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Good Shepherd Lutheran Church
Minutes of Council Meeting
September 20, 2026

The Council meeting was called to order by Council President, David Lucas at 6:33 PM. Present were Pastor Jane Mitcham, Karen Lucas, Alice Buckner, Becky Shealy, Ben Haigh, David Lucas, Deborah Whitlow, Gaye Tucker, Jan Haigler, Kate Ferlauto, Lisa Sanchez, Mary Margaret Hoy, Mike Weaver and Sid Havird.

The Devotion/Book Study was led by Deb Whitlow. Council was asked to read Chapter 4 "Vision" in the book "Lead Like IT Matters", which council members read prior to the meeting. Each member shared something that stood out to them from the chapter.

Adoption of Agenda.

After changing the 2025 average attendance for the 9:30 Worship Service and for Sunday School, the September Council Agenda was accepted.

Approval of Minutes.

David Lucas asked for any corrections to the August 16, 2026 Council Meeting minutes. There was one spelling correction. Jan Haigler motioned and Mike Weaver seconded to approve the minutes as corrected. A vote was taken and the August Council Meeting minutes were **Approved**.

Attendance and Membership for August 2026.

SUNDAYS

<u>2026</u>	<u>9:30</u>	<u>SS</u>	<u>YouTube</u>		<u>2025</u>	<u>9:30</u>	<u>SS</u>	<u>YouTube</u>
8/2/2026	94	33	40		8/3/2025	82	16	56
8/9/2026	79	n/a	44		8/10/2025	104	32	31
8/16/2026	105	26	25		8/17/2025	99	29	61
8/23/2026	88	27	46	<i>*2025 Rally Day</i>	8/24/2025	97	30	28
8/30/2026	107	20	n/a	<i>*2026 with 22 @ WELCA retreat</i>	8/31/2025	93	32	36
Average	95	21			Average	95	28	

Note: YouTube numbers reflect number of views, not number of people viewing.

Total Membership as of 12/31/2025: 568

Total Active Members 12/31/2025: 397

Current **ACTIVE** Realm membership at the time of the August 2026 Council Meeting: 379

Members Added since the August 2026 Council Meeting: 0

Members Removed since the August 2026 Council Meeting: 2

Marianne deWerdt: Adult, Removed – Death

Harry Oakes: Adult, Removed – Death

Current **ACTIVE** Realm membership at the time of the September 2026 Council Meeting: 377

Reports

1. Treasurer's Report: Report Submitted.

Jan Haigler pointed out that per Council's recommendation, [REDACTED] was moved from Unallocated Interest Income to the Wheelchair Ramp Fund. Also noted was a [REDACTED] transfer from the Reserve Fund to the checking account to cover payroll and bills.

2. Realm Financial Report: Reports Submitted with no questions.
3. Pastor Jane's Report: Written Report Submitted.

Standing Committee Reports:

1. Communication Committee – Kate Ferlauto: No Report Submitted.
2. Evangelism Committee – Gaye Tucker: No Written Report Submitted.
 - a. Neighborhood Shepherds Task Force – Bruce Shealy: Report Submitted.
3. Finance Committee – David Lucas: No Written Report Submitted.

David reminded committee chairs that budgets are due by September 30th, otherwise last year's budget will be used.
4. Gifts Committee – Sid Havird: Written Report Submitted.
5. Learning Committee – Lisa Sanchez: Written Reports Submitted.

Lisa shared that the Little Free Library was being used.
6. Parish Life Committee – Deb Whitlow: Written Report Submitted.
7. Property Committee – Mike Weaver: Written Report Submitted.

Mike reported that Property was requesting relief for Sexton, Joey Allison. They will get three quotes from landscaping businesses to help with the upkeep of the grounds. Property will make a separate line-item on their budget to pay for the chosen landscaper.
8. Social Ministry Committee – Mary Margaret Hoy & Alice Buckner: Written Report Submitted.

Mary Margaret reported that the Food Pantry will be changing its schedule. The Food Pantry will be open two days a month for food distribution. The recipients will be allowed to pick up twice a month. The change helps the pantry due to losing volunteers. In addition, they will be changing the hours of pickup to 12:30 - 2:00.
9. Worship Life Committee – Becky Shealy: No Written Report Submitted.

Becky handed out 2 reports at the Council meeting. It was noted that FROGS retraining will be coming up and that there is a need for trained CPR volunteers for children.

10. Youth & Children Committee – Ben Haigh: No Written Report Submitted.

Ben handed out a report at Council. It was mentioned that Good Shepherd was unable to partner with other churches to have a Fall Festival, so we will not have a traditional Fall Festival this year.

Old Business:

David reminded Council that committee budgets are due to the Finance committee by September 30th.

New Business:

Children's Programs

Lisa, chair of the Learning Committee, shared the lack of participation of children in the Sunday School programs. It was suggested that we find ways to advertise and share the programs that Good Shepherd has for children.

We're Here Transition Team

Pastor Jane will be leading a small group discussion which will prepare the Team for the steps needed to form a Ministry Profile. The discussion will take place on October 4th following the Worship Service. There will be a brunch provided by the Team and other Church members. All the congregation is encouraged to participate in the discussion.

Everyone will be free to sit wherever they choose to enjoy the brunch. Afterwards numbers will be drawn to assign tables for the discussion. Council and the transition team will spread themselves among the tables.

MORE Justice

Good Shepherd members still plan to attend some of the MORE Justice events, but currently we have no one leading house meetings at Good Shepherd. Last year Good Shepherd joined MORE Justice as a Member Congregation. A Foundation grant was used to fund the cost of that membership. MORE Justice is now a budgeted line-item which is ineligible for additional Foundation funds. A decision must be made as to whether Good Shepherd continues as a Member Congregation. Pastor Jane will follow up with her contacts to assist in this decision.

Resignation and Replacement of Office Manager

Jamie Conrad has submitted her resignation and will need to be replaced. Staff Support will reach out to Emily Stolba who has expressed interest in the Office Manager position while she waits for her Call to serve a new congregation. Good Shepherd will offer her a temporary position working Monday through Thursday 9 to 4 with 30 minutes for lunch. Staff Support will continue to search for a permanent replacement for Office Manager. In addition, we are considering hiring a bookkeeper at the end of the year to replace Deborah Mitchell.

Council Nominees

Council members had submitted a list of possible nominees for Council. All the lists were combined into a single list. The list of all names was shared with Council, and they were asked to identify their 6 picks. The results were compiled and Executive Committee is reviewing the results.

Petitions and Communications:

Cathy Milejczak provided a letter to the Executive Committee concerning her new service dog, Upendo. The letter requested that Upendo be allowed to accompany her to Worship Services. The Executive Committee reviewed the letter and unanimously approved her request. The letter was shared with Council.

The Pulse: N/A

Executive Session (if needed): N/A

Reminders:

Next scheduled Council meeting October 18, 2026.

Council Person for the Month of October 2026: Kate Ferlauto.

Council Members should read Chapter 5 of "Lead Like IT Matters", and Kate Ferlauto will lead the discussion.

The meeting was adjourned at 8:40 PM.

Respectfully Submitted,
Karen S Lucas, Council Secretary

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Evangelism Council Report

October 14, 2026

The Evangelism Committee met on Tuesday, September 22 at 5:30 with the following members present:

Don Caughman, Marion Eargle, Sid Havird, Pat Quattlebaum, Verna Sawyer, Bruce Shealy, and Gaye Tucker

Gaye opened the meeting with a devotion.

The following items were presented and discussed:

Old Business:

1. New Member Reception: Committee decided to hold receptions following the joining of new members to welcome them into our church. Their sponsors, Council members and others at worship will be invited to attend. Council members will be asked to share information about their committee and how its work within the congregation.

New Business:

1. Meal Ministry for members in need: Pat Quattlebaum agreed to organize a group of members who signed up on Time and Talent to offer a meal for members in need. Example: Someone who has returned home from the hospital, had surgery, extended illness, etc.
2. Visitor Follow-up Team: Develop teams using T&T sheets to call or visit first time visitors who filled out a Friendship Register or signed register in the narthex. Intent is to let them know we are glad they visited and answer any questions they may have.
3. Postcards for new residents in the area: Don Caughman agreed to look into the printing of new postcards to mail to new neighbors in the area.

Next meeting has been scheduled for Wednesday, November 4 at 5:30 in Classroom 2.

Devotion: Don Caughman

Respectfully submitted,

Gaye Tucker, Chair

Good Shepherd Lutheran Church
Finance Committee Meeting Minutes
October 13, 2026

PRESENT: Deb Embrey, David Lucas, Karen Lucas, Becky Shealy

CALL TO ORDER: The meeting was called to order at 5:03 PM, by David Lucas, chairperson of the Finance Committee, in the conference room.

TREASURERS REPORT: Jan Haigler provided the September balance sheet for the savings and checking accounts. The money market savings account balance as of September 30th was [REDACTED]. The checking account balance as of September 30th was [REDACTED].

Note following the Finance committee meeting: Tuesday evening, Oct 13th, Jan Haigler transfers [REDACTED] out of the Reserve Fund so Deborah Mitchell could run Payroll.

FINANCIAL SECRETARY REPORT:

Deb Embrey reported the General Offering totals for the months of August and September. We received [REDACTED] in General Offering for the month of August, which comes to [REDACTED] of the monthly budget needs. This is above average for the month of August offerings. In August of 2025, we received [REDACTED] of budget needs. In August of 2024, we received [REDACTED] of budget needs. In August of 2023 we received [REDACTED] of budget needs.

We received [REDACTED] in General Offering for the month of September, which comes to [REDACTED] of the monthly budget needs. This is above average for the September offerings. In September of 2025, we received [REDACTED] of budget needs. In September of 2024, we received [REDACTED] of budget needs. In September of 2023, we received [REDACTED] of budget needs.

The pledge sheets for 2027 will go out today.

TABULATORS REPORT: Nothing to report on tabulators.

TECHNOLOGY SUBCOMMITTEE REPORT: There was no report from technology.

OLD BUSINESS:

The Statement of Activity and the YTD Financial Position report were both submitted. There were no questions.

David Lucas, Finance chair, updated the budget worksheet with the information submitted by the standing committees. The budget worksheet using the existing and new numbers was reviewed. The worksheet was discussed. David will continue to work on the budget worksheet, and the results will be available for review at the November meeting.

NEW BUSINESS: There was no new business to discuss.

ADJOURNMENT:

The meeting was adjourned at 5:32 PM.

Respectfully Submitted,
Karen Lucas

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**Learning Committee Meeting
MINUTES - Good Shepherd Lutheran Church**

Date: October 7, 2026

Present: Don Caughman, Heather Gilbert, Stacy Gross, Bruce Shealy, Lisa Sanchez

Absent: Ben Haigh, Donna Haigh, Amanda Snodgrass

Call to Order and Devotion:

The meeting began at 5:32 with a devotion based on Philippians 2:3-4: "Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of others."

The meeting began with a followup to the August discussion of The Little Free Library. Deb Whitlow passed on during the last Council meeting that she has seen people using the library when she comes to do things at the church. There was a discussion at Council about placing a sign about the Free Library on the playground. The Committee thanked Heather and Callen Gilbert for their work freshening up the Library. Lisa shared bookmarks created to put in the Free Library to invite users to join us for church at GSLC. She will contact Emily in the office about printing them.

Small groups for Advent were discussed in detail. Lisa shared that she and Pastor Jane had looked at curriculum, and shared copies of the one that will be used. Bruce will use this with his ongoing small group during Advent. Don agreed to lead a small group. Stacy Gross reached out to Amanda Snodgrass, who will also lead a group. Lisa will look for one or two more leaders. This will provide opportunities at different times and in different locations. Publicity was discussed. Lisa will put an article in the newsletter, and ask Kate Ferlauto, Communication Team, to help publicize the event. We will put inserts in the bulletin during the weeks leading up to the small groups, so that leaders know about how many people to expect.

The next item on the agenda was Sunday School. Bruce's class continues to do the "Drive through..." series. Don and Ben's class is studying Paul's letters in an interactive style. Confirmation class is up and running, with 3 confirmands, two of whom attend regularly. The Children's class sometimes has students, and sometimes does not. There is not a class for High School yet. Lisa will send an email out to see who is planning to come to the Youth 3rd Sunday Fellowship on 10/18, and asking for a volunteer to stay as the second person. We still need volunteers in order to abide by our Child Protection Policy. The question was raised about whether or not we really need a second person in the room with youth. Some did not think this was necessary, while others did. Lisa stated that she would continue to abide by the Child Protection Policy as written, unless a change is made, as it is a legal document.

The discussion turned to how to get more children and youth to participate in activities at GSLC.

Lisa relayed what was discussed at the September Council Meeting about this. Signs are being made for the playground to state our service times. Bookmarks will go in the Free Library to give service times and a QR code to scan to access the church website. The Committee stated that fliers should be distributed to people using the FAB. The discussion of joining with other churches for activities also came up. Lisa relayed the scheduling issues that have been encountered with this. Pastor Jane would like for us to create a survey to go out to all families to ascertain what gets in the way of attendance at worship, what we could offer that would be inviting for children and youth, etc. It was agreed to pursue making a questionnaire. We will be thinking about what should be on the questionnaire. Lisa will email out to the committee members to gather their ideas. Bruce stated that a past Task Force, led by Amy Kemp, determined that a part time Faith Formation Director was needed. He proposed that a specially funded position should be created and that the congregation should be challenged to donate to fund the position. There was some discussion, with some people thinking this was not the right time, while others wanted to pursue this. Bruce made a motion to take to council stating: **"Move to form a task force to develop a plan for a part time faith formation director for Children & Youth Ministry to be funded by special donations to a dedicated fund."** The majority of people in attendance asked for the motion to go to Council.

Heather Gilbert volunteered to order Advent materials for Youth and Children.

As a reminder, there will be no Sunday School on December 6th, due to the Advent Children's Program.

The next meeting will be on Wednesday, January 13, 2027 at 5:30 p.m. in Classroom 2.

Adjourn:

The meeting was adjourned at 6:44 with the Lord's Prayer.

Respectfully Submitted: Lisa Sanchez

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ACTION - Good Shepherd Lutheran Church Social Ministry Committee

Date: September 22, 2026

Actions Taken:

Mary Margaret Hoy emailed all committee members on 9/19/26 to advise of a food pantry volunteer meeting where plans were made to change the food pantry distribution to twice monthly on the first and third Wednesdays of each month from 12:30-2:00 starting in November if the Social Ministry Committee approves.

Jan Haigler made a motion to accept the new schedule. Cathy Milejczak seconded.

Committee members were invited to discuss as needed and then proceed with voting. The final vote resulted in 10 Yes votes and 0 No votes. The motion was approved.

Respectfully Submitted: Mary Margaret Hoy

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Youth & Children Report

Oct 18, 2026

No standing committee.

Old Business:

- Maintaining records of annual events for easier planning next year.

New Business:

- The bRIDGE program had our first congregational meeting at GSLC on Oct 4th in the FAB with the participants from Incarnation Lutheran Church. Leigh Ann had all organized and ready to receive and the evening went very well with great participation from the children and adults. We provided the meal and had a total attendance of 37 including Leigh Ann, Donna, myself and the 3 councilors. We ensured the FAB was left in good order after the event. The next meeting is scheduled for Nov 1st at Incarnation Lutheran.
- I will set up the Chrismon Tree in the sanctuary on Nov 28th so it will be in place for the start of Advent. The youth families are planning to decorated the tree on the Dec 5th.
- It has been discussed over the past year whether some Committees/Teams should consolidate to better serve the congregation's current needs. I understand it was a topic during the congregational meeting on Oct 4th as well. I have spoken with Lisa Sanchez and even with Pastor Andrew prior to his departure about combining the Learning and Youth & Children committees/Teams with agreement this may be a positive step for both. After these discussions and with prayerful consideration, I do believe this is a way forward and request consideration to combine the 2 committees/teams for at least the 2027 church year for evaluation and determination if this should become permanent. It is unfortunate that I cannot attend the Oct 18th, 2026 Council meeting but if this were put to a vote by Council I would vote in favor of combining the 2.

Respectfully Submitted,

Benjamin Haigh