
Good Shepherd Lutheran Church

Annual Report 2025



Good Shepherd
LUTHERAN CHURCH



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 15:7

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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Annual Meeting Agenda

July 27, 2025 – 11:15 a.m.

Zoom/Verona Campus

Call to Order	Vern Andren	11:15
Opening Prayer	Pr. Sheryl Erickson	11:17
Approve Agenda for July 27, 2025, Annual Meeting	Vern Andren	11:18
Approve Minutes from July 21, 2024, Annual Meeting	Vern Andren	11:19
President's Report	Vern Andren	11:20
VIDEO: How God Provides for Us		
Lead Pastor's Report	Pr. Craig McMahon	11:35
• Call Committee	Elizabeth Foste-Ackerman	11:40
• Interim Task Force (ITF)	Betsy Johnson	11:45
• Transition Task Force/Verona Site Pastor (TTF)	Danielle Sill	11:50
Financial Update	Tyler Gold	11:55
- FY 26 Budget Presentation		
Elections	Vern Andren	12:05
- Board of Directors		
- Nominating Committee		
- Columbarium Board		
Recognition of Board Members	Vern Andren	12:10
Prayer	Pr. Dara Schuller-Hanson	12:12
	Pr. Joe Brosious	
Adjournment		
Closing Song	Everyone	12:15

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Leadership Reports



Board President's Annual Report

Vern Andren

Board President

"Let your light so shine before men, that they may see your good works, and glorify your Father which is in heaven." **Matthew 5:16**

My Friends in Christ,

I am so proud and honored to be a member of Good Shepherd, which takes care of ALL of his disciples here and in our local community. This church has been blessed. We have buildings to help us show the glory of God, but it's the people that make things happen. Be proud of that. WOW!

We have served the community for 20 years with the food pantry. We have paid off our mortgage. But we have more to do, and the opportunity to do it better! For example, I want us to fully support our committees so that everyone has a chance to contribute, even something simple, to make us a truly strong and organized congregation. But we also have faithful servants (and talented staff) to make it happen. People like:

- **Betsy Johnson**, who led the ITF (Interim Task Force) to provide guidance for the future.
- **Pastor Craig McMahon**, as Interim Lead Pastor, who has inspired up to achieve. We thank him.
- **Steve Frei**, who has given us a detailed, professional assessment of our facilities and maintenance needs over the next 20 years (which need around \$2 million to become reality).
- **Dave Vogt**, who started our employee handbook review three years ago, and **Deni Naumann**, who helped put together the Human Resources Committee to refine our efforts.
- **Tyler Gold**, who led the process to receive the Employee Retention Tax Credit from the IRS, which has led the church to receive \$235,000 in the past two months.
- **Elizabeth Foste-Ackermann**, who is leading the call committee to interview Lead Pastors.
- **Danielle Sill**, who will lead a transition task force to define the best way to reach all the new people moving into our neighborhood in Verona, which could include a new site pastor.
- **Eric Holmer**, who has graduated from Duke and continues his path to become a ELCA pastor.
- **Deacon Phyllis Wiederhoeft**, who was honored by the Synod Assembly for 35 years of service.

All our pastors and staff are outstanding (and don't forget that), but there are five special people I think are a special glue that hold us together (for our Lord): Director of Administration **Rick Blum**, Director of Spiritual Development and Youth Ministry **Sarah Iverson**, Fellowship Pastor **Pr. Joe Brosious**, Pastor of Mission and Outreach **Pr. Dara Schuller-Hanson**, and Pastor of Congregational Care **Pr. Sheryl Erickson**. I will tell you why at our annual meeting.

God's Peace to EACH and EVERYONE of YOU and your FAMILIES! Let your light shine...AMEN!
GLORY BE TO GOD!!



Bishop's Annual Report

Bishop Joy Mortensen-Wiebe

South-Central Synod of Wisconsin

Dear Friends in Christ,

Grace and peace to you all, in the name of our Lord Jesus Christ.

For the past few years, we have had an annual theme that served as a thread running throughout synod events. This year's theme revolves around partnership: Partner in Theology; Partners in Relationship: Partnership for the Sake of the Gospel.

From the very beginning, God created us to be in community. In Genesis God says, "it is not good" for humans to be all on their own. We are better able to carry out the ministry God gives to each of us when we do so together. Thanks be to God, that's what we do! Rostered leaders and congregational members partner with each other within our individual congregations to create meaningful worship services, inspiring education ministries for all ages, and to provide care for those in need. Congregations partner with other congregations and ministries to expand their reach through collaboration and shared ideas. The synod and congregations partner together to share resources, provide support, and to offer a bold witness to our communities and to the world.

We do the work of ministry most effectively when we do so in partnership. As I reflect on the ministry the South-Central Synod of Wisconsin carried out in 2024, I find myself grateful for the many ways I see partnership showing up in our work together. Congregations have explored shared ministry ideas, from combining youth and confirmation ministries to working together on outreach projects. Congregations have opened their space for synod events such as LEAD, synod assembly, and more. Rostered leaders are gathering together for text study and mutual support.

What a gift to be a part of this partnership with all of you! My prayer for you as we enter 2025 is that we will all continue to work together for the sake of the gospel. For indeed, God created us to be in community, to be in partnership with one another. Christ redeems us for our own sake but also for the sake of the world. The Spirit calls, gathers and enlightens the people of God, strengthening us for service in and for all of God's creation.

God bless your annual meeting, and your ministry.

In Partnership,

Bishop Joy



South-Central Synod
of Wisconsin
Evangelical Lutheran
Church in America



Lead Pastor's Annual Report

Rev. Craig McMahon

Interim Lead Pastor

It has been a big year.

Since our 2024 Annual Meeting, we formed an Interim Task Force to answer essential questions facing Good Shepherd as we call our next Lead Pastor.

Unsurprisingly, these answers led to deeper questions. We began Congregational Life Conversations to strengthen our capacity to say what is on our hearts and listen with caring openness.

All along the way, we worshiped and celebrated. Glorious Christmas worship was followed by January celebrations—six years of Reconciling in Christ Ministry and 20 years of Food Pantry Ministry. After a 5-year campaign raising over three million dollars, we burned our mortgage.

And the year was just getting started.

Our Interim Task Force prepared a 20-year cost estimate for maintaining our buildings and grounds. A Transition Team was formed to begin the long process of calling a site Pastor to serve in Verona. Our Interim Task Force also developed a strategic staffing model to ensure Good Shepherd will be ready to meet the demographic growth surrounding our Verona Campus.

Good Shepherd is active and growing and looking toward the future with faith and hope for all that God is providing.

In all our meetings and through all our conversations, we agreed that whatever plans we make and however we organize ourselves, Good Shepherd is one church with two locations.

We now arrive at our Annual Meeting not with clear and certain answers, but with a better understanding of the questions facing us as we call a Lead Pastor. Our Lead Pastor Call Committee now begins interviewing candidates prepared with the good news that Good Shepherd is active and growing and looking toward the future with faith and hope for all that God is providing.

It has been a gift to work with so many faithful servants of the church, whose tireless and faithful leadership this past year has prepared Good Shepherd for the years ahead.

Yours in Christ Always,

Craig McMahon

Pastor Craig McMahon



Pastor's Annual Report

Rev. Sheryl Erickson

Pastor of Congregational Care

"I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing" **John 15:5**

Interim

Since the last annual report, we've been working hard as a congregation, board, staff, and pastoral team to review how we function in ministry together. Interim Lead Pastor Craig and other church leaders have been stretching us to examine some of our ways of doing things around Good Shepherd. That's a good thing. Reviewing the why, how, and what of our life together has made for more meetings and discussions than I could have imagined this year! But it is this sort of self-examination and detail work that helps us review our congregation's ministries. These discussions open us to the ways that the Holy Spirit is at work among us to guide us to where we are going next as a church. Areas of focus have been worship, staffing, human resources, and lay leadership expansion, to name a few. It has been meaningful for me to bring some of our church's history to the table for these discussions as a long-term pastor of Good Shepherd.

Part-Time

Is there such a thing in the life of a pastor? I'm trying! This year I've increased my hours at Good Shepherd to 80%. By September, I hope to be back to 66% (2/3rds time) for my own well-being and that of my family. The reduction of my hours is possible, in part, thanks to Deacon Jessica McCarty adapting her role at Good Shepherd to become our part-time Visitation Chaplain. Deacon Jessica now serves in pastoral/spiritual care on Mondays. Beginning in September she will add hours offering care on Fridays. Besides coordinating our Home Communion Ministry and Grief Packet Ministry, Deacon Jessica will make in-person visits to those dealing with illness and injury. She will make follow up pastoral care phone calls, emails, and texts. Deacon Jessica

will also be an on-call to minister to people at a time of death, serve to plan memorials/funerals, and very occasionally, if needed, officiate funerals. As Deacon Jessica works with us, we thank Pastor Mark Renner, who now has retired from the years he served as our part-time visitation pastor. An interesting trend in our community is that our local hospitals are not as able to track church membership of those who are hospitalized. We are currently making far fewer in-person hospital visits. This means that we are more likely to offer spiritual care through post-hospitalization visits and the use of technology.

Life Events

After discussion with pastors, staff, and the Inreach Committee, we'll soon have a tab on our church website, that describes initial guidelines for Baptisms, Weddings, and Funeral/Memorials for our congregation. We trust these guidelines will clarify our practices and invite people to engage more fully in our church life together. It is my pleasure to teach quarterly baptism classes for families alongside Children's Ministry Assistant, Emily Gold. And once again, along with our other pastors, I've officiated several Memorial/Funeral services. Metrics for these life events can be found on the Parochial page of this report.

Inreach

Along with my role as pastor, I work with the Inreach Committee and all the small groups that carry on ministry under their umbrella. Please read their report (which is also included in this document). I am so very grateful to serve as one of your pastors at Good Shepherd. As I enter my 38th year with you, I look forward to where God will continue to call us in our life together.



Pastor's Annual Report

Rev. Joe Brosious

Pastor of Engagement

Thank You

I am grateful for the support you have given me and my family. I found joy this year in many places, especially connecting with our AMPED students and our youth. Our kids at Good Shepherd are so awesome, and I love the chance to be a part of their lives.

Neighborhood Connections

It is important to me that we continue our connection with our neighborhood. I hope we will always ask our neighbors what we can do to help them. I admire the Founder and Director of the Meadowood Health Partnership, Sheray Wallace, and the way she loves and cares for others. God bless all of you who love and care for our neighbors.

The Journey Continues

I love connecting with all of you and for the opportunity to preach several times at the 6:00 p.m. service. Thank you for your patience and love. I will continue in this recovery process, and you are ALL a huge part of my healing. I hope to enjoy more time with you in the year to come.

God bless you!

A handwritten signature in black ink that reads "Joe Brosious".

Pr. Joe



Pastor's Annual Report

Rev. Dara Schuller-Hanson

Pastor of Mission & Outreach

“Come to me, all you who are weary and are carrying heavy burdens, and I will give you rest. Take my yoke upon you, and learn from me, for I am gentle and humble in heart, and you will find rest for your souls.”

Matthew 11:28-29

This passage from the book of Matthew has become my theme verse for this year. In the role of Pastor of Mission and Outreach, I have seen so many ways our world and all of us are carrying a lot. But we can continue to find hope in Jesus who tells us to hand over our burdens to him and find rest for our souls.

This year I have had the chance to work with and witness the amazing efforts of dozens of volunteers as we serve God and our neighbors together. The Feed My Starving Children Mobile Pack event brought over 500 volunteers from our church and community to pack meals for the hungry. Our Lutheran World Relief Quilters sewed and packed up quilts to be shipped around the world. Our Refugee Resettlement Ministry welcomed new community members into our city. The Children's Clothes Closet provided clothes, shoes and essential items to children in our neighborhood. Our Adopt-a-School ministry supported teachers, staff and students and Orchard Ridge Elementary School. Our Food Pantry Garden grew and harvested 2300 pounds of produce for our food pantry, along with 5 gallons of honey from our church bees. And our annual Thanksgiving Community Meal once again provided meals for hundreds. Our congregation has been serving Jesus through serving others. We have also had the chance to partner with other Christian congregations to show our unity as one Body of Christ through partnership projects with the Collaboration Project and a Community Thanksgiving Worship Service.

We are a busy church doing good work in our community. It is a blessing to see the gifts of our congregation members being used to serve God in the world. Because we are so busy, we can unintentionally become weary when we forget to pause to rest and reflect on God's goodness. Our church has become a place for those who are weary to come and belong. As we continue to live in our mission to Welcome, Forgive and Serve, I want to challenge us to think about where rest might fit in.

I am in my third year of my Doctor of Ministry program at the University of Dubuque Theological Seminary, which means I am turning my attention to my thesis project which I will be working on during 2025-2026. This project is called “Finding Rest for our Souls: Changing Attitudes on Sleep and Exhaustion in a Busy Congregation.” My goal is to explore together our understanding of sleep as a part of our spiritual health. Even as we do important and vital work in our community, God calls us to care for ourselves and rest as we need it. I look forward to doing this work with you all this year.

It is a joy and an honor to be your pastor.

Pastor Dara Schuller-Hanson

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Transition & Call Processes



Lead Pastor Call Committee

Elizabeth Foste-Ackermann, Chair

Board Representative: Liz Deterding | **Members:** Judah Balli, Cara Happe, Kurt Hockemeyer, Diane Hughes, Greg Meyer, Bill Wilcox

The call committee has come a long way since we had our first meeting in May 2024. At that time, we were not expecting the process to still be underway one year later. However, since the formation of this committee, we have learned a lot about the call process. We were able to meet with lead pastors who had gone through the call process recently to learn about what they were looking for, how they learned about their current call and get their advice for our current call. We learned that, in the current landscape, churches should expect the call process to last one to three years. We have participated in meetings and congregational conversations to learn about the new and exciting ways that Good Shepherd continues to grow. We are eager to discuss these new ideas with our candidates and will find a new lead pastor who will support the congregation's vision for the future.

We have progressed a lot in the past year. Key items to note are:

- We have held mock interviews to help us 1) meet lead pastors in the Madison area ELCA community, 2) receive feedback on our questions 3) practice interviewing and prepare for the types of questions candidates would have of us as a call committee.
- We have remodeled room 6 at the Madison campus as an interview room with a special camera/microphone for our online interviews.
- We have worked with the Transition Task Force to update our MSP (Ministry Site Profile - used to promote our opening to potential candidates). The MSP is now live for candidates to view and apply online on the ELCA website.

Next steps moving forward:

- With our MSP live, potential candidates continue to contact our Synod Bishop to apply. We have received confirmation that we do have candidates and soon the candidate information will be passed along to our committee.
- We will then begin the interview process to get to know the candidates more fully.
- The ELCA pastor community can feel very small at times, and assuring potential candidates that we will maintain their confidentiality is an important concern for the call committee. We are committed to being as transparent as possible throughout the interview process, while still respecting candidate confidentiality.

Thank you for your continued prayers for our committee and for our next lead pastor. Please do not hesitate to talk to any members of the call committee if you have questions, suggestions or ideas for us.



Interim Task Force

Betsy Johnson, Chair

Chair: Betsy Johnson | **Transition Team Liaison:** Steve Frei | **Financial / Generosity Liaison:** Tyler Gold
Communications Coordinator: Karen Smith | **Facilities Liaison:** Dave Vogt | **Team Facilitator:** Pr. Craig McMahon

The Interim Task Force was initiated in November 2024 by board President Vern Andren and formed by the Church Board, based on recommendations from Interim Lead Pastor, Craig McMahon, to seek to answer the following questions:

Madison and Verona Campuses

There continues to be rapid demographic growth in the Verona area and the opportunities and needs in the communities around the Madison campus continue to expand and evolve. How will the Madison and Verona Campuses be positioned to serve the needs of the community as it grows?

Strategic Staffing Model

While the church is accustomed to having four full-time pastoral staff for its 2,000+ members, the current pastoral staffing is 2.6–2.8 full-time pastoral staff. There are 12.5 FTE non-pastoral staff directing and coordinating and supporting ministries. What is the strategic model for non-pastoral staff?

Building expenses

What are the expected building expenses in the coming years? How will the congregation pay for maintaining aging buildings? What human resources are needed, both internally from member committees and externally in staff to oversee and manage ongoing maintenance projects? To seek to answer the first two questions, the ITF reached out to other multi-site churches like ours. The consistent way these churches positioned themselves for successful ministry was having a dedicated site pastor along with key supporting staff.

In December 2024 the ITF made the following recommendations to the Board of Directors:

1. The ITF recommends to the board of directors to begin a new call process for a second site pastor.
2. The ITF recommends to the Board of Directors to engage a consulting group to start a capital campaign to begin in calendar year 2025 to create a fund for a pastor (and staff), capital improvements, repairs, and maintenance.

The ITF also solicited feedback related to ministry opportunities to help continue and enhance our mission to welcome and serve in the next five – 10 years. Information was gathered over the past eight months through informal conversations with members and through our Congregational Life Conversations. All these conversations helped us prepare a proposed strategic staffing model to present to a new Lead Pastor as a working document for future staffing needs. With gratitude for work primarily initiated and completed by Steve Frei, the third question has also been answered. The ITF has presented to the Board of Directors a 20-year estimate of costs to maintain both campuses. The answers and work done by the ITF to provide answers to the proposed questions has been given to the Board of Directors to advise and collaborate with a new Lead Pastor and continue our charge to Welcome, Forgive, and Serve.



Transition Task Force

Danielle Sill, Chair

The Verona Site Pastor Transition Task Force is excited to begin the important work of preparing the Ministry Site Profile for the future site pastor of our Verona campus. Over the coming months, the team—Danielle Sill (Chair), Sarah Simon, Noelle LoConte, Eric Rasmussen, and Jason Tillman—will gather input from the congregation through surveys and conversations to better understand what our community is looking for in a pastor. All of this will culminate in the creation of the Ministry Site Profile, which serves as the official job posting for pastoral candidates.

So, what exactly is a site pastor?

Think of it as an 80/20 role: 80% of their time will be dedicated to the Verona campus, with their home office based there. They'll be a consistent, welcoming presence throughout the week – someone who is available to connect, care, and lead on-site for the Verona community. The remaining 20% of their time will be spent at the Madison campus, preaching and participating in campus events to stay connected with the broader church community.

Share your Feedback

If you'd like to share your thoughts or feedback as we begin the process of creating a Ministry Site Profile for a Verona site pastor, please reach out to Danielle Sill at danielle.n.sill@gmail.com. Your input is valued and appreciated!

Meet the Task Force Members

Danielle Sill



Danielle Sill is a proud mom to two children—Griffin, age 5, and Emmy Lee, 10 months—and celebrated 10 years of marriage with her husband, Bryan, in July. Danielle earned her Bachelor of Science from Iowa State University and her Master of Science in Public Health, with a focus in Epidemiology, from the University of South Carolina. Throughout her career, she has pursued one clear mission: to help people live healthier lives. She began as the Epidemiologist for the Wisconsin Immunization Registry at the Wisconsin Department of Health Services before being asked to help launch and lead the state's COVID-19 Contact Tracing Program. She later joined the Task Force for Global Health as an Informatics Analyst with the Public Health Informatics Institute, working on initiatives closely tied to public health—such as exploring ways to transmit data from home blood pressure monitors directly into electronic health records. She currently serves as the Senior Director of Digital Operations at Datavant, a healthcare technology company, where she leads a team of 44 professionals responsible for all post-go-live support of the company's medical release of information products.



Noelle LoConte

Noelle is a married, working mom of three children. Professionally, she is a physician with a full-time practice. Personally, she is married to Matt and has three children: Sofia (age 19), Julia (age 18), and Tommy (age 14). She also has a dog, two cats, and three chickens. Noelle is a long-time member of Good Shepherd, having started attending in 2000. She had a brief break from 2001-2004 while living in Portland, Oregon, but returned to Good Shepherd Lutheran Church (GSLC) after that time. She is also a lifelong ELCA Lutheran. Her three children have all been baptized and confirmed at Good Shepherd. Noelle has served on the Children, Youth and Family committee since its inception and regularly volunteers with its associated activities, as well as Feed My Starving Children mobile packs, the bee team, and the food pantry. She prefers to worship at the Madison campus.



Sarah Simon

Sarah, her husband, and their almost 5-year-old son live in Fitchburg. She works as a Speech-Language Pathologist. Her family loves to be outdoors—biking, hiking, and baseball are some of their favorite activities. Sarah began visiting Good Shepherd while completing her master's degree at UW-Madison, eventually becoming a member. She and her husband got married at the Madison campus in 2019, and their son was baptized there in 2020. Sarah is a member of the handbell choir, and since early 2024, she has served as the chair of the Reconciling in Christ (RIC) Team.



Eric Rasmussen

Eric and his wife, Nancy, have two adult children: Kari, who lives in Madison, and Scott and his wife, Rachel, who live in Clayton, Georgia. Eric retired 12 years ago after a 28-year career at CUNA Mutual Insurance Group, now known as TruStage. He has lived in the Madison area his entire life and is a graduate of Madison Memorial High School and UW-Whitewater. Eric and Nancy were married at Good Shepherd in May 1988, and he has been a member for approximately 37 years, joining around the time Pastor Sheryl started. Both of their children were baptized and confirmed there. Eric has also helped teach a confirmation class, ushered, worked in the food pantry, and served as a communion assistant. Additionally, he is an Orchard Ridge Pen Pal and a Gramped Parent.



Jason Tillman

Jason lives in Madison and is a software developer at Epic in Verona. A graduate of Michigan Tech, Jason has been a member of Good Shepherd since 2022. Jason is actively involved with worship and music and serves as a sound technician at the 10 a.m. worship service.

2025 ANNUAL REPORT

Mission & Vision



Worship & Music

Jared Stellmacher, Director of Worship & Music

271-6633 | jstellmacher@gslcwi.com

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, Julie McNulty, Courtney Meyer, Keith Osterman

Mission and Purpose

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

2024–2025 Highlights

Vibrant Worship Life

Throughout the past year, we remained committed to “being church together,” gathering in person and online to worship God. Holiday weekends once again featured combined services alternating between campuses, offering meaningful opportunities to gather as one body. Our three distinct worship services continue to thrive, with music and liturgy that reflect the diversity and creativity of our congregation.

Musical Growth and Engagement

- The *Good Shepherd Choir* at the Madison campus grew to nearly **50 singers** and continues to enrich worship with its dynamic presence and leadership each Sunday.
- The *Handbell Choir* now regularly utilizes **all five octaves** with a full, enthusiastic ensemble.
- Under the leadership of **Matt Skibo**, our children and youth music ministries have expanded, fostering musical joy and spiritual growth across both campuses and often collaborating with the choir and worship bands under the leadership of Tracy Dahl, Stephanie Christensen, Sarah Iverson and Greg Bartels.
- The *Verona Campus Worship Bands* continue to remain **strong and vibrant**, faithfully leading worship each week. Both groups are **always welcoming new musicians**, creating an open and encouraging environment for those looking to share their musical gifts.

Worship Online

With the help of the Communications Committee, we conducted a **Virtual Worship Survey** early in 2024, receiving 125 responses. 56% of participants said weekly livestreaming is *extremely important*, affirming that this ministry is vital for many in our community. One respondent shared: “*I have truly enjoyed the opportunity to worship online. I can worship whether I’m at home or away. I look forward to that hour+ each week and for all special services.*” We continue to stream all three services weekly and plan to maintain this outreach as long as our volunteer base and technical support allow.

Seasonal Worship Planning

The committee engaged in thoughtful conversations around worship length, radical welcome and hospitality, pastoral coverage and guest pastors, volunteer recruitment, and sustainable communion

practices. One successful initiative was adjusting **Christmas Eve service times**, creating more space between services – easing transitions in both sanctuaries and parking lots.

We also supported and celebrated two special concert offerings:

- “*How Can I Keep from Singing?*” – an organ concert by Jared Stellmacher, Director of Worship and Music
- “*The Promise of Light*” – our annual Christmas Concert, which featured over **50 musicians**, drew an audience of 400, and was even **featured on Channel 3 News!**

Sacred Spaces

- We look ahead to the **30th anniversary** of the **Madison Campus organ** in 2026, which debuted on Easter Sunday in 1996. Planning is underway for special celebrations and opportunities to support this treasured instrument.
- We helped support **Drawn to the Word**, a visual art worship experience with **Paul Oman**, through the leadership of Sarah Iverson.
- We celebrated the long-awaited **Madison Campus Chapel** – now a sacred space for prayer, small worship gatherings, and reflection. Special thanks to **Joanne Zastrow** and **Steve Frei** for their incredible leadership in this project.

Community Through Music Mondays

Summer 2024 brought another lively season of **Music Mondays**, with the Holy COW drawing neighbors and friends to our Madison Campus lawn. It continues this summer with:

- New featured artists this summer including **Becca & Erik, The Night Painters, and SunDance**.
- The **UW Marching Band** returning to share Fifth Quarter traditions.

These free events are made possible by the Good Shepherd Foundation. All proceeds from the “pay-what-you-can” **Holy COW** cart are donated to local nonprofits and community partners. These gatherings continue to blend faith, fellowship, food, and fun in powerful and joyful ways.

Looking Ahead

As we move into a new program year, we are excited to deepen our collaboration with other committees and church leadership. We are committed to exploring new ways to enrich our worship, support our volunteers, and celebrate the gifts of music among us.

We remain committed to **enriching worship life** through thoughtful planning, diverse liturgical expressions, and a continued emphasis on inclusivity, creativity, and excellence. Whether through traditional hymnody, contemporary praise music, or contemplative spaces for prayer and reflection, we aim to offer worship that speaks to the heart and opens us to God’s presence—meeting our congregation where they are at.

Above all, we celebrate the many **gifts of music** that God continues to stir among us—gifts that bring beauty, depth, and connection to our worship life together. We are excited to nurture these gifts, to welcome new voices and talents, and to continue shaping a worshipping community where people of all ages and backgrounds can encounter God in powerful and transformative ways.

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.



Welcome Ministries

Ronda Beggs, Hospitality Coordinator

640-4931 | rbeggs@gslcwi.com

"Do not neglect to show hospitality to strangers, for by doing that some have entertained angels without knowing it." - **Hebrews 13:1-8**

Hospitality Committee

Committee Chair: Vacant | **Board Liaison:** Karen Smith

Committee Members: Pr. Dara Schuller-Hanson, Ronda Beggs, Laura Clark, Kay Maffitt, Courtney Meyer, Tonya Benz, Katie Messmer, Katie Spelsberg, Meegan Stephens.

In 2024, after some discussions with Pastor Dara and Rick Blum, the decision was made to sunset the Hospitality Committee temporarily. Committee members had wonderful ideas and huge hearts for hospitality, but they wanted to spend more time doing and less time meeting. Although the hospitality committee stopped meeting, the hospitality efforts did not stop. In fact, they increased significantly.

It also became obvious last summer that after two and a half years on the job, Hospitality Coordinator Ronda Beggs needed some help. Her responsibilities at the time included:

- Being the point person for hospitality efforts and pastoral liaison every Sunday morning at both campuses;
- Providing hospitality for outside groups like the Stop the Violence event;
- Creating fellowship opportunities like Bingo nights, trivia nights, book gatherings and Advent by Candlelight;
- Coordinating volunteers for events such as Lenten luncheons, the Affirmation of Baptism service, Music Mondays, Thanksgiving Day meal, the Christmas Concert, along with staffing dozens to serve on holidays like Christmas and Easter;
- Creating follow ups and systems for people interested in joining Good Shepherd, including welcome bags telling guest more about us and providing a personalized written note and an invitation to coffee.
- Maintaining the database of 2,250 members and more than 5,000 contacts overall.

So, last August Courtney Meyer was hired to extend hospitality to even more members. This eliminated the need to have one person coordinate hospitality efforts at two locations at the same time most Sundays.

In her short time at Good Shepherd, she has enriched Good Shepherd by expanding our hospitality efforts. Here are a few examples. She has:

- Enhanced both Madison and Verona lobbies to make them warmer and visually pleasing for current attendees and visitors, including creating a new welcome table in Verona and encouraging people to gather in the coffee area;

- Reorganized the coffee bar areas and Sacristies at both campuses were reorganized, making them much more user friendly;
- Created written descriptions for various volunteer opportunities to help those assisting on Sunday, whether they were new or part of the regular rotation;
- Worked in the Clothes Closet with customers and volunteers, and is building more relationships with other community providers that have meaningful services for those who visit the store
- Assisted Ronda with outreach opportunities like the Holy Cow and events like Lenten luncheons, bringing together members and visitors in an organic and intimate way, along with having volunteers assist with food preparation and serving those who are dining.

Statistically, the baby boomer generation at our church is filling more than 55% of our volunteer opportunities. Unfortunately, this generation is shrinking in size. Therefore, we have started creating hosting opportunities that happen as "one offs" to encourage younger volunteers to become more engaged. Some examples include helping with church events such as concerts, celebration gatherings, seasonal activities like Bingo, fall kick off, winter bible study, etc.

Hospitality efforts are thriving this year. While we plan on reestablishing meetings with the committee this summer in hopes of creating even more beautiful welcoming efforts, we are very proud how this ministry has grown and how it continues to flourish. Hospitality, welcome and engagement is not just the work of this committee, but 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.



Reconciling in Christ Subcommittee

Sarah Simon, Chair

Chair: Sarah Simon | **Board Liaison:** Liz Deterding | **Members:** Julie Ahnen, Tim Hughes, Christen Lester-Jones, Deni Naumann, Jenni Nowak, Dara Schuller-Hanson, Kay Simmons, Katie Sterk, Phyllis Weiderhoeft

Charter: To help Good Shepherd grow more fully in its practice as a Reconciling in Christ congregation; to promote the welcome, inclusion and celebration of LGBTQIA+ individuals within Good Shepherd and the broader community; and to foster education of the Good Shepherd congregation on issues of social justice.

Over the past year, the RIC subcommittee has advanced the following projects:

RIC Sunday

This annual celebration of our status as an RIC congregation has included special music, more inclusive language in the liturgy, and educational boards in the lobby to introduce Good Shepherd members to the many forms of LGBTQIA+ identity and expression.

Partnership with Welcome

We created RIC window clings for church welcome packets, and Pride flag stickers on RIC Sunday, as well as partnered with the Inreach Committee to provide pronoun buttons and labels for Name Tag Sundays.

Guest Speaker Series

We have organized and sponsored a number of educational opportunities for Good Shepherd members, including:

- J. Hardie, Program Director at OutReach LGBTQ+ Community Center, on LGBTQIA+ History in Madison
- Christen Lester-Jones, Good Shepherd member, on the intersection between Christian faith and transgender identity
- Pastor Brenda and Catherine, from PFLAG Cambridge, on how to support LGBTQIA+ students and their families
- Pastor Peter Beeson, from St. John's Lutheran Church, on the More For Madison initiative to build affordable housing on the church's property (www.moreformadison.org) and supporting the housing-vulnerable population in Madison

Trans Community Dinners

A monthly event hosted by Madison Christian Community (www.themcc.net) to provide a free meal and community-building opportunities for trans, nonbinary and gender-nonconforming people. We partnered with MCC and Midvale Lutheran Church to provide food, hosts, drivers, and clean-up crew, which has allowed the dinners to continue monthly and grow to meet the increased demand for safe spaces for trans people. (www.madisontransdinners.com)

For the coming year, we plan to continue and deepen the above commitments while looking for ways that Good Shepherd can provide more direct assistance to the most vulnerable and marginalized among us. As the United States grows increasingly hostile to LGBTQIA+ and other marginalized individuals, Good Shepherd is committed to stand as a bastion of welcome, safety, and Christlike love.



Inreach Ministries

Pastor Sheryl Erickson, Pastor of Congregational Care

271-6633 | serickson@gslcwi.com

Chair: Cathy Peercy | **Vice Chair:** Judy Liliensiek | **Secretary:** Kimberly King | **Staff Representative:** Pastor Sheryl Erickson | **Board Representative:** Paul Hutson

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

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.

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

Home Communion

Good Shepherd's Home Communion Ministry Team, comprised of six staff members and 17-20 volunteers, provided monthly visits and/or cards and calls to approximately 36 members who are unable to attend worship in person. During FY 24-25, 12 recipients were removed from the list due to death or relocation and eight were added as new recipients. Additionally, we said goodbye to three long-standing servers who retired from the team this year. We are thankful for their years of dedication. Other highlights included our annual in-person volunteer server dinner/fellowship event in August, and the procurement of four new home communion kits so our volunteers have reliable and durable materials to use during their visits. *Submitted by Deacon Jessica McCarty*

Grief Packets

One of the ways we accompany those who are experiencing grief in our congregation is through our grief packet ministry. Journeying Through Grief is a set of four short books sent to grieving people at four crucial times during the first year after a loss. In addition to the books, each mailing includes a letter from Pr. Sheryl and each family receives a prayer square made by Shepherd's Hands. We managed grief packets for 28 families over the past fiscal year. Since the program began in 2020, we've distributed 161 sets of packets. Some families who have experienced multiple losses since this ministry began in 2020 have either reused the packets or received a second series mailed to them. *Submitted by Deacon Jessica McCarty*

Shepherd's Hands

Our Shepherd's Hands group has had a very productive year. We continue to meet on the third Thursday every month from 1:30 - 3 p.m. at the Madison Campus. While we have a small core group of members attending our monthly gathering, there are 20 members that contribute their talents to our ministry. Last year, we were allotted \$300 for purchasing yarn and that money was used up by January. So, many of us have donated yarn to continue stitching through the spring. Our goal is to keep our inventory well stocked. On average, pastors and staff distribute 20 prayer shawls per year. We continue to gift baby blankets to our baptismal families. Because the price of yarn has increased, Pastor Sheryl has submitted our request for \$500 in the next budget cycle. We look forward to purchasing more yarn

and keep stitching up a storm! *Submitted by Susan Covarrubias*

Card Ministry

Our Good Shepherd Card Ministry is growing over the years since we started it several years ago. We design and prepare materials for members of the congregation to gather and assemble cards for the church staff to use with GS members. We make these types of cards: Thinking of You, Praying for You, Sympathy, Baptism, bilingual Birthday Cards in English and Spanish for Food Pantry guests, many types of Thank You Cards for volunteers, and many more. We keep getting requests for new types of cards as the pastors and church staff see needs arise. The total number of cards created in 2024 was 1,116; the total for January through May 19, 2025, is 547.

We have a devoted group of women who attend as often as they can, and I would say that this ministry is doing quite well. *Submitted by Susie Cramer and Ruth Paulson*

Keeping The Connection

The Keeping The Connection team of volunteers coordinates four mailings throughout the school year to post-high school and college students. This past year there were 36 individuals on our mailing list! Fall packets included uplifting scripture verses. Advent mailings encouraged students to worship online or in-person when home on break. On Valentine's Day, we sent candy and a reminder of God's love for each student. Packages sent during finals were especially well received this year! Packages included goodies to share with friends during study breaks, a card signed by the pastors and a prayer for the end of the school year. I want to give a special thanks to AMPED students and small group guides who helped assemble these packages. We also give thanks to the parents who joined our team this year.

Submitted by Kimberly King

Other Programs

Stephen Ministers continue to provide emotional and spiritual support to individuals in our congregation experiencing a life difficulty. We have 20 active Stephen Ministers, 10 of whom are in support relationships. The Gathering meets monthly for fellowship during the school year. The Altar Flower Delivery team, with guidance from Judy Hoard and Pr. Sheryl, takes the worship service arrangements to home-bound individuals or those recovering from illness or injury. The Prayer Chain has 85 members who are emailed prayer concerns from our congregation and community to lift up to God in prayer throughout the year. Name Tag Sundays are organized about every two months and for special events in coordination with the Hospitality and Reconciling in Christ Committees. Members and visitors are encouraged to wear the tags and add their pronouns if so desired. We also continue to team with Hospitality to provide support for New Member Gathering events and make follow-up phone contact about three months later to check on the welfare of the new members and to those who didn't join. *Submitted by Cathy Percy, Chair*



Outreach Ministries

Rick Thomas, Director of Outreach

640-4916 | rthomas@gslcwi.com

Staff Liaisons: Pastor Dara Schuller-Hanson and Rick Thomas

Board Liaison: Deni Naumann

An Evolution to Engage and Invite: From Social Action Committee to Outreach Ministry

We would like to express our sincere gratitude to Kristi Jones for her four years of dedicated leadership and support as the chairperson of our Social Action Committee. Her contributions have been invaluable.

Over the past six months, the Social Action Committee has been evaluating its outreach impact in light of government budget cuts and challenges faced by many organizations supported by GSLC. This assessment has also focused on better aligning the committee's work with Good Shepherd's Strategic Plan. As a result, a new strategy has been developed to encourage greater congregational participation and input in our church's outreach ministries.

This new strategy involves the Social Action Committee transitioning into the Outreach Ministry. This group will be spearheading several new initiatives designed to increase awareness, promote the sustainability of our service ministries, and identify additional needs. These initiatives include:

- **Quarterly Outreach Nights:** Instead of monthly committee meetings, the Outreach Ministry will host quarterly events showcasing the church's various ministry teams. These gatherings will offer church members hands-on opportunities to learn about different service avenues directly from ministry leaders. For example, a Quarterly Outreach Night might include a tour of our Food Pantry, followed by coordinators sharing their successes and discussing challenges faced by the Good Shepherd Food Pantry.
- **Outreach Ministry Task Force:** A temporary task force will be formed within the Outreach Ministry to research and develop a process for assessing and supporting new outreach initiatives.
- **Book Study Group:** This fall, the Outreach Ministry will host a book study group for anyone interested in exploring ways to serve our neighbors, including ministry missions and emerging strategies.
- **Enhanced Communication:** We will create and publicize a more comprehensive Outreach Ministry annual calendar that includes Good Shepherd Service events. Additionally, our Outreach Ministry webpages will be updated, and an email list will be created and maintained to keep interested members informed about events and service opportunities.

The 2025/2026 church year will serve as a trial period to assess the impact of these new initiatives. Thank you for the opportunity to share this new direction!

Adopt-a-School Ministry

Contact: Beth Ringgenberg (jbhoberg@charter.net)

This school year was a busy year partnering with Orchard Ridge Elementary School (ORE). Forty-six Good Shepherd pen pals were paired with an ORE third grader. We started the school year with a Meet and Greet at school, then exchanged notes each month. The school year ended with a pizza party for all the pen pals at the Madison campus. The donations from Good Shepherd members and friends were incredibly generous. You donated 6,831 individual snack servings. In addition, the ORE Helping Hands angels fulfilled teacher and staff requests throughout the year. One hundred and sixty-four items were donated, including items such as fleece blankets, pencil sharpeners, noise cancelling headphones, laminator pages, bulletin board decorations, storage bins and many special books. The Holy Cow served breakfast to the teachers/staff of Toki Middle School and ORE at the beginning of the school year and during teacher appreciation week. The Good Shepherd card ministry made thank you cards for each ORE staff that were distributed during teacher appreciation week.

Allied Drive Food Pantry

Coordinators: Rachel Breitbach, rbreitbach@sbcglobal.net; Connie Weisse, ckweisse@uwalumni.com; Janice Ferguson, jmfergot3403@gmail.com; Mary Collet, mpcollet@sbcglobal.net

The Allied Drive Food Pantry is in the Boys and Girls Club at 4619 Jenewein Road. The pantry was opened in 1998 by Good Shepherd members Mike and Anne Bodden and was the first food pantry supported by Good Shepherd. The pantry is open on Wednesday mornings and evenings. Pantry use has more than doubled in the last year, from 7,180 people served in 2023 to 17,651 people served in 2024. To meet this demand, the leadership team at the pantry has become adept at writing grants and seeking alternative sources of funding. They have been able to meet the needs of the community and provide culturally responsive foods in a welcoming environment. We are always in need of new volunteers and any donations are welcome.

Children's Clothes Closet

Contacts: Courtney Meyer, cmeyer@gslcwi.com and Rick Thomas, rthomas@gslcwi.com

The new store model has been up and running successfully for almost two years. Overall, things are working well and both customers and volunteers have liked the new layout of the store.

Goals we have met and continue to maintain:

- Providing an environment that is welcoming, empowering, and encouraging, while preserving dignity and independence
- Increasing the amount of volunteers to assist in the store on Thursdays
- Increasing consistency with donations towards the inventory of the store, thus allowing for an increase in clothing distribution per family
- Improving ease in the areas of sorting and organizing inventory on a daily and seasonal basis
- Consistent communication between sorting volunteers and store host volunteers
- Creating a display wall to feature seasonal clothing or special donations, which is weekly updated and organized to enhance the welcoming experience
- Updating and restructuring the Clothes Closet pamphlet to provide information that can be easily distributed to those visiting and to the outlying community
- Partnering with Neighborhood Navigators of Fitchburg to connect new mothers with free services by setting up an information table in the gathering area where shoppers wait for their time in the store.

Goals we are currently working on:

- Increasing our partnership with community organizations that would provide helpful assistance to those shopping in the store
- Increasing our sorting volunteers particularly when extra help is needed for the seasonal change over in the store
- Discovering more ways we can distribute infant clothing due to the abundance of donations we continue to receive in these sizes
- Thinking about how this type of service could also meet the needs of the Verona community. Where could we house a Clothes Closet? What types of community connections could we make to help foster this development?
- Creating a volunteer handbook to provide more specific information for those who would like to know more before volunteering
- Providing ongoing maintenance to the store and regular updates to remain current
- Improving signage and communication with communities of other languages

Feed My Starving Children

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

More than 800 volunteers packed over 150,000 total meals at our event this year, which took place on April 4–5. Things went very smoothly thanks to the help of the volunteers. 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 active for those 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, dschuller@gslcwi.com

2024 marked our seventh year out in the garden! This season over 65 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 the Little Blessings Preschool. We also partnered with the Madison Area Food Pantry Garden group as they hosted their second Harvest Dinner in October 2024. 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: 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 on a every other week basis to our guests. We are open on Thursdays from 9:30 a.m. to 12 p.m. and 5:30–7:00 p.m. We served over 12,000 people last year thanks to the generous support of our community and members of Good Shepherd. We have been seeing unprecedented growth and are looking for new sources of funding and expanding our volunteer pool.

We continue to expand our sources of funding and donations to include grants, Pantry Angels, donation items of the month and Thrivent Action Teams. Thanks to the generous donations we have been able to offer a well-stocked pantry to our guests with a wide range of culturally responsive foods. We continuously update our offerings based on the preferences of our guests, and we try to provide a welcoming environment as well. The needs of our community continue to evolve, and the Good Shepherd Food Pantry has been evolving with them for the last 20 years. Please consider volunteering and/or donating to the food pantry this year.

God's Hands and Feet

Contact: Diane Cali, dianecali437@gmail.com

God's Hands and Feet is a group of women who meet to bring help and support to those in need in the Madison area. Primary areas of involvement are:

- Shoebox Gifts (formerly Shoebox Gifts for Kids)
- Birthday bags for Good Shepherd Pantry
- Birthday bags, baby bags and celebration bags for the Essential Pantry
- Essential pantry stocking for Joining Forces for Families (JFF) and Children's Wisconsin
- Healthy snacks for the Meadowridge Library

Holy COW Food Cart

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

The Holy COW Food Truck is continuing to grow in its mission of connecting people through food and faith. We served close to 7,300 meals last season at 70 events both for the Good Shepherd Community and for our wider community. Highlights of our year included: 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, which consistently served 90-plus people and distributed over 75 lbs. of produce per week.

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 (JFF), 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 and various community groups, we have been able to help provide housing stabilization for numerous families. Over the last year we have been able to help sixteen families stay in their homes. We are looking for additional sources of assistance and welcome donations to the fund.

Loaves and Fishes

Contact: Judy Hoard, jhoard@gslcwi.com

During 2024 the Loaves & Fishes Meal Ministry Team provided a noon meal at Luke House on the fourth Thursday each month, except in November. Fifty-eight volunteers donated food for the meal consisting of ham, potato casserole, corn, lettuce salad and dressing, bananas, bread, cookies and milk. Twelve volunteers delivered the food donations to Luke House (located north of downtown Madison), prepared the food for serving and cleaned up following the meal. The number of people served each month ranged from 50 to 75. Any leftover food was used at other meals.

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 a neighborhood-based model of health care. We partnered on bi-monthly community meals that were well attended and appreciated by members of our community. Also, in the spring of 2025 MHP was able to open its own office at 5902 Raymond Rd. Thank you to the Good Shepherd and its Foundation for its continued financial support.

Norma Jeanne's Quilters

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

The Norma Jeanne Quilters were once again busy in 2024. At the Quilt Blessing in early September, we were able to show the congregation the seventy-eight quilts we completed for Lutheran World Relief before they were taken to a rail car locally and shipped off to help people somewhere around the world. We then focused on some of our donated fabrics with a children's theme and made nineteen children's quilts for Linus Quilts, an organization that provides quilts for children who are hospitalized or the subject of some kind of trauma.

Pantry Angels Ministry

Contact: Judy Hoard, jhoard@gslcwi.com

The Good Shepherd Pantry Angels Ministry provides personal care items for guests of the Food Pantry. During 2024, there were forty-eight volunteers, or Pantry Angels, who provided a variety of non-food items monthly. The items donated include baby wipes, diapers, bar and liquid hand soap, toothbrushes, toothpaste, dental floss, deodorant, shampoo, mouthwash, shaving cream and razors, dishwashing soap and laundry soap. This ministry has served the guests of the Food Pantry since 2006. The Pantry Angels Ministry made a vital contribution to the Good Shepherd Food Pantry. There is also a Women's Bible Study group who donated needed food and non-food items twice a year to the Food Pantry as a supplement to the Pantry Angels.

Refugee Ministry

Contacts: Ross Lyman, kathyandross@gmail.com and Jennifer Herdina, jlherdina@gmail.com, Mike Nauman, menaumann1@gmail.com

As of June 2025, the Refugee Resettlement Ministry has assisted in resettling fifteen families since our first engagement in April of 2023 who have come from Afghanistan, Colombia, Syria, the Democratic Republic of Congo, Nicaragua and Guatemala. We work together with Jewish Social Services of Madison (JSS), which is the sole UN-authorized resettlement agency serving south central Wisconsin. Our key activities have been to collect furniture, bed linens, TV's, household supplies, personal hygiene items and two weeks of culturally appropriate groceries (plus a hot welcome meal on most occasions) and set up a family's apartment just prior to their move-in. We have a "regular" volunteer pool of about fifteen folks who help with apartment setup and the procuring of all the things necessary to provide a comfortable and clean new home for a refugee family.

Since the new Administration issued an Executive Order in January of this year that halted all legal immigration and payments to agencies like JSS for even recently arrived refugees, our team has not readied a single apartment in Madison. JSS asked the community to help them raise \$100,000 to be able to continue to provide essential services like job assistance, family case workers, rent subsidies, transportation and food to refugees that had arrived in the 90 days prior to the order. Good Shepherd responded by conducting a six-week campaign from April 1 – May 15 which raised \$17,000 and was

matched by another \$5,000 from the Refugee Resettlement Ministry Fund. On May 30, Ross Lyman and Greg Simmons of our Steering Team presented a check for \$22,000 on behalf of our church to Jim Mackman, JSS Director of Philanthropy.

The ELCA, through Global Refuge (our immigration arm), along with other non-government organizations, is working to restore funding to our nation's immigration and refugee/asylee initiatives. But it remains to be seen what form of legal immigration will again be one of the humanitarian hallmarks of our nation. Please pray that our elected leaders act with justice, mercy and compassion towards the individuals and families that await permission to come to the United States, especially those who have had that permission revoked or put on hold since January.

Please write to your congressional representatives on behalf of refugees who have fled and are waiting to flee their home countries because of civil war, gang violence, food insecurity, and ethnic persecution. You can also donate to Good Shepherd's Refugee Resettlement Ministry (gslcwi.com/refugees), JSS of Madison (jssmadison.org/services/refugee), Open Doors for Refugees (opendoorsforrefugees.org), and/or Global Refuge (globalrefuge.org) where your financial contributions will assist families that are already here.

Team World Vision

Contact: Danielle Sill, danielle.n.sill@gmail.com

The 2024 Team World Vision season was a remarkable one, marked by community, generosity, and impact. We hosted our second annual GSLC Dash, where participants ran a 5-mile route from Verona to Madison campus, celebrating their finish with a pancake breakfast. The event brought energy and connection across campuses while raising awareness for clean water initiatives.

The Madison Team, made up of twenty-four dedicated individuals, raised an incredible \$81,072, which is the highest total ever achieved for the team. Nearly every team member raised over \$1,000, demonstrating a deep commitment to the cause. Through these efforts, the team helped bring clean water to 1,621 people, transforming lives across the globe.

To launch the 2025 season, the team hosted the first Global 6K for Water event in several years. Participants walked or ran six kilometers (3.7 miles), symbolizing the average distance people in developing countries travel to access clean water. It was a powerful, tangible way for our community to step into the shoes of those we seek to serve—and to walk with purpose for lasting change.

If you are interested in being part of this life-changing organization in 2025, please reach out to Danielle Sill at danielle.n.sill@gmail.com.

Thanksgiving Meal

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

The annual Thanksgiving Meal was a great success in 2024! We were able to serve 470 people a meal this year. Thank you to all of the volunteers that make this annual tradition such a success. We had over one hundred people volunteer in some manner for this year's meal. Everything from donating food, to roasting the turkeys, to making the stuffing, to dishing up the food to washing the dishes make this event so successful. This is our signature event of the year, and thanks to everyone that helps, it always goes smoothly, and we feed the hungry in our community. This event provides more than just food; it provides a place for people to go who are lonely or are just looking for someone new to talk to. If you haven't participated in the past, sign up in 2025 to help in a way that fits your schedule. You will be glad that you did. Look for opportunities to volunteer and donate in late October.



Adult Faith Formation

Sarah Iverson, Director of Spiritual Development

271-6633 | siverson@gsclwi.com

Sarah remained in full-time Children, Youth & Family ministry this year, limiting previous initiatives and plans for growing our spiritual formation ministry. However, we were blessed to have Eric Holmer create some incredibly transformative learning spaces, as well as Ronda and Courtney who held sacred spaces during the liturgical seasons. She continues to have ideas and excitement for this ministry, but is happy to be alongside as a guide, helper, and participant. She is grateful to these three and to the many lay leaders that see the holy hunger and curiosities stirring among us and respond.

- Our established small groups continued to meet for bible study across many topics and book of the Bible.
- Seminarian Eric Holmer has nurtured a consistent learning community using *The Chosen*. This medium for engaging scripture, while not perfect, provided space for meaningful theological conversation, sacred imagining, and communal caretaking.
- During Lent, Eric curated an important conversation on forgiveness, exploring the theology, practicality, and the very real struggle both to forgive and receive forgiveness. Forgiveness is not an abstract topic. So, in addition to gaining theological knowledge, participants learned to hold space for one another and deeply listen, both to each other and to the Spirit.
- As an extension of the forgiveness class, Eric prepared and led a study on the life of Dietrich Bonhoeffer. Bonhoeffer's life and theology open the door for reflection on church and state, grace and faith, ethics, and community – important conversations in our present-day climate.
- Eric held a re-screening of "A Time for Burning." This documentary continues to challenge us to confront racism in and outside of the church.
- Ronda and Courtney cultivated a holy pause for women during Advent and Lent. Gathered around the texts of these special seasons, these women held space for each other's questions, stories, and prayer – all of which help us to connect authentically.
- In May Sarah taught Lutheranism 101. This class offered an opportunity for folks from different backgrounds to learn, recall, and reflect on the deep roots of our Lutheran theology. Knowing how we understand different truths and practices helps us feel more equipped in a world of differing public Christian claims.

Right before she returned to CYF work, we were on the cusp of creating a ministry plan with tangible mechanisms by which adult members of our congregation could continue to grow in their faith exploration, inquiry, and practice. She sees an opportunity for us, as a congregation, to unleash and utilize Eric's gifts in this work. Working alongside him, she sees in the not-so-distant future at time when GS has coordinated, consistent, and creative opportunities for members of all ages to be supported as they learn to love the Lord our God with all their heart, and soul, and mind.



Children, Youth & Family

Sarah Iverson, Director of Spiritual Development

271-6633 | siverson@gsclwi.com

Committee Chair: Stacy Nemeth | **Board Liaison:** Karen Smith | **Pastoral Liaison:** Pastor Joe Brosious

Committee Members: Sarah Iverson, Joanne Zastrow, Laura Clark and Emily Gold (staff representatives), Molly McCue (youth representative), Lynn Brosious, MacKenzie Clark, Steve Johnson, Noelle LoConte, Robin Schmuhl

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

Birth to Three Ministry

Emily Gold has continued to grow this ministry, which has become a blessing to many young families. Weekly playgroups, monthly Friday Family Dinners, family outings and baptism classes have all been well attended. This ministry is proving to be a strong entry point to church membership, with several families becoming members in the last year. In addition, we have seen engagement from families who have had their children baptized at Good Shepherd grow from 27% in 2021 to 85% in 2025.

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Children's Ministry

We had another wonderful year of church school, with consistent attendance at Madison and noticeable growth in registration and attendance at the Verona campus. The program started with a new Fall Kick Off event at both campuses, where we had bounce houses, slides, face painting, crafts and food for families after services. It was a tremendous success, and we intend to make this an annual event. It should be noted that over 50% of our church school teachers this year were high school youth. This program would not be possible without their involvement and dedication. We look forward to a fun-filled summer of camps, VBS and Rise Up Nights, supported by our college and high school interns.

AMPED Middle School Ministry

It was a year of tremendous joy and growth in middle school ministry this year. Not only did we welcome almost one hundred students each Wednesday night but were blessed by the significant commitment of their adult guides. Sarah continues to be a gifted teacher of middle schoolers, which is evident each week. The pastors provided meaningful and engaging lessons, while Eric Holmer concurrently led the middle school parents in a discussion group during AMPED. We held two nights of guest speakers for parents, one focused on communicating with your middle schooler, and one focused on mental health. Both evenings were well attended and resulted in requests for more such programming. Based on interest from both kids and parents, we'll be hosting a more robust series of middle school fun nights this summer, to continue growing the faith and connections formed during AMPED this year.

High School Ministry

The high school ministry continues to grow and provides a welcome space for our teenagers to connect, play and pray together. We have a very active youth group gathering every other Sunday after 6 p.m. worship. Thirty-five high schoolers attended the fall retreat, and a group of 38 students and adults will be heading to Boone, NC in August to participate in hurricane relief work with Lutheran Disaster Relief. We are blessed with the dedication of several adult volunteers who pour into these students, alongside Sarah. We see a continued and growing need amongst our high school youth for connection, support and belonging. Sarah spends a considerable amount of time in conversation with small groups, or individual students, discussing their dreams, anxieties, and questions. These connections are invaluable, and we need to be able to dedicate the time to this area of the ministry.

Staffing

The end of the church school year saw us saying goodbye to Joanne Zastrow, who faithfully served as the Director of Children's Ministry for over 15 years. Her gifts will be sorely missed! We remain blessed with the dedication of Sarah, Emily, and Laura, who continue to pour into the lives of our children. Sarah leads the team with passion and true dedication to the youth, of all ages, of our congregation. We are currently seeking a new Associate Director of Children's Ministry and are praying for the right person to join our team to grow this area of ministry. We are also excited to add a part time administrative assistant this summer to support the CYF staff and programs.

Dreams for the Future

The CYF staff and committee have spent considerable time over the past year considering the future. Housing and population growth around the Verona campus has the potential to increase the number of youths involved in our programming. We aim to be staffed at a level, and with the right people, to welcome and foster that growth. We also see support and programming for parents and guardians as an area of increasing interest, and we hope to provide more of this in the future. Lastly, we recognize an increasing need for emotional health support for our youth of all ages. We continue to reflect on how we can play a role in meeting this need. We pray for the resources, both human and financial, to continue to grow the offerings for children, youth, and families of Good Shepherd.



Human Resources (HR) Committee

Rachel Breitbach, Chair

Chair: Rachel Breitbach | **Vice Chair:** Greg Simmons | **Secretary:** Barb Topel | **Board Liaison:** Deni Naumann | **Board Members:** Charlotte Jerney, Nancy Rasmussen and Pr. Craig McMahon

The formation of a Human Resources (HR) Committee was announced at last year's annual meeting and has been mobilized. Recruitment of committee members began immediately after the 2024 annual meeting, and we were blessed with many Good Shepherd members volunteering to serve in this way. The HR Committee officially kicked off starting in November 2024 and received formal Board approval of its charter in December 2024.

Key Accomplishments and Initiatives:

- **Recruitment Process Development and Implementation** A comprehensive recruitment process was developed and piloted with the HR Committee member selection. This process included member identification, interviews, and final selection. It has since been adopted by the Nominating Committee for identifying Board candidates and Nominating Committee member candidates.
- **Organizational Structure Capture** Partnered with the Director of Administration to document and clarify the current organizational structure supporting ongoing alignment, role clarity, and future planning efforts.
- **Hiring Process Review and Enhancement** The committee assessed and refined the church's hiring process, incorporating best practices for job postings, interview questions, and interview team assignments. A standardized position description template was also developed to support consistency and clarity.
- **Employee Handbook Revisions** A full review and revision of the GSLC Employee Handbook was completed and approved by the Board in June 2025, ensuring policies reflect current best practices and organizational needs.
- **Exit Interview Process** Designed and implemented a structured exit interview process to gather meaningful feedback and improve the church's organizational practices.
- **Board and Committee Policy Implementation** Collaborated to develop and implement two critical governance policies, both approved by the Board in June 2025:
 - Non-Disclosure/Confidentiality Agreement
 - Conflict-of-Interest Policy
- **Insurance Coverage Review** Conducted a review of existing insurance to ensure that the newly chartered HR Committee would be covered by insurance under the Employment Practices Liability. Coverage for suits alleging wrongful acts while carrying out its board approved duties.

Ongoing Efforts

As time enables and with prioritization, the HR Committee continues to support additional projects and address topics as requested by the Good Shepherd Board, Director of Administration, pastors, and church staff.

Questions or Interest

Please contact any member of the HR Committee or a Good Shepherd Board member if you have any questions about the committee, its charter, its efforts or if you are interested in serving on the committee in the future.



Communications Committee

Kay Simmons, Chair

Chair: Kay Simmons | **Members:** Ann Nelson (secretary), Liz Deterding (board liaison), Amber Dammen-Boul, Andrew de Stadler, Kathryn Pophal, Katie Rather, Rick Blum (staff), Eric Holmer (staff), Steve Ackermann (staff)

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

Communication efforts continue to be an important part of the life of the congregation as we strive to keep members informed and engaged across both campuses as well as invite our neighbors into our midst.

A few of the areas the committee has been working on through the past year include:

- Analyzing and discussing social media opportunities (Facebook, Instagram, Twitter)
- Providing input on updating the church website (e.g., adding the weekly announcement video to the home page)
- Discussing communications about potential fundraising campaigns
- Assisting with effective and ongoing communication through the lead pastor call process as well as the addition of a second call process for an additional pastor.
- Improving communication methods in church buildings (banners, posters, outdoor signs, information boards)
- Surveying and working with all church committees to assist with communication needs, recruiting committee chairs or members for announcement videos, and providing opportunities for committees to promote their work.
- Providing suggestions for promoting church events outside the congregation, such as the summer Music Mondays, Holy COW, etc.
- Assessing ways to draw attention of the large volume of drivers that pass Verona campus each day and help them feel welcome to come through our doors.

Special thanks to the three new committee members, Amber, Andrew and Kathryn, all of whom joined us this year, as well as to the other members who willingly share their time and expertise each month.



Facilities Committee

Jeff Boardman, Facilities Manager

Chair: Dave Zahn | **Vice Chair:** Jennifer Fagan | **Board Liaison:** David Vogt | **Staff Representatives:** Rick Blum, Jeff Boardman | **Committee Members:** Polly Carter, Chris Ehlers, Josh Enslin, Barb Friberg, Paul Hutson, Max Seeland, and Matt Wentzel.

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. 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.

We have also begun planning for the future. With the retirement of our mortgage debt, the hope is that we can begin building a fund that can handle updates as things inevitably age and break down. Some of the highlights of the past 12 months include the following:

- Overall review of all the electrical, HVAC, roofing, and paving in both campuses.
- Narthex / Education wing roof repair (Madison)
- Air conditioner unit replacement (Madison)
- Security system and cameras update (Both Campuses)
- Meditation Chapel (Madison)

We welcomed Jeff Boardman to the staff, while celebrating former director Brent Marshall as he moves on to a new opportunity.



Finance Committee

Tyler Gold, Chair

Chair: Tyler Gold, Treasurer | **Co-Vice Chair:** Gary Schmuhl **Co-Vice Chair:** Greg Vlack

Staff Representative: Diane Wenzel **Committee Members:** Kris Schmuhl, Adam Frey, Sara Ritter, Nan Schilling, Rick Blum (Church Administrator)

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 the full charter.)

The Finance Committee is charged with financial oversight of the short-term and long-term financial position of the church and is responsible for recommendations to the Board of Directors related to safeguarding assets, forecasting cashflow and reporting the data in a transparent and easy to read way to the congregation. The Committee has continuously improved on the reporting of the financials over the past year, working on consistent and easy to read financials allowing Board and Congregational members alike to better understand the current position of the church at any given month.

What a year for this church and congregation! We celebrated the payoff of the mortgage and the successes of many ministries internally. As for the FY2025 financials, the Committee saw a nearly 3% increase in overall giving. Although this was below the goal set forth by Generosity (7.1%) this is still a significant impact this year. We want to thank the Congregation for its continued support overall to the Church and its individual ministries.



Generosity Committee

Heather Allen, Chair

Chair: Heather Allen | **Staff Liaison:** Rick Blum **Board Liaison:** Tyler Gold **Interim Lead Pastor:** Craig McMahon
Committee Members: Bob Beggs, 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.

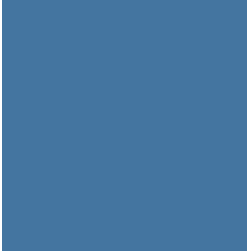
The Generosity Committee, also known as G-Force, is a small, dedicated group that has a lot to celebrate this year.

- Thanks to the generosity of the members of Good Shepherd, we successfully led a Generosity Campaign for 2025 that included a dinner for donors in October and a phone campaign in early December. These efforts resulted in an increase in commitments of 3.8% over 2024. We are happy to report that so far in 2025, contributions have been exceeding our goal, averaging a 5.2% increase over last year.
- Simultaneously to the fall campaign, the group also helped raise more than \$259,170 additional dollars to end a 5-year campaign to eliminate Good Shepherd's mortgage. Even on a bitterly cold day in January, it was a joy to hold a ceremony outside to burn a copy of our mortgage in a firepit, surrounded by leaders and members who helped make that happen.
- Shortly after our mortgage burning ceremony, the Interim Task Force (ITF) recommended starting a new fundraising campaign to raise money for \$2 million for maintenance improvements, along with an increase in staffing for our Verona location. The board approved the recommendation, then asked G-Force to start preparing for the campaign.
- G-Force spent the spring interviewing several consultants about the campaign, eventually hiring GSB to be our lead consultant for a proposed fall campaign. However, G-Force struggled in recruiting leaders to form a steering committee for the upcoming campaign.
- At the same time, the church learned they would be receiving \$235,000 in money from the IRS as an Employee Retention Tax Credit. This credit, combined with the recruiting challenges encountered by the committee, caused the committee to recommend pausing the campaign to the board in June.
- The board has asked that during this pause, the committee create a new gift policy for the church for planned giving, along with designing and building a new endowment fund to help pay for facility improvements. A new task force will be created, with participation from the Facilities Committee, the Finance Committee and the GS Foundation to determine what this endowment should look like. The board is expecting to see plans by this October.

G-Force would like to thank Heather Allen for her leadership of the committee over the past two years. Heather is stepping down as chair after starting an exciting new job. The committee is looking for new members to help us develop giving that meets the needs of Good Shepherd in the future. Please reach out to any member of the committee if you would like to join us in this important work.

2025 ANNUAL REPORT

Reports of Church Activities



Parochial Report

Good Shepherd Lutheran Church
As of December 31, 2024

Membership Changes

Estimated Membership at the end of 2023 2,235

Members Received During 2024

Via Baptism (Children)	27
Via Baptism (Adults)	0
Via Affirmed Faith	34
Via Transfer	35
Via Adult Confirmation	0
Via Non-Member Confirmation	20
Total Members Received	116
Subtotal	2,351

Members Removed During 2024

Via Death	28
Via Transfer	27
For other reasons/ Statistical Adjustment	31
Total Members Removed	86

Membership as of December 31, 2024 2,265

Worship Attendance

Average Weekly Attendance

Via In-Person	412
Via Online	309
Total	721

Ministerial Acts Performed by Pastors

Baptisms	25
Confirmations	21
Funerals & Memorial Services	17
Weddings	4



Permanent Church Staff

Good Shepherd Lutheran Church
As of July 1, 2025

Pastoral Staff



Craig McMahon
Interim Lead Pastor



Sheryl Erickson
Pastor of Congregational
Care



Dara Schuller-Hanson
Pastor of Mission and Outreach



Joe Brosious
Pastor of Engagement



Jessica McCarty
Deacon & Visitation Chaplain

Church Staff



Steve Ackermann
Director of Media



Heidi Anderson
Director of Little Blessings
Preschool - Madison



Ronda Beggs
Hospitality Coordinator



Rick Blum
Director of
Administration



Jeff Boardman
Facilities Manager



Laura Clark
Welcome Assistant



Tracy Dahl
Director of Echoes of
Grace



Emily Gold
Associate Director of
Children's Ministry



Linda Hayes
Director of Little Blessings
Preschool - Verona



Judy Hoard
Front Office
Administrative and
Hospitality Assistant



Eric Holmer
Faith Formation
& Media Coordinator



Sarah Iverson
Director of Spiritual Development
and Children & Youth Ministry



Courtney Meyer
Connections
Coordinator



Matt Skibo
Music Coordinator



Jared Stellmacher
Director of Worship
and Music



Rick Thomas
Director of Outreach



Diane Wenzel
Staff Accountant



Good Shepherd Lutheran Church Annual Meeting Minutes

12:00 p.m. July 21, 2024
Madison Campus/Zoom

Call to Order

The meeting was called to order at 10:40 a.m. by President Bob Beggs, following a 9 a.m. joint worship service and brunch served in Peterson Hall.

Opening Prayer

Opening Prayer was offered by Pr. Sheryl Erickson.

Attendance

It was determined that between in person and Zoom count, there was a quorum for voting for the Annual Meeting. 115 attended in person and 25 attended online.

Approval of the Agenda

Ross Larson made a motion to approve the agenda for the July 21, 2024, meeting. Second by Deni Naumann. All in favor. Motion carried.

Approval of the 2023 Annual Meeting Minutes

Dave Vogt made a motion to approve the minutes from the July 23, 2023 Annual Meeting. Second by Glenn Rindfleisch. All in favor. Motion carried.

Interim Lead Pastor's Report

Pr. Craig McMahon invited all GS staff up in front of the group to thank them for their welcome to him and for their hard work and dedication to the ministries and members here at Good Shepherd as we live out our Mission and Vision in Madison, Verona, and beyond.

Bob Beggs extended a deep thank you Pr. Sheryl, Pr. Dara, and Pr. Joe for shepherding us through the changes that come with losing a lead pastor.

Video Spotlight

The first video of the meeting highlighted Good Shepherd's Outreach ministries as they related to the strategic plan.

Financial Report

Tyler Gold (Board Treasurer) gave Fiscal Year (FY) 24 results and the proposed budget for 2025.

- See the Annual Report summary for full financial details.
- \$2,059,824 are actual contributions from FY 24.
- \$2,027,326 was the actual forecasted contribution number in the budget (+\$32,498)
- Our mortgage balance at the start of FY 2024 was \$665,097. On June 30, 2024, the balance was \$259,170.

History, Highlights, and Opportunities:

- More security measures installed at both campuses
- Investments in facilities
- Investments in people
- \$178,022 less spending than budget
- With Generosity campaign, goal is to remove the rest of the mortgage.
- Awaiting IRS payment from the Employee Retention Tax Credit. Still have not received this but expect to.

Discussed FY Proposed Budget: (See Annual Report for details.)

- Anticipate a \$92,996 deficit
- Increases
 - Staff compensation increase
 - Roof repair/replacement
 - Facility increases due to HVAC system repairs needed
 - Additional FTE by 1.7 FTE for CYF and hospitality position (1.7 due to partial year)
- Budget still contains unfilled CYF positions
- Facilities will have increased maintenance needs

Motion

Motion to approve the FY 2025 budget made by Vern Andren, second by Sara McCormack. All in favor.
Motion carried.

Financial Presentation Q&A

1. What is the percentage of the entire increase? Response was to refer to previous slide – reason was based on our operating expenses and our mortgage. (Asked by Ross L.)
2. How long can GS operate with an increased deficit before we end up with issues from restricted funds? (online – Mike H.) Rick Blum answered there are still many variables, but we believe this is the last year we can propose a deficit budget going forward. Cash balances will get too low. If we get the IRS money and manage costs, we could be in that situation a year from now. We must be careful moving forward.
3. If mortgage payment is made in full, won't expenses be reduced? And then can we decrease the safety fund? Tyler answered, with yes. When payments are not needed for a monthly mortgage payment, we can put money into the reserve and save it rather than make those payments. (Paul Z).
4. Assuming on Day 1, we are not hiring people, the proposal becomes less pertinent day 1? Yes, the proposed deficit would decrease. (Dave V.)
5. Since CYF position is unfilled, how are we accommodating staff to cover this position? Are we giving financial support to keep those things running? Rick B – we don't go into personnel matters in this setting. But in the past year, we have tried to make compensation factors to say they are working two jobs at once. (Jennifer H.)
6. Does the mortgage need to be renegotiated next year if not paid in full? Is the mortgage interest in the budget? Rick B/Tyler G – see page 33 of the Annual report. Mortgage interest is embedded at about \$8K. There are about \$28K principal payments between now and the end of the year.

That will free up \$35K if so. Rick indicates that there is a possibility that if the mortgage is not paid off by Feb/March 2025, Thrivent may change the terms of the loan. Right now, it's at 4%, and the rates will go up. But the balance is low.

Video Spotlight

The second video of the meeting highlighted Good Shepherd's Spiritual Formation as related to the Strategic Plan. This video highlighted GS's Friday Morning Men's group.

President's Report

Bob Beggs reiterated the Good Shepherd Mission and Vision and what we are working for and who we are serving. This year the Board of Director zeroed in on these things:

1. What is left on the mortgage? \$259,170. This amount concluded with Beyond 2.0.
2. Leading Beyond 3.0 – this is our current campaign with a goal to take the mortgage to zero.
3. \$104,847 – remainder we need to get commitment to eliminate the mortgage. Working with generosity – how do we do this?
4. HR Committee Task Force: Current board member Deni Naumann did research with other churches regarding how they handle HR issues. We are in the minority. Most churches have an HR Committee. The board approved a task force to be formed in June. This task force will be effective as we move forward into FY 2025.
 - a. The task force consists of
 - i. Rachel Breitbach
 - ii. Andrea Frey
 - iii. Deni Naumann (board liaison)
 - b. With additional support, the task force will serve as a resource. The EC will be able to focus on more strategic issues when the HR committee is in place to deal with those issues/concerns.
 - c. There will be a formal selection process for the committee members.
 - i. HR experience
 - ii. Strong communication /conflict resolution
 - iii. Empathy, responsiveness, and the ability to hold information confidential.
 - iv. Reach back out to the task force if interested in being considered.
5. Transition Task Force (TTF) – had seven members. The goal for the TTF was to form the MSP for quantitative and qualitative things about our church to start the process of hiring a new lead pastor. They have transitioned their work to the Call Committee.

Call Committee Update

An update was given by the committee chair, Elizabeth Foste-Ackerman. She discussed next steps in process for the call committee now that the Transition Task Force has handed off all the information they have to start to the call process. The Ministry Site Profile (MSP) has been submitted to the bishop. Currently the MSP has not been released. Once the MSP is released, the next steps include:

- Interested candidates would talk to their home bishop.
- Candidates meet with our synod Bishop
- Formally apply
- Multiple rounds of interviews
- Check references
- The committee will observe candidates preaching.
- Committee makes a recommendation
- Congregation votes.

The committee is working on creating a database to talk about the process. It would reach pastors who may be a good fit but are not currently actively looking for a new opportunity/call. Any questions can be emailed directly to any member of the call committee.

Elections/Recognition of Board Members

Board of Directors: Three candidates are being presented as nominees for the Board of Directors, which is a three-year term. The nominees are:

- Karen Smith
- Paul Hutson
- Tonya Schram

Bob asked for any nominations from the floor. There were none.

Motion

Motion made by Ross Larson for a voice vote for all nominations and to dispense of paper ballots. Second by Deni Naumann. All in favor. Motion carried.

Motion

Motion made by nominating committee, and seconded by Deni Naumann to approve Karen Smith, Paul Hutson, and Tonya Schram to the Board of Directors for a three-year term beginning August 2024. All in favor. Motion carried.

- Nominating Committee: Motion made by Vern Andren, with a second by Dave Vogt, to approve LeAnn Seeland to the nominating committee. All in favor. Motion carried
- Foundation Board: The Board had approved Ross Lyman and Augusto Perez stepping on the Foundation Board, replacing Cathy Peercy and Andrew Seaborg. Amy Haskins will remain on the Foundation Board as well

Bob Beggs thanked Sara McCormack and Paul Bekx for their service and dedication to the board. Sarah has served 6 years on the board, was a former president, and served on the Strategic Planning Committee as well as the Transition Task Force. Paul served 3 years and was really involved in the outreach pillar of the strategic plan and Social Action Committee (SAC). Huge thanks to both for your faith-filled service.

Closing Prayer

Offered by Pr. Dara and Pr. Joe at 11:52 am

Adjournment: Motion made by Tyler Gold, second by Ross Larson to adjourn the annual meeting at 11:54 am. All in favor. Motion carried.

Closing Song

Closing song led by Jared Stellmacher.

Minutes respectfully submitted by Betsy Johnson, Board Secretary



Ross Lyman, Greg Meyer

Good Shepherd Foundation

Amy Haskins, President

President: Amy Haskins | **Vice President:** Danielle Sill | **Secretary:** Ann Schmidt |
Treasurer: Brian Barrett

Members: Pastor Craig, Vern Andren, Steve Kelley, John Burkhartzmeyer, Augusto Perez,

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 distribute 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.

Here are some of the grant recipients of the Foundation during the past year:

- Good Shepherd Food Pantry
- Allied Food Pantry
- CYF Summer Interns
- Media Intern
- Camp Scholarships
- Music Mondays
- Transportation for HS youth mission trip
- College scholarships for those attending Lutheran schools
- Final funding for labyrinth at Verona campus
- Clothes Closet
- Youth Ministry conference
- Paul Oman Ministry Event

The Foundation began a campaign for members to sign a Letter of Intent. We would like to properly thank you in advance for your planned generosity to our congregation. The letter is available at **gslcwi.com/foundation**. We are grateful to those who have come before us for their generosity, allowing these programs to grow.



Columbarium Board

Steve Frei, Chairperson

Rick Blum, Clerk | 608-640-4902, rblum@gslcwi.com

Chair: Steve Frei

Board Members: Rick Schmidt (Legal Counsel); Brenda Wilcox (Sr. Pastor Representative and Treasurer); Kay Simmons (Promotion), Paul Hutson (Board Representative); Vacant (Lead Pastor) Volunteer Gardener: Jane and Steve Carrola

The Good Shepherd Lutheran Church Columbarium, having been established in June 2015, is celebrating its 10th Anniversary in 2025.

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 in 2024 to install the next phase of 36 niches. This completed 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 2028 or 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:

- Transitioning from Brad Nelson, our prior Volunteer Gardener, to Jane and Steve Carrola. Thank you, Brad and welcome Jane and Steve!
- Installing fresh mulch each spring.
- Replacing the 10-year-old water feature and water line with a much more durable and maintainable system.

Columbarium Record for the 2024/25 Fiscal Year:

- Number of Inurnments: 1
- Number of Niche Sales: 11
- Number of Paver Sales: 0

Financial Status as of May 31, 2025:

- Perpetual Care Fund Balance: \$26,570 (Funds used for Columbarium Maintenance)
- General Operating Fund: \$21,692 (Funds to be used for Columbarium Expansion)
- Niche Engraving Fund: \$32,935 (Funds to pay for future engraving of niche fronts)
- Hard Assets: \$200,320 (Value of Existing Columbarium)

2025 ANNUAL REPORT

Little Blessings Preschool



Little Blessings Preschool Verona Campus

Linda Hayes, Director
lhayes@gslcwi.com

Hello! My name is Linda Hayes, and I am the Director of Little Blessings Preschool (LBPS) at the Verona Campus of Good Shepherd. 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. Starting in Fall 2025, I am taking my teacher hat off after 18 years in the classroom and will solely be serving as the Verona director going forward.

Our 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. We have added Hannah Falley as a new lead teacher this year to teach our Whales class. We are excited to add her to our team! Incidentally, all four of her children have attended preschool and 4K at Little Blessings. Our enrollment for the 2025-26 school year is:

- Verona 4K (T/W/Th/F): 20 students (13 enrolled through the school district and 7 private pay)
- Monday 4K: 4 students enrolled (this class usually has a few more students added after school begins)
- Whales (M/T): 12 children enrolled (12 maximum)
- Ravens (W/Th/F): 16 children enrolled (16 maximum)
- In Our Extended Day Classes (T, W, Th, 11:30-3) we currently have 8 students enrolled and we usually have more families sign up for these throughout the summer and after the school year begins. Last school year (2024-25) we started the year with 10 Extended Day students and ended the year with 15.

We have an LBPS Committee that meets quarterly to support the preschool program. The committee consists of a pastor, an administrator, the preschool directors, board & 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.

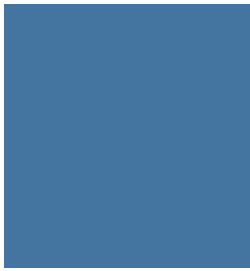
The preschool utilizes Brightwheel, a childcare software, which allows us to efficiently communicate with families and have all student information readily available. Brightwheel also allows us to centralize all billing to allow families the capability of paying tuition directly through the Brightwheel 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 three 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. Our 3K classroom had its first Pyramid Model observation this year and scored very well. One thing that was mentioned by the coach was how well our 3K teachers work together in the classroom and when working with the children. They received a 100 in that category and were told it is rare to get that score! We will continue working this year to reach fidelity in that classroom.

Each Spring, I send out a family survey to get input from families. Here are some past quotes from the 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!”

Our goal for Verona campus is to continue in our relationship with the Verona School District and our work with them in the Pyramid Model Implementation process. We will 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 Campus

Heidi Anderson, Director
handerson@gslcwi.com

Hello, Good Shepherd Lutheran Church.

Can you believe it's been another year already? This is my third year as director of Little Blessings Preschool - Madison. We have changed our hours; we are open from 7:30 a.m. to 6:00 p.m. and started an after-school program. We are hoping to continue the after-school program, but aren't sure if there is enough draw for it to be sustainable at this time.

There is some exciting news from Madison! We concluded the school year with 15 children enrolled. Our summer program has 17 children enrolled, with Thursday mornings full and Tuesday mornings not far behind!

When we compare enrollment numbers, it seems like our numbers dropped, but we have fewer children coming for more days. For example, last summer, we had an average of seven children per day. This summer, we have an average of 9 children per day. Our school year average for 2023/2024 was five children per day. The average for the school year of 2024/2025 is 7 children per day.

May God bless you.

Heidi Anderson

Little Blessings Preschool - Madison | Director

2025 ANNUAL REPORT

Budget and Financial Report

Good Shepherd Fiscal 2026 Budget

Revenue

Contributions	\$1,867,025
Other Income	\$59,500
LBPS	<u>\$314,354</u>

Total Revenue and Other Support	\$2,240,879
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Program Expenses

Salaries	\$1,380,635
Employee Benefits	\$307,095

Non-Salary Expenses

General	\$4,700
Pastoral	\$4,660
Administration	\$83,970
Inreach/Adult Ed.	\$10,955
Spec. Benev.	\$17,500
Children/Youth/Family	\$23,100
Outreach/Welcome	\$44,515
Music/Worship	\$28,050
Facilities	\$301,700
LBPS	<u>\$31,083</u>
Total Program Expenses	\$2,237,963

Surplus (Deficit) sub-total	\$2,916
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Reserve for General Use	\$-
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Surplus (Deficit) Final	<u><u>\$2,916</u></u>
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Financial Dashboard - Fiscal Year 2025

June 2025

Statement of Activity - General Fund

	Actual	Budget	Variance
Revenue	\$ 2,296,497	\$ 2,240,553	\$ 55,944
General, Admin & Program Expenses	(2,143,375)	(2,328,293)	184,918
Mortgage Principal - General Fund	(51,659)	-	(51,659)
Revenue less Expenses and Mortgage	\$ 101,463	\$ (87,739)	\$ 189,202

Cash Balances

	June 2025	June Fiscal YR 2024	YTD	Change
General Fund	\$ 339,127	\$ 496,430	\$ 78,148	
Board & Mortgage Reserve Designated Funds	235,451	36,110	(36,110)	
Donor/Grant Restricted Funds	362,559	228,816	133,743	
Capital Campaign Projects Fund	27,497	75,504	(48,007)	
Columbarium	91,840	63,195	28,645	
Total Cash & Investments	\$ 1,056,474	\$ 900,055	\$ 156,419	

Mortgage Balance

	June 2025	June Fiscal YR 2024	YTD	Change
Loan Balance Outstanding	\$ -	\$ 259,172	\$ (259,172)	

Statement of Activity - Year to Date Fiscal YR 2025

Jun-25

	Restricted Assets				Subtotal	Columbarium	Total
	General Fund	Board Designated Reserves	Donor Restricted	Capital Campaign Projects			
Revenue							
Contributions and Grants	\$2,008,117		\$476,634	\$241,052	\$ 2,725,803	\$31,535	\$ 2,757,338
LBPS Tuition and Grants	288,380				\$ 288,380		\$ 288,380
Subtotal Revenue and Other Support	2,296,497	-	476,634	241,052	3,014,183	31,535	\$ 3,045,718
Used As Donors Directed			(306,272)		\$ (306,272)		\$ (306,272)
Total Revenue and Other Support	2,296,497	-	170,362	241,052	2,707,911	31,535	\$ 2,739,446
Program Expenses:							
Generosity	3,995				3,995	6,959	10,954
Pastoral	501,585				501,585		501,585
Administration	420,074				420,074		420,074
Inreach/Adult Educ.	91,562				91,562		91,562
Spec Benev	12,500				12,500		12,500
Children/Youth/Family	117,224				117,224		117,224
Outreach/Hospitality	161,636				161,636		161,636
Music/Worship	190,614				190,614		190,614
Facilities	348,060				348,060		348,060
Mortgage Interest	4,316				4,316		4,316
LBPS	291,809				291,809		291,809
Total Program Expenses	2,143,375	-	-	-	2,143,375	6,959	2,150,334

Revenue less Expenses	153,122	-	170,362	241,052	564,536	24,576	589,112
							-
Other Activity & Unbudgeted Items							-
Changes to Accruals & Inventory	17,564				17,564	6,605	24,169
Loan proceeds (payments)					-		-
Mortgage Principal Payments	(51,659)			(207,513)	(259,172)		(259,172)
Transfer of reserves	154,275	(36,110)	(36,619)	(81,546)	-		-
Acquire fixed assets	(195,154)				(195,154)	(2,536)	(197,690)
Estate Gift Received					-		-
Cash- Beginning of Period	496,430	36,110	228,816	75,504	836,860	63,195	900,055
Cash - End of Period	\$339,127	\$235,451	\$362,559	\$27,497		\$91,840	\$ 1,056,474

Budget v Actual YTD Fiscal YR 2025

June 2025

	Actual	Fiscal YR25 Budget	Variance	Prior Year Actual	Variance
Revenue					
Contributions	\$2,008,117	\$2,038,685	\$(30,568)	\$1,746,718	\$261,399
<i>Grants for general use</i>		-	-	-	-
LBPS Tuition ⁽¹⁾	261,877	287,150	(25,273)	270,545	(8,668)
Preschool Grants	26,503	-	26,503	42,478	(15,975)
Total Revenue and Other Support	2,296,497	2,325,835	(29,338)	2,059,741	236,756
Program Expenses:					
Generosity	3,995	6,500	2,505	5,372	1,377
Pastoral	501,585	504,103	2,518	392,452	(109,133)
Administration	420,074	424,757	4,683	386,908	(33,166)
Inreach/Adult Educ.	91,562	106,065	14,503	103,422	11,860
Spec Benev	12,500	12,500	-	12,500	-
Children/Youth/Family	117,224	232,040	114,816	105,999	(11,225)
Outreach/Welcome	161,636	156,501	(5,135)	147,546	(14,090)
Music/Worship	190,614	188,364	(2,250)	176,192	(14,422)
Facilities	348,060	506,644	158,584	429,132	81,072
Mortgage Interest	4,316	7,560	3,244	20,698	16,382
LBPS (1)	291,809	273,797	(18,012)	295,700	3,891
Total Program Expenses	2,143,375	2,418,831	275,456	2,075,921	(67,454)
Mortgage Principal Payments	51,659	-	(51,659)	55,490	3,831
Surplus (Deficit)	\$101,463	\$ (92,996)	\$194,459	\$(71,670)	\$173,133

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

Good Shepherd Lutheran Church
Statement of Financial Position
June 2025

	GSLC	Columbarium	Total
ASSETS			
Cash	\$964,634	\$91	\$ 1,056,474
Inventory		414	414
Land, Building & Equipment	5,498,029	200,320	5,698,349
TOTAL ASSETS	6,462,663	292,574	6,755,237
LIABILITIES AND NET ASSETS			
Accounts Payable	32,598	3,024	35,622
Deferred Revenue	9,963	34,535	44,498
GS Foundation Loan Payable		-	-
Mortgage Payable	-		-
TOTAL LIABILITIES	42,561	37,559	80,120
NET ASSETS			
Unrestricted General Fund	296,566		532,017
Designated Funds			
Board Designated Use	235,451		0
Designated for Mortgage Reserve	(0)		(0)
Restricted			
Donor/Grant Restricted	362,559	54,695	417,254
Capital Campaign Projects	27,497		27,497
Investment in Building & Equipment, Net of Mortgage	5,498,029	200,320	5,698,349
TOTAL NET ASSETS	6,420,102	255,015	6,675,117
TOTAL LIABILITIES AND NET ASSETS	\$ 6,462,663	\$ 292,574	\$ 6,755,237

1. GSLC Deferred Revenue is unreleased State Grant funding

2025 ANNUAL REPORT

Elections

2025 ANNUAL REPORT

Board of Directors 2024-25

Officers

President
Vern Andren

Vice President
Betsy Johnson

Treasure
Tyler Gold

Secretary
Karen Smith

Board Members

Term Expires

Tyler Gold
Betsy Johnson
David Vogt

July 2025
July 2025
July 2025

Vern Andren
Liz Deterding
Deni Naumann

July 2026
July 2026
July 2026

Paul Hutson
Tonya Schram
Karen Smith

July 2027
July 2027
July 2027

Candidates for 2025-2026

Good Shepherd Board



Andy Nelson

Andy was born and raised in Stoughton, Wisconsin, and has lived in the state for most of his life. After spending some time away, he and his family moved back to Dane County, specifically Mount Horeb, in 2012. Andy is married to Rebecca (Becky) Nelson, and they have three children: Grace (19), Lily (16), and Jake (14). He works as an Enterprise Security Architect for TruStage in Madison. Additionally, he owns and operates a small native plant nursery as a side business. In his free time, Andy enjoys skiing, playing golf, traveling, spending time with family and friends, and actively working on restoring their property to native habitat. He also currently serves as president for the Mount Horeb Music Boosters organization. Andy's family joined Good Shepherd in 2012 or 2013, after exploring several other Lutheran churches in the area. All three of their children have participated in the AMPED confirmation program and continue to volunteer in the church garden. Andy and his wife, Becky, have volunteered at the church for several years, with Andy serving as an usher.



Spencer Johnson

Spencer was born on April 1, 1977, in Downers Grove, Illinois. He graduated from Middleton High School in 1995 and went on to earn a Bachelor's degree in General Business Administration from UW-Stout in Menomonie, Wisconsin, in 1999. Spencer began his career in the construction industry in Madison. His entire professional career has been in construction, and for the past twelve years, he has worked with Payne & Dolan, Inc., headquartered in Waukesha, Wisconsin, managing three commercial quarry operations in southeastern Wisconsin. Spencer met his future wife, Jenny Jagielski, while she was attending UW-Madison, and they married in Marinette, Wisconsin, in 2006. The couple has two boys, Andrew (13) and Joseph (10). Spencer also has an older brother who lives in Watertown, Wisconsin. Spencer was confirmed at Good Shepherd and has been a part of the congregation for over three decades. It has been a great journey filled with growth and change. Watching the Church navigate challenges and evolve throughout the years has been fascinating and is a testament to its strength.



Robyn Kitson

Robyn lives in Verona, less than two miles from Good Shepherd. She was baptized in the Lutheran church in Minnesota and grew up in a strong faith-based family. She met her husband of 46 years, Stan, while both attended the University of Minnesota in Minneapolis. They were married in her hometown Lutheran church. After moving to Madison, they attended a Catholic church for 38 years. However, in 2016, Robyn returned to her Lutheran roots after a pivotal moment: she was denied communion for the first time by the Catholic priest officiating her son's wedding. For a while, she and Stan attended separate churches—he at the Catholic church, and she at Bethel Lutheran in Madison. Then, in July 2022, Robyn discovered Good Shepherd in Verona. She immediately felt, and still feels, a welcoming, sincere, and true invitation there. In 2023, Stan joined her in worship again, and together, they feel at home at Good Shepherd Lutheran Church. Robyn and Stan have three grown sons, all married to wonderful women, and five grandchildren. They own an artisan fine chocolate shop in Mt. Horeb. Before that, they ran their own marketing and technology firm for over 30 years.

Candidates for 2025-2026 Nominating Committee



Jennifer Fagan

Jennifer is 70 years old and is married with three children. She has lived in Madison since 2013. Jennifer received a B.A. in Economics from the University of California - Berkeley in 1976 and attended graduate school at UW-Madison in 1977-78 working toward a PhD. in Economics. Jennifer recently retired after a 40+ year career as an economist, market researcher and evaluator in the energy industry. Jennifer's qualifications include her previous experience on the Church Council twice at Grace Lutheran Church in Cambridge where she worshipped for 20 years prior to moving to Madison in 2013. She also served in numerous volunteer roles there, particularly those working with youth. Throughout her career, Jennifer served in numerous management roles and was responsible for both staff management and project management. She has also served on multiple non-profit boards over the years, most recently for the Madison Civics Club, and previously for the Wisconsin Youth Company. Jennifer has been a member of Good Shepherd for approximately 9 years and is serving in several volunteer roles currently, including as a Stephen Minister (past 6 years), a participant in the Quilting Ministry (past 6 years) and Refugee Ministry (past 2 years), and a member of the Facilities Committee (past year). Jennifer worships regularly and has a strong faith and active faith practice.



Chris Wehnes

Chris was born and raised in Wauwatosa, WI and has lived in Wisconsin for much of his life. He moved to Madison in 2010 and has been married to his wife Sarah, for 12 years, and they have two children—Josie (10) and Tim (9). He works as a scientist at Genetic Visions in Middleton at the intersection of agriculture and molecular biology, where he thrives in collaborative environments, enjoys problem-solving, and stays even-tempered in challenging situations. In his spare time, he loves spending time with family, reading, and being outdoors—sailing, running, hiking, camping, and more. His family joined Good Shepherd in 2018, and Chris has been actively involved ever since. He serves as a Good Shepherd Food Pantry Coordinator and enjoys volunteering in multiple capacities, including as a lector, Sunday School teacher, and in the food pantry garden. They primarily attend services at the Verona Campus, where Chris continues to find ways to engage with and support the Good Shepherd community.



Robin Schmuhl

Robin Schmuhl is a lifelong member of Good Shepherd who has been engaged and committed throughout her adult life. Robin has volunteered with HS ministry for 17 years, traveling with youth all over the country, participating in fundraisers, and being the "Extra Adult" teens need in their lives each week at youth group. In addition, she sings each week at the 6 p.m. worship service and served as an AMPED guide in our confirmation program. When she's not at church Robin is a planner at Illumina biotech. She also is Jared Stellmacher's cat sitter.

Ballot for Good Shepherd Board

Vote for Three (3-year terms)

Spencer Johnson*

Robin Kitson*

Andy Nelson*

_____ (*write-in*)

Asterisk indicates a new board member.

Ballot for Good Shepherd Nominating Committee

Vote for Three

***Jennifer Fagan (3-year term)**

***Robin Schmuhl (1-year term)**

***Chris Wehnes (2-year term)**

_____ (*write-in*)

Asterisk indicates a new board member.

Ballot for Good Shepherd Columbarium Board

Vote for one

_____ **Kay Simmons (3-year term)**