GSLC Board Meeting Minutes

Tuesday, June 16, 2026 6:30 PM

Madison Campus

☐ Paul Hutson (President) ☐ Karen Smith (Vice President) ☐ Tonya Schram (Secretary) ☐ Liz Deterding ☐ Andy Nelson ☐ Spencer Johnson ☐ Pastor Ben Sheets ☐ Rick Blum (Director of Administration)

Excused: ☐ Vern Andren ☐ Robyn Kitson ☐ Deni Naumann

Guests: ☐ Sarah Wehnes (Treasurer)

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

Opening Prayer

Pastor Ben opened the meeting with a reflection and a prayer.

A prayer was raised for Vern.

Approval of Minutes

Paul presented the 05.19.26 Board meeting minutes with amendments. **Liz made a motion to approve the 05.19.26 minutes. Andy seconded. No discussion. The motion passed unanimously.**

Financial Report

Sarah Wehnes, treasurer, presented the financial report. She reported that financials showed a surplus with a significant increase in donor restricted funds due to a ~$250,000 deposit from the Aubrey Fowler estate for the food pantry.

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

Rick presented a revised budget with total revenue estimated at $2.66 million, reduced by $145,000 from last month's projection, and noted that revenue is coming in better than expected this year, potentially making a 6% generosity goal more achievable without a full campaign. The budget includes funding for hiring a full-time music director and an Associate Music Director by September 1st, as well as a new communications assistant, but removes the Verona Site Pastor position due to lack of an approved Ministry Site Plan and timing concerns. Rick emphasized that an enhanced generosity campaign would still be necessary to fund the Verona Site Pastor position and other initiatives not included in the current budget.

The Board discussed the proposed 2027 budget related to hiring a Site Pastor for the Verona campus, including questions surrounding budget transparency and how the budget aligns with the upcoming generosity initiative. Pastor Ben explained that the decision to remove funding for the Site Pastor position from the current budget is based on a realistic hiring timeline rather than financial limitations. He noted that pastoral transitions typically begin in January for summer placements, making it unlikely that the position would be filled within the current budget year. Last year, we projected 4.2% growth in the budget and met that expectation. This year, we budgeted for 6% growth, but actual growth exceeded expectations, reaching 8%.

Following discussion, the Board reviewed the proposed 2027 budget and agreed to endorse it in principle, pending final approval following the July Vision Forums. The budget will be presented to the congregation on July 12, followed by a feedback session on July 19 to gather congregational input. Final Board approval is scheduled for the July 21 meeting, allowing time to consider feedback and make any necessary revisions.

As part of its recommendation, the Board approved several proposed updates to the budget, including funding for one month of salary for a Verona Site Pastor, assuming a June 1 start date; allocating funds for either an independent financial audit or financial review to enhance transparency and build confidence within the congregation; and increasing the allocation to the Facilities Fund.

ACTION ITEM: Rick to update the 2027 proposed budget prior to the vision forums.

Lead Pastor Report

It was Pastor Ben's second day! He shared that his family is settling in well and beginning to adjust to their new routines. He's getting his office set up, meeting people, and learning about all the wonderful things happening throughout the church. As he put it, "The river keeps flowing, and I'm learning how to swim!"

Verona Site Task Force

An update was provided on the Ministry Site Profile (MSP). The Synod returned the document with feedback requesting additional detail regarding the support that will be provided and the expectations for the role. The Task Force agreed to wait until Pastor Ben had an opportunity to review the MSP and provide his input before preparing a revised draft.

Presidents Report

Paul requested that we use the votes from the vision forums to help shape our story and guide the budget discussions.

The process for adopting constitutional amendments was discussed. It was clarified that changes required to align with the ELCA Model Constitution may be approved at a single meeting by a majority vote. In contrast, any additional, non-required amendments must be approved at two meetings and receive a two-thirds vote at the annual meeting.

To streamline the process and avoid any procedural concerns, the Board agreed that the August meeting will focus solely on the required Model Constitution updates rather than reviewing all proposed amendments.

The Board also discussed whether to retain the current "Board of Directors" terminology or adopt the "Church Council" language used in the ELCA template. It was noted that the congregation's strategic plan consistently references the Board of Directors and recommended maintaining the current governance structure and terminology.

Changes to the board executive committee structure were discussed which requires four members: the president, vice president, lead pastor, and a fourth position that could be filled by either a past president or another elected board member. It was determined that a good fit for the fourth position would be the board representative to the HR committee.

Paul shared plans to host a gathering at his home for the church staff and has extended the invitation to members of the Board of Directors as well. Additional details will be shared as they become available.

Administrative Report

Rick Blum provided an update on several facilities projects. At the Madison campus, the asphalt work and installation of a new skylight have been completed. The remaining facilities priority is the planned upgrade to the HVAC control system.

The Board also received an update on the search for the Director of Worship and Music. The position has attracted 15 applicants to date. A review committee will be formed to evaluate candidates and is expected to include Pastor Ben, a representative from the Human Resources Committee, and a representative from the Worship and Music ministry.

ACTION ITEM: Rick, Pastor Ben, HR Committee rep, Worship & Music Committee rep: Review Director of Worship and Music applicants and begin interview process.

The Board received an update on the generosity initiative. It was noted that the congregation does not currently have a dedicated Generosity Committee. As a next step, Rick, Paul, and Pastor Ben will meet with Mitzi from GSB to discuss the future direction of the campaign and determine the best path forward.

ACTION ITEM: Rick, Pastor Ben, Paul: Meet with Mitzi (GSB) to discuss next steps for the generosity campaign, including potential committee recruitment and campaign structure.

CFY Update

Karen provided a ministry update, sharing that Emily had an outstanding year and is already planning for the fall. Emily has several new ideas, including restructuring grade levels to better serve students, though doing so would require additional volunteers. She also hopes to enhance volunteer training and education to better equip those serving in ministry.

It was reported that both the Colorado Mission Trip and Pine Lake Camp have reached full capacity, reflecting strong participation in youth programming. It was also noted that this will be the final year that summer interns are funded through the GS Foundation.

An update was also provided on the Children, Youth, and Family Committee, which is expanding its focus to include Adult Ministries. There is strong interest in developing additional small group opportunities within the congregation, including ministries such as Prime Timers, Alpha, and other fellowship and discipleship groups.

Closed with The Lord's Prayer.

Next meeting is Tuesday, July 21, 2026 at 6:30 PM at Madison Campus.

Andy made a motion to adjourn the meeting at 8:52PM. Spencer 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.