8:51pm and Andy seconded. The motion passed and the meeting ended 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.

*Portions of these minutes were generated by AI and edited by Karen Smith.