



Good Shepherd
LUTHERAN CHURCH

2018

Annual Report



Good Shepherd

LUTHERAN CHURCH

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Church Staff

Chris Enstad
Sheryl Erickson
Dara Schuller-Hanson
Joe Brosious

Lead Pastor
Pastor
Pastor
Pastor

Baaske, Linda
Blum, Rick
Christensen, Stephanie
Clark, Laura
Dahl, Tracy
Enstad, Carrie
Gurske, Dan
Hoard, Judy
Holmer, Eric
Iverson, Sarah
Key, Sarah
Kohrs, Diane
Kroger, Lynne
Marshall, Beth
Maysack, Donna
Mortensen, Becca
Mueller, Jodi
Porter, Eileen
Puchner, Debbie
Rodriguez, Gus
Stellmacher, T. Jared
Stephan, Cynthia
Thomas, Rick
Wagner, Katie
Wenzel, Diane
Woods, Kathy
Zastrow, Joanne

Director of Finance
Director of Administration
Echoes of Grace Asst. Director (10:30) - Verona Campus
Youth Ministry Assistant
Echoes of Grace Director (10:30) - Verona Campus
Jubilee Singers Director - Madison Campus
Custodian
Front Office Administrative Assistant
Director of Media
Director of Spiritual Programming and Development
Student Minister
Verona Worship Administrator
Pastors' Assistant
Children's Music Supervisor - Verona Campus
Volunteer, Database and Membership Coordinator
Director of Youth Ministry
Director of Little Blessings Preschool
Carol Choir Director - Madison Campus
Parish Nurse
Custodian
Director of Music & Arts
Joyful Harmony Director (9:00) - Verona Campus
Director of Facilities
Children's Ministry Coordinator
Full Charge Bookkeeper
Nursery Coordinator
Director of Children's Ministry

Good Shepherd

LUTHERAN CHURCH

Annual Meeting Agenda

February 10, 2019 – Noon
Madison Campus Sanctuary

Call to Order	Tom Golden	Noon
Opening Prayer	Pr. Chris	
Approval of Minutes from 2018 Annual Meeting (p. 6)	Tom Golden	
2018 Highlights	Pr. Chris	12:05
Presentation and Approval of 2018 Financial Report	Tom Golden	12:07
Presentation and Approval of 2019 Budget	Tom Golden	
Elections	Tom Golden	12:15
- Board of Directors		
- Nominating Committee		
- Foundation Board		
Lead Pastor Report:	Pr. Chris	12:20
President's Report	Tom Golden	12:25
Joshua Group update:		
Overview of work done by Joshua Group/Task Forces in 2018	Rachel Breitbach	12:30
Shared Leadership Update	Brenda Wilcox	12:35
Shared Vision Update	Greg Meyer	12:43
Introduction of new Capital Campaign	Tom Golden	12:50
Recognition of outgoing board members	Tom Golden	12:55
Prayer	Pr. Chris Enstad	12:57
Adjournment		
Hymn - #840 Now Thank We All Our God"	Everyone	12:58

Good Shepherd Lutheran Church

Annual Meeting Minutes

February 4, 2018

1. Call To Order - Church Board President Tom Golden (11:50 a.m.)

2. Opening Prayer - Pastor Chris Enstad

3. Quorum - Vice President Deanne Boss and Secretary Josh Enslin confirmed at least 75 people were present at the meeting.

4. Approval of Minutes from the 2017 Annual Meeting - Motion, 2nd from the congregation - Motion Passes.

5. Stewardship Presentation: Dream, Impact, Amplify - Katie Wagner, Tyler Gold

*Good Shepherd's past and current ministries were outlined; future ideas were previewed as well.

6. Lead Pastor's Report: Past, Present, Future (Pastor Chris Enstad)

*Joshua - the story of Jericho was reviewed as it relates to our story at Good Shepherd.

*The Joshua Group will assist us with a strategic plan and provide tools for us to use to help provide a shared vision and mission. We also will receive guidance with how to fund our ministries.

*There is new development close to our church - how can we be ready to welcome them into our family.

*In a divided world, we need to show a reconciled congregation.

*Thank you goes out to the treasurer, the church staff, pastors, and church members.

7. Church Board President's Report (Tom Golden)

*2017 - Past: What type of impact has Good Shepherd made in 2017?

*Background: there was a deficit budget, a new senior pastor, and staff changes.

*12 committees were formed with 120 total members (summarized in the Annual Report).

*Our financial condition has strengthened, our staff is strong, and ministries continue to grow.

*We still need to improve the database to get accurate member counts, but we should continue to focus on positive ministry work.

8. Presentation: Good Shepherd's impact - Kelly Knueve

9. Presentation and Approval of 2017 Financial Report - Treasurer Linda Zimdars

*Thank you and acknowledgment: to the dedicated people who count the offering money, to the church staff, and to the finance committee.

*Linda summarized the 2016 Wegner account review. There will be changes that will show various programs included on one statement. The statements will also include designated/temporarily restricted funds.

*2017 Financial Overview:

-Total Revenues minus temporarily restricted funds - \$2,397,502

-Total Expenses minus temporarily restricted expenses - \$2,043,001

-Total Unrestricted Surplus - \$108,480

-Mission in Motion Surplus - \$246,042

-Capital Expenditures - \$352,937

9. (cont'd)

*2017 Operating Results:

- Income that was received was higher than anticipated through pledge cards and seasonal giving projections that exceeded the budget.
- Expenses were less than expected with savings in salaries, benefits, and insurance.
- Music/Worship expenses were higher in 2017 due to the purchase of hymnals.
- Youth Ministry/Confirmation income and expenses showed an increase due to the change in accounting procedures for restricted funds.
- A large principal reduction of \$50,000 to mortgage principal balance was made in November.
- The church mortgage balance was reduced from \$3,602,919 to \$3,419,312, making a \$183,607 principal reduction.
- Parking lots at both campuses were repaved and repaired in 2017 for \$60,000, which was paid from the 2016 sale of the Verona land to the City of Verona.
- A mortgage payment reserve certificate of deposit was established for six months of principal and interest payments on the mortgage, totaling \$137,000.
- An additional operating reserve certificate of deposit was established for \$100,000.

*Motion to accept the 2017 financial report and 2nd from the congregation - Motion Passes.

10. Columbarium Report - Steve Frei

*Dedicated three years ago.

*Columbarium update - The board met three times in 2017 with the focus on monitoring columbarium records, finances, promotion, maintenance, updating our policies and regulations, and strategically considering the long term needs of the columbarium.

*Phase 2 update: landscaping enhancement in 2018. Question from congregation: Why are there two price points? Steve Frei: The upper rows sell easier.

*The Columbarium Board was highlighted.

11. What type of impact does Good Shepherd hope to make in 2018 - Eric Holmer

-Director of Media: helping to tell Good Shepherd's story.

Systemize:

- *Website update (re-launch).
- *Build a video production team and strategy.
- *Develop and design/style guide that informs brand and collateral (with one voice).

Clarify:

- *Design and develop digital, print, and environmental resources.
- *Build tools to better connect our congregation.
- *Establish channels for our stories to be shared.

Amplify:

- *Use current tools, build teams of volunteers (communication), grow the family by telling our story.

12. Presentation and Approval of 2018 Financial Report - Linda Zimdars

*The 2018 Budget was reviewed by Linda

- Revenue: \$2,386,756
- Expenses: \$2,316,969
- Expected surplus: \$69,787
- Total income is projected to remain flat.
- Total operational expenses are projected to increase 13% over 2017 actual expenses.
- Planned capital improvements of \$350,000 are anticipated in 2018.

12. (cont'd)

Questions from the congregation:

*Will we ever increase the number we give to the synod given the strength of our current budget? Pastor Chris Enstad - Yes, it is our goal to increase that amount and to recognize the importance of the ELCA to our church.

*What are the capitol expenses in the budget? Linda Zimdars - Madison campus bathrooms, replacement of carpets, mortgage payments, Verona campus sign.

*How can we be debt free sooner than we think based on the current numbers? Tom Golden - This will be the challenge to the congregation; The Joshua Group will assist us with this goal.

*What is the Joshua Group? Tom Golden - This will be covered next in the agenda.

Motion to approve the 2018 budget and 2nd from the congregation - Motion Passes.

13. What type of impact can Good Shepherd make in the future - The Joshua Group

*They will help us to expand the capacity for mission in our congregation.

*Video shown from The Joshua Group (Kristin Wiersma)

14. Elections

*Board of Directors - Kimberly King (incumbent), Andrew Seaborg, Stephanie Barth

*Nominating Committee - Kim Pederson

*Foundation Board - Brenda Wilcox, Nathan Brinkman, Dean Nelson

No nominations from the floor

Motion to waive using paper ballots and 2nd from the congregation - Motion Passes.

Motions to approve the above nominees and 2nds from the congregation - Motions Pass.

15. Recognition of outgoing board members - Rick Blum, Jessica McCarty

16. Closing Prayer - Pastor Chris Enstad

17. Adjournment - President Tom Golden (1:05 p.m.)

*Motion to adjourn the Annual Meeting and 2nd from the congregation - Motion Passes.

Good Shepherd's Vision: Reflecting the love of Jesus to transform lives and create disciples.

Good Shepherd's Mission: We invite and welcome all people to worship God, grow in faith through the Holy Spirit, and serve others in Jesus' name.

Submitted by Secretary Josh Enslin

Board of Directors 2018-19

Officers

President

Tom Golden

Vice President

Deanne Boss

Treasurer

Linda Zimdars

Secretary

Josh Enslin

Board Members

Term Expires

Deanne Boss
Linda Zimdars
Josh Enslin

January 2019
January 2019
January 2019

Gerald Born
Tom Golden
Ellen Franzone

January 2020
January 2020
January 2020

Kimberly King
Stephanie Barth
Andrew Seaborg

January 2021
January 2021
January 2021

Candidates for Board of Directors



Wade Huseth NEW

Wade Huseth is a Verona native having grown up there and graduated from Verona High School prior to earning his accounting degree from the University of Wisconsin - Whitewater. He and his wife Amy have three children: Jamison (19), Katie (18) and Julia (14), all of whom have attended Sunday Church School and AMPED at Good Shepherd.

Wade and Amy have both been AMPED small group leaders and Wade is currently completing the 8th-grade year with Julia's small group on Wednesday evenings. They have also assisted with youth retreats. Wade is a member of the Friday Morning Men's group. Wade works as a certified public accountant at Baker Tilly, leading teams on client engagements and has served on various organization's boards during his career.



Sara McCormack NEW

Sara is a native of Fort Wayne and Lake Gage, Indiana, and a graduate of Ball State University. She spent her career in advertising and marketing, working at The Bank of Middleton and Waldbillig & Besteman Advertising. She spent 27 years of her career as a sales manager at WMTV and its sister stations as a sales manager, retiring in 2017. She was involved with Madison Advertising Federation and served on its board for six years, then served on the 8th district board for another three.

Sara has been a member at Good Shepherd since 1985. She served on the board and executive committee from 2008-2013, and is currently on the Shared Leadership task force. She spent 10 years as a Stephen Minister, and was once president of the Women of Good Shepherd. For Team World Vision, she walked in the Madison Marathon in 2016 and 2018 to raise money for clean water in Africa, and also assisted with the Truck Experience. She has been active in God's Hands & Feet, which conducted a women's retreat at Pine Ridge, provides the Meadowood snack bags and the Shoebox ministry. She also volunteers with Loaves & Fishes, home communions, Verona worship assistant, and is active in the Live @ 7:45 small group.

In retirement, Sara is currently working on perfecting her third shot drop in pickleball and spending more time with family and friends. She is on the board of her condo development and is now contemplating her next travel adventure.



Robert Beggs NEW

Robert Beggs is a Global Equity Portfolio Manager at the State of Wisconsin Investment Board. He has an undergraduate degree in Accounting, a Master's Degree in Business Administration, and is a Certified Public Accountant and a Chartered Financial Analyst.

He is married to Ronda and they have three children: Allison (15), Amanda (13), and Ava (11). He has been a member of Good Shepherd for less than 2 years and, as a result, his involvement in Good Shepherd ministries has been limited thus far. At his prior church home, he spent 6 years on Church Council, including 3 years as Council President. In addition, he served on the Finance, Capital Campaign, and Endowment committees.

Candidate for Nominating Committee

Mike Harper NEW

Mike joined Good Shepherd in September 1990 with his wife Dawn when she was pregnant with their third child Ariel. She, along with her siblings, Andrew and Alexa, were all confirmed at Good Shepherd. Andrew 33, lives in Rockford with his wife Bre and have a nine-month-old daughter. Alexa, 29, now lives in Sun Prairie with her four children who have attended services, Church School and sang in the Children's Choir at Good Shepherd, Madison. Ariel, her husband Michael Andrews, her daughter and their son born this past December, live in Lodi, WI. They have been blessed to have five of our grandchildren baptized here at Good Shepherd.

In July 2014, he retired from working as a US Probation Officer and Pretrial Service Officer for U.S. District Court for Western Wisconsin, in Eau Claire and Madison after 25 years of Service. Dawn currently works at Costco in their Marketing Department. Previously she was employed for almost 20 years at American Girl in the Customer Service Department.

Mike and Dawn have been active at Good Shepherd. Dawn enjoys the choir, and when their children were school age, they were involved in Church School, confirmation, and the former LOGOS Midweek Children's program. They also continue to serve as communion assistants and as ushers. Currently, Mike is involved in Drama Ministry and Stephen Ministry. He is also serving on the Worship and Music Arts Committee and Shared Leadership Task Force. He is looking forward to serving Good Shepherd as a member of the nominating committee.

Candidates for Foundation Board

Jim Wiederhoeft NEW

Jim and his wife, Phyllis, have been members of Good Shepherd since 1990. Their two daughters are Rachel, who lives in Los Angeles, and Laura, who lives in Durham, North Carolina. Jim grew up in northern Wisconsin and completed his undergraduate studies at Luther College in Decorah, Iowa. He then obtained his law degree from the University of Wisconsin law school. He practiced law for almost forty years in Madison and has now been retired for nearly two years. During his time as a Good Shepherd member, Jim has participated in a variety of congregational activities, including serving as church council president. He currently enjoys being a member of the Good Shepherd choir and the Good Shepherd ukulele group. He also is a food pantry volunteer. Jim also participates in a variety of community activities through his membership in the West Madison Kiwanis. He fills out his time by playing with his antique cars and closely following the Badgers, Brewers and Packers. He is looking forward to serving on the foundation board.

Jim Edgerly INCUMBENT

Jim and his wife Sandy became members of Good Shepherd in 1985. They have two sons and two grandsons. Jim has been an active member of Good Shepherd for many years, including being a members of a call committee, building and grounds committee, leadership committee and worship volunteer. Jim is currently Treasurer of the Good Shepherd Foundation. He is active with Lutheran Men in Mission and enjoys men's bible study on Monday and Friday mornings. Now retired, his field of work was a controller in the manufacturing industry. He was past board member and President of The Institute of Management Accountants. He enjoys golfing, biking and walking and loves the Badgers and Packers.

Kay Simmons INCUMBENT

Kay Simmons and her husband, Greg, have been members of Good Shepherd since 1987 and 1996, respectively. Together they have six adult children, three who live in Madison and three in Phoenix, giving them the perfect excuse to visit the warmer weather every winter. They have participated in many Good Shepherd activities throughout the years and have served as greeters, lectors, and communion assistants and volunteered at the food pantry and clothes closet. Kay served on the church council, taught church school, worked with a pre-school choir and sings in the Good Shepherd Choir. She is currently on the Good Shepherd Foundation Board and its development committee. She is also a member of the Good Shepherd Communications Committee. Kay worked as the vice president of communications for a local health care consulting firm for nearly 24 years. Since leaving that position in 2012, she has done communications consulting and writing for local organizations. She is active with the Madison Knitters Guild, serving on its community projects and newsletter committees, and is a board member for the Center for Knit and Crochet. Kay is also an active volunteer with The Road Home-Dane County. In her free time she enjoys knitting, walking, biking, yoga, travel, and reading.

Parochial Report

Good Shepherd Lutheran Church

December 31, 2018

Membership Changes

	<u>Baptized</u>	<u>Confirmed</u>
Estimated Membership at end of 2017	3899	2603
<u>Members Received During 2018</u>		
By Baptism: Children	40	0
By Baptism: Adults	0	0
By Affirmed Faith	1	0
By Transfer	75	27
By Adult Confirmation	0	0
By Non-Member Confirmed	<u>0</u>	<u>0</u>
Total Members Received	116	27
Baptized Members Confirmed		<u>56</u>
Subtotal	4015	2686
<u>Members Removed During 2018</u>		
By Death	18	18
By Transfer	65	65
Members Removed	(83)	(83)
Statistical Adjustment	<u>3942</u>	<u>2603</u>
Change due to change in database	(144)	(273)
Membership as of 12/31/18	3798	2330
Average Worship Attendance - 726		

Ministerial Acts Performed by the Pastors During 2018

Baptisms: 40
 Confirmations: 56
 Funerals and Memorial Services: 18
 Weddings: 5



Letter from ELCA

Bishop Elizabeth A. Eaton

Dear siblings in Christ,

As members of the Evangelical Lutheran Church in America, we are freed by grace to live faithfully, witness boldly and serve joyfully. As communities of Jesus that nurture life changing relationships with God, one another and the world, we are confident about who we are in Christ and what God is calling us to do. Whether worshiping wherever two or more are gathered, engaging in lively conversations about faith, or rolling up our sleeves and getting to work, we strive to share God's grace and love in Christ for all people and creation. This reflects the vitality we find in Jesus Christ, our own spiritual life and our desire to participate in what God is doing today.

Within each community of Jesus there are leaders who strive to model an attitude of servanthood, trustworthiness, humility, patience and listening first while striving to work with others in healthy ways. These leaders teach all ages, motivate believers, build consensus, share a vision, discern direction and facilitate action. Their attention is focused on growing disciples who are sent into their daily life to love and serve others as friends, neighbors, parents, citizens and workers. Together we recognize the importance of growing disciples and multiplying leaders who serve inside your congregation and beyond your walls.

As our congregations plan their work for the coming year and how to use the resources God has entrusted to them, I invite you all to think about the relationships that bring you vitality and the leaders you nurture for God's mission in the world. While you make many decisions, remember you are not alone. We are all partners in sharing the gospel. Together, by God's grace, we can do what God is calling us to do. May you go forth to do justice, love kindness and walk humbly with God.

Serving together in Christ's name,

The Rev. Elizabeth A. Eaton
Presiding Bishop Evangelical Lutheran Church in America

Letter from the President

Tom Golden

¹⁵ Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful. ¹⁶ Let the message of Christ dwell among you richly as you teach and admonish one another with all wisdom through psalms, hymns, and songs from the Spirit, singing to God with gratitude in your hearts. ¹⁷ And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him.

Colossians 3:15-17

My siblings in Christ,

I am sure you don't recall, but the above bible verse is the exact same verse that I used last year in this letter. It captures two themes for me – gratitude and generosity. I am grateful to be walking with each of you at this time and in this place. And, I appreciate your generosity of time, talent, and treasure.

We are blessed. There is so much good work going on at Good Shepherd Lutheran Church that it is impossible to summarize. I will touch on a few areas, with apologies to all not mentioned here –

- Two task forces formed from your work with the Joshua Group to guide us to the future. These are the Shared Vision and Shared Leadership Task Forces. You will receive updates from leaders of these two task forces during our Annual Meeting.
- The Reconciling in Christ Task Force has taken up how we welcome all to Good Shepherd. Thank you to this team for their leadership.
- Last year we “got the band back together” and brought back committees. While we are still figuring out how all of the pieces fit together, much good work has been accomplished, and committee members are standing up and leading with distinction.
- Good Shepherd has been blessed with caring, committed, and engaged Pastors who have ministered to our congregation. Our Pastors' desire to serve us, and our community, humbles me.
- Our staff continues to do great work in service to our congregation. They are often in the background, but always working to support us as we worship, grow and serve.
- Thank you to the Boards of Directors of Good Shepherd, and the Good Shepherd Foundation. Your tireless service reflects your commitment to serving God's people. I am honored to serve alongside such committed and talented believers.

Your Board of Directors believes that we must undertake a capital campaign to drastically reduce our debt. At year-end 2018, this debt stands at \$3.28 million and requires debt service in the amount of \$275,000 per year. What ministries could be performed if we were unencumbered by this debt? The time has come to make debt reduction a priority.

This is a church of us. We are the people. Thank you for allowing me to serve you.

God's Peace,
Tom Golden
President and Member
Good Shepherd Lutheran Church

Lead Pastor's Annual Report

Pastor Chris Enstad

Call to me and I will answer you, and will tell you great and hidden things that you do not know. Jeremiah 33:3

Good Shepherd Lutheran Church is a community of believers that exists by the call of the Holy Spirit to reflect the love of Jesus to transform lives and create disciples.

As a community of faithful followers of Christ, we have found ourselves ever more at prayer and discernment over this past year. I am ever-grateful for the hard work of our Shared Leadership and Shared Vision Task Forces. They have gathered every other week since August to call on God and listen to each other. They will humbly offer to you their work for feedback, adjustment and further prayer before submitting it to be adopted by the people of Good Shepherd this year.

As we have gone through this process I have been amazed by the unity displayed even in the midst of disagreements, the dedication to the future of our church, and the alignment between vision, mission, and structure that is evident in the results presented at this annual meeting. Please join me in thanking the Task Force chairs Brenda Wilcox, Greg Meyer, and Rachel Breitbach. I am also thankful for all of the survey and interview responses and further conversations that continue to inform this work. Thank you also to the Good Shepherd Foundation for helping to underwrite this work and to Kristin Wiersma and The Joshua Group for their guidance and expertise.

I lift up the work of our committees and task forces to you for your prayers and gratitude. The amazing work that has happened within these groups is evident all around our church campuses and our community. As our vision and mission become clear, and our leadership structure is further fleshed out we will become even better at the work to which God has called us! Thank you to all of our committee members for your dedication to this mission of Good Shepherd!

I am particularly excited about the improvements in the areas of communication and publicity. Eric Holmer and the Communications Committee have done fantastic work in re-designing our church newsletter, revamping our weekly e-news and building out Good Shepherd's social media and digital presence. Our 2018 Advent podcast was a phenomenal example of several areas of our church life coming together to create something special and transformational.

Thank you to our Church Board. Good Shepherd is led by a volunteer group of amazing and faithful disciples of Jesus Christ. Deanne Boss, Linda Zimdars and Josh Enslin all served as officers and are retiring at today's meeting. Their dedication to sound stewardship, communication, and follow-through helped lead GSLC through some major transitions to where we stand today. Also, please join me in thanking Tom Golden for two years of steady leadership as our Church President. Change in any organization is challenging, especially when it is your own church spread over two campuses with dozens of employees and hundreds of programs all demanding attention and care. Tom treated his work here as a second full-time job and I owe him a debt of gratitude and love for his care for me and our church. Thank you!

Our church staff and pastors form the best team I have ever had the honor to work alongside in ministry. Through both regular and unexpected challenges, the Good Shepherd staff remains focused on Jesus Christ and providing a place of welcome and transformation to all who walk through our doors. Thank you.

I am grateful for you, the people of Good Shepherd, for your generosity, prayerful support and faithfulness to the mission of Jesus Christ to which we have all been called and commissioned. The challenges that lie ahead of us are challenges that God has uniquely equipped us to accomplish and I am excited to walk with you in the year to come.

Soli Deo Gloria!

Pastor Chris Enstad
Lead Pastor

Pastor's Annual Report

Pastor Sheryl Erickson

"I pray that, according to the riches of his glory, he (God, the Father) may grant that you may be strengthened in your inner being with power through his Spirit, and that Christ may dwell in your hearts through faith, as you are being rooted and grounded in love. I pray that you may have the power to comprehend, with all the saints, what is the breadth and length and height and depth and to know the love of Christ that surpasses knowledge, so that you may be filled with all the fullness of God. – Ephesians 3:16-19

Rooted and grounded in love with Christ dwelling in our hearts. As the body of Christ, this is our foundation as the faith community of Good Shepherd Church. Personally, I do my best in Christian ministry when I regularly remember that I'm grounded in Christ's love which dwells in my heart and yours.

As your part-time pastor, I continue to participate to the fullest in the pastoral duties to which I've been called. I generally preach twice a month, lead worship weekly, serve in regular rotation of pastor teaching AMPED (confirmation), and participate in leadership meetings of pastors and staff.

This past year, we've solidified the format for baptismal classes, where I rotate pastoral leadership with Pastor Dara to co-teach with Katie Wagner (Children's Ministry). I've been working with Pastor Joe, Pastor Dara and Donna Maysack (Coordinator for Volunteers, Membership & Database) to reconfigure New Member Dinners, which welcome new people more deeply into the life of our congregation. I've presided at many funerals and several weddings. The numbers of people touched by these ministries are listed in the Parochial Report page of this Annual Report. Those numbers are a snapshot of lives touched through pastoral presence in these life moments.

Along with the enormous help of Pr. Joe and Diane Kohrs (Music Ministry), I was able to coordinate our 22nd Annual Community Thanksgiving Meal, which set a record of 478 people served. I also helped coordinate our Giving Tree program, which provided 210 Christmas gifts to children in Early Childhood Development in Dane County.

I'm so thankful to work alongside Parish Nurse Deb Puchner and Pastors' Assistant Lynne Kroger as I coordinate pastoral care in our congregation. The Inreach/Congregational Care Committee has completed its first full year together, stepping into their role to provide additional insight to ways we care for each other as a congregation. Please look at their report under the Committees section of this Annual Report, along with additional metrics at the end of the report, for new initiatives that will give you an idea of the number of people to whom we provide additional spiritual care in our church family. I've also begun some minimal work on removing names from our church's database of people who have not been active in our congregation for years.

Stephen Ministry has had an active year. We'll be commissioning a new class of 9 Stephen Ministers this March who have completed 6 months of intensive training. They will join the rest of our St Ministry team. Thanks to St Ministry Leaders Allan Tereba, Gary & Sue Lewis, Karna Bouquet, and Marilyn Sharrow for their dedication in teaching this class and directing our monthly supervision sessions.

I continue to meet with a small but faithful group in our Creation Keepers Task Force. The work of this group was formalized by our church board this year. We successfully hosted a large field trip for a blue moon walk at UW Arboretum last January with an intergenerational attendance of 50 people. We raised Monarch Butterflies in the lobbies of both church campuses. A compost team was formed to transport organic waste from our Food Pantry and Church Garden to outdoor bins at Verona Campus to create fresh compost for our Garden. We offered a popular Blessing of the Animals outdoor worship early this fall and a creation-themed Sunday morning worship in the spring. We already have another moonlit walk planned for this February. Thanks to Tim and Diane Hughes for faithfully writing an article on Creation Keeping for our church newsletter each month.

2019 holds continued work in all the ministry areas I've listed above. It's a privilege to partner with you in Jesus' name!

In God's Grace,
Pastor Sheryl

Pastor's Annual Report

Pastor Dara Schuller-Hanson

"For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ." – 1 Corinthians 12:12

The Body of Christ is alive and at work at Good Shepherd! This past year has been a year of blessings for me as I see the Body of Christ and many members of it at work around our church. This past year for me has been a full one of regular pastoral duties and seeing new projects come to life. What a joy it is to see the body of Christ at work in so many ways at our church.

In addition to preaching and leading worship, I had a variety of teaching opportunities this past year. They include co-leading Witnessing Whiteness about the need to talk about race (with 15 participants), starting a new study for women called Wine and Word at 4 Sisters Winebar in Verona (which is a group of ~12 women and is still meeting every Tuesday evening at 7 p.m.), I continued teaching Confirmation along with our whole pastoral team and I led a study called Wide Welcome (with ~30 attending) where we explored what the Bible says about hospitality and welcome for all people as a part of our Reconciling in Christ (RIC) Task Force.

As a part of the RIC Task force, I am hoping through more educational opportunities at Good Shepherd to continue to talk more about what it means to be a welcoming church and more specifically, what does it mean to welcome our LGBTQ+ members and neighbors. And as a part of the Adult Faith Formation Committee, chaired by Becky Baumbach, we hope to continue to bring new and creative faith building opportunities to our church. While we have hosted Bible studies, we are also thinking about how to support and grow our small group ministry and how to create space for new spiritual growth opportunities.

Our Women's Ministry hosted several events this year, including a women's retreat at Bethel Horizons Camp in Dodgeville (with 13 attendees) and our annual Advent by Candlelight event (with 140 women worshipping together). Thanks to the Women's Ministry team for helping to dream and organize more ways for women to be connected to one another and God!

2018 also marked the first growing season of our Good Shepherd Food Pantry Garden. We delivered over 1500 lbs. of produce to our Good Shepherd Food Pantry. Alongside our small garden team (*Max Seeland, Julie Johnson, Michael Tollefson, Roger Cohee and the Hanson family*) we also had over 150 volunteers of all ages give at least 1 hour of their time to helping weed, water, tend, compost and harvest in the garden. This coming spring we are excited about putting up a new garden shed for our equipment! Thank you to all who donated time, supplies and money to help our garden grow!

As a part of the Verona Campus Renewal efforts, we had a group from Good Shepherd walk in the Hometown Days parade along with our Holy CoW food truck and hand out ~1500 bottles of water with an invitation to come to our church. As I look into 2019, I am hoping to keep exploring ways to connect with the Verona community through service and connections with other churches near us.

I am so blessed to be one among many members of the Body of Christ ministering together with you!

Peace,

Pastor Dara

Pastor's Annual Report

Pastor Joe Brosious

"The hopes and fears of all the years are met in thee tonight." O Little Town of Bethlehem

These are the final words to the first verse of a beloved carol we sing each year at Christmas. This year it reminded me of how as God's children we lay everything at the foot of our Saviors cross. All the good and bad, our success and failure, faith and doubt, hope and fear. The hopes and fears of both the year that was and the one to come.

2018 was a launchpad for what mission and ministry will look like in the future at Good Shepherd. The Outreach Committee (OC) began meeting in January and is co-chaired by Becky Baumbach and Susi Petta. The OC spent the year diving into what mission and ministry mean at Good Shepherd and is currently going through the process of evaluating the health and vitality of each ministry team. Thank you to everyone who stepped up to help lead and share their voice in this process.

The foundation of outreach ministries at Good Shepherd is the strength of our lay leadership. The Food Pantry, Children's Clothing Closet, our Adopt-A-School partnership with Orchard Ridge, Team World Vision (TWV) and Feed My Starving Children (FMSC) ministries all benefit from dedicated and compassionate leaders who feel called by the Spirit to live out their faith in daily life through their work.

As I begin my fourth year of ministry alongside you all and during our work with the Joshua group, I find hope in the fact our ministry teams are being led by groups that are still allowing themselves to dream.

Dreams have led our Food Pantry to consider what it might look like to expand operations in a variety of ways. Dreams have led our FMSC team to double the size of our mobile pack this February. Dreams are drawing churches and people into our Team World Vision ministry to bring clean water to the world. Dreams that became a reality as we began a new Food Pantry program through our Adopt-A-School ministry to serve some of the families in desperate need at Orchard Ridge Elementary.

I find hope in the relationships that continue to grow in our communities. I find hope in meaningful work with the Meadowood Health Partnership, that accomplished over 400 individual patient visits this year. I find hope in important work with the Mellowood Foundation that is making a difference in the lives of kids in our neighborhood. I find hope in collaborative work with Joining Forces for Families, Sub-Zero/Wolf, local school social workers and our brothers and sisters at Orchard Ridge United Church of Christ and St. Maria Goretti. Also, I see hope in new relationships being formed in Verona, led by the Verona Renewal Team, with Verona schools and the Badger Prairie Needs Network, looking at how we as a church community can come alongside organizations that share our values and do work that aligns with our mission and vision.

I find hope in our ability to reach the unchurched masses in Madison through the Holy CoW food cart ministry. We are finishing modifications to the kitchen at the Madison campus for required Health Department and other certifications. This Summer the Holy CoW will be up and running as our third campus, a church on wheels bringing a hot meal, warm hug and good Word to people throughout Madison and Verona and beyond.

My prayer for the year ahead is that we all might grow in faith and trust of our God and one another.

Grace and Peace to you in the year ahead,

Pastor Joe

Pastors' Assistant Report

Lynne Kroger

"Let love be genuine; hate what is evil, hold fast to what is good; love one another with mutual affection; outdo one another in showing honor. Do not lag in zeal, be ardent in spirit, serve the Lord. Rejoice in hope, be patient in suffering, preserve in prayer." Romans 12:9-12

I am so thankful for all the love shown me throughout my ministry at Good Shepherd. Thank you to the awesome staff, committee members and members and guests I come in contact with every day.

During 2018 I worked with PrimeTimers, OWLLS, Grief Classes, Worship Assistants, Prayer Chain, home communions, highway clean-up, Oakwood volunteers, Sunday Office Volunteers, coordinating weddings, funerals/memorial services, committees, etc.

As I journey in my final months before full retirement, I ask you to continue your support of Good Shepherd Lutheran Church Congregation in worship and ministry.

Facilities Report

Rick Thomas, Director of Facilities

2018 was a very busy year for the Good Shepherd property committee. Early in the year we converted the parking lot lights at the Verona campus to LED. The added light and energy savings were much appreciated.

In March we remodeled the upstairs bathrooms at the Madison campus. The hallway bathrooms were completely remodeled, and the lobby bathrooms received new countertops and fixtures. The updated bathrooms look amazing. In late spring we painted the parking lot poles at Verona, which was long overdue. In August and September, we put new carpeting in the lobby and Peterson Hall at the Madison campus. Painting and wallpapering were also completed to give us an updated look for the future. Finally, in December we replaced the road sign at Verona which was dated and hard to read.

2019 looks to be a year of fewer projects, but continued maintenance will be a point of emphasis. The sign at Verona should see more improvements as new designs are made and the necessary permits are completed. Thank you for the continued support of our beautiful properties.

Children's Ministry Report

Joanne Zastrow, Director

"For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body and each member belongs to others."

Romans 12:4

Children's ministry continues to focus on an intentional deepening of relationships:

- Deepen each child's individual relationship with Christ – understanding they are a loved child of God.
- Deepen children's relationships with each other – within our church community.
- Deepen relationships with the larger body of Christ – as Christian brothers and sisters.

This relationship building happens both through structured learning, as well as goofy playing and messy crafts.

Church School: For the 2018-19 church school year, curriculum shifted for the 3rd, 4th & 5th-grade students. Benefits of our revised curriculum include: all families learning the same messages/bible readings on a Sunday (preschool students -adult); opportunities for service-oriented learning (both hands-on service projects and learning how members of Good Shepherd serve others); in-depth workshops on various topics (Old Testament, New Testament and the Lord's Prayer) to help prepare students for middle school confirmation ministry.

Attendance for the 2018-19 church school year as of December 2018: 235 children registered for church school; average weekly attendance is 117 kids. There are 120 youth and adults who volunteer within church school.

Summer Camp: For the summer of 2018, we continued our summer day camp offerings of morning VBS, Faith & Fitness camp and Camp Create It. New this year we offered an evening VBS with dinner. 136 children attended summer day camps at Good Shepherd (51% were not Good Shepherd members).

Baptism & First Communion: Group baptism classes are held quarterly; 40 people were welcomed into the Lord's family through Holy baptism. 51 children in Kindergarten – 7th grade received First Communion.

Learning through Music: Children continued praising the Lord through the expression of music. Church school teachers were given additional tools for incorporating music into the classrooms; music was incorporated into children's messages throughout the year, and children continued musically leading worship at various times throughout the year. 60 children are enrolled in various children and youth music programs offered at Good Shepherd.

Children's Offerings: Total children's ministry offerings for 2018 were \$3,069.42. The offerings support both local and global organizations to help support our message of caring for Christ's family. Good Shepherd received \$570.40; Clothes Closet received \$761.87; Feed My Starving Children received \$1,737.12

Little Blessings Pre-School Report

Jodi Mueller, Director

Little Blessings Preschool opened at the Madison Campus in 1999. Since that time the Madison classroom has expanded and been remodeled and we have added a second location at the Verona Campus. Both locations serve several school districts. Our partnership with the Verona School District enables us to offer a Pre K classroom at the Verona Campus.

Our philosophy is based on the premise that **children learn through play in a warm and loving Christian atmosphere**. Attention is given to the child's total development with emphasis placed upon developing the child's self-concept and social skills. We use Creative Curriculum and Handwriting Without Tears models as part of our theme based curriculum.

Little Blessings Preschool is licensed by the Wisconsin Department of Children and Families. Our license allows us to enroll children aged 2 ½ - 5 years. We have received perfect marks during our inspections for the past several years!

We are blessed with experienced and caring teachers. Linda Hayes and Kelli Madden are teachers at the Verona Campus and Dana Lucash, Holly Gray and I teach at the Madison Campus. At our Verona location Janelle Heller is the Pre K teacher and Sherryl Hake and Kari Poppen are the assistant Pre K teachers. Beth Marshall teaches Musikgarten to all of our preschool classes. We are fortunate to have a very low staff turnover rate to maintain consistency year after year.

Lunch Bunch is offered at both locations two days a week. Our Spanish and Yoga classes have been very popular with families. We offer an extended day class at the Verona Campus to give families more flexibility with scheduling and to provide the children with a full day experience. This option allows the Pre K children to participate in our Christian programming.

In 2019 we will again partner with the Verona School District to offer Pre K. The children who enroll in our preschool at age three receive priority placement in our Pre K class when they are four years old.

I am very thankful for the Little Blessings families who entrust us with the care and education of their children. I am also thankful for the support of our generous congregation, the Church Board and the Good Shepherd staff.

Jodi Mueller
Preschool Director

Music and Arts Ministry

T. Jared Stellmacher, Director

Praise be to God for another fruitful year of ministry! It has been amazing to see how God has been working throughout the past year through our worship and musical life. Uplifting and spirit-filled music was offered in praise led by our talented music staff and the 100+ dedicated music volunteers of all ages.

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

Across two campuses, Good Shepherd has fifteen widely varied music ensembles of all ages that meet regularly for all to use their God given talents in joyful praise. Each adds a special element in worship at least once a month while growing continually in faith and musicality. Did you know that between our six children's and youth music ensembles, we have over 60 kids involved in our music ministry? Did you know that the Good Shepherd Choir at the Madison Campus has close to 40 singers! We have three dedicated worship bands at the Verona Campus leading us in engaging worship each week. We are blessed, and I am very grateful for the many volunteers who each give hours upon hours of their time to our Worship and Music Ministry! From singing in the choir or a band, to playing handbells, guitar, flute, piano, ukuleles or drums, to acting in our Drama Ministry; there is a place for "everyone!"

The Worship, Music & Arts Committee has been busy developing and implementing elements for engaging worship each week. One of many highlights this year includes artistic worship enhancement. We entered the wilderness during Lent with bare trees and branches throughout our worship spaces, over 300 butterflies took flight at the Verona Campus on Easter Sunday, and the saints on earth and in heaven adorned the cross on All Saints' Sunday. Additionally, many exciting musical services took place this year. During Lent, the Drama Ministry presented two captivating vignettes, *The Birdcage* and *The Easter Carol*, and the Good Shepherd Choir underscored Jesus' walk to the cross by presenting *Return to Me*: a choral Tenebrae service based on the Stations of the Cross. We rejoiced in the creation of the world on Earth Day Sunday worship, we blessed the animals we love on the feast day of St. Francis of Assisi, and we mourned with those caught in the face of violence in a contemplative Service of Prayer and Lament. We launched two sermon series about being *Strong and Courageous: Living Your Faith Wherever You Are* and being reminded that we are *No Longer Strangers: The Keys of Living as a Community of Faith*. We all find a common purpose in our worship. We are members of a community: called to know each other, and to accept each other, and to welcome all.

We welcomed many music groups to our worship services and concert series like the *Faithful Men* from Immanuel Lutheran Church of Watertown, to the return of the *Chicago Gargoyle Brass and Organ Ensemble* on Reformation Sunday, to hosting the 75 member *Augustana College Symphony Orchestra*, to nationally renowned singer-songwriter, Tony Memmel, to our annual Christmas Concert featuring former Director of Worship & Music, Ben Johnson-Urey and the Madison Inspirational Youth Choir. Wow! What an exciting musical year! Our concerts reach and minister to hundreds of people, and through the generous freewill offerings, we have been able to support programs within our neighborhood, the Madison area, and beyond. Through programs like these, we have opened our doors to the community, have greeted strangers, and have added additional revenue to our music program and outreach initiatives.

Looking back on 2018 shows that we are on an exciting musical and spiritual journey together. I am blessed to be on it with you.

In Gratitude,

T. Jared Stellmacher
Director of Worship & Music

Youth Ministry Report

Sarah Iverson, Director of Spiritual Programming and Development
Becca Mortensen, Director of Youth and Family

AMPED CONFIRMATION MINISTRY—Sarah

For over 11 years now, it has been my honor and joy to help lead our AMPED confirmation program. Each week – and I’m not kidding here – I am awed by the questions, kindness, resilience, or understanding of our youth. It is a ministry rich blessed with people, possibility, and the presence of the Spirit.

People— It takes a lot of adult patience, wisdom, and energy to care for 110 youth, but we never have to actively seek out volunteers. We have an abundance of adults who serve as small group guides, substitutes, rovers, guest speakers, and grAMPED parents. It’s not just that they show up year. It’s that they show up armed with love, curiosity, humility, creativity and often a treat.

Presence - The Spirit comes to play in all sorts of ways throughout the year. That treat the guides so often provide may seem like a behavior modification tool but is often the bread they will break together as they share stories of their week which, some kids declare to be the highlight of their week.

Possibility - If you were following our congregational discussion of liminality or “in between” time during Advent you can see how liminal this season of life is. No longer children and not yet adults, there is amazing energy, curiosity, self-consciousness, and hope to Middle School youth. Consequently, more than anything we can teach them our goal remains to provide a safe and fun space for them to come each week and ask questions, encounter the Spirit, and most of all experience belonging.

While this ministry is a well loved and full program, it is also true that we live in a rapidly changing world and this ministry will have to evolve in some ways in order to continue to nurture the faith of young people at this stage of the journey.

One will be looking at community/family/cultural schedules and seeing how we can best reach into family schedules among all the other things that claim energy and time. The program structure we have developed is good but will need to adapt if we want to keep it available and appealing to busy families. This will have to be done incredibly thoughtfully, for much of what makes the program successful is in fact due to the strength of relationship, knowledge, and experience you build through consistently journeying together over weeks, months and years. We do not want to acquiesce to the demands and constraints of the world around us, we simply need to learn how to best and most fully dance within it.

The second will be a consideration of just how we can speak into what consumes the minds and hearts of our young people today. Over the past 10 years, I have seen the questions, concerns, suspicions, and hope of middle school youth change greatly. They are asking questions now that previous generations asked (openly) when they were much older. Questions about God’s existence, other faiths, relativism, creation, sin, and more. They are less ready to accept an answer “just because”. Is this scary – yes! Is this exciting – yes! We have a chance to walk authentically with our young people in a way that honors the messy, paradoxical, and holy nature of Truth even among the truths of their life. What will it take? It will take a congregation of adults who are also ready to dig into the messy, mysterious, and beautiful experience of faith.

To that end, I am excited to be handing over the AMPED program to Becca – with Laura of course still also at the helm - so that I can help create spaces and places for us adults to also continue to grow in our relationship, understanding, and experience of, as St. Augustine said, “the God who is always bigger”.

YOUTH MINISTRY—Sarah

Tonight, at The Deep we sang, *All Creatures of Our God and King*. It was the first “Hallelujah” I sang in 2019 and it got me thinking, what it would be like to track a year in Hallelujahs?. We cry Hallelujah in times of rejoicing - as a word of praise to God. Sometimes we cry Hallelujah even in the midst of despair, confusion, or hurt. It is a word that punctuates the human conversation with God, and it is was refrain of our year in Senior High Ministry.

- **Hallelujah** as a response to the Chili Cook-off fundraiser that served as an opportunity for intergenerational fun and raised over \$3000 for our trip to Houston!
- **Hallelujah** is the moment when 46 youth and 6 adults, exhausted at the end of a long day at the ELCA Youth Gathering, sing the doxology over and over in the dark on their ride home.
- **Hallelujah** is the moment of liberation when, sitting among 36 other kids at a retreat, a young person shares about their story and finds love and support.
- **Hallelujah** is for the youth who cannot find a home in a faith community because they feel too broken or too wrong.
- **Hallelujah** is for the sun in the morning when we meet before school for the nourishment of pastries and prayer.
- **Hallelujah** is to the God of the long game who has former GS youth, now serving as young adult volunteers, that play, process, and journey alongside our high school youth.
- **Hallelujah** is over the bread broken at Sisterhood of the Traveling Bible Dinners, Hallelujah for the struggles recorded in their journal and Hallelujah for the way they reach out to support and journey together.
- **Hallelujah** is the moment that a youth hears from the stage of the ELCA Youth Gathering that there is Grace enough for whatever they are carrying and whatever they are called.
- **Hallelujah** is when a timid young woman on a bus with mostly strangers, finds a friend over fast food in Memphis and discovers a bus buddy and perhaps a friend for life.
- **Hallelujah** is the moment when old grief is released through tears among 30,000 others in an arena, and Hallelujah is seeing 2 high school boys literally hold up their buddy.
- **Hallelujah** is for the stories GS members shared about experiences that “Changed Everything” that we used as devotions on our way to Houston. Stories that awakened, connected, and comforted our young people away from home.
- **Hallelujah** is sitting in a church basement in Galveston TX, and hearing senior citizens share about their lifelong journey in that place – about hurricanes, and friendship, and faith...and recommending The Golden Corral as the best place for lunch on the island. Hallelujah is for the feasting and laughing and talking when we actually went there.
- **Hallelujah** is for the conversations with community shoppers at the BYFY rummage sale fundraiser, and for the connections made among congregation members over piles of folded clothes.
- **Hallelujah** is at the end of the MANY coffee/lunch dates Sarah and other volunteers have with young people trying to figure out their life plan, their identity, and their relationships.
- **Hallelujah** is a valley full of young people playing in the unexpected snow at their fall retreat – no phones, no fear, rested, silly, renewed, and relaxed.
- **Hallelujah** is for the overscheduled, confused, busy, and seeking young people who come in the door as often as they can and for those who are journeying alone...Hallelujah for the lost and hallelujah for the found.
- **Hallelujah** is for the parents who don’t know what to do next for their child, for the parents pushing their kids into participation, for the parents who trust and delight and help in this ministry.

Hallelujah punctuates our conversation with God in this ministry. We gather together at tables, on trips, and for togetherness to help each other learn to listen for the Spirit, respond to God’s grace, and walk the radical walk of Jesus. Life as a young person is, in some ways, the same as it has always been but in other ways, they are navigating a world we have no map for. For many of them, finding where, and how, and why the triune God we name should be a part of their journey in this complicated world, is not always easy. And so in our playing, feasting, traveling, crying, playing, we sit together. We point to, look for, and reflect on where God is present. And even when we don’t know – we at least know we are not journeying alone. Hallelujah.

Note from Becca:

As the new Director of Youth and Family, I’ve seen many wins already in my few months here. I see high schoolers reflecting on their spiritual walk and finding strength and comfort in this faith community as they are involved past their affirmation of baptism. I see confirmation students asking inspired questions about the Bible, God’s character, the world, and their small group members. And I see a community of adults who give week after week to these groups of 6-12th graders, through being a small group guide or bringing a meal to feed the servant-hearted youth who come together to serve others. Since she was leading both groups most of the year, we thought it would be best for Sarah to summarize all the “hallelujahs” she witnessed around here. But know that you’ll hear more from me next year about all the “hallelujahs” yet to come.

Shared Vision Task Force (SVTF) Annual Report Update

Background

The Shared Vision Task Force (SVTF) was one of the task forces that came from the Joshua Group consulting work in mid-2018 that was shared with the congregation in early June. Since that time, a team of Good Shepherd member volunteers (see below) have been meeting bi-weekly with the guidance of Joshua Group to develop and re-frame our Mission, Values, Strategy and ultimately our vision for the future. The Joshua Group has experience in this type of work and has been guiding the task force through the process.

Who's Been Serving on the SVTF?

The task force is mainly made up of congregational member volunteers. They are:

Co-Chairs: Greg Meyer and Rachel Breitbach

Joshua Group Consultant: Kristin Wiersma

Board Rep.: Pr. Chris Enstad censtad@gsclwi.com

Task Force Members: Andrea Priboth, Dick Weaver, John DeHaven, John Stephan, Judy Johnson, Kris Zimmerman, Mark Renner, Rachel Kleber, Sarah Iverson, Syrenne McNulty, Tina Root

What Has the SVTF Been Doing?

- The SVTF has been following the Shared Vision Process. It is made up of four parts: (1) Identity, (2) Vision Frame (what surrounds the Vision), (3) Vision Proper (the Vision itself) and (4) Integration Mode. The SVTF is focusing on the first three parts and then will turn their work over to the Board, Staff, and committees to complete the fourth part, the integration work.
- Our work began by reviewing all of the information that was collected during the Joshua Group's work earlier this year. Through a review of that material, we captured our top gifts, passions, and community or societal issues and narrowed those down into identity statements (see below).

Identity Statements

Short: *We are yearning to build on our rich traditions and deep relationships to follow God into a transformational future.*

Two words: *Transformational relationships.*

We created a charter (see below) to clarify our work.

Charter

We believe that God has a unique purpose for Good Shepherd Lutheran Church, and has provided us with traditions, resources and opportunities to fulfill that purpose.

This SVTF Task Force will:

- 1. Review and celebrate the ideas, traditions, people and events that have made us who we are.*
- 2. Give thanks for, and prayerful consideration to, our current resources, opportunities, and environment in discerning the direction God is leading us.*
- 3. Paint a picture for the congregation of the church that God is calling Good Shepherd to become.*

We then built our "vision frame" which includes our mission (see below), values, strategy and measures.

Mission

In response to God's love and grace we...

Welcome as we have been welcomed
Forgive as we have been forgiven
Serve as we have been served

What's Next?

We will be sharing in more detail what we've developed with the congregation. We will start at the annual meeting and then conduct sharing & listening sessions after services and with the committees in the next couple of months. As we share more with the congregation, we will also begin the third part of the process - to create the vision of where we are going inside of the "vision frame".

We have been completing this work prayerfully, feeling God's presence, and serving in discipleship with one another. The members of the SVTF would appreciate any continued prayers from the congregation as we complete this opportunity to serve over the next few months.

If you have any questions, please reach out to any member of the SVTF.

Shared Leadership Task Force (SLTF) Annual Report Update

Chair: Brenda Wilcox bbwilcox@charter.net

Board Rep.: Tom Golden badger2606@gmail.com

Staff Rep.: Pr. Chris Enstad censtad@gslcwi.com

Task Force Members: Vern Andren, Paul Bekx, Jim Edgerly, Mike Harper, Kristie Kass, Sara McCormack, Lois O'Rourke, Ryan Panzer, Karen Smith, Allan Tereba, Dale Veerhusen, David Vogt

Background

The Shared Leadership Task Force (SLTF) was one of the task forces that came from the Joshua Group consulting work in 2017/2018 that was shared with the Congregation in early June. Since that time, a team of GSLC member volunteers (see below) have been meeting bi-weekly to address the following charter.

We believe in transparent processes and best practice church governance that builds trust and confidence through the solicitation of input, active feedback, and on-going communication. We will develop a shared leadership structure and decision-making processes that are documented in a manner that can easily be communicated to, and understood by, the Good Shepherd Lutheran Church congregation and the broader community.

To fulfill the above, the Task Force will define and clarify Good Shepherd's leadership systems, including:

- Review of the governance processes of the Board, ensuring the roles and responsibilities are consistent with Good Shepherd's Constitution and By-laws
- Review of the structure, responsibilities and decision-making practices of current and future Good Shepherd committees and the related governance processes
- Review of the Board's relationship with the pastoral team and staff

What Has the SLTF Been Doing?

The SLTF work began by reviewing Good Shepherd's Constitution and By-laws, with focus on all leadership responsibilities. We also reviewed the work coordinated by the Joshua Group, including the Congregational survey, forum recaps, one-on-one interviews, etc. to understand strengths and potential gaps in our leadership structure as understood by the Congregation.

We then completed an analysis, identifying strengths, weaknesses, opportunities, and threats as they relate to our Board's activities, our Committee's and the Congregation's role in leadership. This helped us to identify key gaps that we could address as a Task Force to strengthen our leadership system.

The SLTF divided into three sub-groups to further discuss these opportunities and worked together to identify actions that could be taken to strengthen the leadership model, improve communications and improve the governance model.

What's Next?

We will be sharing more details with the Board and the Congregation, soliciting feedback on proposed actions. This will start at the annual meeting and continue with various communication vehicles over the next couple of months.

We have been completing this work prayerfully and have felt the Holy Spirit's presence throughout. The members of the SLTF would appreciate continued prayers from the Congregation as we wrap up this work over the next couple of months.

If you have any questions, please reach out to any of the Task Force members.

Good Shepherd Lutheran Church Foundation Report

Dean Nelson, President

We give thanks to God always for you all, making mention of you in our prayers;

1 Thessalonians 1:2

It has been a privilege for our Foundation to be able to make over \$72,209 in grants in 2018. They included:

- \$26,467 for summer interns who managed day camps and various ministry activities throughout the summer.
- \$14,000 for scholarships to 12 Good Shepherd members attending ELCA colleges and seminaries.
- \$ 5,279 was granted to support the cost of a hearing loop for Peterson Hall.
- \$ 5,781 to assist youth in the cost of attendance at day camps and overnight camps.
- \$ 4,138 for digital signage to improve our communications at both campuses.
- \$ 2,473 for a high definition camera to document church activities.
- \$ 1,431 for the Children's Clothing Closet.
- \$ 750 to the Mellowood Foundation to help support troubled teens in our neighborhood.
- \$ 1,000 to enhance the security system at the Madison Campus.
- \$ 5,890 for bus service transportation for the disabled and elderly to attend worship service at the Madison Campus.
- \$ 5,000 to support youth in attending the National Youth Gathering.

The total value is of our Foundation as of 12/31/2018 is: \$2,355,273, and the gifts received in 2018 totaled \$100,620.

Activities of the Foundation included engaging Thrivent to manage our investment portfolio, the participation of all Board members in education on their role and responsibilities, capturing more opportunities to share information about the work of the Foundation, and review of our systems and procedures on record retention.

We would like all members of Good Shepherd to know about our Foundation and the work it does to support Good Shepherd in carrying out its mission. It has been very heartwarming to get positive feedback from youth, college students, church members and those who live in the neighborhood as to how much these programs and services have meant to them.

Gifts to the Foundation are a lasting contribution, as the funds are invested and the earnings are used to make annual grants. They help to perpetuate the mission of Good Shepherd for years to come, long after a person has passed on to his/her heavenly home. That is why we strongly encourage members to include the Foundation in their estate planning. They truly leave a legacy for which we are so grateful.

Board members for 2018:

Dean Nelson, President
Brenda Wilcox, Vice-President
Kay Simmons, Secretary
Jim Edgerly, Treasurer
Pastor Chris Enstad
Karen Gruenisen

Tom Golden
Diane Hanson
Lois O'Rourke
Nathan Brinkman
Aubrey Fowler

2018 Columbarium Board Report

Steve Frei, Chairman

The Columbarium Board met four times in 2018. Meetings focus on board members monitoring the following areas: columbarium use, finances, promotion, maintenance, updating our policies and regulations and strategically considering the long term needs of the columbarium.

Landscaping enhancements adjacent to Phase 2 niches were a major activity in 2018. We also produced a video to help the congregation understand the purpose and opportunity of the columbarium.

Looking toward 2019, we are hoping to sell five more niches so we can move forward with construction of the Phase 2A niches.

Columbarium Metrics:

Number of Inurnments in 2018: 2

Number of Niche Sales in 2018 : 2

Number of Paver Sales in 2018 : 1

Financial Status as of December 31, 2018:

Perpetual Care Fund Balance : \$21,352.25 (Funds used to maintain Columbarium)

General Fund: \$11,845.86 (Fund used to be used for Columbarium Expansion)

Hard Assets: \$137,757.95 (Value of Existing Columbarium)

Members of the Columbarium Board include: Steve Frei, Chair; Jeff Kuchenbecker, Treasurer; Rick Schmidt, Legal Counsel; Brenda Wilcox, Board Representative; Teri Fulton, Promotion; Pastor Chris Enstad.

Outreach Ministries Reports

Allied Drive Food Pantry

Coordinator: Phyllis Dresser, dresser641@gmail.com

Staff Liaison: Joe Brosious, 271-6633, ext. 1330 or jbrosious@gslcwi.com

The Allied Drive Food Pantry is located in the Boys and Girls Club building at 4619 Jenewein Rd. We are dependent on Good Shepherd Lutheran Church for our largest amount of financial support and assistance. Many other Allied Partner churches give us support with donations and volunteers.

Shoppers are eligible to shop once every four weeks; as defined by the guidelines of the Allied Drive Food Pantry. We service zip codes 53711, 53713 and 53719. The pantry is open on Wednesdays from 10 a.m. until noon and 6 p.m. to 7:30 p.m. in the evening. We had 1,047 total household visits in 2018. The total served was 1,878 adults and 1,314 children.

Our two daytime volunteer managers alternate Tuesdays and go to the Verona Badger Prairie Needs Network Food Pantry. We receive food from Verona because they are closed on Wednesdays when we are open. After the Allied pantry finishes on Wednesday, food is taken to Good Shepherd Pantry for their Thursday pantry. This helps to eliminate as much waste as possible. Some of this food is donated to the Verona Network by Epic Systems in Verona and Kwik Trip service stations. We are grateful for their donations.

Madison Area Food Pantry Gardens supply us with produce. We receive other donations from:

- The Fitchburg Police Department, which holds an annual large food drive
- The Fitchburg Senior Center, which has a food drive for us annually
- Blackhawk Church, which holds an annual "Madison Missions" drive, from which we benefit
- The Glenwood Moravian Church, which provides a weekly financial donation and their volunteer at the pantry purchases much-needed items with the money
- MOM pantry in Middleton, which helps us by sharing their excess donations
- Thermo Fisher Scientific, which makes a monitorial donation
- Bethany United Methodist, which gives us financial donations
- The Souper Bowl at Good Shepherd, when we received hundreds of cans of soup
- Dr. Jay Hazen, which donated a supply of toothpaste and brushes
- Mary Rowe, who personally donates many boxes of diapers and wipes
- St. Dunstan Episcopalian Church, which also donates a large number of diapers and wipes
- American Family Insurance, whose food drive provides a large donation
- The Boy Scout Food Drive at Good Shepherd, which helps us greatly

We purchase food at Second Harvest at reduced cost and from the Federal Government Community Action Coalition (TEFAP) for no cost. Good Shepherd Lutheran Church's Foundation gives us large financial donations throughout the year, which greatly helps us provide food and needs for the Allied Drive and Dunn's Marsh neighborhoods.

With the great support of Good Shepherd, and all the Allied Partner Churches and individuals, we're able to help feed the Allied Drive/Dunn's Marsh neighborhood. This area has been without a grocery store for many years. We thank you all for your generosity.

Children's Clothes Closet

Director: Barb Herbsleb 271-2119 or bherbsleb@gmail.com.

The Children's Clothes Closet opened its doors on September 16, 2010. About 25 volunteers participate in the operation. They register and assist our guests with their clothing selections. Much time is spent sorting used clothing and laundering as necessary. Girls and boys items are separated and sorted by size. A team shops for new shoes, socks and briefs. Pants and shirts are also purchased when donations are insufficient.

Year	Children Served	Purchased Clothing	Cost/Child
2011	2735	\$16,059.45	\$5.87
2012	3232	\$19,144.59	\$5.92
2013	3121	\$21,076.94	\$6.75
2014	3373	\$20,760.34	\$6.15
2015	2859	\$17,250.08	\$6.03
2016	2933	\$16,734.80	\$5.71
2017	2605	\$15,402.80	\$5.91
2018	2605	\$15,224.16	\$5.84

We thank all of the following groups for their support:

- Good Shepherd Lutheran Church for your donations.
- GSLC Foundation for funding the Voucher Program.
- Children's Church School for their offerings.
- Volunteers and Church Staff for their time and support of the CCC.

With you, the CCC remains a valuable resource for our neighbors.

Curious about the Clothing Closet? Come and visit. We always have time to show you around; there is a place for you here.

Good Shepherd Food Pantry

Coordinators: Teri Fulton, Corrina Wells, Kathy Lyman, Polly Carter, Gary Schmuhl, Rick Thomas, Judy Richters, Donna Maysack,

Contact: gsfoodpantry@yahoo.com

The Good Shepherd Food Pantry served roughly 35 households per week throughout 2018 for a total number of 6168 people and 1726 households served. Food Pantry numbers were significantly lower than 2017.

We give thanks again for our pantry angels, and the many corporations and non-profits, including the Good Shepherd Foundation, who make this mission possible. Thanks to strong leadership of our pantry coordinators and over 300 dedicated volunteers, the Good Shepherd Food Pantry plays a key role in providing food security to our community. The pantry is open each Thursday 10:00 – Noon and 6:00 – 7:30 p.m. There are a variety of ways you can engage in our fight to end hunger and new faces are always welcome on the team.

Madison Area Job Transition Program

Coordinator: Scott Hagen, hagenscott@charter.net

The mission of the MAJTP is to invite and welcome all who are going through a job transition and to serve them in God's name by providing encouragement, support, hope and practical resources. The MAJTP holds monthly presentations on the first Saturday of the month, with follow up one-on-one support sessions on the third Saturday of the month. This year we moved to provide more hands-on training exercises for participants. We are always looking for professionals with skills that translate into support of individuals in times of transition. If this is you, we would love to talk. Please contact us. All are welcome.

Madison Area Jail Ministry

Coordinator: Carol Ringeisen, jfncaring@charter.net.

The MAJM is in a time of transition. The Annual Business Meeting was held on January 12 at Messiah Lutheran Church which included updates from 2018, plans for 2019 and elections of Executive Board members. At the Business meeting the Executive Board voted to make Rev. Todd Marcotte's position as interim chaplain a permanent one. The executive board will work with Chaplain Marcotte to organize the jail ministry. Pray for the ministry and its future, and promote jail ministry events.

Feed My Starving Children

Coordinators: Sheryl Henry, 2spoiledpooches@gmail.com ; Chris & Nathan Brinkman Family, chrismbrinkman@gmail.com;

Staff Liaison: Pastor Joe, 271-6633, ext. 1330 or jbrosious@gslcwi.com

On February 16-17, 2018, Good Shepherd hosted it's sixth Feed My Starving Children (FMSC) MobilePack™ event in the worship area at Verona campus. Together with the local community, over 500 volunteers were recruited, and more than \$30,000 was raised to purchase ingredients and pack 124,416 meals. This was an increase over previous years of nearly 20,000 meals. Those meals were transported by FMSC and donated to their food distribution partners in Haiti. MobilePack events at Good Shepherd have packed and funded over 725,000 meals since 2012.

FMSC offers volunteers a one-of-a-kind experience. Volunteers hand-pack rice, soy, dried vegetables and a nutritionally complete blend of vitamins and minerals into bags which are then sealed, boxed, placed on pallets and shipped to FMSC partners working hard to reach the neediest children around the world. Learn more about how FMSC is working to eliminate global hunger at fmesc.org. The next FMSC MobilePack event at Good Shepherd is scheduled for February 21-23, 2019. After encouragement from the FMSC staff, the community, the support of the Good Shepherd and prayerful consideration the goals for the next MobilePack were again increased. The 2019 goal is to pack an entire shipping container of meals...over 272,000 and raise \$59,875 to cover the ingredient and shipping costs. Volunteer, donate and learn more about this event at give.fmesc.org/verona

Habitat for Humanity

Coordinator: Deb Simon, simobach@hotmail.com

This year we completed numerous build dates at the Allied Drive Habitat build site and worked towards the financial goal of our Faith Build which will be complete next year. Participation was light at many events, so if you have an interest in future Habitat opportunities, we would love to welcome you. No experience is necessary.

Loaves and Fishes

Coordinators: Donna Maysack, 271-6633, dmaysack@gslcwi.com

Staff Liaison: Pastor Joe, 271-6633, ext. 1330 or jbrosious@gslcwi.com

Loaves and Fishes is a team that serves lunch at Luke House in downtown Madison on the Fourth Thursday of every month (excluding Thanksgiving). Nearly one hundred dedicated team members support this ministry throughout the year either serving the meal, cooking or bringing in supplies. We have a lot of fun on the days we serve and always find it a rewarding and meaningful time of service.

Orchard Ridge Elementary Adopt-A-School Program

Co-Chairs: Lois O'Rourke, loisorourke@gmail.com, Beth Ringgenberg, jbhoberg@charter.net.

We had approximately 50 pen pals last year for third grade and this year we have approximately 25 pen pals. We met our pen pals at Meet and Greet in June and October. We served the teachers lunch during May and November conferences with money from Thrivent grants. At the beginning of the school year we provided approximately \$1,000 worth of school supplies for children who could not provide their own supplies. Good Shepherd members donated over \$2100 worth of snacks and filled 40 separate Helping Hands requests for school supplies made directly from teachers, totaling over \$950. Additionally, we donated over \$1000 worth of warm weather clothing, including 40 pairs of gloves and 46 pairs of snow pants. We will be making a very generous gift to ORE as part of the Bucks for Books Christmas donation, which will allow the school to purchase a book for each student. A new initiative this year, Weekend Wellness Wrap, is a partnership between the food pantry and ORE to provide emergency food for ORE families. Finally, each week GSLC members volunteer in classrooms, providing support to teachers and students. Thank you to our hundreds of supporters for your generous donations of time, gifts and money.

Road Home

Coordinator: Lois Jacobsen, lmjacob@att.net

The Road Home discontinued their sheltering program that housed families in local churches. We thank everyone who participated in this ministry throughout the years and are exploring future housing ministry opportunities in our community.

Team World Vision

Captain: Colin Grove, colingroveteamworldvision@gmail.com

This was another fruitful year for Team World Vision at the Madison Marathon and Half Marathon. Building on the momentum of the past three years, we set out at the start of this season with audacious goals. God called 112 people to commit to running or walking the half or full marathon with us this year. By the time official training began, 72 of those people had taken the next step and signed up for our team, and our hope of achieving our God-sized fundraising goal remained strong.

Throughout the season, fear, life-circumstances, human nature, and a few injuries took their toll on our team. On November 11th we headed to the starting line with 42 dedicated participants. We praise God that everyone who began the race made it to the finish line. Our fastest half marathoner crossed the finish line in 1 hour, 48 minutes and our final full marathon finisher completed the race in 6 hours, 5 minutes. Together, we raised on average \$1,130 per team member and a collective total of \$47,498 to help fund a wide range of clean water projects in Africa. While most of these funds flowed through us from sources outside the church, we are extremely grateful for the prayerful and financial support given by the leaders and members of Good Shepherd.

As we reflect on this season, we could lament that our team fell short of our fundraising potential. It would also be natural for us to question whether we misunderstood the divine whisper of the Spirit's calling us to stride towards seemingly impossible original goals. While time spent in self-reflection on our effort and prayerful discernment of our calling is worthwhile, we need to give thanks for the remarkable things that God did in and through us this season.

The funds we raised will provide access to sources of clean water for 950 brothers and sisters in Christ. As a result of our efforts, children will be able to go to school instead of spending time fetching dirty water that will undoubtedly make them sick and potentially kill them. Women and girls in communities that gain access to clean water because we did not give up will be less exposed to human trafficking and other forms of exploitation. The health of entire communities will improve because we laced up our running shoes and stayed the course. In short, nearly 1,000 people have hope for the future in part because of our determination to move our feet for the poor.

We also need to appreciate the tangible and intangible ways team members were transformed over the course of this season. New friendships formed at our Saturday morning group runs. Participants lost weight and improved their health. Many team members overcame significant physical and emotional challenges and realized that they are capable of far more than they ever imagined was possible. We all learned about the life-changing impact that clean water has on people and communities and some teammates went the extra mile by starting a relationship with a family on the other side of the world through child sponsorship. Many teammates entered a deeper relationship with Jesus through prayerful reliance on Him throughout the season and during the race. As we strode to make a large impact in Africa, this ministry had an immeasurable impact on us too.

As we look ahead to next season and beyond, we see a bright future. As only He can do, God used the radio spots that aired on Christian radio, Life 102.5 FM at the beginning of the season to set us on a path to grow this ministry. Though our team was smaller than we hoped this year, about 20% of our members came from other churches in our area. Those fellow believers are planning to take this ministry to their congregations in 2019. We have faith that our team will be larger than ever next year and – in accordance with God's perfect plan – we will achieve even greater things together in His name.

Transitional Housing

Coordinators: Scott & Bonnie Mast, smast@burkhaltertravel.com.

Good Shepherd has served at the men's overnight shelter at Grace Episcopal downtown for several years. The continued support from the team at Good Shepherd makes this ministry possible. Volunteers prepare menu items and help us to serve. There are roughly 100 men at each meal we serve, and we are blessed with a "thank you," or "God bless you" by nearly everyone who goes through the line. This year we serve in February, June, and October on the third Wednesday of the month. If you would like to experience this ministry first hand, we welcome you to come and see!

Committee Reports

Adult Faith Formation Committee

Chair: Becky Baumbach beckybaumbach27@gmail.com

Staff Liaison: Pastor Dara Schuller-Hanson dschuller@gslcwi.com

Board Liaison: Ellen Franzone ellenfranzone@gmail.com

Committee Members: Sarah Iverson, Kris Schmuhl, Tracy Dahl, Jim Cali, Greg Meyer,

This year we had further conversation about what we currently offer for adults in the area of spiritual growth, what is important to us as Good Shepherd in our faith growth. We talked about how best to support our small group ministry groups. We created a new form online for submission of new ideas and hope to continue to grow a structure around how to plan new opportunities in the future.

Children's Ministry Committee

Chair: Pamela Ziemlewicz, pziemlewicz@gmail.com

Staff Liaison: Joanne Zastrow jzastrow@gslcwi.com, Katie Wagner kwagner@gslcwi.com

Committee Members: Dana Bellin, Rich Johnson, Karen Smith, Jessica McCarty

In 2018 the Children's Ministry Committee continued forward with the goals we set previously:

- Teaching that church is a place to feel welcome and safe;
- Laying the foundation for what it means to be a child of God, a disciple;
- Connecting children and families from baptism through confirmation; and supporting Christian brotherhood in the community and beyond.

We spent time analyzing offerings, curriculum, and facilities to ensure that programming aligned with the goals we set. We reviewed feedback from children and teachers, and used this to modify the 2018-19 church school curriculum for 3rd-5th graders. We analyzed data from summer camps and recommended improvements for 2019. We have also walked the spaces at both Madison and Verona campuses to provide facilities recommendations.

Moving into 2019, the Children's Ministry Committee will be combining with the Youth and Family Committee to further explore ways Good Shepherd can foster intentional engagements through each family's life journey.

Communications Committee

Chair: Chris Brinkman chrismbrinkman@gmail.com

Staff Liaison: Eric Holmer eholmer@gslcwi.com

Board Liaison: Deanne Boss deanne.l.boss@gmail.com

Committee Members: Ken Miyamoto, Alvis Koedam, Rick Blum, Kay Simmons

The Communications Committee's team vision, as set by the Board, was to develop innovative communication methods that inform and engage members and our area community, when they want (on demand) and in a format they choose.

(cont'd on p. 34)

Communications Committee (cont'd)

To accomplish this vision, we focused in three primary areas during 2018:

- Transitioning to a new website
- Developing a Strategic Communications Plan (SCP) in connection with the Shared Vision and Shared Leadership groups
- Embracing and utilizing the God-given talents and time of committee members

With this as our vision, the Communications Committee accomplished the following in 2018:

- The new website was implemented April 1
- The SCP has guided changes members are seeing in all communication forms (e.g., the format of the weekly e-news, the format of weekly bulletins—past, present, and future, podcasts that have experienced a dramatic increase in views) .
- The time and talents of committee members significantly contributed to launching the new website, the amazing photos and videos you are seeing of Good Shepherd's various ministries in action, and the Dunk the Deficit campaign, which resulted in our community contributing \$68K toward the budget deficit.

A very special thanks to the following staff and committee members for sharing their time and talents to contribute to, and accomplish the goals, of the Communications Committee: Kirsten Alworth, Joe Barneson, Rick Blum, Deanne Boss, Chris Brinkman, Pastor Joe Brosius, Victoria Dinneen, Eric Holmer, Karen Jensen-Paul, Alvis Koedam, Ken Miyamoto, Eileen Nelson, Carol Ringeisen, Kay Simmons, Kathy Woods.

Creation Keepers Task Force— see Pr. Sheryl Erickson's Report, p. 16.

Facilities Committee

Chair: Burt DeHaven burtdehaven@tds.net

Staff Liaison: Rick Thomas rthomas@gslcwi.com

Board Rep.: Josh Enslin enslinfive@gmail.com

Committee Members: Brent Marshall, Rick Thomas, Polly Carter, Josh Enslin, Rick Blum, Max Seeland, Barb Freiburg, Chris Ehlers, Jim Edgerly

The Facilities Committee has worked with Facilities Manager Rick Thomas to help make a number of major improvements to the church in 2018. The committee approved remodeling two bathrooms at the Madison campus in the spring and remodeling the narthex and Peterson Hall last August. In addition, we had a record turnout for Cleanup day at both campuses in November. Although fewer projects are expected for 2019, the committee will continue to stay on top of maintenance issues. The committee also expects to be actively involved in the planning for the next Capital Campaign, and prioritizing projects going forward.

Finance Committee

Chair: Vacant

Staff Liaison: Linda Baaske lbaaske@gslcwi.com

Board Rep.: Linda Zimdars lzimdars@oakbankonline.com

Committee Members: Deb Simon, Lois O'Rourke, Linda Zimdars, Tyler Gold, Nan Schilling, Peggy Schmidt, Wendy Johnson

The Finance Committee met every other month in 2018 and is playing a more active role in reviewing the church's finances. The committee addressed the review of the church's finances done by Wegner this spring and helped implement changes to accounting procedures at Good Shepherd, including mandating two signatures for all purchases. Lois O'Rourke, Deb Simon and Wendy Johnson served as the Audit Committee for 2018 and reviewed all credit card receipts throughout the year to make sure staff followed proper procedures. The committee also reviewed a suggestion by Director of Finance Linda Baaske to implement a major change to the financial statement starting in 2019, where general ledger accounts will be grouped by ministry instead of the present format. They sent the proposal to the board for approval, who authorized the implementation. The change should make church finances easier to understand for all members.

Generosity (Stewardship) Committee

Chair: Phyllis Wiederhoeft pwiederhoeft@gmail.com

Staff Liaison: Rick Blum rblum@gslcwi.com, Pr. Chris Enstad censtad@gslcwi.com

Board Liaison: Andrew Seaborg Andrew.seaborg@lfg.com

Committee Members: Jeff Kuchenbecker, Tyler Gold, Sarah Schaettle, Gary Lundgren, Sandy Kershner

The Stewardship Committee changed their name to the Generosity Committee in 2018 to help make sure the message of generous giving would be spread year-round at Good Shepherd. The committee helped orchestrate three Giving Sundays in October. The amount of intents dropped from 573 to 510., But thanks to the generosity of the congregation, the amount intended to give went up from \$1,165,068 in 2017 to \$1,393,313 this year. **The average intent went up 34.6% in 2019.** The committee will meet every month in 2019 to help Good Shepherd grow in the spirit of giving.

Hospitality Committee

Committee Chair: This Committee just started meeting in late 2018, the chair position is open.

Staff Liaison: Pr. Dara Schuller-Hanson dschuller@gslcwi.com, Pr. Joe Brosious jbroscious@gslcwi.com

Board Liaison: VACANT

Committee Members: Vern Andren, Cathy Beaty, Barb Friberg, Jan Grebel, Linda Hofmann Olson, Lois Jacobsen, Lynne Kroger, Gary Lewis, Sue Lewis, Donna Maysack, Gary Schmuhl, Kathie Schroedel, Emily Thomson, Dale Veerhusen, Joanne Zastrow, Dara Schuller-Hanson, Joe Brosious.

The Hospitality Committee was created to specifically look at how we as a church welcome the stranger through our messaging, print, online presence and Sunday services. Activities in our first few meetings have centered on a "First Impressions" exercise at both our Verona and Madison campuses to evaluate how a first-time guest might experience our facilities. We are currently talking about our guest follow up system and how that might be improved and help us to turn first time guests into second time guests!

If you are passionate about welcoming our guests, we would love your voice in the conversation.

Inreach and Congregational Care Committee

Chair: Cathy Beaty crash6213@yahoo.com

Staff Liaison: Pr. Sheryl Erickson serickson@gslcwi.com

Board Rep.: Ellen Franzzone ellenfranzzone@gmail.com

Committee Members: Jessica McCarty, Cathy Peercy, Pat Westimayer, Gary Lewis, Jan Grebel, Deb Puchner, Lynne Kroger, Kathie Schroedel, Stephanie Benson-Gonzales

The mission statement developed in 2018 by the Inreach Committee is, **"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."**

(Cont'd on p. 36)

Inreach and Congregational Care Committee (cont'd)

Highlights from this year's committee are as follows:

- The Inreach Committee has sponsored nine **Nametag Sundays** this year to encourage members and guests to know each other by name and not just by sight. This has become an intergenerational event due to children/grandchildren often participating and inviting attendees to the nametag tables to create a nametag. There has been positive feedback for this activity and additional Nametag Sundays are planned for 2019.
- Members of the committee have also participated in the last two **New Member Class Dinners**. Committee members pick up and deliver the food, help set up, serve and clean up. Committee members greet and dine with the potential new members and develop initial relationships. The new members bond with each other as well. Committee members learn something about each person/family at the tables and share that information with the pastors and church staff.
- During Lent, our congregation's knitting group, Shepherd's Hands, knit over 300 **Prayer Squares**. People were invited to take a Prayer Square and keep it in their pocket as a reminder to lift their concerns to God in prayer throughout the Lenten season.
- **Stephen Ministry** is supported by this committee. There are currently 17 highly trained volunteers and 9 additional volunteers in training. The Stephen Ministers provide one-on-one Christian care-giving on Sunday mornings for anyone dealing with an immediate crisis they need to talk about. The utilization of Stephen Ministers after Sunday services has been increasing recently.

The Inreach Committee continues to meet bi-monthly with a goal of achieving the mission statement.

Outreach Committee

Co-Chairs: Becky Baumbach, beckybaumbach27@gmail.com and Susi Petta, mspetta@gmail.com

Council Rep: Kimberly King, we5kings36@gmail.com

Staff Liaison: Pastor Joe, 271-6633, ext. 1330 or jbrosious@gslcwi.com

Committee Members: Marilyn Kile, Luke Lucas, Diane Mueller, Sherri Schwartz, Kristi Jones, Donna Maysack, Carol Ringeisen, Colin Grove, Diane Hughes, Mike Semmann.

The Outreach Committee currently supports and coordinates activities with the leaders of all outreach ministries of Good Shepherd through regular communication and/or representation on the committee. The current ministries being supported are:

Local Impact

- Loaves & Fishes
- Transitional Housing
- Good Shepherd and Allied Drive Food Pantries
- Children's Clothing Closet:
- Community Housing Issues, Households of Families of Faith (HOFF) Fund
- Habitat for Humanity
- Madison Area Jail Ministry
- Adopt-A-School program with Orchard Ridge Elementary
- Thanksgiving Meal

Global Impact

- Feed My Starving Children
- Team World Vision Funding
- Thrivent Action Teams
- Holy Cow - food cart Ministry

The Outreach committee is currently reviewing each of the ministries and assessing their health and needs. It also is in the process of establishing a set of criteria in order to evaluate new ministry needs and determine what new programs the congregation should address in the future.

Reconciling in Christ Task Force

Task Force Chair: Rachel Kleber Rachel.kleber@gmail.com

Staff Liaison: Pr. Dara Schuller-Hanson dschuller@gslcwi.com,

Board Lisison: Ellen Franzone ellenlfranzone@gmail.com

Task Force Members: Diane Kohrs, Katie Wagner, Syrenne McNulty, Shannon Kunstman, Bjorn Hanson, Sarah Key, Kristie Kass, Guy Schroeder, Tom Golden, Sarah Key, Laurel Thompson, Kathy Meyer, Paula Schoenike, Pastor Chris Enstad

The Reconciling in Christ (RIC) Task Force at Good Shepherd is exploring to what degree our congregation extends a message of belonging to people of all races, socio-economic circumstances, age, sexual orientations, gender identities and expressions, political affiliations, and levels of belief or doubt, including the LGBTQ+ community. People or groups of people may not feel welcome unless specifically named in a welcoming statement. In order for Good Shepherd to adopt a welcoming statement, a congregation-wide vote would take place.

We are following a process from Reconciling Works, a Lutheran non-profit, that has been guiding churches gracefully through welcoming conversations since 1974. (www.reconcilingworks.org) The process at Good Shepherd began 20 months ago. Information was gathered, the process was outlined and relationships were built through one-to-one conversations to gauge the congregation's temperature surrounding this work. The RIC Task Force was made official through recognition by Good Shepherd leadership and the board. The RIC Task Force shared a video to invite the congregation into deeper conversation.

Good Shepherd is currently in step 6 of an 11 step process. This step is focused on providing educational opportunities for congregation discussion. We have held a "Wide Welcome" bible study that was attended by 30 people. Additionally, resources are available for individual study on our website: gslcwi.com/RIC

This winter and spring, there will be many opportunities to share and learn together as we explore what we believe as ELCA Lutherans today. We will learn what the ELCA says in regards to inclusion or exclusion of the LGBTQ community. We will explore what the Bible says regarding homosexuality. We will discuss the current stance of the ELCA and Good Shepherd regarding gay marriage. Do you want to more deeply explore what your heart feels about these issues? Our individual and collective discussion will determine what kind of welcome we create here at Good Shepherd.

A pastor-led 4 session study, ***Dialogues On: Sexuality***, will be held Tues Jan 15, 22, 29 & Feb 5 6:30–8:00 p.m., Madison Campus. A Coffee & Conversation session will be held following 9:00 a.m. worship at the Verona campus on Jan. 27, with another to follow in February at the Madison campus. If you would like to explore this topic, but feel more comfortable discussing it one on one, please email the RIC Task Force RIC@gslcwi.com.

Steps 7 - 9 take place after thorough conversation. These steps include writing a welcoming statement and conducting an exploratory survey with the congregation. If more than 75% of respondents are supportive of the welcoming statement we would then move to a congregational vote to adopt the welcoming statement.

Safety and Security Task Force

Staff Liaison: Rick Thomas rthomas@gslcwi.com, Rick Blum rblum@gslcwi.com, Donna Maysack dmaysack@gslcwi.com, Diane Kohrs dkohrs@gslcwi.com

Board Liaison: Tom Golden badger2606@gmail.com

Task Force Members: Matt Wentzel, Doug Neumann, Jim Pilarzyk, Joe Borelli, Pastor Chris Enstad

This task force formed late last year to review safety measures at Good Shepherd and to make sure the church was being a good steward toward keeping members safe. The first half of the year was spent creating a new safety handbook for both campuses at church, along with buying new safety equipment like walkie-talkies for Little Blessings Pre-School, and emergency buttons that can alert police if anything is happening at church. MPD Det. Matt Wentzel, who is member at Good Shepherd, led safety training sessions for staff in August and more than 70 church volunteers in September and October. In 2019, the task force plans to assist with mental health training for employees and add other security improvements at both campuses.

Technology and Innovation Committee

Committee Chair: VACANT

Staff Liaison: Eric Holmer eholmer@gslcwi.com

Board Liaison: Tom Golden badger2606@gmail.com

Committee Members: Pr. Joe Brosious, Joe Barneson, Scott Glogovsky

The Technology and Innovation Committee spent the first part of 2018 working with the Communications Committee on building a new website for Good Shepherd. The committee reconvened this fall. They vetted a new plan to bring fiber technology to both the Madison and Verona campus, which is expected to arrive later this winter.

In 2019, they will be researching developing an app for Good Shepherd, along with improving audio visual (A/V) operations at both the Madison and Verona locations. These A/V improvements would impact both the worship spaces and common meeting rooms to better facilitate the use of multimedia for our members and guests.

Worship, Music & Arts Committee

Committee Chair: Karen Smith music67.ks@gmail.com

Staff Liaison: Jared Stellmacher jstellmacher@gslcwi.com

Board Liaison: Gerald Born bornger@charter.net

Committee Members: Diane Kohrs, Jim Cali, Amy Miyamoto, Mike Harper, Pastor Chris Enstad

2018 was a busy year for the Worship, Music & Arts Committee. We began the year by facilitating the congregation's "journey into the Wilderness" through the use of visual arts, and supported the music and drama ministries as they prepared us for Easter. Summer brought discussions of The Joshua Group's findings, ideas for outdoor fellowship opportunities, and a review of the worship space at both campuses. As we headed into Fall, the committee focused on visual arts for All Saints' Day, the Fall concert series, and preparations for Advent. Looking ahead, we hope to expand on these and other projects in the coming year. We are always looking for new committee members who have an interest in enhancing the worship experience at Good Shepherd.

Youth and Family Committee

Committee Chair: Steve Johnson testsvc@charter.net

Staff Liaison: Pr. Chris Enstad (censtad@gslcwi.com), Becca Mortensen (bmortensen@gslcwi.com), Sarah Iverson (siverson@gslcwi.com)

Board Liaison: Stephanie Barth (stbarth218@gmail.com)

Committee Members: Ella Chorlton, Laura Clark, Jason Ford, Sarah Iverson, Steve Johnson, Shannon Kuntsman, Noelle LaConte, Becca Mortensen, Ashley Vlack, and Joanne Zastrow

The Family and Youth Committee has been meeting since May of 2017. For the second half of 2018, we committed to begin meeting on a monthly basis. During that time we interviewed and called Becca Mortensen, new Director of Youth and Family; worked with church staff to outline and support the transition of Sarah Iverson into the role of Director of Spiritual Programming & Development; and added two high school youth, Jason Ford and Ella Chorlton, to better represent the church as a whole.

The committee developed the following mission statement: *To support individual families, and the greater family of God, as we raise children and youth into faithful young people by facilitating opportunities for continued faith growth and the development of relationships within our church community. Work to embed opportunities for connection and inclusion within existing touchpoints of Christian growth (baptism, communion, confirmation and high school ministry), while facilitating smooth transitions between these milestones and eventually into adult ministry.*

Understanding that families come in many forms, during 2019 we will be working to explore how we can better foster intentional engagements through each family's life journey. Feel free to join us as we continue to figure out the best way to connect our kids to Christ, as well as giving families guidance in the future.

Ballot for Good Shepherd Board

Three positions open—Vote for Three

- ☐ Bob Beggs
- ☐ Wade Huseth
- ☐ Sara McCormack

Ballot for Nominating Committee

Vote for One

- ☐ Mike Harper

Ballot for Foundation Board

Vote for Three (* - Denotes Incumbent)

- ☐ *Jim Edgerly
- ☐ *Kay Simmons
- ☐ Jim Wiederhoeft

Good Shepherd Metrics

Families served at the
Children's Clothing Closet – 30

Hours worked by Children's Clothing
Closet Volunteers: 360

Families served by Children's Clothing
Closet: 904 families, 2550 children,
(approx)

Food Pantry Volunteers: 79

Hours worked by Food Pantry Volunteers:
360 hours a year

Pounds of Food donated to Food Pantry
in 2018 –13,027

Boxes of cereal donated by Day Camp -
200

Households assisted by the Food Pantry
in 2018-1726

Adults assisted by the Food Pantry in
2018 –2814

Seniors assisted by the Food Pantry in
2018 – 561

Children assisted by the Food Pantry in
2018 – 2793

Cans of soup donated in Souper Bowl –
2,024

Worship Volunteers Hours – 574 Worship
volunteers, 2840 hours a year (approx.)

Lunches served at Luke House through
Loaves and Fishes in 2018: 1200

Giving households in 2018 – 1058

Cups of coffee we served in 2018: appx.
21,000

Meals served at Thanksgiving – 478

Home Communion served per month –
31

Money given by church to fight world Hun-
ger - \$30,582.61

Families supported by SNAP funds – 11

People supported by the HOFF Fund. 54

Children in Church School in 2018 – 235

Church School Adult Volunteers – 120

Children in Youth & Choir Music Groups-
60

Children in Summer Camps at Good
Shepherd in 2018 – 136

Children receiving their first communion at
Good Shepherd in 2018 - 51

Children in AMPED – 150

Good Shepherd Metrics (continued)

AMPED Grant Projects in 2018 – 15	Foundation support to congregation programs in 2018 - \$72,209
Youth Confirmed - 56	
HS Youth on 2018 Fall Retreat – 33	Families assisted at Xmas – 2 local adopted families, 50 children at Pine Ridge, 100 neighborhood children, 40 for Madison Youth Choir
HS Youth attended ELCA Youth Gathering – 42	
Prayer Votives burned at the Deep in 2018 - 2347	School Supplies donated to ORE - \$1000
Baptisms in 2018- 40	Helping Hands Requests fulfilled – 40
New Members received in 2018 – 75	Gloves/Snow pants donated to ORE students – 40 and 46 respectively
FMSC Volunteers - 550	Sack meals for ORE students – approx. 2400 per year
Meals packed for FMSC – 124,416, feeds 340 kids for a year	Adult Pen Pals with Orchard Ridge Students – 40
Funds raised for World Vision - \$47,498	Pen Pal Letters exchanged with Orchard Ridge Students – 640
World Vision to provide Clean Water for: 950 people	Volunteer hours for Orchard Ridge Elementary – More than 120
Number of World Vision runners: 42	Value of snacks donated to Orchard Ridge - \$3137
Number of small groups – 286 people in 10 small groups (including Primetimers)	Donated snacks served to Orchard Ridge students-11,503
LBPS numbers – Pre-K enrollment – 25	
LBPS Preschool enrollment – 72 students	
Number of pledges – 2018 – 510	

Good Shepherd Metrics (continued)

Hours of outside use of gym? – The gym was used for approximately 364 hours last year by groups not directly a ministry of Good Shepherd. Most of them have one or more participants who are members however.	Trained GS members to bring Home Communion –20
Hours of outside use of facilities? – approximately 2000 last year. This would include things such as Boy Scouts, Mellowood, community dinners, etc.	St. Ministry Relationships—156 Stephen Ministers—17
Number of churches renting space – 2 churches that “rent” space from us, but technically the Bhutanese don’t pay to use the space.	Prayer Chain Prayers—156
Number of outside groups regularly using facilities-36	GS members on praying for others on Prayer Chain -50
Number of members serving on committees? - 207	Prime Timers –70 avg. per month
Number of committees meeting – 16	Widow/Widower Support—15 per month
Christmas attendance - 2622	Prayer Shawls/items distributed—156
Weekly Worship Attendance Avg. – 726/week	Knitters making prayer shawls—15
Shoeboxes packed for Xmas – 265	Card Ministry—660
Giving Tree- 210	Card makers—10
Hospital Visits—228	Blood donors—84
Follow up Visits—300	Blood Drive Volunteers—21
Home Communion—480	Families participating in at least one playgroup on average: 19
	Families attending playgroup per week: 5
	Children participating in at least one playgroup: 23
	Average attending playgroup per week: 6