GSLC Board Meeting Minutes

Tuesday, January 20, 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 ☐ Deni Naumann ☐ Pastor Craig McMahon (Interim Lead Pastor) ☐ Rick Blum (Director of Administration)

Guests: ☐ Pastor Dara Schuller-Hanson ☐ Barb Topel

Paul Hutson, President, called the meeting to order at 6:29 PM.

Opening Prayer

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

Approval of Minutes

Paul presented the 12.16.25 Board meeting minutes. **Deni made a motion to approve the 12.16.25 minutes. Vern seconded. No discussion. The motion passed unanimously.**

Financial Report

Sarah Wehnes was brought forward for approval as the new treasurer. Andy motioned to approve Sarah as the new treasurer. Robyn seconded. No discussion. The motion passed unanimously.

Spencer presented the financial report. YTD contributions are ~$21K above budget. Cash position is up from prior month. Expenses are close to budget. Also noted was an increase in weekly per capita giving compared to 2024.

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

Guest

Pastor Dara Schuller-Hanson provided a letter to the Church Board requesting a sabbatical for this summer to focus on completing her doctor of ministry project and writing her thesis, with a target graduation date in May 2027. The start date would be June 14, with an end date of September 8. Pastor Dara emphasized the importance of the sabbatical policy and its positive impact on potential incoming pastors, while the board expressed support and gratitude for Pastor Dara’s contributions.

Karen motioned to approve and endorse Pastor Dara's sabbatical this summer. Robyn seconded. No discussion. The motion passed unanimously.

Interim Lead Pastor's Report

Pastor Craig stated there was an insert in the board packet that provides some high level findings from the Verona Site Pastor survey thus far. Listening sessions will take place in Verona in early February with the topic being the survey.

Pastor Craig provided a summary of the last Congregational Life Conversation (CLC) highlighting the discussion on welcome and security concerns and the importance of maintaining a healthy balance between the two. The news of Jared's resignation was still recent, and considerable time was devoted to discussing the transition as well as plans to honor and celebrate Jared's ministry. The staff is actively working through a plan to transition Jared's responsibilities. Several items have already been addressed, including arrangements for interim musicians and a celebration event. Two remaining areas require further attention: prioritizing the bell choir and determining next steps for Music Mondays.

HR Committee

Deni provided an update. Paul and Barb attended a recent staff meeting during which the employee handbook was reviewed and the letter from Human Resources was read aloud. This information was later shared with the church board via email that same evening. It was noted that staff would benefit from a clearer understanding of the employee handbook. In response, the HR Committee plans to make several revisions following the staff meeting to improve clarity around the confidentiality policy and the conflict resolution process.

A debrief was also held with the Little Blessings director. A decision was made not to move forward with a candidate at this time due to challenges with candidate attendance, and to postpone hiring decisions until the summer.

Position descriptions for staff roles are currently pending. Once completed, they will be reviewed along with the corresponding compensation packages for each position.

A significant discussion centered on confidentiality agreements, particularly non-disclosure agreements for volunteers, where concerns were raised about the scope of confidentiality requirements and how they align with church culture and bylaws. The board agreed to consider requiring members of specific committees, such as Finance and HR, to sign the agreements, while pondering how to handle volunteers who refuse to sign. They decided to review the issue over the next few months and make a determination at a later board meeting.

Administrative Report

Rick reviewed the 2025 generosity campaign, which fell slightly below its goal by 2.9%, resulting in a $41,000 decrease in committed giving. 452 intents were received this year versus 455 last year, however, given the resources available, the campaign turned out really well!

The board discussed creating a facilities fund of $474,378 managed by Good Shepherd Foundation Investments and set aside $235,451 in a board designated fund to be used for Verona staffing. They discussed ongoing facility repairs, including fixing three furnaces and installing Madison Controls, which requires congregational approval due to its cost exceeding 3% of the budget. The board considered whether to hold a congregational meeting before the annual meeting to approve the $153,000 controls project or wait until July. It was suggested to hold the meeting on February 18th at 8 PM, after both church services, to maximize attendance.

Deni motioned to have the Good Shepherd Foundation use $474,378 to create a facilities fund that they would manage and $235,451 ERTC to be set aside in a board designated fund to be used for a Verona staffing. Andy seconded. No further discussion. Motion approved unanimously. The board will take its approved recommendation to the congregation for approval.

Rick suggested a potential capital campaign in conjunction with the fall campaign, with a decision needed by March or April.

Rick announced an upcoming Lead Conference on February 7th about generosity and church facilities, which he will attend and encourages others to join.

ACTION ITEM - Notify Rick if you'd like to attend Lead summit by Sunday, January 25

Committee Reports

RIC Sunday will be recognized on Jan 25th.

President's Report

The board discussed the formation of two task forces: one for Worship and Music strategy, led by Karen Smith with members including Robin, Jackie Johnson, Pastor Craig, Sarah, and Kay Simmons, and another task force for Welcome and Security strategy. The Welcome and Security task force will also extend to hospitality and inreach.

Andy made a motion to create a Worship & Music Strategy Task Force and Welcome & Security Task force. Liz seconded. No further discussion. The motion was approved unanimously.

ACTION ITEM - Deni to provide a policies and metrics document to Karen.

Liz motioned to go into closed session at 8:11PM. Andy Seconded.   No further discussion. The motion passed unanimously..

Vern motioned to approve guests (Rick, Pastor Craig, and Barb). Andy seconded.   No further discussion. The motion passed unanimously.

Pastor Craig and Rick were excused at 8:20pm.

Vern motioned to go out of closed session at 8:47pm. Deni seconded. No further discussion. The motion passed unanimously.

Closed with The Lord's Prayer.

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

Deni made a motion to adjourn the meeting at 8:48 PM. Andy 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.