

2024 Annual Report

Printed July 3, 2024





Our Vision

*By the grace of God
& 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*.

EPHESIANS 4:1-7

Our Mission

*In response to God's
love & grace we
will:*

Welcome
as we have been **welcomed**
ROMANS 1:5-7

Forgive
as we have been **forgiven**
COLOSSIANS 3:13

Serve
as we have been **served**
JOHN 13:14-17

Our Welcome Statement

We welcome all to Good Shepherd. Everyone. Without exception. This welcome includes those shunned by society and by churches because of their race, ethnicity, gender identity, sexual orientation, age, physical or mental abilities, financial resources, and family status, no matter what you have done or has been done to you, no matter what darkness you have struggled with, now or in the past.

In this large, beautifully diverse world, we invite you to a community where we all belong. Whether you are a believer, a doubter or a seeker, in Christ's love, we welcome you. By the power of the Holy Spirit we will work to extend God's grace, love, justice, and dignity inside and outside our church.

You are a Child of God. You belong here with your whole self. Your story and your life are valuable, here at Good Shepherd, and in the world. **We welcome you.**





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Good Shepherd

LUTHERAN CHURCH

Annual Meeting Agenda

July 21, 2024 – 10:30
Zoom/Madison Campus

Call to Order	Bob Beggs	10:30
Opening Prayer	Pr. Craig McMahon	10:32
Approval of Agenda for July 21, 2024 Annual Meeting	Bob Beggs	10:33
Approval of Minutes from July 23, 2023, Annual Meeting	Bob Beggs	10:34
Lead Pastor's Report	Pr. Craig McMahon	10:35

VIDEO: Strategic Plan – Outreach

Financial Update - FY 25 Budget Presentation	Tyler Gold	10:45
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VIDEO: Strategic Plan – Spiritual Formation

President's Report	Bob Beggs	11:00
Call Committee Update	E. Foste-Ackerman	11:10
Elections/Recognition of Board Members - Board of Directors - Nominating Committee - Foundation Board	Bob Beggs	11:20
Prayer	Pr. Craig McMahon	11:28

Adjournment

Closing Song	Everyone	11:30
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2024 ANNUAL REPORT

Leadership Reports



Letter from the President

Robert Beggs

Welcome one another, therefore, just as Christ has welcomed you, for the glory of God. (Romans 15:7)

Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you. (Ephesians 4:32)

Each of you should use whatever gift you have received to serve others as faithful stewards of God's grace in its various forms. (1 Peter 4:10)

Dear Siblings in Christ,

As the fiscal year draws to a close, I am naturally drawn into a period of reflection about all that has happened at Good Shepherd in the last year. As part of this reflection, I recall Pastor Peterson's first sermon to the newly formed Good Shepherd congregation in 1956 and his message of "For A Better Tomorrow." As I think about our successes over the last year, I firmly believe we are delivering on this message of "For A Better Tomorrow" as we continue to:

- Welcome as we have been Welcomed,
- Forgive as we have been Forgiven,
- Serve as we have been Served.

Reflecting back on the year that was, there were four areas of focus that garnered much of the Board of Directors' time. They include:

- **Transition Task Force**
- **Call Committee**
- **Strategic Plan Implementation**
- **Dreaming Beyond**

First of all, I want to thank Pastor Chris Enstad for his contributions in building "For a Better Tomorrow" during his 7+ years at Good Shepherd. We wish him and his family well as they transition to their new church and city. As a result of Pastor Chris accepting another Call, there was a need to assemble a **Transition Task Force**. The key deliverable for this task force was the Ministry Site Profile, which expresses the congregation's collective thoughts on our vision for mission and future leadership needs. Thanks to a lot of hard work by a lot of people, we submitted this document to the Synod at the end of April. **Thanks be to God!**

Once the Ministry Site Profile was completed, the baton was handed to the **Call Committee** to begin their work of finding Good Shepherd's next Lead Pastor. Their work has just begun, and we pray for patience as we begin this journey and trust that God will provide us with a Lead Pastor that will help us in building "For a Better Tomorrow." I also want to welcome Pastor Craig McMahon as our Interim Lead Pastor. **Thanks be to God!**

Recall that at the 2022 Annual Meeting, the new **Strategic Plan** was unveiled. During 2022 and 2023, the 6 pillars worked diligently to implement the various components of this plan. At the end of 2023, the decision was made to "sunset" the pillars and turn over the remainder of the work to the committees that were aligned with the pillars. While each of the pillars are at different stages of implementation, progress is being and will continue to be made in building "For A Better Tomorrow". **Thanks be to God!**

Following the three-year **Beyond** campaign that concluded at the end of 2022, the decision was made to initiate another capital campaign, **Dreaming Beyond**, to continue our journey of mortgage debt elimination. This 18-month campaign, which concludes in June 2024, resulted in \$817,000 of pledges. As a result of these two campaigns and your tremendous generosity, the mortgage balance now stands at \$259,810, which is down from \$3,130,000 at the end of 2019. **Thanks be to God!**

The successes I have highlighted in this letter aren't intended to be all encompassing, but rather a subset of Good Shepherd's hard work over the last year. I want to thank Pastors, Staff, and members of the congregation for making all of this possible.

Yours in Christ,

Robert Beggs



Pastor's Annual Report

Interim Lead Pastor Craig McMahon

Friends,

Thank you for making me feel so welcome as I get more comfortable in my role as your Interim Lead Pastor. My role is to make the most of the time we are given, focusing on a few key areas, and setting the table with you for the future of Good Shepherd. This is a challenging task, given the complexity of our congregation.

In my first weeks at GSLC, I met with staff members and key leaders over lunch. I had an opportunity also to meet with former Lead Pastor, Chris Enstad, while he was in town for his daughter's graduation. After these conversations, here is where I plan to focus my attention the next few months.

Focus 1: Worship

Pastors Sheryl, Dara, and Joe and I think it is vital for a Pastor to stay with the church after worship. We now have a plan in place so that one Pastor presides and stays with the congregation at 9 a.m. and 10 a.m., and the preacher moves between the services. At the 6 p.m. service, the preaching Pastor also presides. To make this approach work, a guest preacher is scheduled for Sundays when a Pastor is away.

We have established weekly Worship meetings to review and learn from the previous Sunday and integrate what we learn as plan for coming Sundays. We are hearing from the congregation about what we are learning and the changes we are making—more readings, images to prepare us for worship, revisions to worship bulletins. These kinds of changes and adjustments practice for the changes that come along with new leadership.

Focus 2: Staff and Administration

Because we have two campuses with diverse and vigorous ministries, integrating how our staff works and finding ways through technology to facilitate collaboration is especially important.

I am confident that staff are ready to find ways to work more efficiently and collaboratively, though it will take some time to build capacity. As part of this focus, we aim to move from weekly planning to monthly and seasonal planning.

Focus 3: Call Committee

Even before I met with the Call Committee, the news I heard repeatedly was celebration of the people who are on the committee, how well they represent the diverse perspectives and population of the congregation, and confidence in their ability to faithfully discern and courageously honor the call process.

Now that I have met with the Call Committee, I am celebrating with you and am confident of their faith and courage. The very best we can do is to pray for them and show them our trust in them by giving them time as they honor the call process on our behalf.

Focus 4: Membership Engagement

The issue of membership engagement is a rising concern, especially regarding our capacity to schedule members to serve in worship. Time is different for us than it has been—the tyranny of calendars, the crush of emails, the incessant demands to “like” and subscribe and reply, the exhausting demands on our attention. What this means for how we as members give our time and attention to serving in worship is as vital to our future as our financial contributions.

The answer lies in our vision, “to serve as we have been served.” How we live into this vision is a key focus for our congregation.

I am thankful for your warm welcome and for the many ways leaders have included me in their discussions and decision-making. We will be together for a blink in time in the life of this congregation, but it is an important time. I am grateful God has called us to set the table for the future.

Yours in Christ,
Pr. Craig



Pastor's Annual Report

Pastor of Congregational Care Sheryl Erickson

Ephesians 2:19–22

"So then you are no longer strangers and aliens, but you are citizens with the saints and also members of the household of God, built upon the foundation of the apostles and prophets, with Christ Jesus himself as the cornerstone. In him the whole structure is joined together and grows into a holy temple in the Lord; in whom you also are built together spiritually into a dwelling place for God."

TRANSITION - In our "household of God" called Good Shepherd Church, the most recent word we've been using to describe a portion of our life together is "transition". As I enter my 37th year of serving as one of your pastors, this year counts as the 3rd time I'm entering a Lead Pastor transition along with you, dear members of the household of God.

- We said a loving farewell to Pastor Chris Enstad and his family
- Pastor Dara and I served together as the default interim lead pastors from January through May. During that time:
 - We each preached more often on Sundays and coordinated guest preachers;
 - We worked alongside staff more closely as we led our congregation spiritually through Lent and Holy Week;
 - We filled other pastoral duties not usually in each of our job descriptions, such as attending board meetings, working with the Transition Task Force, attending additional staff meetings, and writing additional communications to our congregation during these months.
- Recently, we've welcomed Pastor Craig McMahon to serve as Interim Lead Pastor. Our task now is to help orient him to our congregation and, in turn, learn insights from him as he begins to help pastors, staff, and our congregation look to call a future new Lead Pastor. As we move forward in transition, we will also continue the work of enhancing the ministries we currently share together to make them stronger. This means more meetings, for now.

Thanks to all of you for your encouragement and prayers in this transition. I believe we've navigated this time of change so far in our life together quite well, pulling together as a team. We are so blessed with all our pastors, staff and lay leaders who have generously given of themselves, especially in these past months. Thank you!

As Pastor of Congregational Care, here are some highlights of ministry areas where I both lead and serve alongside you:

INREACH MINISTRIES - It remains my deep pleasure to serve as the staff member partnering with our congregation's Inreach and Congregational Care Committee. Please see their report elsewhere in this booklet, thanks to our Chair, Cathy Peercy. The various ministries under the umbrella of Inreach provide consistent Christian support to those in our church family who are in times of life transition.

NEW STEPHEN MINISTERS COMMISSIONED - Every 3 years, Stephen Leaders from our congregation and I teach a four-month intensive Christian Caregiving Class. This fall we held a class and this spring we commissioned nine new Stephen Ministers. They now join our current Stephen Ministers for monthly supervision and are available to offer 1-to-1 care to people going through a life difficulty. Half of this new class is already matched with someone who will benefit from their support.

FROM BAPTISMS TO FUNERALS & GRIEF CARE - I have the joy of being the pastor who teaches our baptism classes to new parents or parents who have older children who haven't yet been baptized. We baptized more people in the recent year than I can remember baptizing in a long time. What great joy we share together in welcoming these new children of God to our church family! At the other end of life's spectrum, I continue to feel deeply called by God to offer Christian care immediately following a loved one's death and serving at funeral/memorial services for members of our congregation. I also continue to work with Jessica McCarty in our Grief Packet Ministry, sending follow up mailings to individuals in our congregation who have lost a loved one in death. I hope to offer a Grief Support group in the very near future.

Thank you, Good Shepherd, for the continued honor to walk with you, as one of your pastors, through life in our Christian community of faith!

Pastor Sheryl Erickson



Pastor's Annual Report

Pastor of Community Partnerships Dara Schuller-Hanson

1 Corinthians 12:1-13 For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For in the one Spirit we were all baptized into one body—Jews or Greeks, slaves or free—and we were all made to drink of one Spirit.

Since the last annual report I wrote, there have been some big changes around Good Shepherd, with the lead pastor, Chris Enstad, leaving in December 2023. After we said goodbye to him, Pastor Sheryl, Pastor Joe and I were able to continue for over four months before welcoming our new Interim Pastor Craig Jan-McMahon. We are delighted to have Pastor Craig join us in preaching, leading worship and supporting the congregation during this time of transition. Our church staff has done an amazing job of keeping things running. While we look forward to the gifts the new permanent lead pastor will bring, I am so proud of the work our Good Shepherd staff has been doing.

Along with preaching, leading worship, pastoral care and teaching confirmation, my role this year has included working with the Social Action committee, supporting Rick Thomas in Outreach ministries, working with the Hospitality committee and re-engaging the Reconciling in Christ subcommittee. I have continued to lead the Food Pantry Garden ministry and the Bee Team. We had a successful Thanksgiving community meal and have grown our Adopt-a-school partnership. We have also started creating connections with Badger Ridge Middle School in Verona. The Holy COW food truck had a great summer in 2023, holding over 90 events. Rick Thomas, Pastor Joe and I were also invited to present at the annual Siebert Foundation conference in Milwaukee about our work with the food truck ministry.

In addition to my work at Good Shepherd, I am also in my 2nd year of study of my Doctor of Ministry program at the University of Dubuque Theological Seminary. I continue to read and write and grow in leadership after a time of crisis. In May 2025, I will propose my thesis project and paper and am looking forward to digging deeper into a more specific area of study in hopes of integrating my learning into the life of Good Shepherd.

I am so grateful for the continued opportunity to serve as one of your pastors at Good Shepherd and I look forward to continuing our work together!

Pastor Dara Schuller-Hanson



Bishop's Annual Report

South-Central Synod of Wisconsin

Bishop Joy Mortensen-Wiebe

Dear friends in Christ,

This past October rostered leaders throughout the South-Central Synod gathered under the theme "Building, Learning, Growing." While we were gathered, the Rev. Kerri Parker of the Wisconsin Council of Churches led us in a visioning process to help us uncover our values. In a summary of the process, Rev. Parker made some observations:

- Prayer and scripture matter to us. We need to attend to the whisperings of the Spirit and be the Church.
- We desire to be collaborative.
- We have an energy for change and boldness.
- It feels good to Breathe, Bless, Dream, Share, Thrive and have Fun....

These ring true to me as I think about this past year and as we plan for 2024. 2023 continued to bring challenges to the church, to our synod, and for many of our congregations. At the same time, we continued to trust and know that our God is our sure foundation. Our God is the source of all that we are. Lutheran Christians are anchored in God's grace and we walk by faith and prayer guided by the Holy Spirit. I am honored to have walked with and alongside of many of you in conversation this past year as we've counted on God to show up and be with us.

This past year also brought new collaboration around the synod. Congregations are in conversation with each other and with their neighborhoods about how best to share the love of Jesus. New partnerships are being born demonstrating that God is active. We are learning and growing as we trust in God's promises. As Matthew 13:31-34 reminds us, even a seed as tiny as a mustard seed grows into something mighty and beautiful in God's hands. God is growing beautiful ministries and relationships around the South-Central Synod.

We continue to step out in faith in this new post-pandemic world. We are changing and wondering even as we are certain of God's steadfast promise of love through Jesus Christ. We are being bold to dream and to share with one another. We are being courageous enough to sit back and breathe. We are daring to thrive and we are having fun.

I am grateful to you. I am grateful for the generosity you pour into this synod. Your financial gifts make a difference. Your gifts of service make a difference. Your gifts of prayer and encouragement make a difference. Your ministry, wherever God is leading you, makes a difference. Thank you! Have a blessed annual meeting.

Your partner in Christ,

Bishop Joy Mortensen-Wiebe



South-Central Synod
of Wisconsin
Evangelical Lutheran
Church in America





2024 ANNUAL REPORT

Living out Good Shepherd's **Mission & Vision**





Welcome – Enhancing Welcome Experience

Ronda Beggs, Hospitality Coordinator
640-4931 | rbeggs@gslcwi.com

“Every time I think of you, I thank my God. And whenever I mention you in my prayers, it makes me happy. This is because you have taken part with me in spreading the Good News from the first day you heard about it. God is the one who began this good work in you, and I am certain that he won’t stop before it is complete on the day that Christ Jesus returns. – Philippians 1:3-6

Hospitality Committee

Committee Chair: Vacant

Board Liaison: Deni Naumann

Committee Members: Pr. Dara Schuller-Hanson, Ronda Beggs, Laura Clark, Kay Maffitt, Courtney Meyer, Stephanie Ortland

2023 was a year of exploration for the Hospitality Committee. With “welcome” at the helm of not only the strategic plan, but the charge we’re given as Christians, our committee continued to try to be very thoughtful and prayerful about how to live into this broad initiative. In many ways, we’re already living out this mission in the way we welcome folks every Sunday, on a Music Monday, at social events, Holy COW events and other events. But to grow and remain intentional, our committee meetings provide an opportunity to make sure that we continue to be mindful of new ways to express connection, engagement and welcome.

In 2023, we were able to accomplish:

- Welcoming upwards of 60 new members.
- Collaborating with the Reconciling in Christ Sub-Committee (RIC) & Inreach Committee to create a more welcoming and inclusive Name Tag Sunday experience, which included the opportunity to add one’s pronouns on one’s nametag, offering information about pronouns at the nametag tables, and RIC members being available to answer questions.
- Making RIC a sub-committee under Hospitality, offering ways for both committees to explore welcome to LBGTQIA+ folks.
- Providing new social opportunities for members and guests, including BINGO and trivia. We did these events because we feel it is important to have fun and socialize together and these are easy entry and engagement points for prospects and members new and old.
- Hosting our first ever Kindness Week, which focused on simply and lovingly offering Random Acts of Kindness within Good Shepherd.
- Bringing back Advent by Candlelight.
- Supporting funeral luncheons.
- Hosting Back to School breakfasts for families with children attending Little Blessings Preschool.
- Providing a hospitality suite as well as an information table at Feed My Starving Children event.
- Hosting the Thanksgiving Pie Social.

As we think about our goals for next year, the word that comes to mind is “more”. We will be focusing on member engagement, particularly for our new members, as well as member connections. We hope to provide even more easy social entry points (as well as volunteer training opportunities), more of a hospitality presence at the Food Pantry and Clothes Closet, more balanced welcome initiatives at both campuses on a Sunday morning, more fellowship - which always equates to loving Jesus, the church and each other...MORE!

I would also like to take a moment to thank Stephanie Ortland, who served as our committee chairperson in 2023. Stephanie, thank you! Your heart for Good Shepherd was a gift. We wish you the best as you finish your doctoral studies and begin a new chapter in Colorado.

Hospitality, welcome and engagement is not just the work of our committee, but of the whole Body of Christ. Come along with us as we strive and pray to make sure EVERYONE who encounters Good Shepherd feels the love of Christ Jesus.

Ronda Beggs | **Hospitality Coordinator**





Worship—Enhancing Worship Experience

Jared Stellmacher, Director of Worship and Music
640-4901 | jstellmacher@gslcwi.com

“Good Shepherd worship is where the community wants to come together to praise God and be fed. Our worship services enable Good Shepherd to meet you where you are and grow in God and community.” - 2022 Strategic Plan, Aspirational Statement, Enhancing Worship

Worship, Music and Arts Committee

Committee Chair: Mike Harper

Committee Vice Chair: Amy Miyamoto

Staff Liaison: Jared Stellmacher

Board Liaison: Betsy Johnson

Committee Members: Ronda Beggs, Barb Bredel, Barb Friberg, Sarah Iverson, Judy Kalan, Interim Pastor Craig McMahon, Keith Osterman, Karen Smith

Objective: For Lutherans, worship stands at the center of our life of faith. The Worship, Music and Arts Committee is responsible for cultivating a unified, innovative and engaging multi-generational music and arts program that enhances our worship life while connecting our members and community.

*Sing to the Lord a new song, for he has done marvelous things.
Shout for joy to the Lord, all the earth, burst into jubilant song with music. –Psalm 98:1, 4*



Throughout the past year, the Worship, Music & Arts Committee has remained strong and diligent being church together – meeting people where they’re at – by worshipping together both within our sanctuaries and online from all over the world. We organized opportunities throughout the year to worship together through one worship service and plan to continue doing so on holiday weekends in the summer, alternating campuses. We changed the Verona worship time in September to 10:00 a.m. with hopes that it would better serve our community. Music groups for children, youth and adults across both campuses remain in full force rehearsing and enhancing our worship life regularly. The

Good Shepherd Choir at the Madison Campus has grown to

nearly 50 volunteer singers, and Matt Skibo continues to engage and grow our children and youth music opportunities at both campuses. We’re continually exploring new ways to engage and strengthen our worship volunteers, while remaining focused on cultivating a “unified, innovative, and engaging multi-generational music and arts program” that embraces the beauty and distinctiveness among our three diverse weekly worship services.

In early 2024, in cooperation with the Communications Committee, the Worship, Music and Arts Committee began to develop a Virtual Online Worship Survey aimed to gain feedback on the past, present and future of livestreaming at Good Shepherd. Both committees hoped to gain some insights into who’s worshipping with us online, identifying our streaming strengths and challenges, better understand why people choose to worship online, what’s most important to them, and what could enhance our online worship experience. We received 125 responses and look forward to analyzing and discussing the results and feedback in the coming months both at the committee level and with the congregation.

STREAMING SURVEY

How do you worship online?



Share your voice

gslcwi.com/survey





Our summer once again featured fun, intergenerational community gatherings. Worship in the Park gathered monthly around both campuses in Fitchburg and Verona and heard stories about how food and faith intersect in our lives and ministries together. Music Mondays continue to flourish, featuring talented musicians and friends from Good Shepherd and the Madison area. Already this summer in 2024, we've welcomed two new music groups to the series lineup: The Red HotTrad Band and the Trophy Husbands. For the first time in four years, we had to move a Music Monday extravaganza indoors to Peterson Hall due to inclement weather, but we still

packed the hall with music, New Orleans cuisine from the Holy COW, raised monies for Good Shepherd kids attending the National Youth Gathering this summer in Louisiana, and packed 125 people in all during a thunderstorm with heavy downpours. The following week it was a beautiful summer evening, and we gathered over 200 people on the front lawn of the Madison Campus for The Trophy Husbands, paired with delicious Indian inspired cuisine served from the Holy COW. These free concert gatherings are made possible through the Good Shepherd Foundation and all proceeds from the pay-what-you-can Holy COW food cart supports various community organizations and partnerships in our area. These gatherings intersect food, faith and music, while providing a great and fun time of fellowship, conversation, and community presence.

As we lean into the months ahead, we look forward to our cooperative work with other committees to further enhance our worship and congregational life together.

Worship is at the heart of what we do.
*We gather, we hear the word, we share in the meal,
 and we are sent to do God's work in the world.*

Inreach—Enhancing Internal Relationships

Pr. Sheryl Erickson, 640-4907, serickson@gslcwi.com

Mission statement: To welcome, connect and support the people of Good Shepherd by serving the emotional and spiritual needs of the Good Shepherd community in personal times of challenge and joy. We provide an environment of belonging and community within a large congregation and create pathways for members to create a closer connection to others and God.

Inreach and Congregational Care Committee

Chair: Cathy Peercy

Vice Chair: Judy Liliensiek

Secretary: Kimberly King

Staff Representative: Pastor Sheryl Erickson

Board Representative: Vern Andren

Committee Members: Cathy Beaty, Jan Grebel, Deacon Jessica McCarty, Pr. Mark Renner, Kathie Schroedel, Toby Sterk

Most of our programs span all areas of Good Shepherd life:

- **New Member Gatherings:** We continue to team with Hospitality to give support for new member gatherings. Inreach members then make follow-up phone calls about three months later, asking if the new members have found a worship space, found other ways to connect and participate – essentially checking on the welfare of the new members. Calls also are made to those who did not join.
- **Entry points directory:** Committee members worked with staff and program directors to develop an entry points directory for use to help direct people to find a place to connect with the GS community.
- **Card Ministry:** The team led by Susie Cramer and Ruth Paulson created **1,086** cards in the church calendar year July 2023 to date – including cards to say thank you, get well, provide sympathy, accompany home communion, celebrate confirmation, baptism, first communion and so many others! Three new types of cards have been introduced to the card rotation – birthday cards in Spanish for the Food Pantry, “Welcome to your new home from Good Shepherd Church,” and “Remembering you as you celebrate your first Mother’s/Father’s Day without your parent.”
- **Shepherd’s Hands:** Crafters under the leadership of Susan Covarrubias continue to make hats, scarves and mittens for our Outreach programs such as the Food Pantry and Pine Ridge Reservation. They also provide baptismal blankets for our new brothers and sisters in Christ and prayer shawls for those who need special comfort.
- **Name Tag Sundays:** We work with Hospitality to organize Name Tag Sundays about every two months and for special events. Most recently the Reconciling in Christ Committee has joined us to encourage the use of pronouns on name tags.
- **Grief Support:** When a church member loses a spouse, parent or other significant loved one, four mailings of grief support booklets are sent to these individuals throughout the first year of their loss. This last year we also focused on individuals who had lost their moms or dads. Thinking of You cards were mailed to them around Mother’s Day and Father’s Day – cards made by the Card Ministry Team.
- **Keeping the Connection:** Kimberly King’s team plans 4 mailings to college students and post-high graduates. Amped groups have helped assemble the packets, which include cards, letters and special treats – and the Valentine mailing included a packet of ashes prepared by Pr. Dara and Pr. Sheryl for the individual’s use on Ash Wednesday.
- **Other programs:** Nine new **Stephen Ministers** were commissioned this spring. Stephen Ministers are stepping up, as needed, to assist with pastoral care help, to visit people in nursing homes or their own homes to give emotional and spiritual support. The **Prayer Chain** with Vicky Ruff as coordinator continues to respond to prayer requests. **Home Communion** servers provide friendship and support to those unable to attend worship in person. **The Gathering** (formerly PrimeTimers) meets monthly for fellowship during the school year with coffee, sweets or brunch. **Altar Flower Delivery:** With guidance from Pr. Sheryl and Judy Hoard, the flower arrangements that were used in the worship services are taken to home-bound individuals or those recovering from injury or illness.

Major strengths of the Inreach Committee are the willingness and ability to participate in open dialogue and to collaborate with other committees. The committee strives to fulfill the mission statement: **To welcome, connect and support the people of Good Shepherd by serving the emotional and spiritual needs of the Good Shepherd community in personal times of challenge and joy.**



Outreach External: Community

Rick Thomas, Director of Outreach and Facilities 640-4916 | rthomas@gslcwi.com

2023-2024 was a time of great accomplishments for the Outreach Ministries at Good Shepherd. I am continually amazed at the generosity of so many people as we reach out to people in our neighborhoods and around the world. We have seen unprecedented growth in our food pantry and have had numerous meaningful meals that we have shared with our neighbors. You too can make a difference in our community and the world by getting involved.

Social Action Committee

Purpose: To live out our Christian faith through collaboration with local and global neighbors. We build relationships that value and empower all people to create positive change through God's love.

Chair: Kristi Jones

Board: Paul Bekx

Members: Julie and Dennis Ahnen, Kimberly King, Annie Tereba, Ross Lyman

Pastor/Staff: Pastor Dara Schuller-Hanson, Rick Thomas

Guided by God's love and "serving as we have been served," SAC has actively supported social action in a variety of areas. The Refugee Ministry was initially born as an idea in the heart of a GS member, was nurtured in SAC meetings, and then became reality—and now has its own work group. We are thrilled that this vital new ministry has "taken off" at Good Shepherd. In 2023-2024 SAC had another successful God's Word, Our Hands Day in September and sponsored an Outreach ministry month in January. With many people currently struggling economically, Good Shepherd's Food Pantry is a valued and consistent source of support—and so, by association, is the food pantry garden. In 2024 and beyond, SAC will continue to focus on how we can share God's love with our neighbors, our community, and our world.

Member quote: "Living out our faith by serving others—Good Shepherd does it well. From growing and sharing fresh vegetables to providing school clothes for kids in need. Being part of SAC and helping to facilitate our church's social action is an amazing experience." —Kristi Jones

Adopt-a-School Program (Orchard Ridge Elementary)

Chair: Beth Ringgenberg, jbhoberg@charter.net

This past year was a year of incredible generosity from the members of Good Shepherd to the ORE Adopt a School Ministry. Here are some highlights from the year:

- Donated 5,040 servings of snacks
- Through the Helping Hands program, we fulfilled all the requests from ORE staff for needed items which they otherwise would have had to pay from their own funds. Sample requests were gift cards, books, classroom headphones, playdough, cookie sheets and reams of paper. We are always looking for more Helping Hands Angels.
- Provided lunch twice for staff plus the Holy Cow traveled to ORE to provide breakfast to 90 ORE/ToKi staff
- Partnered with 45 third graders as pen pals. We met our pen pals in the fall at school, wrote to them every month and finished with school year with a pizza party.

Thank you so much for everyone's generosity to this important ministry!

Allied Drive Food Pantry

Coordinators: Connie Weisse, ckweisse@uwalumni.com, Rachel Breitbach, rbreitbach@sbcglobal.net, Carol Rushmore, rushmore5116@gmail.com, Janice Ferguson jmfergot3403@gmail.com

Allied Food Pantry is in the Boys and Girls Club at 4619 Jenewein Road. The pantry opened in 1999 and was the first Food Pantry supported by Good Shepherd. Good Shepherd members, Mike and Anne Bodden, who died recently, opened the Food Pantry in the basement of an apartment building. The pantry is open Wednesday mornings and evenings, with 30 volunteers serving customers every week, who live in the 53711, 53719 and 53713 zip codes.

Outreach (cont'd)

Bhutanese Ministry

Contact: Prakash Rai, prakashmrai14@gmail.com

Good Shepherd continues to support a small, but vibrant Bhutanese ELCA church that meets on Saturdays and Sundays at our Madison location. Most members live in the neighborhood, and they appreciate a welcoming facility to use for their services.

Children's Clothes Closet

Staff contact: Rick Thomas, rthomas@gslcwi.com

Thanks to the numerous volunteers that help stock the clothes closet, members donations and the people that work on Thursdays, we have been able to serve over 1,600 children this past year. We remodeled the Clothes Closet this winter to better serve our guests. We are always looking for more volunteers, especially on Thursdays as usage continues to increase.

Feed My Starving Children

Contact: Nathan and Chris Brinkman, chrismbrinkman@gmail.com

800+ volunteers packed over 150,000 total meals this year!

No plans or dates have been set yet for next year's event, but we are always raising funds to keep this ministry going. The site is still live if anyone is still interested in donating to a future MobilePack at give.fmssc.org/verona

Food Pantry Garden

Contacts: Max Seeland, maxeland56@gmail.com, and Pr. Dara Schuller-Hanson, dhanson@gslcwi.com

2023 marked our sixth year out in the garden! This season, over 75 volunteers tended and harvested over 2500 pounds of produce,, including cucumbers, squash, melons, beans, peas, tomatoes, and peppers. We have several perennials, including raspberries, rhubarb, and garlic. We expanded our garden once again and grew pumpkins for Little Blessings Preschool. We also partnered with the Madison Area Food Pantry Garden group as they hosted their second Harvest Dinner in October 2023. We partnered with the Holy COW to serve pie this year.

We plan on having an intern again this summer and expand our volunteer base.

Good Shepherd Food Pantry

Coordinators/Contacts: Teri Fulton, Corinna Wells, Paula Kopp, Polly Carter, Gary Schmuhl, Chris Wehnes, Judy Richters, Rick Thomas

The food pantry continues to provide food, personal hygiene items, and cleaning products to our guests every other week. We are open Thursdays from 9:30 a.m. to noon and 5:30 to 7 p.m. Thanks to the generous support of our community and members of Good Shepherd, we served 7,590 people last year. We have been seeing unprecedented growth and are looking for new sources of funding and expanding our volunteer pool. Please consider volunteering and/or donating to the food pantry this year.

Outreach (cont'd)

God's Hands and Feet

Coordinators: Diane Cali, dianecali437@gmail.com, Peggy Christensen (go2pegsue@aol.com)

God's Hands and Feet, a group of women focusing on providing help to those in need, were blessed to donate 460 Shoebox Gifts (teens, moms, dads, and elderly) to The Shoebox Gifts Program plus 190 Shoeboxes to The Essential Pantry (located in The Alliance on Raymond Road) in December 2023 as well as 58 gift bags to Tree Lane Apartments for their moms, dads, and grandmothers. We donated needed and requested items all year long to the residents at Tree Lane Apartments as well as helped Rick Thomas shop and stock The Essential Pantry. The group prepares Birthday Bags throughout the year for distribution through Good Shepherd Food Pantry and The Essentials Pantry, where we also donate Celebration and Baby Bags.

Holy COW Food Cart

Contacts: Rick Thomas, rthomas@gslcwi.com and Pr. Dara Schuller-Hanson, dhanson@gslcwi.com

The Holy COW Food Cart is continuing to grow in its mission of connecting people through food and faith. We served close to 7300 meals last season with over 90 events both for the Good Shepherd Community and for our wider community. Highlights of our year included continuing weekly summer worship in the park on Thursday evenings at parks in Fitchburg, and Verona. We served meals at Badger Prairie Needs Network, the Department of Revenue, and churches around the area. We continued our partnership with the music ministry of Good Shepherd in hosting Music Mondays. Finally, we provided free fresh produce at our every other Monday events at Meadowood Park that consistently served 90-plus people a meal and distributed over 100 pounds of produce.

Just Bakery

Contact: Jaclyn Eitrem, jaclyn@justdane.org

Just Bakery is a 12-week educational and vocational program that works with individuals who are experiencing significant barriers to employment. We support Just Bakery through fundraisers, use of products in the Holy COW, and Sunday bakery sales. Watch for Just Bakery sales and other events during the upcoming year.

Keeping Neighbors Connected

Contact: Rick Thomas, rthomas@gslcwi.com

Keeping Neighbors Connected (KNC) is a joint project between Joining Forces for Families, St. Maria Goretti, Orchard Ridge UCC, and Good Shepherd to provide rental assistance to families on the southwest side of Madison that are in danger of being evicted. Thanks to the generous support of members, we have been able to help provide housing stabilization for numerous families. 2023 saw increased demand for assistance as most government assistance programs ended in the spring of the year. We are looking for additional sources of assistance and welcome donations to the fund.

Loaves and Fishes

Contact: Judy Hoard, jhoard@gslcwi.com

Good Shepherd volunteers have donated, prepared and served a noon meal at Luke House, located north of the downtown, on the fourth Thursday of the month for many years. During 2023 there were 55 members who donated food for the meal that consisted of ham, potato casserole, corn, salad, cookies, milk, bread, and bananas. Ten members gathered the donations at Good Shepherd, took them to Luke House, and prepared the food for serving. They also cleaned up following the meal. The number of people served averaged from 50 to 60. The leftover food was used for other meals at Luke House.

Outreach (cont'd)

Meadowood Health Partnership

Contact: Sheray Wallace, sherayw@yahoo.com, Rick Thomas, rthomas@gslcwi.com

The primary mission of the Meadowood Health Partnership is to strengthen families, promote literacy, and provide neighborhood-based model health care. We partnered on bi-monthly community meals that were well attended and appreciated by our community. Thank you to Good Shepherd and its Foundation for its continued financial support.

Norma Jean's Quilters

Contact: Donna Hintze, teddyb55@icloud.com, and Jennifer Fagan, jmfagan99@gmail.com

The Norma Jeanne Quilters group meets throughout the year and sews and ties beautiful quilts for two different charities. The main focus is on Lutheran World Relief while a secondary focus this past year was Project Linus. Accomplishments included:

- 75 completed quilts for Lutheran World Relief, which were sent off in mid-September.
- More than 40 quilts were completed for Project Linus from September to mid-December.

Refugee and Resettlement Ministry

Contacts: Ross Lyman, kathyandross@gmail.com, and Jennifer Herdina, jlherdina@gmail.com

During the past year our Ministry Team has assisted (together with the receiving agency, Jewish Social Services of Madison) in the welcoming of eight refugee families by meeting their arrival at Dane County Airport and settling them in apartments that had been completely furnished and stocked with food and supplies by our team. The arrivals included families from Central Africa, Central America, and the Middle East. All families are now secure, having obtained employment and language training and are well on their way to becoming fully self-sufficient on their path to U.S. citizenship.

Our leadership team, together with nearly two dozen volunteers, has worked throughout the year advocating for refugees, collecting furnishings, shopping for supplies, and doing the heavy lifting of move-ins. Our entire Team is thankful for the prayers, encouragement, enthusiasm, and financial support of the Good Shepherd community and friends that have made this ministry thrive in service to arriving refugees. We are prepared to greet more families in the coming year and ask for your continued prayers and support.

Team World Vision

Contact: Stephanie Christensen, twinmom0907@gmail.com

Similar to the David and Goliath story in the Bible, the 2023 Team World Vision team could be summarized as "small but mighty." Ten church members said "yes" and took on the challenge of raising funds for clean water, all while completing the Madison full or half marathon in November. The team raised \$50,000, supplying 1,000 people with clean water access for life. One of our highlights from the 2023 season was the first-ever GSLC Dash. Church members of all ages joined Team World Vision as we ran, walked, or biked from the Madison to Verona campus (an approximately five-mile route!). Waiting for us at the end was the fellowship and food from the Holy COW. This amazing event brought in over \$3,000 for our team and allowed us to share in this mission with others from church.

2024 is off to a great start! Our team has doubled in size from last year and has already raised \$27,000. And, we haven't even hit our peak training yet! We are excited to welcome even more members, put on the second annual GSLC Dash, and tour around with the Holy COW as we raise funds to provide clean water for others.

Thanksgiving Meal

Contact: Rick Thomas, rthomas@gslcwi.com, and Pr. Dara Schuller-Hanson, dschuller@gslcwi.com

The annual Thanksgiving Meal returned to in person dining this year. We were able to serve 420 people at the meal this past year. Thank you to all the volunteers who made this annual tradition a success. Look for opportunities to volunteer and donate in late October.

Leadership Development

Rick Blum, Director of Administration, 640-4902 | rblum@gslcwi.com

“At Good Shepherd Lutheran Church, we encourage and foster the development of servant leaders in all roles – pastors, staff, and laypersons. Each role requires a unique set of leadership characteristics. We recognize the importance of lifelong learning and provide the resources necessary for our leaders to learn, grow, thrive, be encouraged to develop their God-given talents and facilitate the programs and services they lead. Our leaders are empowered through institutional support to be both responsible for, and authorized to make decisions in, their leadership roles.” - Aspirational Statement, 2022 Good Shepherd Strategic Plan—Leadership Development

Transition Task Force

Chair: Steve Frei

Task Force Members: Rick Blum, Jen Holmer, Sara McCormack, Don Nelson, Kay Simmons, Katie Wagner

Pastor Chris's departure at the end of 2023 initiated Board of Directors dialog with Synod Bishop, Joy Mortensen-Wiebe. This created a three-step approach for finding Good Shepherd's new lead pastor. Those three steps were:

1. Create a Transition Task Force (TTF) to develop the Ministry Site Profile (MSP) and other supporting documents to help solicit interest from lead pastor candidates.
2. Create a Call Committee to solicit, interview, select, and propose candidates to the GS Board.
3. After vetting by the Good Shepherd Board, the candidate is proposed for consideration to the Good Shepherd Congregation.

This is a report of the activities of the TTF. The TTF was officially formed by the Board in early January of 2024. To create documents that best reflected the future needs of Good Shepherd, multiple sources of qualitative data collection were used by the TTF. These included:

1. A survey link was sent out to six different groups within the congregation. Nearly 350 individuals responded to the survey request.
2. A total of eight listening sessions were held with:
 - a. Good Shepherd Board
 - b. Foundation Board
 - c. Pastors
 - d. Staff
 - e. Committee Leaders
 - f. Congregation Members (one after each of the three services)
3. One-on-one conversations were also held with numerous members of the congregation.

This qualitative data was combined with quantitative data to generate our responses to the MSP questions. In addition to completing the MSP, the TTF also produced two other documents to help reach out to lead pastor candidates. Those documents were:

1. Responded to seven optional questions that further explore the culture and history of Good Shepherd.
2. Created a “Moving Forward” website that shows the status of Good Shepherd's progress in completing the 2022 Strategic Plan and how the new Lead Pastor can help Good Shepherd advance the six pillars within the strategic plan. This is an excellent website that contains the “best of” many great videos and images that really help to tell the Good Shepherd Story.

Finally, based on the suggestion of Pastor Craig, the TTF assisted the Board in creating a Position Description for the Lead Pastor.

The TTF received input from multiple sources, including the GS Board. This valuable input helped to create final documentation that was submitted on April 30 to Bishop Joy in the Synod Office.

The Bishop along with the Call Committee, will post a 75-word summary of the MSP in a position open portion portal on the ELCA website. Interested candidates after vetting will be submitted to the Call Committee for evaluation.

A huge thank you to the members of the TTF that all used their God-given talents to collect, discern, and develop high quality materials that reflect the ministry of our Lord through congregation, pastors, staff, and lay leaders of Good Shepherd Lutheran Church.

Call Committee

Chair: Elizabeth Foste-Ackermann

Board: Liz Deterding

Members: Judah Balli, Cara Happe, Kurt Hockemeyer, Diane Hughes, Greg Meyer, Bill Wilcox

The committee was formed and has been meeting since May. We had a meeting with the bishop in June and have been discussing our next steps. They include:

- Creating and executing a communications plan
 - Include regular updates in the Messenger newsletter
 - Ask congregation to hold our committee and this process in their prayers
 - Create an email address for congregation members to send questions to and to use for connecting with candidates
 - Begin the process of seeking contact information of potential candidates
- Creating an interview protocol
 - Laying out interview structure and assigning a point person for each aspect
 - Exploring the technology options that we could use for virtual interviews to make sure we have the tech we need
 - Creating a budget and submitting it for approval
 - Creating an evaluation rubric with both quantitative and qualitative questions to evaluate candidates.
 - Connecting as a committee and learning to trust each other: incorporating “check-in questions” at meetings and scheduling a group retreat in July.

The committee is moving forward with getting everything ready to have the Ministry Site Profile (MSP) posted. We originally thought the MSP would be posted as soon as it was ready, but our meeting with the Bishop made us determine we needed to get some items in place before we would be ready to activate our MSP on the ELCA website. We hope to have those items in place by the end of the summer.





Spiritual Formation

Enhancing Spiritual Development

Sarah Iverson, Director of Spiritual Formation and Development, Acting Youth/AMPED Director

497-3643 | siverson@gslcwi.com

"While Spiritual Development has always had varying levels of importance to Good Shepherd members it will take time and a cultural shift for it to gain a more preeminent role. Such a shift would also further align with Good Shepherd's vision to meet each person where they are and

to invite them into a transformative relationship with God. We recognize that each person's journey of spiritual growth is unique with different starting points, different twists and turns and different life experiences. Good Shepherd recognizes this and seeks to provide a variety of ways to grow via the Good Shepherd community. In essence, Good Shepherd should offer the resources and individualized planning ("Google Maps") for each person's spiritual journey of growth with Jesus." 2022 Strategic Plan, Enhancing Spiritual Development—Aspirational Statement

Children, Youth, and Family

Committee Chair: Stacy Nemeth

Board Liaison: Tyler Gold

Pastoral Liaison: Pastor Joe Brosious

Committee Members: Sarah Iverson, Joanne Zastrow, Laura Clark, and Emily Gold (staff representatives), Angela Miller (youth representative), Pastor Joe Brosious, Lynn Brosious, MacKenzie Clark, Steve Johnson, Noelle LoConte, Robin Schmuhl, Bill Wilcox

Mission: In response to God's love and grace, the purpose of the Children, Youth and Family Committee is to:

- Teach that Good Shepherd is a place to feel welcome and safe
- Lay the foundation for what it means to live as a child of God and a disciple
- Support and connect children, youth and families from birth through all stages of family life

By the Numbers:

- 125 children registered for Church School; average attendance of 60 per week
- Dozens of volunteers teaching church school across all three services each week
- Three summer camps will be held this year, supported by seven interns in addition to CYF staff
- 95 middle schoolers participated in the Amped confirmation program, with 28 confirmed in May
- 25 middle school youth participated in a full-day retreat focused on the Triune God
- 18 adult Amped guides volunteered over 80 hours each to support our middle school programming
- 27 high school students traveled to South Dakota with Sarah and Joanne to connect with one another and lean into the theme of Reverence
- 48 high schoolers attended the fall retreat, focused on connection and God's invitations
- 33 high schoolers and six chaperones will travel to New Orleans for the ELCA National Youth Gathering in July

Staffing: While CYF staffing is still below its optimal level, we are blessed with the dedication of Sarah, Joanne, Laura, and Emily, who continue to pour into the lives of our children. Sarah Iverson continues to serve as the interim Director of Youth Ministry during this time of reflection. The committee has spent the past year researching trends in CYF ministry, conducting interviews with Good Shepherd families and beginning to dream about the next steps for this important ministry.

Children's Ministry: Church school attendance was up this year, with a noticeable growth in the 3-, 4- and 5-year-old classes. The addition of church school to the Sunday 6 p.m. service has been well received and will continue next school year. Children's ministry continues to flourish beyond church school, with monthly Friday night family dinners, a weekly playgroup for our youngest children, summer camps, Rise Up Nights, and more!

Middle School Ministry: A wonderful year of Amped concluded with 28 confirmands celebrating their Affirmation of Baptism in May. This group of 8th graders were highly prepared for this next step and showed tremendous growth and maturity in their approach towards their faith over their years in Amped. This summer will focus on refreshing the Amped curriculum and connecting with the middle schoolers through monthly fun nights at the Verona campus.

High School Ministry: The high school ministry continues to grow and provides a welcome space for our teenagers to connect, play and pray together. They worked together with Good Shepherd staff on a variety of fundraisers, raising \$17,000 to support their trip to the ELCA National Youth Gathering this summer. These funds were raised through wonderful community building events such as the Chili Cook Off, Christmas Camp, Share the Love Camp and Pizza Ranch nights. We continue to be blessed by a congregation that invests in our youth, with time, talent, and financial support.

Facilities to Support the Mission: The Madison campus nursery has been repurposed as a lounge, with space for play, conversation and gathering for all generations.

Summary: CYF continues to pray and dream about the future of these ministries. There is something special stirring within these groups and we want to steward all ages of our youth into a closer connection with God, our pastors, their church community, and one another. We look forward to working with pastors and staff to finalize a staffing structure that supports and allows us to work towards these dreams.

Adult Spiritual Formation—Highlights

With Sarah moving full time back into CYF ministry, our offerings this year were a bit limited. When there was an opportunity to do cross generational work, we did! There is more:

- In November we brought in Professor Tom Thibedeau to talk about Servant Leadership. 75 people attended this meaningful conversation that got us talking with one another, considering our own ability to serve/lead, and gave us tangible ways to help the communities around us flourish.
- In December as a fundraiser for the Youth we brought in New York-based musicians, The Brilliance, for and Advent Concert. These musicians not only write and sing liturgical and scripturally based music, but preached the gifts and demands of the Advent season, addressing the things personally and globally that we wait for and prepare for. It was wonderful to welcome, in addition to GS members, several folks from the area who do not have a church home but have a deep love of God and truth.
- Our Theologian in Residence, Ryan Panzer, worked alongside Sarah, Eric, and Pastor Chris to develop three Conversation Sundays designed to get us talking about different topics of faith both in worship and beyond it. Throughout the year Ryan preached, and we conversed about Servant Leadership, the gifts of Waiting, and Restoration. It was great to turn to our neighbor during in worship and discuss. Beyond that Ryan also came and spoke about these ideas with our middle school youth and high school youth. Conversation across our big congregation is a great vessel for the Spirit.
- In March we welcomed pastor Ryan Burge to come and speak to us about his new book “The Death of Polite Religion” and the changing landscape of religion in America. 75 folks showed up to have Ryan walk us through the data to excavate the story behind these rather startling numbers. It was a morning of good learning and understanding.
- Our established small groups continued to meet for bible study across many topics and book of the Bible.



2024 ANNUAL REPORT

Reports of Church Activities



Rick Blum Director of Administration 640-4902 |
rblum@gslcwi.com

The administration of Good Shepherd has become even more important during a time of transition for the church. The goal for the past fiscal year was to maintain stability during a time of change, and I believe we were able to achieve that goal. The church has increased in its giving in the past 6 months, which is allowing us to manage other issues that have arisen in areas like Facilities. Meanwhile, members faithfully serving on committees like Communications, Facilities and Generosity have helped provide leadership at this time, along with successfully making sure messages about items like transitions are handled in a thoughtful and timely manner. I am grateful for all the servant leadership I have seen from these committees, and look forward to working with them again, as more change comes to Good Shepherd.

— Rick Blum, Director of Administration

Communications Committee

Chair: Amy Haskins (tomandamy@charter.net) **Members:** Ann Nelson (secretary), Katie Rather, Kay Simmons, Rick Blum (staff), Eric Holmer (staff), Liz Deterding (board liaison), Steve Ackermann (staff)

Charter: The purpose of the Communications Committee is to support the communication efforts of all Good Shepherd groups, develop strategies for communication tools and measure the effectiveness of the communication efforts.

Communication efforts are vital as the congregation continues active participation at two locations.

Here are a few of the areas the committee has been working on through the past year:

- Analyzing and discussing social media opportunities (Facebook, Instagram, Twitter)
- Effectively using and updating the church website
- Discussing interaction with online worshippers and analyzing a survey of users
- Creating effective communication through the pastoral transition
- Improving communication methods in church buildings (banners, posters, outdoor signs, information boards)

We meet the fourth Monday of the month at 11:30 a.m., via Zoom.

Special thanks to the committee members for sharing their professional expertise.

We welcome new members with an interest in social media or general communications.

Facilities Committee

Chair: Dave Zahn

Vice Chair: Jennifer Fagan

Board Liaison: David Vogt

Staff Representatives: Rick Blum, Brent Marshall

Committee Members: Polly Carter, Chris Ehlers, Josh Enslin, Barb Friberg, Paul Hutson, Max Seeland, Matt Wentzel, and Dave Zahn.

Charter: Develop short- and long-term facility plans that help staff and volunteers responsibly manage the GSLC buildings and grounds to welcome and retain members, while providing comfortable spaces that meet our ministry needs. We communicate the facility needs of the church to the congregation and the board.

The Facilities Committee meets quarterly to discuss areas of importance related to the properties of the Madison and Verona campuses, both inside and outside the buildings. The mission of the committee is to develop short- and long-term facility plans that help staff and volunteers responsibly manage Good Shepherd's building and grounds to welcome and retain members, while providing comfortable spaces that meet our ministry needs. In addition to organizing the annual spring and fall clean-ups of our grounds around the church buildings, the facility committee has helped to develop ideas and suggestions for other projects essential to maintaining church properties that are both functional and aesthetically pleasing. Some of the highlights of items that have been discussed and recommended over the past 12 months include the following:

- Madison – Boiler replacement
- Verona – Landscaping update
- Madison – Creation of small chapel
- Madison and Verona – Improving drainage near the entrance to Little Blessings Preschool
- Verona – Lighting updates

- Verona – Roof soffit repair

We have done all this, while continuing to improve the church's finances by reducing the church's debt, thanks to a brand

-new Generosity team led by Scott Rogers and a Dreaming Beyond Capital campaign effort led by Tom and Karen Golden. Thanks to all the donors who give, and the members who volunteer, and all who help make running Good Shepherd possible.

We welcomed Brent Marshall to the staff, while celebrating former director Rick Thomas as he moves on to new opportunities in Outreach with the Holy COW. Tyler Gold has taken over as Treasurer from Wade Huseth without losing a beat.

Generosity Committee

Chair: Vacant

Staff Representative: Rick Blum

Board Representative: Bob Beggs

Committee Members: Heather Allen, Jen Holmer.

Charter: Build a stewardship ministry that provides for God as the owner of all, and we as the managers. Support members and non-members goals of living a financially responsible life that raises up Christ-centered stewards.

The "G-Force" overcame some challenges to have one of the more successful generosity campaigns in recent memory. The committee set an aggressive goal of increasing giving by 8% for the Fall 2023 Ready, Set, Grow campaign, and managed to reach that goal, with the help of generous members. We were able to do this, even though the committee was without a chair for the second half of 2023. The committee credits the success partially on the quality of the communications for the campaign, which was spearheaded by videos created by director of Media Eric Holmer and designed to tie into the church's recently completed Strategic Plan.

Looking ahead, the "G-Force" has four major focuses going forward. One is rebuilding the committee in time to execute the fall 2024 campaign. Second is managing a final effort to eliminate the mortgage through a new effort, titled "Leading Beyond." The committee hopes to be able to use this campaign to eliminate the mortgage by the end of the year. The committee will then spearhead the Fall 2024 General campaign. Finally, the committee seeks to inculcate a year-round culture of abundance, rather than scarcity, in considering the life of our church.

Human Resources and Organizational Development Committee

Chair: Bob Beggs

Members: Dave Vogt, Betsy Johnson, Pr. Craig McMahon, Tyler Gold Sara McCormack (non-voting)

Charter: This committee, which is made up of the Executive Committee, will be changing dramatically in FY 25, following a review by an Human Resources (HR) task force this spring. In June, the board approved creating a new HR committee, which will replace this committee starting in the fall. The committee, made up of Board member Deni Naumann and members Rachel Breitbach and Andrea Frey, reviewed HR policies at other churches, and spent a large amount of time interviewing staff and board members about the issue. They recommended creating a new HR committee separate from the Executive Committee, which was approved at the board meeting in June.

The committee will be made up of 3-4 members along with the Lead Pastor and will work on providing more resources specifically focused on HR, create new ways to provide conflict resolution, advise executive staff on practices like compensation and reviews, aid with job descriptions, and provide expertise in areas like the Employee Handbook. This new committee should allow the Executive Committee to focus more on strategic issues instead of handling HR questions.

Finance

Diane Wenzel, Staff Accountant, 640-4903 | dwenzel@gslcwi.com

Chair: Tyler Gold

(Tylergold0@gmail.com) **Staff**

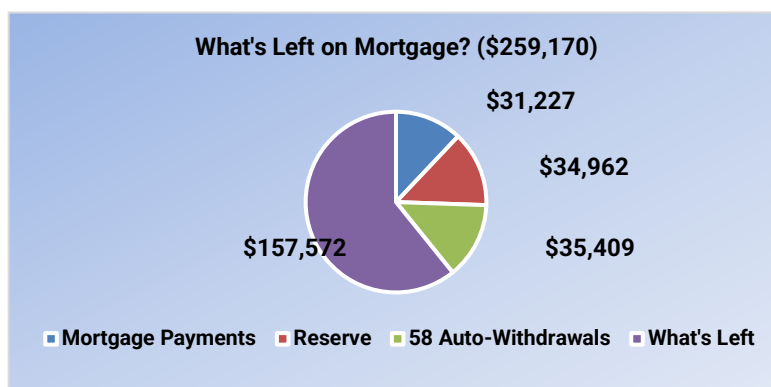
Representative: Diane Wenzel **Board**

Representative: Tyler Gold

Committee Members: Gary Schmuhl(co-chair), Kris Schmuhl, Greg Vlack(co-chair), Rick Blum, Adam Frey, Sara Ritter, Nan Schilling

Charter: The purpose of the Finance Committee of Good Shepherd Lutheran Church is to assist the Board of Directors in overseeing the financial well-being of the congregation, including financial reporting, internal controls, and annual and long-term budgeting. (Go to gslcwi.com for full charter)

Over the past year, the Finance Committee continued to provide insight and direction to the Board of Directors regarding the short- and long-term financial situation of the church. Key activities include continued monitoring of the reserve levels at the church, ensuring financial assets are safeguarded, and forecasting of future cash flows. We continuously monitor giving trends and report data back to the Board. The Committee has continued to strive for more consistent and easier-to-read financials, allowing non-financial-oriented members of the board and congregation to have an easier understanding of the state of the Church. In FY2024, the Audit Committee was re-formed to enhance oversight and compliance functions within the organization. Incredible work by the Generosity Committee boosted overall general contributions by nearly 12%. There is so much to look forward to in FY 2025 and beyond.



Mortgage Payment Reduction Plan

Thanks to the people of Good Shepherd Lutheran Church we have reduced our mortgage by more than 90% since our first Beyond campaign in 2019. We were able to get close enough to eliminate our mortgage in our Dreaming Beyond campaign that the board authorized extending the campaign until the end of 2024.

As of June 30, our mortgage is \$259,170. 58 people have already committed to extending their auto-withdrawal and Breeze donations until the end of the year, which will generate another \$35,409 to pay down the mortgage. We have a mortgage reserve of \$34,962. We will also pay down \$31,227 of our principal through mortgage payments by the end of 2024. That leaves \$157,572 that we will need to raise to by December 31 to be debt free by the end of 2024.

Now is the time to eliminate that mortgage once and for all and start **Leading Beyond** into Good Shepherd's future. It's time to start **Leading Beyond** a mindset of scarcity into a mindset of generosity. It's time to start **Leading Beyond** limitations put on Good Shepherd's ability to Welcome, Forgive and Serve. It's time to start **Leading Beyond**, so our next lead pastor can be able to make an impact from the day they walk in the building, instead of cleaning up debts incurred before they arrived at Good Shepherd.

To make this vision a reality in 2024, we will need help from donors to eliminate the rest of our mortgage.

Are you willing to join them?

We have \$259,170 left to go. We invite you to prayerfully consider one more donation in 2024 to help us get down to zero. If you would like to be a part of the **Leading Beyond** campaign, please contact Accounting at (accounting@gslcwi.com).

Finance (Cont'd)

Financial Dashboard - Fiscal Year 2024

June 2024

Statement of Activity - General Fund

	Actual	Budget	Variance
Revenue	\$ 2,059,741	\$ 2,048,721	\$ 11,020
General, Admin & Program Expenses	(2,075,921)	(2,253,943)	178,022
Mortgage Principal - General Fund	(55,490)	-	(55,490)
Revenue less Expenses and Mortgage	\$ (71,670)	\$ (205,222)	\$ 133,552

Cash Balances

	June 2024	June Fiscal YR 2023	YTD	Change
General Fund	\$ 496,430	\$ 607,582	\$ (111,152)	
Board & Mortgage Reserve Designated Fui	36,110	112,154	(76,044)	
Donor/Grant Restricted Funds	228,816	202,908	25,908	
Beyond Campaign Projects Fund	75,504	117,699	(42,195)	
Columbarium	63,195	63,969	(774)	
Total Cash & Investments	\$ 900,055	\$ 1,104,312	\$ (204,257)	

Mortgage Balance

	June 2024	June Fiscal YR 2023	YTD	Change
Loan Balance Outstanding	\$ 259,170	\$ 665,097	\$ (405,927)	
				0

Statement of Activity - Year to Date Fiscal YR 2024
Jun-24

	General Fund	Board Designated Reserves	Restricted Assets		Subtotal	Columbarium	Total
			Donor Restricted	Beyond Campaign			
Revenue							
Contributions and Grants	\$ 1,746,718		\$ 305,194	\$ 350,438	\$ 2,402,350	\$ 28,221	\$ 2,430,571
LBPS Tuition and Grants	313,023				\$ 313,023		\$ 313,023
Subtotal Revenue and Other Support	2,059,741	-	305,194	350,438	2,715,373	28,221	\$ 2,743,594
Used As Donors Directed			(276,330)		\$ (276,330)		\$ (276,330)
Total Revenue and Other Support	2,059,741	-	28,864	350,438	2,439,043	28,221	\$ 2,467,264
Program Expenses:							
Generosity	5,372				5,372	60	5,432
Pastoral	392,452				392,452		392,452
Administration	386,908				386,908		386,908
Inreach/Adult Educ.	103,422				103,422		103,422
Spec Benev	12,500				12,500		12,500
Children/Youth/Family	105,999				105,999		105,999
Outreach/Hospitality	147,546				147,546		147,546
Music/Worship	176,192				176,192		176,192
Facilities	429,132				429,132		429,132
Mortgage Interest	20,698				20,698		20,698
LBPS	295,700				295,700		295,700
Total Program Expenses	2,075,921	-	-	-	2,075,921	60	2,075,981
Revenue less Expenses	(16,180)	-	28,864	350,438	363,122	28,161	391,283
Other Activity & Unbudgeted Items							-
Changes to Accruals & Inventory	(20,942)				(20,942)	4,330	(16,612)
Loan proceeds (payments)					-		-
Mortgage Principal Payments	(55,490)			(350,438)	(405,928)		(405,928)
Transfer of reserves	121,195	(76,044)	(2,956)	(42,195)	-		-
Acquire fixed assets	(139,735)				(139,735)	(33,265)	(173,000)
Estate Gift Received					-		-
Cash- Beginning of Period	607,582	112,154	202,908	117,699	1,040,343	63,969	1,104,312
Cash - End of Period	\$ 496,430	\$ 36,110	\$ 228,816	\$ 75,504		\$ 63,195	\$ 900,055
(0)							

1. MSN Roof Repair-Add'l work \$15,500
2. VER Sealcoating \$16,725
3. VER Front Entrance Landscaping \$15,498
4. MSN Boiler Replacement \$42,112 (released from Campaign Project funds)
5. MSN Rm4 Chapel \$2,956 (Foundation grant; trf to General Funds)
6. MSN Security Door Access System \$4386 (50% down)
7. MSN LBPS LVP & Vinyl base flooring \$8,976 (State Funds release \$6,212 trf to General funds)
8. MSN Security Door Access System \$3,007 (Portion of expense)
9. MSN LBPS Play area renovation \$12,534 (Portion is covered with State Grant funds)
10. MSN Security Door Locking Access System \$4,4567 (Portion of expense)
11. VER Security Door Locking Access System \$4,086 (50% down)

Budget v Actual YTD Fiscal YR 2024
June 2024

	Actual	Fiscal YR24 Budget	Variance	Prior Year Actual	Variance
Revenue					
Contributions	\$ 1,746,718	\$ 1,768,477	\$ (21,759)	1,630,549	\$ 116,169
Grants for general use		-	-	-	-
LBPS Tuition (1)	270,545	280,244	(9,699)	286,546	(16,001)
Preschool Grants	42,478	-	42,478	58,067	(15,589)
Total Revenue and Other Support	2,059,741	2,048,721	11,020	1,975,162	84,579
Program Expenses:					
Generosity	5,372	5,200	(172)	4,810	(562)
Pastoral	392,452	444,802	52,350	409,868	17,416
Administration	386,908	369,091	(17,817)	414,996	28,088
Inreach/Adult Educ.	103,422	103,331	(91)	92,619	(10,803)
Spec Benev	12,500	12,500	-	22,500	10,000
Children/Youth/Family	105,999	181,622	75,623	143,928	37,929
Outreach/Welcome	147,546	155,288	7,742	55,366	(92,180)
Music/Worship	176,192	229,153	52,961	163,042	(13,150)
Facilities	429,132	390,037	(39,095)	389,384	(39,748)
Mortgage Interest	20,698	76,187	55,489	43,298	22,600
LBPS (1)	295,700	286,732	(8,968)	254,560	(41,140)
Total Program Expenses	2,075,921	2,253,943	178,022	1,994,371	(81,550)
Mortgage Principal Payments	55,490	-	(55,490)	101,783	46,293
Surplus (Deficit)	\$ (71,670)	\$ (205,222)	\$ 133,552	\$ (120,992)	\$ 49,322

(1) Budget lines are presented as "straight line" over 12 months - not adjusted for seasonality or other timing differences

(2) \$27,187 money donated in last week of October was not deposited until 11/2; due to timely of bank deposit courier

(3) removed \$25k from CYF program revenue that accounted for National Youth Gathering, which is a restricted fund (in Oct23)

(4) removed \$18k Dewey funds received in 2020; \$5k removed from Dewey funds to Restricted FP Garden (in Oct23)

Good Shepherd Lutheran Church
Balance Sheet
As of June 30, 2024

	<u>Total</u>
ASSETS	
Current Assets	
Bank Accounts	
10100 Petty Cash	250
10126 Oak Bank Checking (General Fund) 335-945	206,604
10190 Oak Bank Restricted ICS (General Fund) (Cdars) (CD) 651612	116,381
10191 Oak Bank (General Fund) ICS 651596	174,331
10400 UW Credit Union (Beyond Proj) 9 Month CD; 0763299001	75,504
10500 Summit Credit Union (Donor/Grant Restricted) MM 133915677	228,816
10600 UW Credit Union Savings 0763299001	6
10700 Summit Credit Union Savings 133915677	5
10800 UW Credit Union (Mortgage Reserve) MM 0763299002	34,962
Total Bank Accounts	<u>\$ 836,860</u>
Total Current Assets	<u>\$ 836,860</u>
Fixed Assets	
11200 Land-5701 Raymond Rd	442,058
11210 Building-5701 Raymond Rd	4,191,624
11211 MSN-Food Pantry	34,309
11220 MSN-Organ	349,450
11230 MSN-Furniture/Fixtures	251,048
11300 Land-VER Hwy PD	900,754
11310 Building-VER Hwy PD	4,653,792
11311 Land Improvements	87,179
11320 VER-Furniture/Fixtures	228,588
11800 Accumulated Depreciation	-5,835,927
Total Fixed Assets	<u>\$ 5,302,875</u>
TOTAL ASSETS	<u>\$ 6,139,735</u>
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
21010 Accounts Payable	26,431
Total Accounts Payable	<u>\$ 26,431</u>
Other Current Liabilities	
21011 Accounts payable clearing	0
21020 Federal W/H Tax	0
21030 State W/H Tax	0
21050 403b Deductions	0
21070 Flex Plan W/H	0

21080 Deferred Contributions	0
21081 Clearing Acct	-2
21085 Preschool Deferred Tuition	2,302
23000 Prepaid Trip/Camp Fees	0
24200 SBA (PPP) Loan	0
Total Other Current Liabilities	<u>\$ 2,300</u>
Total Current Liabilities	<u>\$ 28,731</u>
Long-Term Liabilities	
24100 Church Mortgage	259,172
Total Long-Term Liabilities	<u>\$ 259,172</u>
Total Liabilities	<u>\$ 287,903</u>
Equity	
31000 Unrestricted Net Assets	3,172,118
32000 Retained Earnings	2,610,759
Net Income	68,956
Total Equity	<u>\$ 5,851,832</u>
TOTAL LIABILITIES AND EQUITY	<u>\$ 6,139,735</u>

Tuesday, Jul 02, 2024 11:54:12 AM GMT-7 - Accrual Basis

Good Shepherd Fiscal 2025 Budget

Revenue

Contributions	\$	1,851,421
Other Income	\$	90,400
LBPS	\$	308,510
Beyond	\$	75,504

Total Revenue and Other Support	\$	2,325,835
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Program Expenses:

Salaries	\$	1,418,952
Employee Benefits	\$	325,893
	\$	1,744,845

Non-Salary Expenses

General	\$	6,500
Pastoral	\$	9,300
Administration	\$	100,635
Inreach/Adult Educ.	\$	9,980
Spec Benev	\$	12,500
Children/Youth/Family	\$	46,200
Outreach/Welcome	\$	26,805
Music/Worship	\$	23,900
Facilities	\$	420,526
LBPS (1)	\$	17,640

Total Program Expenses	\$	2,418,831
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Surplus (Deficit) sub-total	\$	(92,996)
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Reserves for General Use	\$	92,996
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Surplus (Deficit) Final		0
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Permanent Church Staff

Craig McMahon	Interim Lead Pastor
Sheryl Erickson	Pastor of Congregational Care
Dara Schuller-Hanson	Pastor of Community Partnerships
Joe Brosious	Engagement Pastor

Ackermann, Steve	Media Coordinator
Anderson, Heidi	LBPS Director—Madison
Ballo, Devora	Grant Writer/Assistant
Beggs, Ronda	Hospitality Coordinator
Berceau, Kelly	LBPS Asst. Teacher
Blum, Rick	Director of Administration
Cardinal, Kandi	Custodian
Clark, Laura	Hospitality Assistant
Dahl, Tracy	Echoes of Grace Director (10:30) - Verona Campus
Gold, Emily	Children's Ministry Assistant
Hayes, Linda	LBPS Director — Verona
Hoard, Judy	Administrative and Hospitality Assistant
Holmer, Eric	Director of Media
Iverson, Sarah	Director of Spiritual Programming and Development/Acting Youth/AMPED Director
Madden, Kelly	LBPS Teacher
Marshall, Brent	Director of Facilities
McCarthy, Jessica	Ministry Coordinator
Pangli, Chamanpreet	LBPS Teacher—Madison
Renner, Mark	Visitation Pastor
Skibo, Matt	Music Coordinator
Stellmacher, T. Jared	Director of Worship, Music &
Arts Thomas, Rick	Director of Outreach
Timmermann, Carrie	LBPS Asst. Teacher
Vang, Dia	LBPS Asst. Teacher
Voss, Amy	LBPS 4-K Teacher—Verona
Wenzel, Diane	Accountant
Zastrow, Joanne	Director of Children's Ministry

Parochial Report

Good Shepherd Lutheran Church

Dec. 31, 2023

Membership

Changes

Baptized

Estimated Membership at end of 2022

2225

Members Received During 2023

By Baptism: Children

25

By Baptism: Adults

0

By Affirmed Faith

18

By Transfer

16

By Adult Confirmation

0

By Non-Member Confirmed

0

Total Members Received

59

Subtotal

2235

Members Removed During 2023

By Death

21

By Transfer

24

For other reasons/statistical adjustment

4

Members Removed

49

Membership as of 12/31/23

2235

Average Weekly Attendance (in-person)

415

Average Weekly Attendance (online)

324

Ministerial Acts Performed by Pastors -2023

Baptisms: 25

Confirmations: 31

Funerals and Memorial Services: 23

Weddings: 3

Good Shepherd Lutheran Church Annual Meeting Minutes

12 p.m. July 23, 2023
Verona Campus/Zoom

Bob Beggs called the Annual Meeting to order at 12:03 pm.

Opening Prayer was offered by Pr. Chris Enstad.

It was determined that there was a quorum for the Annual Meeting – 55 people in person, 32 people online for a total of 87.

Approval of 2023 Annual Meeting Agenda: Motion by Stephanie Christensen to approve 2023 Annual Meeting Agenda, second by Tim Hughes.

Addendum to agenda: Scott Glogovsky asked to add an agenda item to discuss short staffing and retention of staff members. After addition of addendum: All in favor; motion carried.

Approval of Meeting Minutes from July 25, 2022, Annual Meeting: Motion to approve Annual Meeting minutes by Glenn Rindfleisch, second by Vern Andren. No discussion. All in favor. Motion carried.

Lead Pastor Report: Pastor Chris offered a word of thanks to Steve Frei for his integral involvement in the strategic plan and many other aspects of GS business in the last year. Steve Frei and Brenda Wilcox co-chaired the SPC. Steve Frei and Jen Holmer presented the SP at the 2022 Annual Meeting. They presented six pillars that were outlined in the plan. Since the 2022 annual meeting there have been two leadership summits where staff, committee members, and board members came together to discuss parts of the SP. One question from the beginning was – How do we implement a plan? This has been a challenge for us, but we have kept at it over the past 12 months amongst landscape changes.

The Annual Report contains a check-in from all six pillars. Pr. Chris Enstad offered gratitude and hope for all work done and yet to be done.

Highlights from six pillars include:

Hospitality: we continue to extend a Holy welcome to all.

Strategic Plan Video: presented by Eric Holmer.

Every state and over 20 countries are represented on any given Sunday at our online worship. People participate online and find their way to GS. What is similar? What is the difference? We have had 5,500 unique viewers. We have been doing online church since 2018. It started as one person longing to be part of a community.

Financial Report – Video Presentation: Tyler Gold presented FY 24 Budget via video. Questions addressed by Rick Blum in person. Tyler Gold has been treasurer and on the Finance Committee for one year.

Fiscal Year Results:

- over \$70K more income for LBP than last previous year
- \$5K less expenditures than budgeted.
- \$75K less taken from reserves
- In 2023 we hired Brent Marshall to allow for a shift for Rick Thomas. We also hired two teachers for LBP who are now directors.

Fiscal Year 2024 Proposed: We have made strategic investments in relation to our mission and vision to Welcome, Forgive, and Serve. The current deficit in the budget is mostly related to two currently open, but unfilled positions. We are committed to filling these when we find the right people, which is why this money is present in the proposed budget. We have made small enhancements and have maintained a strong safety net of \$489,000 at the end of the year.

The finance committee and the Board of Directors express deep gratitude to our generous members which has allowed us to serve and work from a spirit of abundance rather than scarcity.

Good Shepherd Lutheran Church

Annual Meeting Minutes (cont'd)

Q&A: Mike Harper asked a question about the onetime \$90,000 expenditure listed in the budget and what this included. Rick Blum responded: these expenditures are a combination of improvements that add up – including \$40k to rebuild the boiler at Madison campus that went out last year and expenditures from leaking freon at the Verona Campus – this is estimated at \$5-10K to fix and keep running.

Rick encouraged any members with specific questions to reach out to him. The budget line item does not spell out all parts of that cost, but the Board asks for consideration and confidence in the church that we have the right people making these decisions on the Finance Committee, the Board, and in leadership positions.

The full expenditures of the 2023 Budget are 2/3-3/4 salary based. This is the bulk of the generosity from our members is used to fund our church staff salaries.

Rick Thomas asked what the time frame is for paying off the mortgage. Rick Blum indicated that the amount left of the mortgage will be \$660,000 after July 2024.

Danielle Sill asked about the two open positions. The amount in the budget currently is partial amounts for the salary of those positions. It will depend on the position, and when we find the right person, but we are committed to filling them when the time is right.

Motion made by Glenn Rindfleisch to approve the FY24 Budget. Second by Scott Rodgers. All in favor. Motion carried.

Dreaming Beyond Video: Tom and Karen Golden presented an update on Dreaming Beyond through a video presentation. They thanked the committee and the congregation for their faithful service and for the generous financial support.

As of May 31, 2023:

- \$816,608 pledged
- \$393,227 received (48%)
- \$423,387 pledges expected to be received over the next 12 months (52%).
- *** 690,440 end of 18 months, \$260,000 remaining.

Although we did not reach our goal, we continue to express gratefulness for the continued generosity of this congregation. Thank you to the steering committee: Tom and Karen Golden, Mike and Deni Naumann, Greg and Courtney Meyer, Bill and Brenda Wilcox, Cathy Peercy

God Sized Dreams will be the mission of GS moving forward.

President's Report: The Board was engaged in many things last year, but there were four focus areas (three expected and one unexpected) which included:

- 1) Verona Campus entry: this was a five-month project that was unexpected. The Board gives sincere gratitude to Steve Frei's involvement as we would have been unable to successfully navigate this without his leadership. We were able to procure the new sign for the new entrance through an anonymous donation. With help from Epic, the City of Verona, and all people involved, we were able to have a good outcome to a highly unexpected issue.
- 2) Strategic Plan: this came to the board in June of 2022 and every meeting since this has been an agenda item and an area of continuous progress as we navigate through this plan with the Board, the staff, and all the committees. We will continue to discuss the path forward and this will continue to be a work in progress.
- 3) Dreaming Beyond: although all goals were not met, this financial campaign was a success. Sincere thanks to Tom and Karen Golden for chairing this campaign.
- 4) Investments into infrastructure at both campuses: Madison campus needed a new roof and the Board continues to work with the guidance from the Finance Committee to navigate issues that arise in both of our buildings. Due to the work of the finance committee and the Board we will continue to have financial flexibility as we move forward.

These are the key items we focused on last year. Pr Peterson described "our story" back in 1956 and stated we are doing what we do "for a better tomorrow." God's work at GS and all we are tasked with is not a destination, but a journey.

Good Shepherd Lutheran Church

Annual Meeting Minutes (cont'd)

Additional agenda items:

Question presented (approved earlier as addendum) by Scott G.

- Concerned about staffing and staff departures. Wondering if we are living up to our mission of welcome. Concerned that staff are not feeling supported.
- Concerned leadership is in denial over issues and making excuses and that concerns are more than clashing personalities.
- Concerned that more people will leave.
- What is being done?

Response: Bob B stated that exit interviews are done when employees leave; Exec committee is personnel committee and is aware also. Stated that HR issues are not open to others. Questions or other concerns should be brought to board president.

Video – Strategic Plan Outreach – highlighted Refugee Ministry and featured GS members Ross Lyman, Jennifer Herdina, Mike Naumann. Ministry was started in January 2023.

Outgoing Board Member: Angie Rieger was thanked for her one term service as a Board Member. She was an original member on the Strategic Planning committee as well as board rep for the Hospitality Committee.

Elections:

Motion made to waive paper ballots by Tim Hughes, second by Stephanie Christensen. All in favor. Motion carried.
Board of Directors Nominations:

- o Vern Andren – Incumbent
- o Elizabeth Deterding – Incumbent
- o Deni Naumann – New

No additional nominations from the floor.

Motion to approve all three candidates to the Board of Directors by the Nominating Committee, second by Scott Gilinski. All in favor. Motion carried.

Glenn Rindfleisch offered a thank you for the Annual Report document.

Thank you to Eric Holmer and Rick Blum for a conglomeration of work put into annual report and the annual meeting.

Closing prayer by Pastor Chris Enstad.

Meeting adjourned at 1:06pm

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.

Good Shepherd Lutheran Church Foundation, Ltd.

Greg Meyer, President

Annual Report for 2023

President	Greg Meyer
Vice President	Amy Haskins
Secretary	Ann Schmidt
Treasurer	Brian Barrett
Members	Pastor Craig Jan-McMahon, Bob Beggs, Augusto Perez, John Burkhartzmeyer, Ross Lyman, Danielle Sill, Jim Wiederhoeft

The Good Shepherd Lutheran Church Foundation was established in 1987. The purpose of the foundation is to receive gifts, grants and bequests for the benefit of the Good Shepherd congregation. Although the foundation and the congregation are separate legal entities, the mission of the foundation is to expand and continue the legacy of the Good Shepherd congregation and to transform lives by reflecting the love of Jesus.

Since its creation, the foundation has become an important part of the Good Shepherd ministry, by funding programs that are not part of the congregation's annual operating budget. Gifts to the foundation become a lasting endowment as the funds are invested and the earnings are used to make grants to fund a variety of projects each year. As a general rule, the foundation spends approximately 4.5% of its assets each year on those projects. At the end of 2023, the foundation's assets were approximately \$2.98 million, up approximately 9% from 2022 due to unrealized capital losses. The foundation received donations from congregation members in the amount of \$10,641 during 2023. Thrivent Financial serves as the foundation's investment adviser.

The foundation distributed the following grants during 2023 totaling \$88,747.

College and Seminary Scholarships	\$5,000
Camp Scholarships / National Youth Gathering	\$8,000

Music Mondays	\$3,000
Handbell Repair and Refurbishment	\$5,130

Clothes Closet	\$10,000
Food Pantry	\$18,000
Refugee Resettlement	\$2,400
Tree Lane Apartments	\$1,000
Meadowridge Library	\$1,000

Garden Intern	\$2,034
CYF interns	\$13,525
Media Intern	\$6,668
Holy Cow Intern	\$2,500

Madison Chapel updates	\$10,000
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If you would like to make a gift to the Good Shepherd Foundation, either on a current basis or as a part of your estate planning, or if you have questions concerning the work of the foundation, please contact any of our board members. The following Good Shepherd members will be serving on the foundation's board of trustees during 2024.

Columbarium Board Report

Steve Frei, Chairperson

Clerk, Rick Blum 640-4902, rblum@gsclwi.com

Chair: Steve Frei

Board Members: Rick Schmidt (Legal Counsel); Brenda Wilcox (Sr. Pastor Representative and Treasurer); Kay Simmons (Promotion), Sara McCormack (Board Representative); Craig McMahon (Lead Pastor)

Maintenance Volunteer: Brad Nelson

The Good Shepherd Lutheran Church Columbarium, having been established in 2015, is celebrating its Ninth Anniversary in 2024.

The primary responsibility of the Columbarium Board is to oversee the final resting place for past, current, and future members and friends of Good Shepherd.

Based on projected needs, the Columbarium Board proceeded this past year to install the next phase of 36 niches. This completes the western side of the columbarium and provides for total of 144 niches. We have begun the planning process for next phase of niche installations which we anticipate occurring in 2029.

The past year we continued our focus on maintaining and, where possible, enhancing the aesthetic appearance of the columbarium. The primary efforts in this regard were:

- Supporting Brad Nelson, long time member of Good Shepherd, as he volunteers his landscaping gifts and time to maintain the columbarium as we go forward. Thank you, Brad!
- Installing fresh mulch each spring and maintaining the water feature.

Columbarium Record for the 2023/24 Fiscal Year:

- Number of Inurnments: 4
- Number of Niche Sales: 8+ 6/18 on
- Number of Paver Sales: 1

Financial Status as of January 31, 2024:

- Perpetual Care Fund Balance: \$ 19,118 (Funds used for Columbarium Maintenance)
- General Operating Fund: \$18,104 (Funds to be used for Columbarium Expansion)
- Niche Engraving Fund: \$ 27,490 (Funds to pay for future engraving of niche fronts)
- Hard Assets: \$174,307 (Value of Existing Columbarium).



Little Blessings Preschool—Verona

Linda Hayes, Director, 497-3654, lhayes@qslcwi.com

Hello! My name is Linda Hayes, and I am the Director of Little Blessings Preschool (LBPS) at the Verona Campus of Good Shepherd. In addition to my responsibilities as the Verona director, I am also the Lead Teacher of the Ravens class. I have worked at the preschool as a teacher since 2007 and as a site director in Verona since 2012 when our 4K program was started with the Verona School District.

Verona campus offers school-year preschool programming for ages 2 ½-5 consisting of a Verona School District 4K class and four private LBPS classes. We have five teachers in

Verona: four Lead Teachers and one Assistant Teacher. Our enrollment so far for the 2024-25 school year is going well. Currently, we only have six open spots available.

- Verona 4K (T,W,Th,F): 20 children enrolled through the school district
- Monday 4K: 4 children enrolled
- Whales (M,T): 12 children enrolled (12 maximum)
- Ravens (W,Th,F): 10 children enrolled (16 maximum)
- In Our Extended Day Classes (T,W,Th, 11:30-3) we currently have 10 children enrolled and we usually have many more families sign up for these as the school year begins.

We have an LBPS Committee that meets bimonthly to support the preschool program. The committee consists of a pastor, an administrator, the preschool directors, board and church members, and preschool parents. The committee works collaboratively on the preschool's vision, supports LBPS in increasing our presence in the community, and any other areas where support is needed.

The preschool utilizes Brightwheel, a childcare software, which allows us to efficiently communicate with families and have all student information readily available. Brightwheel also allows us to centralize all billing to allow families the capability of paying tuition directly through the Brightwheel app. Families are also able to pay their tuition by check, but most prefer to pay through the app.

This year, LBPS continued to work with the Verona School District to make the Verona campus a Pyramid Model site. The Pyramid Model promotes the social, emotional, and behavioral development of young children. We started the implementation process in August 2022 and attended a two-day training session. We continued throughout the last two school years on this through monthly meetings with our coach. Last school year the 4K classroom reached fidelity, meaning they met all the requirements. This year we worked with our coach on developing common language and procedures between the 3K and 4K classrooms. We completed our Universal Practices/Common Language Matrix and will be implementing that in the coming school year.

Each spring, I send out a Parent Satisfaction Survey to get input from families. Here are some quotes from this year's survey: *"Something that has been so awesome is the communication! I love the pictures and videos every day so I can feel a part of my child's day! The staff are all wonderful and feel like family."*; *"We have continued to have a great experience at Little Blessings!"*; *"Wonderful play-based environment with supportive teachers that has encouraged our daughter to become more confident and independent."*; *"Out of all the programs my kids have attended, LBPS is the best. Thank you soooo much!"*

In conclusion, our goal for Verona campus is to continue our strong relationship with the Verona School District and our work with them in the Pyramid Model implementation process. We will also continue to utilize opportunities for training and development with the school district. We will continue to build strong relationships with children and families and offer a high-quality preschool program for the community.



Little Blessings Preschool—Madison

Heidi Anderson, Director, 640-4920, handerson@gslcwi.com

Hello, Good Shephard Lutheran Church. It has been a great and busy year for Little Blessings Preschool Madison! We have undergone some renovations to make our school better for our children, staff, and the church. We have new flooring in the preschool, painted the walls, and the playground.

This summer we have 13 students enrolled; this fall we had 11 students enrolled. We are adding a new program Afterschool/Afternoon Care for our local 4K students.



Little Blessings Preschool Committee

Committee Chair: Elizabeth Foste-Ackermann

Board Liaison: Paul Bekx

Committee Members: Pr. Dara Schuller-Hanson (pastoral representative), Heidi Anderson (LBPS Madison Director), Linda Hayes (LBPS Verona Director), Jenny Han, Beth Marshall

- Incoming Committee members: Emily Thompson, Shannon Davis, Hannah Falley

Matthew 19:14: "Jesus said, 'Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these.'"

Mission: The purpose of this committee is to support Little Blessings Preschool, their staff, mission and vision. We will listen, provide feedback, guidance, resources, and ideas to help Little Blessings continue to create an environment that is welcoming, self-sustaining, growth-oriented and relentlessly pursues quality improvement. Throughout our work, we will aim to align Little Blessings Preschool to meet the larger mission of Good Shepherd Lutheran Church through serving the child care needs of families, regardless of status, in a Christian-based environment that supports spiritual growth.

The little Blessings Preschool Committee is one of the newer committees at Good Shepherd having just been started in April 2022. Now in our second year, the committee has a clear structure in place and is working together to provide guidance, feedback, and support to both Little Blessings locations. A few of our notable highlights from the past year include:

- The LBPS Committee served as a sounding board for discussion around the future direction for the school and key areas for future growth.
- Created a flyer and half sheet flyer to market LBPS.
- Brainstormed ideas for promoting LBPS to area elementary schools for wrap-around care and/or summer care.
- Advocate for and support LBPS being displayed on a Google map search for area preschools including encouraging parent reviews and testimonials.
- Enacted a referral program to encourage current families to refer their friends and receive a one-time tuition discount
- Developed a committee member job description document that was used to grow the committee and welcome three new members.
- Successfully transitioned from current committee members to new committee members allowing for new ideas, diverse perspectives and broadening parent/church member engagement.
- With increased stability in school staffing, the committee transitioned from monthly meetings to now holding meetings every other month.

This past year has seen wonderful growth for Little Blessing Preschool. Showing God's love to children and encouraging their growth in Christ is an important ministry for Good Shepherd and the LBPS committee has enjoyed providing support to this important community.



2024 ANNUAL REPORT

Elections

Board of Directors 2023-24

Officers

President

Bob Beggs

Vice President

Vern Andren

Treasurer

Tyler Gold

Secretary

Betsy Johnson

Board Members

Term Expires

Bob Beggs

July 2024

Paul Bekx

July 2024

Sara McCormack

July 2024

Tyler Gold

July 2025

Betsy Johnson

July 2025

David Vogt

July 2025

Vern Andren

July 2026

Liz Deterding

July 2026

Deni Naumann

July 2026

Candidates for Board of Directors



NEW

Paul Hutson

Paul Hutson joined Good Shepherd Lutheran Church in early 1989. Paul enjoyed participating in the senior choir for more than a decade. He currently volunteers as an usher, worship assistant, and maker of strong coffee. He is a member of the church's Property Committee and has served on several other ad hoc committees within the church. Paul is married to Teresa, and his three adult sons (Matthew, Jon, and Mark – there will be no Luke) were confirmed at Good Shepherd. He is presently the Scoutmaster for BSA Troop 640 and is a professor of pharmacy at the UW Madison School of Pharmacy.



NEW

Tonya Schram

Tonya Schram has been married to her husband Kevin for 17 years. She has three kids Hunter (22), Elijah (14), and Elsie (11). They have been members of Good Shepherd for 11 years. She is very passionate about her work, collaborating well with others, and communicating effectively. She is very detail oriented, organized and approaches ideas and suggestions with an open mind. Around church, she was a church schoolteacher for many years and was also a small group Amped leader. You will often see her family around church greeting, ushering, lecturing, and serving communion. In her spare time she enjoys spending time with her family, coaching softball, watching her children play in all their sporting events, and running her children to all their activities! She also enjoys golfing, playing volleyball, working out, cooking, baking, reading, and laughing! If you have any questions for her, feel free to stop her when you see her around church!



NEW

Karen Smith

Karen Smith has been a member of Good Shepherd's Verona campus since it met at Badger Ridge Middle School. She began as a part of the children's ministry, helping with large group music, children's choirs, and accompanying various groups on piano as needed. Eventually, she was convinced to join the grown-ups and became part of the Verona Worship Band both on keyboard and vocals. She also serves as one of the Worship Assistants on Sunday mornings at Verona campus. Karen served as a past chairperson of the Worship, Music and Arts Committee. She participated in the Shared Leadership Task Force, focusing on the sub-group that worked to clarify the roles and responsibilities of the various committees at Good Shepherd. She later became part of the Strategic Planning Committee, specifically working with the team that focused on defining and re-introducing worship as the church emerged from the pandemic. Karen works as an accountant for a software company in Madison. When she's not at work or church, you'll often find her attending a Madison Symphony Orchestra concert or wandering through a bookstore.

Ballot for Good Shepherd Board

Vote for Three

___ *Paul Hutson*

___ *Tonya Schram*

___ *Karen Smith*