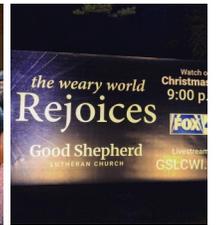


Good Shepherd LUTHERAN CHURCH
2020
Annual Report



Good Shepherd

LUTHERAN CHURCH

Table of Contents

Annual Meeting Agenda	4
2020 Timeline	5-6
Staff Reports	
Letter from the President, Andrew Seaborg	7–8
Lead Pastor’s Annual Report, Pastor Chris Enstad	9
Pastor’s Annual Report, Pastor Sheryl Erickson	10
Pastor’s Annual Report, Pastor Dara Schuller-Hanson	11
Letter from ELCA Bishop Joy Mortensen-Wiebe	12
Living Out Good Shepherd’s Mission and Vision During COVID-19	
Administration	13-14
Children, Youth and Family	15-16
Finance	16-18
Inreach	20-21
Outreach	22-29
Spiritual Formation	30-31
Worship and Music	32-33
Reports of Church Activities	
Good Shepherd Foundation	34
Good Shepherd Columbarium	35
Little Blessings Pre-School	36-37
Church Staff List	38
Board of Directors List	39
Candidates for Board of Directors, Nominating Committee, Columbarium Board & Foundation Board	40-42
Parochial Report	43
Annual Congregational Meeting Minutes from February 16, 2020	44-46
Special Town Hall Meeting Minutes from June 28, 2020	47-48
Board Election Ballot	49

Good Shepherd

LUTHERAN CHURCH

Annual Meeting Agenda

February 7, 2021 – Noon
Zoom/Verona Campus

Call to Order	Andrew Seaborg	Noon
Opening Prayer	Pr. Chris Enstad	
Approval of Minutes from 2020 Annual Meeting (p. 6)	Andrew Seaborg	12:05
Approval of Minutes from Special Meeting June 28, 2020 (p. 9)		
Lead Pastor's Report/2020 Highlights	Pr. Chris Enstad	12:10
VIDEO: Children's Ministry in a time of COVID		12:15
- Recognition of COVID-19 and Reopening Task Force	Sara McCormack	12:25
- Recognition of Outgoing Board Members	Pr. Chris Enstad	12:30
Financial Update	Wade Huseth	12:35
President's Report	Andrew Seaborg	12:40
VIDEO: Good Shepherd Outreach		12:50
Elections	Andrew Seaborg	12:55
- Board of Directors		
- Nominating Committee		
- Columbarium Board		
- Foundation Board		
VIDEO: Columbarium Upgrades and Thank You		1:05
Prayer	Pr. Chris Enstad	1:10
Adjournment		
Hymn - #840 "Now Thank We All Our God"	Everyone	1:15

2020...What a Year it Was!

JANUARY

- Tallin Boys Choir Concert
- 2020 Vision Discussion
- Mission & Vision Video Series



FEBRUARY

- Feed My Starving Children MobilePack
- Souper Bowl 19
- Ash Wednesday Worship & Ashes to Go
- RIC Sunday
- Percy Brown discussion “What is Racial Equality”

MARCH

- Chili Cook Off
- Last date of worship/memorial service held indoors
- Pastor Joe experiences stroke
- First meeting of COVID-19 Task Force
- Drive-thru food pantry opens
- First middle school zoom gathering
- First Wednesday night service



APRIL

- Holy Week & Easter Worship online
- Easter Treat bags delivery for kids for Easter bunny
- Weekly Primetimer Zooms begin
- Church School Zoom begins
- Podcast Discussion Group

MAY

- Food Pantry Garden activity resumes
- Senior Recognition Sunday online
- Zooming in Prayer begins
- Virtual Hymn Sings begin



JUNE

- Loaves & Fishes volunteers resume activities
- Virtual VBS and to go kits
- “A Time for Burning” documentary screening
- Virtual town hall meeting
- Weekly “Music Monday” begins

2020...What a Year it Was! (Cont'd)

JULY

- Online Class, “Difficult Conversations: Walking alongside all God’s children”
- Jodi Mueller retires from Little Blessings; Devora Ballo joins LBPS
- Youth room in Verona is renovated



AUGUST

- Synod Assembly hosted by Good Shepherd - elected Bishop Joy Mortensen-Wiebe
- New interface/relaunch for Good Shepherd App
- Children’s ministry host ice cream at the Holy Cow
- Virtual campfire worship
- Virtual Coffee Pot conversations begin
- Holy Cow food collections begin for BPNN, 677 pounds of food

SEPTEMBER

- Quilt Blessing and sending 61 Quilts to LWR
- Holy Cow Pumpkin Parade in Verona on Oct. 29 (Serving 400+ folks hot chocolate and goodies in this unique way to celebrate Halloween)
- Virtual New Member Class
- Virtual Church School & Church School to go kits are personally delivered to homes
- Bibles delivered to 3-year-olds & 3rd grade students; Blessed virtually
- Holy Yoga resumes
- Little Blessings preschool resumes in-person
- Middle School music begins virtually

OCTOBER

- Columbarium expands by 36 new niches
- 3 week class “Intergenerational Conversation on Loneliness”
- Clothes Closet reopens
- AMPED begins online
- Holy Cow @ Verona drive thru trick or treat
- Virtual Service of Animal Blessing
- First taped baptism
- First outdoor worship

NOVEMBER

- First Memorial service held indoors
- Youth retreat at Bethel Horizons
- First online service in Madison
- Thanksgiving to Go serves 700+!
- Tuesday Morning Treks
- Life of the Beloved Book Group
- Count Me In stories each month in Worship
- God Hands and Feet Shoebox collection
- Outdoor campfire worship

DECEMBER

- Advent by Candlelight online
- Carols, Cookies and Cabernet online
- Gender & Sexuality Alliance (GSA) gathering
- First online Christmas Concert in history
- Christmas Around the Tree Online
- First televised service at Good Shepherd
- Advent Jubilee launches for Keeping the Connection
- Advent Wreath Making on Zoom
- Blue Christmas Worship
- Christmas in Bethlehem Virtual tour
- 12 Days of Christmas Facebook posts

Letter from the Board President

“I can do all things through Christ who strengthens me.” PHILIPPIANS 4:13

“He who walks in integrity walks securely.” PROVERBS 10:9

“In all circumstances give thanks...” 1 THESSALONIANS 5:18

My Siblings in Christ, Welcome to the Good Shepherd Lutheran Church Annual Report, Covid Edition.

2020 was different, and so is this annual report. Last January, no one anticipated our first global pandemic. It never crossed our minds that schools and offices were about to close, kids would attend virtual class, parents would be encouraged to work from home, and whole industries would collapse while others experienced explosive growth. In 2020, kids won the battle over screen time, masks and social distancing became *de rigueur*, and underappreciated workers newly recognized as “essential” would be celebrated for stocking grocery store shelves, delivering packages, and fighting Covid 19 in our hospitals, nursing homes and prisons.

Eighteen months ago, when I took over as President, it is safe to say that I had absolutely no idea what I was getting in for. Some things I looked forward to: In September of 2019, I declared with honesty and optimism that Good Shepherd had turned a corner and was on the upswing. We were celebrating our implementation of Shared Leadership and the adoption of new statements of Mission and Vision. Within months, our members would vote to become an RIC congregation and we would launch the most successful capital campaign in our history.

I also affirmed that “If there is one earthly thing I believe in, it is the disinfecting and healing power of sunshine. Transparency is the

buzzword, and as president, I can assure you there is nothing I want to leave hidden in the shadows.” Sunshine became our mantra and we threw open the last windows and doors. Your board implemented permanent changes to our bookkeeping and financial reports so we disclose our exact financial position to the highest possible standard every month. Final changes in staffing were made to position us for the future. And a new generation of members began to populate committees and assume responsibility for leadership. Promises made. Promises kept. Because your board shares the same high standards and vision for Good Shepherd as you.

But then came Covid...

Despite the virus’s unspeakable cruelty, Thessalonians reminds us that in all circumstances we should give thanks. As a congregation, we can share immense pride and joy when we watch the videos prepared for today. Our food pantry never stopped serving the needy. Classes initially targeted at adults were retooled to embrace multiple generations. This allowed teenagers to zoom with grandparents as they discussed real, gritty and pertinent topics like loneliness and race. On Thanksgiving, Rick Thomas coordinated 60 socially distanced volunteers to feed more than 700 people. Weeks later our Christmas music and worship programs were viewed by record numbers of people. And all of this was done while Good Shepherd continued to present top-quality worship services twice a week, bringing Christ into our hearts just as it did in the days “before.”

We love these big wins, but success is only possible because of those who work quietly behind the scenes. In thanks, today I would like to say God bless Donna Maysak, Daniel Gurske, and Laura Clark, three of the many who played key supporting roles during our year of Covid. Donna was the life force in our Madison office – not only re-opening the Clothes Closet, but responding to the requests for assistance that never stopped coming to our front door. Daniel kept our buildings not just clean, but sanitized, all while working on improvement projects big and small. And Laura never stopped being her comforting, sincere, and faithful presence to members young and old – even if it was all done over the phone. So much happens at Good Shepherd every day. Prime Timers probably have no idea how hard Joanne and Becca worked for our kids (or how well Eric wears a bunny costume), while parents with young kids may not realize the impact of our Stephen Ministry led by Pastor Sheryl. All I can say is that together everyone makes a great team.

One of the hardest working volunteers at Good Shepherd this year was church Vice President Sara McCormick. She convened and led the Covid 19 Task Force. Those meetings started out scary, but as our understanding of the virus and its transmission grew, so did everyone's desire to host safe events that would bring us all back together. Covid will, of course, remain a focus of leadership in 2021, but so will strategic planning for our future. The Beyond campaign is removing a financial yoke from our shoulders. Pastor Chris keeps saying it's time to dream. As the Covid nightmare ends, I can't wait to see the visions we all will share as we plan our way into the future following the Holy Spirit.

For all of us, 2020 presented endless chances for the shadow of Coronavirus to dampen our spirit. But one enormous benefit of the pandemic was how it drew good people together. Recently Sarah Iverson – whom we all know is not one for small talk – asked me

what I appreciated most about serving as president. I thought for a moment then replied that I was proud of all we had accomplished, but the real perk was getting to work with folks like Sara McCormick, Wade Huseh, Bob Beggs, Rick Blum and Pastor Chris.

At all levels, Good Shepherd is run by individuals who personify the virtues of servant leadership. These are authentic, humble, honest, and deeply competent people who are empathetic but objective, hard-working, and hard-wired to do the right thing. These are the people you have entrusted to run your church. They came through for Good Shepherd in one of its most challenging years. And they will do so again as we trek forth courageously into a healthier and brighter future for all.

Thank you for continuing to support Good Shepherd.

PASTOR CHRIS ENSTAD

Lead Pastor's Annual Report

2020 is a year we would all like to forget. Yet as we move towards a resolution to the global pandemic it is appropriate for us to pause and look back and the amazing ways that God's people held on to hope, remained faithful in our worship and prayer, and continued to show up for each other, our community and our world.

Over this past year, in addition to the grief, anxiety, and displacement surrounding the COVID-19 Pandemic, we also had a health emergency when Pr. Joe Brosious suffered a major stroke on the same day we were contemplating shutting our church buildings. I know I speak for the entire Brosious family when I share how grateful they are for how our church has surrounded Pr. Joe, Lynn, Connor, and Mason while Joe has recovered from his stroke and two subsequent brain surgeries. The love, generosity, and care that has been extended to them have contributed to Pr. Joe's slow but steady recovery and we will continue to pray and love them in the months to come.

The Covid-19 and Reopening Task Forces, in partnership with our staff and Board, contributed maximum effort in their time and talents to help us navigate what was truly an unprecedented series of events in our world and community. I am continually amazed at the breadth of experience combined with a depth of love for God and our church that each member of these task forces brought to the table. This has truly been shared leadership in action.

Our staff truly shone, in ways both seen and unseen, over these last months. From a total revamp of our communications, to designing and delivering worship in new ways, to finding new ways to engage with our members, and

our communities, both virtually and in-person we are blessed by their hard work and dedication to the mission and ministry of Good Shepherd. This Annual Report is just a snapshot of how these servant-leaders help us live out our mission and vision every day.

Finally, thank you for how you have supported and cheered on each other and the church in this last year. The hard work, prayer, and engagement that you put into the last 4 years gave us a strong foundation of trust and faith to weather the storms of 2020.

Now it is time to turn the page to 2021. We will continue to engage the work of our task forces, Board, staff, and volunteers as we move towards the days when we will all be able to safely gather again for worship, study, prayer, and service. We will also begin a strategic planning process that should position us to hit the ground running this year and the next five!

Sincerely,
Pastor Chris Enstad

Pastor's Annual Report

“For I am convinced that neither death, nor life, nor angels, nor rulers, nor things present, nor things to come, nor powers, nor height, nor depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord.” ROMANS 8:38-39

March 13, 2020. This date is likely mentioned in several places in this Annual Report, as it will be remembered by our church staff as a life-shifting date in our congregation's history. Multiple events happened that day, specifically at our Madison Campus. I officiated at the funeral for Nancy Sallstrom with Pr. Mark Renner assisting. When the morning began, we had no idea that this would be the last indoor worship service held in-person at Good Shepherd Church until November. That same morning, we were assessing the new emergency health order regarding COVID-19 in our state. Some church staff gathered in urgent discussions about how to safely pause our church ministries, shut down the buildings and hold our first virtual worship by Sunday. Simultaneously, Pr. Joe had a life changing stroke mid-morning while at the church office. As he was rushed to the hospital, we staff spent time in tears and prayer as his life hung in the balance.

On that life-shifting day for our church staff, church leadership and our congregation, I **acutely realized that all we could do was to make the best decisions possible for our congregation, while trusting with all our hearts that God would see us through.** In my opinion, everything else that has unfolded in this year of ministry has been an extension of this last statement.

I'm honored to be a part of a church staff that has continued to work hard for the sake of our congregation's life together in these extraordinarily trying times. Every day of this year I've tried to be centered in trusting with all my heart that God sees us through all things. We've held countless staff meetings for various planning purposes. We've worked together to make virtual Sunday and Wednesday worship happen weekly. In my specific areas of ministry I've continued with committee and ministry team meetings online. Creatively, we've pursued God's work together, while trusting that God will see us through.

As Pastor of Congregational Care, I'd like to share a few examples of the unique circumstances in which I offered pastoral care this year. Even with pandemic restrictions, Christian care was offered in safe ways in the midst of the big moments of life and death.

Funerals/Memorial Services

Many were held with a small number of attendees who were outdoors, socially distanced and masked. Services were held in parks, funeral home parking lots, graveside at cemeteries, and on the grounds of our church columbarium at Verona Campus. Several of our church families have chosen to wait to hold a memorial service for their loved one until large groups can gather safely indoors once again. Other families have gathered with a very small number of in-person attendees while Zooming or FaceTiming so other family could attend virtually.

Weddings

Most scheduled weddings were cancelled this year. Some have been rescheduled for 2021. I did officiate a wedding at a state park with 50 attendees socially distanced, where everyone wore face masks, including matching masks for the entire wedding party. Quite a different look, nevertheless, a truly joyous event blessed by God!

Baptisms

I had the pleasure of initially creating a template of safety precautions with Katie Wagner, Children's Ministry, for how we might allow baptisms to take place as our months of pandemic continued. Katie implemented our current format, and it's been a joy for families, and our whole congregation, to celebrate baptisms again!

Pastoral Visits

Hospitals have been closed to visitors, yet that didn't stop our ability to make phone calls. While I made many of these, we pastors made 489 calls to those hospitalized, recovering, or living with an illness this year. I also began making elder calls. Starting with our congregation's oldest members, I've phoned individuals at each age group. I've made 75 calls. 82 year olds, you are next. Upon receiving words of wisdom from these church members who have lived through more difficult times in the past than our current circumstances, I've been encouraged in my own faith.

The other ministry areas I support are listed with Inreach Committee's Report. To all our church members who serve through our various Inreach Ministries, I offer a big THANK YOU. It's a pleasure to encourage you as you help people feel connected to each other at Good Shepherd, especially in this year of being apart.

May we all continue to trust that God sees us through all things as we move through 2021! It's a privilege to partner with you in Jesus' name!

Pastor's Annual Report

My 3 year-old son knows what the word pandemic means. He has heard it said so often in these past months that when we talk about not being able to go somewhere or see someone, he says matter of factly, "because of the pandemic." He knows things have changed. Things that just a year ago we thought of as usual and easy aren't anymore.

That is true for us at Good Shepherd too. Things that we used to just take for granted are now complicated by the need for social distancing, masks, and staying safe at home. But because of these new challenges, I have seen our church grow in creativity and connection. I am so proud to be a part of the ministry at Good Shepherd, especially during this year when a faith community that couldn't meet in person stuck together, had grace for each other, served our neighbors, and even welcomed new members. One of our phrases said by staff as we held worship services online and figured out how to safely uphold special traditions at Good Shepherd has been, "I hope we don't have to do it this way again." And while that is true because of how much we long to be together, I can also see how the Holy Spirit has moved among us in profound ways in the past 12 months and I am grateful.

Last winter when the quilting group was still meeting and we distributed Ashes to Go for the first time on Ash Wednesday, we of course had no idea things were about to change so much. March 13, 2020, is a day that I will not forget. It is the day that we had to make the difficult decision to move our worship services online. It is also the day that our dear co-worker in Christ, Pastor Joe Brosious, had his stroke. Both of those events have shaped much of the rest of my year in ministry here at Good Shepherd. Praise be to God that Pastor Joe has had successful surgeries and continued with strength and good humor on his recovery journey! (Love you, PJ!)

With worship services online, we also moved many of our faith growth experiences online. Our Good Shepherd community has adapted to the Zoom world with so much grace and enthusiasm. Thank you to all who have participated in small groups, conversations, coffee hours, Advent by Candlelight,

committee meetings and devotional times online. One highlight for me in this area was the couples class that my husband and I led this fall. It was one of those things we have talked about for a long time and finally were able to put together: a four week opportunity focused on healthy couple relationships.

The ministry areas that were able to meet in person filled me with so much joy this year- from the Holy Cow Food Truck food drives in Verona, to the Generosity appeal packet give away, to the Quilting Parking Lot work days. I spent many hours in the Food Pantry Garden this summer. The garden thrived this year with so much support from our congregation members who volunteered and donated- thank you! There was a group of youth who stepped up to volunteer in our garden, and I am so thankful for their help and dedication alongside our Garden leaders Max Seeland and Julie Johnson. Our traditional Thanksgiving Meal moved to a to-go format and was incredibly successful. Donna Maysack, Rick Thomas, and I formed a team in the early fall to figure out how to host a safe Thanksgiving Meal. Donna and Rick put forth so much effort to make this meal happen, and I was just happy to be a part of it. To feed 700+ people a free, hot meal reminded me of the abundant grace of God.

Yes, there were things we couldn't do this past year, and that was hard. There were things that had to change so we would stay safe and that was hard too. Over the years we have talked so much about wanting to get outside our walls and show people how great our church is- and in 2020 we did that. I hope that we can hold on to that feeling of being the church, living as the Body of Christ wherever we are as we enter this new year. I look forward to the day when we can be together in person for any and all events. But I will hold onto the amazing strength of our community as we continue to live through this pandemic time. We can't be together right now as my son would say, "because of the pandemic," but I feel like I also have so much hope for our church family "because of the pandemic" too.

Peace in Christ,
Pastor Dara Schuller-Hanson

ELCA South Central Synod Bishop's Report

Dear Friends in Christ,

The preacher C.H. Spurgeon once said, "By perseverance the snail reached the ark." Sit with that for just a moment. 2020 felt to me a lot like the journey the snail undertook to the ark. So much of 2020 seemed like a slow crawl along a muddy, unknown, and uncertain path. Like the snail, we may have had days when we forgot what we were crawling toward or what the journey was all about. We may have lost track of the summons to go to the ark altogether.

But, by perseverance the snail reached the ark. This is incredible grace. This too was 2020. The 138 congregations and ministries of the South-Central Synod of Wisconsin proclaimed God's Word, provided places and spaces for people to keep connecting to their community of faith, and reached out in generosity to neighbors. You persevered. Even as we felt it to be a muddy, unknown, unending path beneath us, the church kept crawling forward with the transforming love of Jesus Christ.

You are reading this report because you care about your congregation. Thank you for that care, especially this year, and thank you for attending your congregation's annual meeting. I know you have had to adapt in ways you never imagined. Thank you for persisting.

Please know that your synod, the South-Central Synod of Wisconsin, is committed to being your partner in ministry. CARE-CONNECT-EQUIP are our values. In 2021 we will continue to foster partnerships that help us live out these values. We will persevere on the path together:

- With conferences, the synod council, and the office of bishop
- Among and between congregations
- Among and between rostered and lay leaders
- With ecumenical and global partners
- Between ELCA congregations, the synod and the national church

I am deeply grateful for this new calling to serve with you as bishop. I am honored to call this synod my home and believe that God is leading us forward together. Together may we find new ways to share God's grace, build community and to be Christ's presence along the path.

In Christ,



Joy Mortensen-Wiebe
Bishop Joy Mortensen-Wiebe

Administration

Rick Blum, Director of Administration | 608-640-4902 | rblum@gslcwi.com

Managing the operation of Good Shepherd changed dramatically on March 13, 2020. That was the date Pr. Chris decided to move all our services online. Since then, all the church's worship has been done online and most of the staff now work remotely from their homes.

Even though the church decided to close their buildings to the public and operate remotely, the church never closed. That is a tribute to the staff of Good Shepherd and the committees listed below. The COVID-19 Task Force started work two days after the decision was made to close, and their guidance has been invaluable throughout the pandemic. The efforts of the Reopening Task Force to make sure we open as soon as we can, as safely as we can, was also very helpful. And having the Communications Committee and Facilities Committee walk besides staff as a resource in 2020 was extremely helpful in these unprecedented times.

COVID-19 Task Force and Reopening Task Force

COVID-19 Task Force: Chair: Sara McCormack (skmccormack@gmail.com) **Members:** Dr. Paul Bekx, Rick Blum, Tracy Dahl, Pr. Chris Enstad, Dr. Paul Friesen, Sarah Iverson, Kristi Jones, Diane Kohrs, Brent Marshall, Dr. Sarah Schaettle, Andrew Seaborg, Rick Thomas and Matt Wentzel. *Reopening Task Force co-chairs:* Stephanie Barth and Betsy Johnson.

The COVID-19 task force was created in March 2020, as the board saw the need for input on how to navigate worship and activities during the pandemic. Members are from a variety of disciplines in science, health care, community health, law enforcement, senior housing and education. They meet approximately monthly to consider options and make recommendations to the board on how to move forward (and sometimes back!) as the pandemic ebbs and flows.

Their input greatly assists our efforts to come together as a congregation while remaining apart. It provides input to staff in setting specific protocols and procedures to be followed during various phases. In the summer, the Reopening Task Force was formed, led by board members Stephanie Barth and Betsy Johnson, to work with our committees to implement the COVID-19 task force recommendations. Our congregation is blessed to have this group. Thank you to all for sharing their expertise.—Sara McCormack, Chair

Communications Committee

Chair: Amy Haskins (tomandamy@charter.net) **Members:** Kirstin Alworth, Ann Nelson (secretary), Katie Rather, Kay Simmons, Rick Blum (staff), Eric Holmer (staff), Sara McCormack (board liaison)

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

Communication efforts became vital during the pandemic. The committee worked with the staff liaisons on the following:

- New calendaring system for room reservation and scheduling
- Improving the speed and performance of the website
- Discussing options for streaming the worship services
- Creating new ways to communicate as The Messenger went from twelve pages to four pages
- Writing scripts for videos as needed
- Overseeing the Christmas Worship Service and Christmas Concert broadcasts on FOX 47

Special thanks to departing committee members Chris Brinkman and Alvis Koedam for their devoted service.

We look forward to promoting the proper protocol when the congregation can once again gather at both of our campuses.—Amy Haskins, Communications Committee chairperson

Administration (cont'd)

Facilities Committee

Chair: Josh Enslin (enslinfoive@gmail.com) **Committee Members:** Rick Thomas, Polly Carter, Rick Blum, Max Seeland, Barb Freiburg, Chris Ehlers, Jim Edgerly **Safety and Security Sub-Committee Members:** Matt Wentzel (Chair), Jim Pilarzyk, Doug Neumann, Judy Hoard (staff), Donna Maysack (staff),

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

Much of the focus on this year's Facilities Committee has been keeping people safe who are still using the buildings despite the ongoing pandemic. Regular disinfectant spraying of the buildings occurs to clean all surfaces. Touchless water faucets and towel dispensers were installed in the bathrooms. Improved air filters were also installed at both campuses. Safety protocols were put in place for Little Blessings including identifying specific entry locations, installing security door locks, implementing safety check-in procedures, and wearing masks. Also, cameras were installed at both campuses with remote access available by phone. New LED lighting was installed at the Madison Campus. The routine fire and security system inspections were conducted in the summer with no issues to report.

Changes have been occurring near the Verona property due to ATC installing a new underground power line. Because of this, ATC agreed to remove part of the chain-link fencing that bordered the east side of our property. Other improvements to the facilities this year included having the Verona parking lot repaired and seal coated; new shingles, patching, and the installation of heat coils to prevent ice buildup was completed on the flat part of the Verona roof; improvements were made to the youth room at the Verona campus (painting and new carpeting); and the spring and fall cleanups on both outdoor parts of the campuses were very successful this year with many participants from the congregation. Christmas lights were placed on the roof of the Verona building and along with the lighted tree in the window. It made for a beautiful view for people as they were driving by the building at night.

At our last meeting of the year, the committee reviewed the five-year budget to determine what upcoming projects should be recommended to be prioritized. Much of the focus will be on the Verona campus where the carpeting needs to be replaced, interior painting needs to be done, the slanted part of the roof needs to be replaced, a new road sign is needed, and a section of the parking lot needs to be replaced. On the Madison campus the focus will be on repairs and seal coating of the parking lot, roof repairs, window replacements, and replacing the air handler. The Facilities Committee will continue to work with the church board, staff, and the greater congregation in determining how to move forward with planning for these projects and others that present themselves, assuming we continue to have the funding available to pay for them. On behalf of the facilities committee, I would like to thank all of the staff and board members as they have worked behind the scenes through very difficult circumstances over the past year to continue to provide high-quality support and services to members of our congregation.—Josh Enslin, Facilities Committee Chair

Human Resources and Organizational Development Committee

Chair: Andrew Seaborg (Andrew.seaborg@lfg.com) **Members:** Sara McCormack, Bob Beggs, Wade Huseth

Charter: This committee is set up to review Human Resource policies at Good Shepherd, including updating the employee handbook. They review salaries of church staff, and conduct an annual review of the Lead Pastor. The committee did not meet in 2020 due to the pandemic. However, the board is committed to doing a complete review of HR policies at church in 2021, with the help of board members with experience in that area.

Technology and Innovation Committee

Chair: Vacant **Staff:** Eric Holmer (eholmer@gslcwi.com) **Members:** Joe Barneson, Scott Glogovsky

Charter: Develop and implement technology that supports our ministries, while easily connecting members and our community to GSLC in ways that they choose. Provide innovative thinking that facilities responsible stewardship.

This committee did not meet in 2020, due to the pandemic and lack of a chair and members. This committee is expected to be reformed as a subcommittee of a new long term planning committee to be formed in 2021.

Children, Youth and Family

Joanne Zastrow, Children's Ministry Director | 608-640-4924 | jzastrow@gslcwi.com
Becca Mortensen, Youth Ministry Director | 608-497-3642 | bmortensen@gslcwi.com

Children, Youth and Family Committee

Committee Chair: Steve Johnson (testsvc@charter.net)

Board Liaison: Stephanie Barth

Committee Members: Ian Bogner (youth representative), Laura Clark, Noelle LoConte, Jessica McCarty, Katie Wagner, Eva Perez (youth representative), and Pamela Ziemlewicz

Charter: In response to God's love and grace, the purpose of the Children, Youth and Family committee at Good Shepherd is to:

Teach that Good Shepherd is a place to feel welcome and safe

Lay the foundation for what it means to live a life as a child of God and a disciple

Support and connect children, youth, and families from birth through all stages of family life

Our areas of ministry include:

Birth to Three Ministry

Children's Ministry

Middle School Ministry

High School Ministry

Family Ministry

AMPED Confirmation

Baptism

Children and Youth Music Programs

Church School

First Communion

High School Internship Program

Summer Day Camps

The primary focus of the committee this year was supporting staff in developing and implementing alternative ways to provide programming and support to children, youth, and families.

Youth- The Kids Connect (<https://gslcwi.com/kids-connect/>) site was created to provide resources for Virtual Church School, Virtual Gatherings, Music and Movement, and Family Outreach Opportunities. VBS was modified to Grab & Go in response to COVID restrictions, same model is being used to provide at home ministry support and activities. Baptisms resumed Oct. 11, 2020 using new socially distanced format.

Middle School- In-person Amped Confirmation was paused March 16, 2020, but small groups continued to meet via Zoom into the spring. CY2020 confirmands have been given the choice of completing their Affirmation of Baptism service virtually on Jan. 17, 2021, or in person at some later date. Amped resumed fall of 2020 in a virtual format that has been working well.

High School- Chili cookoff was held just before COVID restrictions, but annual events like the trip to Pine Ridge and BYFY had to be cancelled. Becca continues to host regular meetings via Zoom, while leaders helping with HS Ministry are actively reaching out to youth on a regular basis. A successful one day retreat was held at Bethel Horizons on Nov. 7. The youth room at Verona Campus is being remodeled.

The committee identified three areas where the ministry could speak into families' experiences further - grief, race, and gender and sexuality - and has since worked to provide intergenerational events and resources to our members. An additional subcommittee was formed with the goal of reviewing Amped programming, and recommendations were made to the CYF committee for approval and implementation.

Children, Youth and Family (cont'd)

Metrics:

- 77 kids were visited by the Easter Bunny
- 270 Church School packets delivered
- 40 videos were generated for at home learning
- 39 kids signed up for first communion
- 17 virtual Church School sessions held via Zoom
- 7 virtual VBS sessions held via Zoom
- 90 prayer squares sent in Church School Kits
- 48 ice cream cups served, seven pairs of socks and underwear and seven fall coats collected through Holy Cow drive thru
- 100 Advent calendars mailed to families
- 135 kids were in AMPED
- 49 kids were supposed to be confirmed in 2020
- 27 AMPED small group gatherings outside of AMPED
- 24 high school youth groups on zoom
- 51 just-for-fun zooms
- 4 youth involved with the new youth room mural
- 9 passes of the Traveling Bible bag
- 1 Gender and Sexuality Alliance (GSA) gathering, the first one in our history
- 103 yard visits and drop-offs
- 27 high schoolers at the fall day retreat
- 48 ice cream cups served, seven pairs of socks and underwear and seven fall coats collected through Holy Cow drive thru
- 50 photos of children included in Christmas Eve children's message, "Hope, The Light that Shines in the Darkness"

Finance

Diane Wenzel | Staff Accountant | 608-640-4903 | dwenzel@gslcwi.com

The pandemic did not keep the people of Good Shepherd from being generous in 2020. As of January 11, 2021, we have received 98 percent of our expected Intents to Give for the past year. In addition, our total giving exceeded over \$1.5 million dollars for 2020, plus a sizeable estate gift that will spark more ministry at Good Shepherd and provide financial security for the church over the next few years. Thanks as well to everyone who has participated in our Beyond capital campaign. Thanks to you, Good Shepherd has shrunk its mortgage to nearly \$2 million dollars for the first time in nearly 20 years. Your generosity will also let us start making improvements to our facilities in Verona in 2021. Thank you to all members for your generosity.



Good Shepherd
LUTHERAN CHURCH

Bob and Ronda Beggs, Co-chairs

Thanks be to God for your continued generosity to the **BEYOND** Capital Campaign. Here's an update on the campaign after Year 1:

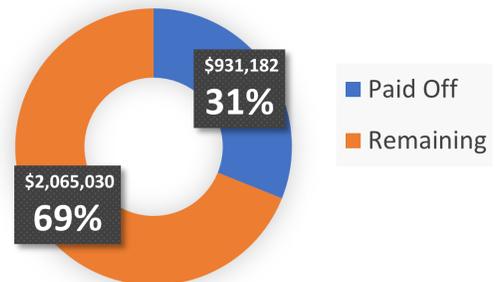
\$1,166,919 received – 57% of Total 3-year commitment

- \$931,182 was used for Mortgage Reduction
- \$167,900 was placed in our Capital Projects Reserve Fund
- \$67,837 was spent on Campaign Expenses

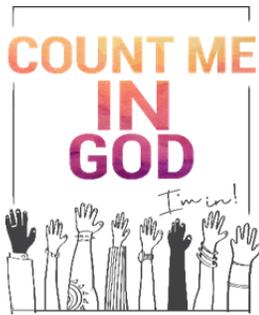
\$2,065,030 Mortgage Balance

- Reduction of \$1,064,697 from the December 31, 2019 balance
- \$931,182 from **BEYOND**
- \$133,515 from monthly principal payments

Mortgage Impacts of BEYOND



Good Shepherd is eternally gratefully for your support of this campaign as we continue on our journey of becoming debt-free. We look forward to the good things God has in store for our congregation as we continue to dream **BEYOND**.



Finance (Cont'd)

Count Me In God! was the theme for the 2021 generosity campaign. Invite, Include, Inspire, and Invest were sub themes and stories told via video supported those themes. Packets for 1050 households were prepared and delivered, first by drive-up pickup on Nov. 1, then by mail. Giving Sundays were Nov. 8 and 15. Email and text follow-up helped generate the return of 415 Intents to Give with \$1,045,375 committed to financial support for Good Shepherd's ministries in 2021.

Finance Committee

Chair: Vacant

Staff Representative: Diane Wenzel (dwenzel@gslcwi.com)

Board Representative: Wade Huseh (wadehuseh23@gmail.com)

Committee Members: Deb Simon, Lois O'Rourke, Tyler Gold, Nan Schilling, Jeff Kuchenbecker, Wendy Johnson, Rick Blum, Andrew Seaborg

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

The finance committee continues to provide insight and direction to the board regarding the short- and long-term finances of the church. Key activities include monitoring reserve levels, ensuring financial assets are safeguarded, and forecasting future cash flows. This year we provided oversight to adopting a budget that coincides with the new fiscal year ending in June. We have also stayed up to date on giving trends compared to our budget throughout the pandemic as well as helping monitor how the church is spending its resources. The church did receive a Paycheck Protection Program (PPP) loan, which has enabled us to more confidently retain staff and continue programming.

Generosity Committee

Chair: Phyllis Wiederhoeft (pwiederhoeft@gmail.com)

Staff Representative: Rick Blum

Board Representative: Bob Beggs

The Generosity Committee met monthly via Zoom and worked from a spreadsheet that details tasks and deadlines. That made the projects move very smoothly. Once the theme was established for the annual giving emphasis "Count Me In, God," we were able to move quickly toward implementing the tasks. Four videos were recorded, edited, and shown to the congregation emphasizing how Good Shepherd **Invites, Includes, Inspires, and Invests** each of us to generous financial giving in support of God's Work in Madison, Verona, and the world. Due to the pandemic, distribution of packets became more of a challenge, but we had fun with the drive-up on Nov. 1 with almost 200 packets being picked up. The rest were mailed in time for all to have their packets in time for the Giving Sundays Nov. 15 and 22 with follow-up the following several weeks.

Finance (Cont'd)

Financial Dashboard December 2020

Statement of Activity - General Fund

	Actual	Budget	Variance
Contributions and Other	\$ 878,973	\$ 965,453	\$ (86,480)
General, Admin & Program Expenses	(925,221)	(983,341)	58,120
Mortgage Principal - General Fund	(59,442)	(56,294)	(3,149)
Revenue less Expenses and Mortgage	\$ (105,690)	\$ (74,182)	\$ (31,509)

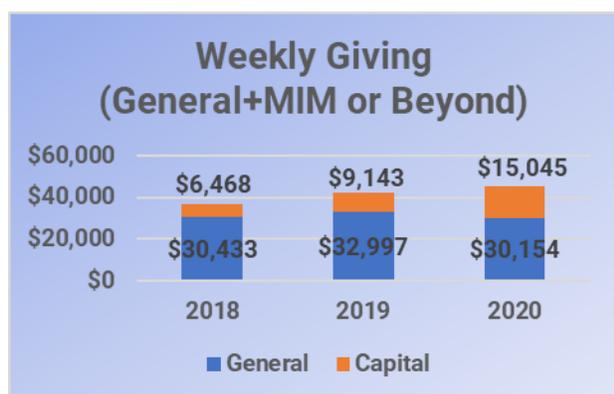
* In addition to above, in July 2020 an estate gift of \$460,097 was received.

Cash Balances

	December 2020	June 2020	YTD Change
General Fund	\$ 779,626	\$ 821,623	\$ (41,997)
Board Designated Funds	514,787	137,000	377,787
Restricted Funds	434,677	354,294	80,383
Total Cash & Investments	\$ 1,729,090	\$ 1,312,917	\$ 416,173

Mortgage Balance

	December 2020	June 2020	YTD Change
Loan Balance Outstanding	\$ 2,065,030	\$ 2,412,739	\$ (347,709)



Weekly combined totals: 2018 - \$39,547; 2019 - \$44,948; 2020 - \$47,712. However, combined giving increased by more than \$170,000 in 2020 than in 2019, and \$470,000 more than 2018. When you factor in lower attendance in 2020, per-capita giving to the general fund is also higher than last year. As of Dec. 31, our mortgage stands at \$2,065,030.

- Total number of members who gave in 2020 – 805
- Total amount given in 2020- \$1,534,670
- Total amount given to Beyond campaign as of January 11, 2021 - \$1,180,462
- Total amount raised for Keeping Neighbors Connected through Good Shepherd—\$33,850
- 531 Pledges & Recurring Giving in 2021
- 805 Giving Households in 2020

Inreach

Pr. Sheryl Erickson | 608-640-4907 | serickson@gslcwi.com

Inreach and Congregational Care Committee

Chair: Cathy Beaty(crash6213@yahoo.com) **Vice Chair:** Cathy Peercy (cbpeercy@aol.com)

Staff Representative: Pastor Sheryl Erickson

Board Representative: Kimberly King

Committee members: Jessica McCarty, Pat Westimayer, Jan Grebel, Kathie Schroedel, Pastor Mark Renner

Mission statement: To welcome, connect and support the people of Good Shepherd by serving the emotional and spiritual needs of the Good Shepherd community in personal times of challenge and joy.

The Committee meets bi-monthly; our meetings have been via Zoom to communicate and care for each other and our church community. Although we have not been able to perform some of our normal, in-person, functions such as Name Tag Sunday and assisting with the New Member gatherings, activities have continued to support our church community. Some of the groups this committee supports include:

Home Communion:

The ministry of home communion continued to be strong and impactful in 2020. A team of 19 dedicated home communion servers/callers pivoted from in-person appointments (in January and February) to once or twice per month phone calls to the 34 home communion recipients. While everyone is eager to return to sharing the holy meal together in person, a lot of great connections were made and care given to those who are homebound outside of pandemic times. (Submitted by Jessica McCarty.)

Grief Packets:

A new/reimagined ministry this year comes in the form of walking alongside those who are experiencing grief through periodic mailings from the church. *Journeying Through Grief* is a set of four short books sent to grieving people at four crucial times during the first year after a loss. In addition to these gentle and comforting books, each mailing includes a letter from Pr. Sheryl and each family receives a prayer square made by Shepherd's Hands. Since June, 14 families have been part of this ministry. (Submitted by Jessica McCarty.)

The Card Ministry:

The Card Ministry kept busy in 2020 mainly working from home. Our largest project was making 200 cards for the Thanksgiving meal event. Some of the other cards we completed this year included thank you, milestone anniversary, first communion, confirmation, Easter cards for homebound members, and Keeping the Connection cards. The total number of cards made for this year was about 700 cards. (Submitted by Susie Cramer.)

Keeping the Connection:

This ministry sends notes or small care packages several times a year to recent post-high school members of Good Shepherd to remind them our congregation is thinking about them and praying for them. Four mailings went out to approximately 40 youth this year. Last winter's mailing included care items put together by our AMPED youth. (Submitted by Kimberly King.)

Shepherd's Hands Knitting/Crocheting group:

Our Shepherd's Hands Knitting/Crocheting group has been very productive in 2020. Members made 800 - six inch squares that were sent to Pine Ridge Reservation to be made into blankets. We continue to make hats and scarves for Pine Ridge as well as for the Good Shepherd Food Pantry. Our hands and needles are always busy making prayer shawls (we pray as we knit) to be given to comfort those who are hurting. We have faithful knitters of Prayer Squares that are given out, for example at the Thanksgiving Drive-Through. We have received donated yarn from members and friends of the congregation and purchase yarn as well. We have about 15 members who meet regularly at church and at Sow's Ear in Verona on alternate months (not during COVID-19). Many others knit at home. Updates have been sent each month to members. Yarn has been picked up and knit/crochet items dropped off on porches during this time of COVID. Where there is a need, we do our best to help. (Submitted by Kathie Schroedel and Pat Westimayer.)

Inreach (cont'd)

PrimeTimers:

What we lost in the proximity of our gatherings this year, we made up for in frequency. Immediately following our shut down, Sarah Iverson began sending a weekly email to PrimeTimers with the intent to create and nurture a “gathering place” for us to share stories, devotions, and video links. This has continued each Friday and has even been a source of outreach as members have asked for us to add email addresses of their friends and family. We began zooming in May have held at least one zoom every week since then. We check in with each other, pray and read scripture together, and sometimes enjoy a show and tell of sorts while we share favorite ornaments, memories, or foods! Because not every PrimeTimer uses email or a computer (although most do), Sarah has sent three rounds of individual cards - a pretty picture and simple message to remind folks that they are seen! So, while we have lost our monthly gathering - we are nurturing one another along in small and consistent ways. (Submitted by Sarah Iverson.)

Stephen Ministry:

The Stephen Ministry group of Good Shepherd provides Christian care to those who are experiencing a variety of struggles and difficult situations. Our group has continued to be active in its mission despite the challenges of the ongoing Covid-19 pandemic.

Our Stephen Ministers have been and are currently engaged in a variety of caring relationships. These relationships include issues related to acute and chronic grief, loss of physical health, mental health struggles, post-traumatic stress and divorce. Due to the restraints of physical distancing, Stephen Ministers have continued serving care receivers via phone, email, text messaging, and meeting one on one while employing masking and safe distancing.

The Stephen Ministry group, led by Pr. Sheryl, has continued monthly supervision and check-in meetings via Zoom. This technology has enabled our group to continue to support those involved in caring relationships, as well as staying connected as a group.

The Stephen Ministers feel blessed to continue to serve, bringing God's loving care to His people. (Submitted by Karna Boquet and Marilyn Sharrow.)

Prayer Chain:

It was a good year for prayer requests. You can see in the metrics below that the number of our prayers were up. We also had more people join as pray-ers our Prayer Chain this year than in previous years. To me these all indicate the need we have for staying connected and helping one another through prayer. (Submitted by Vicky Ruff)

(Inreach Report Submitted by Cathy Beaty.)

Metrics:

Home Communion phone calls to recipients each month - 34
Home Communion servers/callers— 19
Active Stephen Ministers—16
Current Stephen Ministers offering 1-1 Care—10
Prayers prayed through the Prayer Chain, annual total— 189
Prayer Chain members— 75
PrimeTimers receiving notes from Sarah Iverson— 95
Grief Packet series sent to households—14
Cards made for ministry— 700
Keeping the Connection Cards sent to post high schoolers, annual total— 160
Squares knit for Pine Ridge Blankets— 800
Prayer Squares knit for Thanksgiving Meal Distribution— 200
In person groups met despite pandemic— 11
Groups have met or are meeting on Zoom—28
People attended the documentary “A Time for Burning”—40

Outreach

Rick Thomas, Director of Outreach and Facilities | 608-640-4916 | rthomas@gslcwi.com

This fall I was promoted to the Director of Facilities and Outreach. I have been amazed at the faithful service so many members of Good Shepherd perform in our Outreach ministries. I guess I always knew we were very involved in our community, but I never really realized to what extent. As you read the reports of many of our ministries you too will realize that the church is not the building, it is the people. I invite you to get involved in a ministry that interests you in 2021!

Social Action (Outreach) Committee

Co-Chairs: *Becky Baumbach* (beckybaumbach27@gmail.com) and *Susi Petta* (mspetta@gmail.com)

Board Representative: *Kimberly King*

Staff Representative: *Rick Thomas*

Committee Members: *Colin Grove, Kristi Jones, Marilyn Kile, Diane Mueller, Donna Maysack, Carol Ringeisen, Beth Ringgenberg, Anna Olson*

The Social Action Committee updated its charter statement and name in 2019 which includes:

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

Keys to Ministry: With the presence of the Holy Spirit in all of our work, and loving others as Jesus taught in Mathew 25, we work in the following areas: housing, food, clothing, poverty, health care, education, incarceration, violence, immigration, and clean water. Collaboration with other faith-based groups and community organizations is a priority in our ministry. The committee supported a four week Zoom offering titled: Difficult Conversations: Learning to Walk with All God's Children. These presentations were centered around racial/equity issues. Our committee supported Colin with his virtual marathon for World Vision. It was a very successful endeavor. Our committee voted to extend the contract with Care Net for additional six months, which supports our neighborhood with medical opportunities. The committee worked to bring an offering on Zoom on Gun Violence, which was held on 1-17-21. We acknowledge that this has been a challenging year with COVID, but we continued to carry out the mission of our Social Action committee. Current work will center around the health care needs in the Meadowood neighborhood and how we can support the Meadowood Health Partnership.

Adopt-A-School Program (Orchard Ridge Elementary)

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

The Adopt a School Ministry started off 2020 with the assistance of our generous congregation. In January, a check for \$ 3,564.51 was presented to Orchard Ridge for the Bucks for Books project. With those funds, each student can select a book to take home. While the pandemic limited our activities for the remainder of the year, we were still able to continue the Weekend Wellness Wrap (WWW) program which is a partnership with the Good Shepherd Food Pantry to provide food for ORE families who are not able to attend the pantry but are in need of food for the weekend. Thank you to Julie Cooper for leading that effort. We finished the school year exchanging e-mails with our pen pals which was different for all of us. We look forward to resuming all of our activities sometime in 2021.

Outreach (cont'd)

Allied Drive Food Pantry

Coordinators: *Connie Weisse* ckweisse@uwalumni.com and *Rachel Breitbach* (rbreitbach@sbcglobal.net)

Staff Representative: *Rick Thomas*

The Allied Food Pantry is an emergency food pantry that serves groceries to people on the southwest side of Madison who are experiencing food insecurity. The pantry is located inside the Boys and Girls Club on Jenewein Road.

When COVID closed everything in March, the pantry followed guidelines from the Food Pantry Network. Working with the Boys and Girls Club, we switched to offering pre-packed bags of groceries and distributing food outside the building. We have continued to distribute in this manner since March.

One challenge in the fall and winter has been darkness and cold while distributing food outside. We decided to change hours. The winter hours this year are Wed. 10 a.m.-noon; and the first and third Saturday of each month, 10-11:30 a.m.

In September, the Boys and Girls Club changed rules of access to the building. The change is not related to COVID. Pantry managers can no longer access the building unless Boys and Girls Club staff is present, weekdays only, 9 a.m. – 6 p.m. We can request access during evening or weekend hours with one week advanced notice. Also in September, the industrial freezer broke down for the third time within a year. Rick Thomas helped the pantry to choose a new freezer and arrange delivery.

Despite the additional challenges, we have experienced an overwhelming amount of generosity and support this year. Several donors have come forward with gifts over \$1,000. Food drives have continued, despite COVID restrictions. With the additional financial support, we were able to pay for the new freezer without compromising amount or quality of food.

Pantry usage increased slightly in 2020.

979 Total households (965 in 2019)

3,484 Adults and Children served (2,903 in 2019)

Outreach (cont'd)

Bhutanese Ministry

Contact: Prakash Rai (prakashmrai14@gmail.com)

Staff Contact: Rick Thomas

Good Shepherd supports a small but vibrant Bhutanese church associated with the ELCA that met on Saturdays at the Madison campus until the pandemic hit and forced it to meet virtually. Most members of the church live on the southwest side of Madison and greatly appreciate the use of Good Shepherd's facilities. We look forward to being able to meet again in person in 2021.

Care Net

Contact: Sara Patterson (sarap@carenetdane.org)

Staff Contact: Rick Thomas

Care Net provides compassionate, nonjudgmental sexual health services to women and men facing a pregnancy decision. We offer help, hope and healing through medical services, education, a residential program and ongoing support. Free medical services including pregnancy testing and verification, medically indicated ultrasounds and sexually transmitted infection testing and treatment for women.

In cooperation with the Social Action Committee, a mobile health clinic has been available to people in our community in the parking lot of the Madison campus since September. Numbers have been growing steadily as people become aware of the services offered. Thank you to Good Shepherd for allowing us to use your parking lot conveniently located at the heart of the Meadowood neighborhood.

Children's Clothes Closet

Coordinator: Donna Maysack (dmaysack@gslcwi.com)

The Good Shepherd Clothes Closet opened in 2010 and 11 years later is still providing gently used clothing, new shoes, socks and underwear to area children. The pandemic brought challenges and changes to everyone and the Closet was no exception. We were closed for much of it, but in late August, relocated to a larger room that allows for volunteers to social distance. The temporary location is near the parking lot so we can deliver clothing to the cars. We opened in September for back to school and thanks to monetary donations from members and area businesses, gave out new socks and underwear and brand name shoes to well over 200 neighborhood children. In November, we began taking used clothing donations again. Since customers can't choose their own items at this time and we have a larger storage area, we are able to hand out more clothing than in the past. Thank you for your clothing donations and much needed financial support of this important ministry.

Food Pantry Garden Report

Coordinators: Pr. Dara Schuller-Hanson (dschuller@gslcwi.com), Max Seeland (maxeland56@gmail.com), Julie Johnson (jacj988@hotmail.com)

The food pantry garden enjoyed its third successful season of production. The group of volunteers that numbered over 50, took extra measures to wear masks and maintain social distancing while enduring extreme heat and plentiful mosquitoes to provide fresh produce to our Good Shepherd Food Pantry throughout the summer. The group had well over 450 hours of service and consisted of some very dedicated youth and AmeriCorps volunteers. Heather Swartz served as our first garden intern and did a phenomenal job.

The harvest totaled over 1,600 pounds and included many varieties of vegetables and some fruit. A new food pantry garden sign was installed, and a raspberry patch was planted. The 2021 season is approaching with aspirations of adding some fruit trees and beehives.

A special thanks goes to Pastor Dara and Julie Johnson for their leadership and dedication ensuring the continued success of the garden.

Outreach (cont'd)

Feed My Starving Children

Coordinators: Sheryl Henry (joehenry8@charter.com), Chris and Nathan Brinkman (chrismbrinkman@gmail.com)

The ninth Feed My Starving Children MobilePack was hosted by Good Shepherd at the Verona campus Feb. 27-29, 2020.

303,264 meals were packed and funded by **1,400** volunteers during this three day event. Approximately **830** kids eat a meal a day for a year. A total of **\$84,000** was raised. Good Shepherd families along with the community have packed well over 1,000,000 meals at the Verona campus over the years. Here are the details of where the meals went:

1,260 boxes (272,160 meals) went to Zambia with our partner, Orphan Grain Train, Inc. Orphan Grain Train is a Christian volunteer network that shares personal and material resources with needy people in America and around the world. Orphan Grain Train distributes FMSC meals to the Philippines and countries in Africa. Check out their website: www.ogt.org

144 boxes (31,104 meals) went to Haiti with FMSC partner, Cross Catholic Outreach. Cross Catholic Outreach has been working hard to feed the hungry and heal bodies already affected by severe malnutrition. They believe supplying food is important because it also frees up a family's limited resources to be used on other important things, including medicines, house repairs and their children's education. Check out their website: <https://crosscatholic.org/>

What an incredible impact these 1,404 boxes of food had in these areas! What an absolute blessing to those most desperately in need.

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

2020 was a unique year for the Good Shepherd Food Pantry. We were able to have two of our largest food drives of the year in the Souper Bowl and Boy Scout Food Drive before the pandemic forced us to go to a drive-up food distribution model. The first couple weeks were very challenging with increased demand, food acquisition issues and learning new systems with only the coordinators working instead of the 15 or so daily volunteers we usually had. Pantry use actually decreased for a couple of months until a more consistent 20-30 families per day became the norm. Thanks to everyone who has been making donations during the pandemic, we have been able to offer a wide variety and good quantity of food and personal hygiene products throughout the pandemic.

We have begun allowing volunteers to help with the pantry on a limited basis and will hopefully be able to return to being a choice pantry with our full compliment of volunteers later in 2021. The pantry is open each Thursday from 10 a.m. – noon and 5:30 -7 p.m. for food distribution and donation drop-offs. Thank you again to everyone who has supported this important ministry over the last year. You have made a difference in the lives of many people in our community.

Outreach (cont'd)

God's Hands and Feet

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

God's Hands and Feet, a group of women focusing on providing help to those in need, were blessed to donate 450 Shoebox Gifts for Kids in December 2020 as well as 63 giftbags to Tree Lane Apartments for their moms, dads and grandmothers. We donated needed and requested items all year long to the residents at Tree Lane Apartments. The Good Shepherd Food Pantry received 25 Birthday Boxes and we provided 200-300 brown bag meals to the Meadowood children and 200 brown bag meals to Coach Assad for area distribution.

Healing House, a Just Dane Initiative, <https://justdane.org/healing-house>, received donations throughout the year of diapers, baby wipes, baby wash and shampoo, combs, brushes, adult shampoo and conditioner, snacks and drinks, as well as gifts of toys and winter warmth items at Christmas time. We prepared and delivered noon meals to The Beacon Homeless Day Shelter, ran a donation drive of toiletries for Badger Prairie Needs Network, and provided 50 toys to Verona Helping Hands, which is located at the Verona High School and benefits ages 7-14. And in the midst of all this, we were able to do a book study, via Zoom of course, of "Disunity in Christ" by Christena Cleveland. If you would like to learn more about our group, or join us, contact Diane Cali at dianecali437@gmail.com or Peggy Christensen at go2pegsue@aol.com.

Healing House

Coordinators: Lois Jacobsen (lmjacob@att.net)

The Healing House Ministry began 2020 as a normal service to the guests who need shelter during an illness/surgery or giving birth event. Our volunteers provide meals for two nights per week and share the other days with Middleton Community Church and the Latter Day Saints Congregation. Once the restrictions of the pandemic were in place, we could not enter the house or have direct contact with the guests. We also adapted our meal preparation with raw foods provided whole and recipes attached. Desserts were purchased versus baked at our homes.

The guests and staff appreciate our efforts providing healthy meals for their recovery as well as some extra treats. If you would like to join our small volunteer group, please contact Lois Jacobsen or speak to Rick Thomas at church.

Holy COW Food Cart

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

2020 was a unique year for the Holy COW food cart ministry. During January and February Pr. Joe Broschious was able to spend funds to update electrical inside the cart, add a ventilation/air conditioning unit and do necessary repairs on the tow vehicle. In February, an ashes-to-go event was held in the parking lot of Good Shepherd's Verona campus. Unfortunately, COVID struck in mid-March, which made events with the Holy COW impractical until August. Starting in August, Rick Thomas and Pr. Dara Schuller-Hanson took over coordinating events with the Holy COW. Many events were conducted until the reality of winter weather shut down the cart in mid-November. The following were some of the events that were conducted between August and November 2020. Prayer squares and information about worship opportunities were handed out at all of the events listed.

- 2 food drives were conducted to benefit Badger Prairie Needs Network at Verona area grocery stores
- 2 community meals were served in the Meadowood neighborhood
- 7 coffee and pastry sales were conducted to benefit Just Bakery
- Distributed benevolence information to members of Good Shepherd
- 3 teacher appreciation events at Verona elementary schools
- Children's ministry events
- Served snacks to Little Blessings Preschool at their fall Festival

Hopefully 2021 will enable expansion of the Holy COW ministry to reach greater numbers of people. A 2021 planning group is being organized to develop a calendar and to discuss future plans. We see many opportunities to get the word of God to people in our community using the Holy COW as a vehicle to do so.

Outreach (cont'd)

Madison Area Jail Ministry

Coordinator: Carol Ringeisen (jfncaring@charter.net)

Report from Chaplain Todd Marcotte:

This has been a year like no other, but God has been faithful to allow us to continue our work as a ministry of presence. I know that this year has been hard for everyone and it is especially hard to be away from family during the holidays. On Thanksgiving I posted the following reflection:

Give me turkey, mashed potatoes and gravy, cranberry sauce, and pumpkin pie but Thanksgiving is just not the same without the people we love. Now imagine that same feeling minus the meal (inmates were served Sloppy Joes) and you will begin to understand what it is like for someone who is spending this holiday behind bars. This holiday affords many of us the opportunity to empathize with our incarcerated brothers and sisters. As the writer of Hebrews admonishes, "Continue to remember those in prison as if you were together with them in prison, and those who are mistreated as if you yourselves were suffering." -Hebrews 13:3

I was touched when I learned that a group of female inmates pooled their resources to create their own Thanksgiving dinner with items purchased off the canteen list. They had so much food that they ended up sending it down to other cellblocks. It reminds me of the story of the first Thanksgiving where people who endured hardship came together to share their blessings.

Even with a limited schedule of rounds, I am able to visit most cell blocks and pods each week with the exception of COVID-positive areas. When visiting areas under quarantine, I wear gloves, glasses, and an N-95 mask covered by a cloth mask. Every time I visit a pod or cellblock I am met with appreciation by both inmates and deputies. "Thanks for visiting us, Chap!" they shout as make my way to the next area.

Since March we have not been able to have in-person chapel services because of COVID-19 precautions. However, I have been putting out Virtual Church videos that are available to inmates via the jail tablet system. We can reach everyone in the jail with the videos, including those in segregation or medical isolation. I have received a lot of positive feedback from the videos. An inmate wrote me and said, "I love the videos that u have been posting. Can u please post more that get me thru my day?"

Our Friends of the Jail Ministry group has been providing the jail with handmade cloth masks and warm winter clothing this year. I am distributing Christmas cards that have been written out by people from area congregations. This year we partnered with a church in Puerto Rico to provide our Spanish-language cards.

With the release of the coronavirus vaccine, I am confident that we will restart in-person programming up again sometime in 2021. I am hopeful that it could be as early as the summer, but it could be as late as fall. I miss our volunteers and all that they do to bring light and life into the jail. I know I will never take for granted the ability to meet with people face to face.

We appreciate your prayers and support of the jail ministry. Thank you for all that you do to bring the hope of the Gospel to the men and women of the jail.

Just Bakery

Contact: Rick Thomas (rthomas@gslcwi.com)

Just Bakery is a 12 week educational and vocational training program. The program works with individuals who are experiencing significant barriers to employment (homelessness, justice involved, lack of education, and/or a lack of work history or skills). Just Bakery utilizes the National Restaurant Association's "ManageFirst" curriculum, teaching hospitality and restaurant management, supervision, cost control, nutrition, and ServSafe to our students, as well as baking hands on in our commercial kitchen. This allows students to earn up to 12 college credits and gain acceptance into the Madison College Culinary Program.

Good Shepherd supported Just Bakery's mission through sales of baked goods after services in January and February and through multiple Holy COW events this fall. Watch for events supporting Just Bakery starting in spring 2021.

Outreach (cont'd)

Keeping Neighbors Connected

Contact: Rick Thomas (rthomas@gslcwi.com)

A lot of Meadowood residents will be able to stay in their homes this winter, thanks to the generosity of Good Shepherd members. Over \$28,000 was raised by our members to help [Keeping Neighbors Connected \(KNC\)](#). KNC has also received a \$5,000 grant from the American Family Foundation and \$5,000 via the West Collaborative. In addition, St. Maria Goretti was able to raise another \$10,000. The combined efforts of all the partners has helped raised more than \$53,000 to help with housing this winter.

KNC is a collaboration of churches, schools and neighborhood social workers created through the efforts of Pr. Joe to make sure families in our Madison neighborhood receive help with housing.

Loaves and Fishes

Coordinator: Donna Maysack (dmaysack@gslcwi.com)

Good Shepherd volunteers have donated, prepared and served a community meal every fourth Thursday at Luke House in downtown Madison for many years. In 2020, we were able to provide this meal in January and February. Because of the pandemic, the community meals ended at Luke House by mid-March. The director, Matt Rogge, instituted serving those in need of food, with individually prepared brown bag meals for lunch and dinner. The bags were put on a window shelf and picked up outside.

In order to limit our members going to the grocery store to purchase food items, Good Shepherd donated \$225 to Luke House to cover the cost of the lunch meal in April and May. Beginning with the June meal and continuing for the rest of the year, our volunteers donated food and water for the monthly meals we have been providing.

As the number of people being served lunches increased from 100 in June and July to 140 in September and October, the volunteers providing food increased from 24 to 40. When the COVID-19 numbers had lessened in July, August, and September, two family members helped make sandwiches and assemble the brown bag lunches at Luke House. The serving of the brown bag meals will likely continue well into 2021.

Meadowood Health Partnership

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

The primary mission of the Meadowood Health Partnership (MPH) is to strengthen families, promote literacy and provide neighborhood-based model health care. The partners include Meadowridge Library, Today Not Tomorrow, Inc-Project Babies, Meadowood Neighborhood Center and Neighborhood Connectors. Access Community Health Centers is closely associated with this partnership and they provide technical and medical information assistance. Physicians and health care workers partner with MPH to provide health care support services. Thank you to Good Shepherd and its foundation for its financial support. We look forward continuing this community building ministry in 2021.

Transitional Housing Meal Ministry

Staff Liaison: Judy Hoard (jhoard@gslcwi.com)

For many years, Good Shepherd volunteers have provided and served an evening meal every other month at Grace Episcopal Church for 50 – 75 homeless men in our community. In 2020, because of the pandemic, we were able to provide this meal only once in February. The homeless shelter that had been housed for many years at Grace Episcopal and two other churches was permanently moved in order to serve more homeless men in a safe, physically distanced space.

For most of the year, the temporary location was Warner Park Community Center. In December, it moved temporarily to 200 First St. to the City of Madison's former Fleet Service Building. The meals have been paid for by the county and individually prepared by an outside food service. Until further notice, the Transitional Housing Meal Ministry will not be providing meals for the homeless men's shelter.

Outreach (cont'd)

Team World Vision

Captain: Colin Grove (colingroveteamworldvision@gmail.com)

In 2020, despite the overwhelming challenges and obstacles that occurred due to the pandemic, the Madison Team World Vision participants (numbering 33 from five churches and Life 102.5, including 13 from Good Shepherd) raised nearly \$70,000 for clean water and programs to help those impacted domestically by COVID. Though the Madison Marathon was cancelled, more than half the team still came together to have a socially distanced race on Sunday, Nov. 8 at a park in Madison. Team Co-Captains Bob Beggs, Stephanie Christensen and Madison Coordinator Colin Grove believe that with this level of success in such a challenging year, the team is poised for an amazing season in 2021.

Thanksgiving Meal

Coordinators: Rick Thomas (thomas@gslcwi.com), Donna Maysack (dmaysack@gslcwi.com), Pr. Dara Schuller-Hanson (dschuller@gslcwi.com)

Unsure whether the annual Thanksgiving meal could be done safely and whether anyone would show up due to the pandemic, the Thanksgiving planning group began meeting in September. First a plan was put together to make sure we could do it safely. Once the Thanksgiving-To-Go plan was approved by the COVID Task Force, volunteer workers and food providers were recruited. Thanks to the many generous members of Good Shepherd all of the spots were quickly filled and a waiting list created. The week of Thanksgiving meal preparation was safely completed and on Thanksgiving Day 707 meals were provided to our community! Thank you to everyone who provided food and volunteered for this highly impactful ministry of Good Shepherd. Hopefully next year we can have a more "normal" in person meal.

Outreach Metrics:

- \$731.19 and 2182 cans of soup were donated for the Souper Bowl
- 17 Holy Cow events served approximately 300 cups of coffee, 90 donuts, 175 pastries, 55 meals and \$1438.31 raised for Just Bakery
- Money raised for KNC: Appx. \$28,000
- 303,264 meals were packed and funded by 1,400 volunteers for FMSC
- 1220 households with 4809 people were served in the Food Pantry
- 49 Giving Tree Tags
- 460 Shoeboxes given out at Christmas
- 40 blankets given to the homeless
- 300 Art Supplies donated to UW Child Life
- 200 Prayer Squares given out on Thanksgiving
- 61 Quilts sent by Norma Jean Quilters
- 80 households and 300 kids served in the Clothes Closet
- \$3,564.51 raised for Orchard Ridge Bucks for Books Program
- 40 Summer toy bags given out at Food Pantry
- 149 families served by the Clothes Closet from January-March
- 200 pairs of new shoes, socks and underwear given away by the Clothes Closet in the September Give away.

Spiritual Formation

Sarah Iverson, Director of Spiritual Formation and Development
608-497-3643 | siverson@gslcwi.com

After closing our physical doors we immediately worked to transition existing small groups to a zoom platform. Over the pandemic months we have been able to offer a number of different opportunities for folks to learn and connect. Some of these opportunities grew out of previously existing gatherings and some were created in response to the situations facing us in this time.

Zoom was not the only change we made to our gatherings. We created intergenerational learning opportunities that allow our everyone from 13- 100 to learn from and alongside each other. Alongside longer opportunities we created one-time gatherings for folks who can more easily participate in this way.

In the fall, following task force guidelines, we transitioned some small groups back to in person gatherings. In addition, we created Tuesday Morning Treks as way for folks to safely gather.

For the first six months of the pandemic we gathered folks each day at 10 a.m. on our social media Platforms in order to pray together. This was not only a gathering space but a way to throw down a spiritual anchor. We created other gathering spaces for prayers and small groups for support throughout the season for the same purpose.

The Spiritual Formation committee recognizes the importance of nurturing folks in their vocational calling. Throughout the pandemic efforts were made to reach out with words of encouragement and support to folks whose work life has been changed and challenged.

The need to create one virtual worship service allowed us to lean into the goal of the committees to create a more unified – but not uniform Good Shepherd worship experience. The desire is to deepen our individual and collective experience by expanding the breadth of our worship words and practice, as well as growing our understanding of the purpose of worship and its components. We also created unique services to allow people to worship through particular moments and seasons - Prayer service, Blue Christmas, Campfire Worship, and Christmas Around the Tree.

THE GOODNESS OF THE GATHERED

Admittedly Zoom took a little getting used to, but it has grown to be a great tool for education and connection in this season. Participation in offerings has increased, which is wonderful. More surprising however is the depth of connection and vulnerability that has occurred in these gatherings. I have rarely seen this level of engagement and honesty in our conversations. We have learned and prayed about hard and wonderful things this year, and a while we may have longed to do so in person, I am convinced that the Holy Spirit has not only been gathering us in new ways, but blessing the gatherings themselves in deep and lasting ways.

THE MINISTRY OF INVITATION

While it was wonderful to prepare and occasionally lead these offerings, I continue to believe that 70 percent of the ministry is done through invitation. Especially in this season, the numerous emails, cards, and calls of invitation that precede any offering serve as a conversational opening to hear how folks are doing – regardless of if they attend. During this time when some people feel they are fading away, someone reaching out, under any pretense, is a wonderful way to say “I see you.” May we **all** continue to reach out and strengthen our connections, trusting the Spirit with the content.

- 6 books discussed
- 125 days of “Prayer on the Stairs” on Facebook
- 10 trails hiked by Tuesday Morning Trekkers
- 100’s of prayers prayed on Tuesday Zoomin in Prayer
- 700 cards made by our card ministry and sent by staff
- 27 gathering participants who have joined us from outside the state thanks to Zoom

Spiritual Formation (cont'd)

Spiritual Formation (Adult Education) Committee

Committee Chair: Becky Baumbach (beckybaumbach27@gmail.com), **Vice-Chair:** Judy Johnson (judyj3@gmail.com)

Staff Representative: Sarah Iverson

Board Representative: Sara McCormack

Committee Members: Jim Cali, Tracy Dahl, Kris Schmuhl

Charter (updated 2019): *Spiritual formation is being formed into the likeness of Christ for the sake of others. Therefore, our committee will create spaces where we individually and collectively deepen our relationship with God, God's word, and God's world.*

Key Responsibilities: *Help people find ways to discern their path on the spiritual journey; advocate for the infusion of spiritual formation in all groups at Good Shepherd; help people find connection spiritually; grow spiritual formation practices starting with small committed groups and supporting existing groups; bring people together in creative ways to meet the schedules of the many phases and needs in our spiritual lives.*

The committee has been on hiatus since March due to the pandemic. During the early months of this year however this committee began a conversation with the Music and Worship committee exploring how we can continue to deepen our experience of worship across our five services. We also began to talk about how we can adapt our typical learning avenues in order to allow more folks to participate - including one time events, social media/blog posts, and at home helps. Obviously the pandemic pushed us to try some of these ideas more quickly than we anticipated. The committee plans to resume work as the reopening process begins.

Worship and Music

Jared Stellmacher, Director of Worship and Music
608-640-4901 | jstellmacher@gslcwi.com

Worship, Music & Arts Committee

Committee Chair: Mike Harper **Committee Vice Chair:** Amy Miyamoto **Staff Liaison:** Jared Stellmacher **Board Liaison:** Betsy Johnson **Committee Members:** Barb Bredel, Pastor Chris Enstad, Sarah Iverson, Judy Kalan, Diane Kohrs, Beth Marshall, Karen Smith

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

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

The Worship, Music & Arts Committee began 2020 combining forces in collaboration with the Spiritual Formation Committee where we together identified our committee commonalities and discussed ways of increasing engagement, connection and intentionality within our worship. Following the announcement of Cynthia Stephan's retirement this year as director of Joyful Harmony, the committee began the process of developing and implementing a newly created full-time Associate Director of Worship and Music position. We received resumes from 10 qualified applicants and interviewed our top five via Zoom. We followed up with second interviews with our top three candidates and had hoped to schedule in-person auditions until the pandemic impacted our search, pausing it indefinitely.

On Friday, March 13, 2020, Good Shepherd ceased all in-person activities, including worship, which consequently paused much of the Worship, Music and Arts Committee's activities. We then shifted our attention as we explored what it meant to be a community of faith in new ways; apart yet still connected virtually. The onset of the coronavirus pandemic prompted an immediate and radical shift to fully online ministry. Thankfully we already had the technology and team in place to make that shift quickly and effectively. In two day's time, our Sunday worship experience was online – condensing five uniquely different weekly worship services into one virtual worship service – bringing our community together and unifying our worship. Soon after, we launched an additional worship service on Wednesday evenings as a midweek spiritual touchpoint during these challenging times. However long the quarantine lasts, we believe this emerging online worship and ministry platform will continue to shape our community of faith. While we long to be together in person soon, we are no longer one church, two locations with five services - now we are one church in *thousands* of locations.

Worship is at the heart of what we do.

We Gather, we Hear the Word, we Share in the Meal, and we are Sent to do God's work in the world.

Hospitality Committee

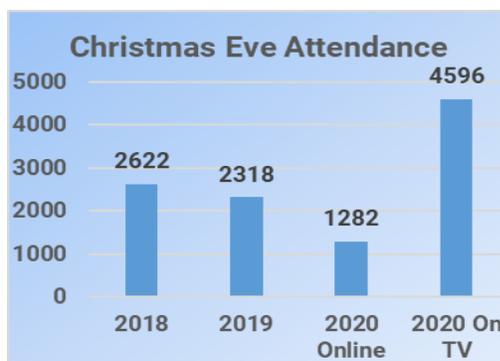
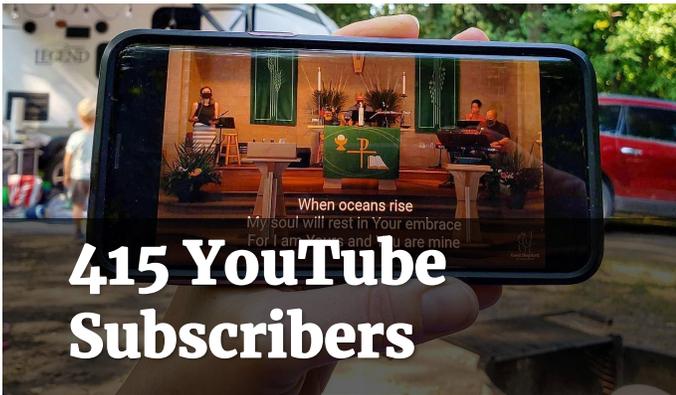
Committee Chair: Stephanie Christensen **Staff Liaison:** Pr. Dara Schuller-Hanson **Board Liaison:** Kimberly King

Charter: *The purpose of the Hospitality Committee is to help Good Shepherd accomplish its mission to "Welcome as we have been welcomed." Our goal is to create an environment of love, fellowship and acceptance for all through a friendly greeting, welcoming atmosphere and clear information describing our faith life together.*

No doubt that 2020 created a new view of what hospitality looked like at Good Shepherd. Despite the challenges of this year, the committee met virtually a few times and organized some successful initiatives to welcome new, and create connections with existing members. One project implemented in summer was the "Virtual Pew Pad" to allow members and, those interested in membership, an opportunity to acknowledge attendance at worship or other spiritual needs. Additionally, a virtual new member class was held in late September. In 2021, we will start off with another new member class in late January as well as a strong push for new members to join the committee. We hope for and anticipate a return to in-person worship and are excited for the opportunities to reconnect with all members as well as welcome new ones.

Worship and Music(cont'd)

Metrics



Good Shepherd Lutheran Church Foundation, Ltd.

Annual Report for 2020

His master said to him, "Well done, good and faithful servant. You have been faithful over a little. I will set you over much. Enter into the joy of your master." Matthew 25:21

Founded October 14, 1987, to receive gifts, grants, and bequests, Good Shepherd Lutheran's Foundation has been blessed by a number of legacy gifts enabling the Foundation to grow to over \$2.94 million as of December 31. Gifts received in 2020 totaled \$6,780. With support from Thrivent Financial, the Foundation's investment advisor, funds experienced a 2020 return of 8.3%

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.

Even with the challenges faced this year within our church community, it has been a privilege for our Foundation to make \$119,000 in grants – the largest amount of grants awarded in a year in the Foundation's history. The following demonstrates these grants at work within the community and our world.

Providing for the least of us

\$15,000	Good Shepherd Food Pantry
\$ 3,000	Allied Drive Food Pantry
\$10,000	Feed My Starving Children
\$ 1,500	Madison Area Food Pantry Gardens
\$ 551	Good Shepherd Clothes Closet

Evangelism / Outreach

\$ 5,500	Verona Campus Evangelism
\$ 4,700	Transformative Relationship Events
\$ 2,500	Mellowood Health Partnership
\$ 2,371	Senior Transportation to Madison Campus

Children, Youth and Families

\$ 7,792	Summer Intern Program
\$ 3,550	Pine Lake Camp Support
\$ 4,000	College Scholarships (4 students)
\$ 2,500	Anti-Racism Youth Workshop (fee for 2021)
\$ 500	Camp Scholarships

Technology and Campus Support

\$33,785	Parking Lot Improvements, Preschool Security
\$ 4,391	Verona Campus Dishwasher to Support Preschool
\$10,478	Streaming Technology at Madison Campus
\$ 6,808	Video equipment for Both Campuses

In addition to the Board's on-going activities of managing investment decisions with and monitoring the performance of Thrivent, reviewing grant requests and continuing to spread the word about the work of the Foundation, the Board did approve a \$12,000 loan to the Good Shepherd Columbarium to support the Phase 2 niche development project. This loan will be paid back as niche sales occur.

If you'd like Good Shepherd Lutheran to be a part of your estate planning or have questions on the work of the Foundation, please contact any of our Board members.

Brenda Wilcox, President
Jim Wiederhoeft, Vice President
Lois O'Rourke, Secretary
Brian Barrett, Treasurer
Pastor Chris Enstad
Nathan Brinkman

Diane Hanson
Greg Meyer
Dean Nelson
Andrew Seaborg
Kay Simmons

Columbarium Board Report

Steve Frei, Chairman

The Good Shepherd Lutheran Church Columbarium, having been established in 2015, celebrated its 5th Anniversary in 2020. The Columbarium Board met five times in 2020. Meetings focus on board members reporting on the following areas: columbarium use, finances, promotion, maintenance, updating our policies and regulations, and strategically considering the long term needs of the columbarium.

Maintaining the quality and appropriate capacity of the Columbarium are primary responsibilities of the Board.

2020 had a primary focus of installing 36 additional niches in Phase 2 on the west side of the columbarium. The niches were supplied by Eickhof Columbaria, of Crookston, MN, the original provider of niches in 2015. The original contractor, Daniels Construction, led the installation process of the new niches. Funding for this expansion came from the columbarium operating account and from a Good Shepherd Foundation loan.

With all of the original 72 niches being committed, we are looking forward to having the additional 36 niches available to serve the needs of the congregation.

Columbarium Record:

Number of Inurnments in 2020: 2

Number of Niche Sales in 2020 : 3

Number of Paver Sales in 2020 : 0

Financial Status as of November 30, 2020:

Perpetual Care Fund Balance : \$8,665 (Funds used to Columbarium Maintenance)

General Operating Fund: \$8,665 (Funds to be used for Columbarium Expansion)

Niche Engraving Fund: \$21,930 (Funds to pay for future engraving of niche fronts)

Hard Assets: \$161,351 (Increase of \$24,155 due to 36 additional niches) (Value of Existing Columbarium)

Members of the Columbarium Board and Support include:

Steve Frei, Chair; Rick Schmidt, Legal Counsel; Brenda Wilcox, Board Representative and Treasurer; Teri Fulton, Promotion; Pastor Chris Enstad. Rick Blum is the Columbarium Administrator and Kent Mathews provides Landscaping Maintenance.

Little Blessings Pre-School

Devora Ballo, Director | 608-271-6633 | dballo@gslcwi.com

Little Blessings Preschool (LBPS) has operated for over 20 years as a school year, half-day, preschool program. We offer 4K and preschool to ages 2.5-5. We currently have 6 regular employees; 2 part time, 4 full time.

Philosophy:

The educational philosophy of Little Blessings Preschool is rooted in love and based on meeting the developmental needs of young children. Embedded in our child-centered, play-based approach is the intent to provide a loving and enriching environment for each child. Our teaching is based on meeting the needs of each individual and unique child's emotional, cognitive, social, and physical needs in a Christian environment.

We believe:

- In teaching the whole child by providing a nurturing environment
- Play is essential to the development of children
- Children learn best when positive, dedicated teachers guide them to achieve personal goals. These goals are created by guardians and teachers as a team to help children be successful at school and also at home

Changes in 2020

This year Little Blessings welcomed a new director, Devora Ballo. She comes to us with 20 years of education experience, a Bachelor's degree in Elementary Education, and a Masters degree in Early Childhood Education. Devora has worked in a variety of educational settings, including general education, special education, 4K, Head Start, public, and private schools.

Covid-19 presented LBPS with a variety of challenges. During the summer, the director and staff worked on policies and protocols for the preschool, including health and wellness policies for staff and students, cleaning protocols for classrooms, and Covid-19 protocols should a staff member or student receive a positive test result.

Childcare licensing revised rules due to Covid-19, including reducing group sizes to no more than 15 children. This was a challenge, as we originally had more than that enrolled in some classes. Fortunately, enough families chose to withdraw their child and each classroom started with 15 or less children in each classroom.

A second rule change from licensing disallowed the combining of groups during the day. Traditionally, LBPS has combined 4K and Preschool classrooms in the afternoon for Extended Day. This would require LBPS to use more staff for smaller groups of children. As a result of this rule, the director and staff decided to suspend the Extended Day option.

Enrollment

Covid-19 influenced enrollment this year. We began the year with a total of 46 students enrolled at LBPS in September 2020. As of December 2020, we have 48 students enrolled, with some attending 4K virtually only.

Extended Day was suspended for 2020 due to licensing constraints and low enrollment. Extended Day will be added at both sites in early 2021.

Interest in LBPS is increasing with families interested in enrolling in the Winter and Spring of 2021 and September 2021.

Increases in marketing expenses and enrollment options for next program year should contribute to increasing enrollment throughout the areas we serve.

Little Blessings Pre-School (cont'd)

Proposed Metrics—Center:

Every year, Youngstar rates thousands of child care programs –from 1 star (programs that do not meet health and safety requirements) to 5 stars (for the highest quality of care) These stars help parents find the right place for their child to learn and grow. They also show caregivers their strengths and point out ways they can improve.

The program measures staff's education and training, the learning environment and curriculum, the program's professional and business practices, and the children's health and well-being.

Currently LBPS Verona is rated at 2 stars and LBPS Madison is not yet rated. LBPS Madison is currently working with an Instructional Coach to rate the program.

Staff:

The Registry in Wisconsin seeks to professionalize the Early Care and Education field by defining and promoting excellence. They do this through determining Career Levels based on an individual's education and training. A Registry Membership is required by the Wisconsin Department of Children and Families. Levels range from 1-17

Currently, of the 6 regular staff members and 2 substitutes:

- 5 have Bachelor's Degrees (3 of those are in Education, 1 has a Master's degree in Early Childhood Education)
- 2 teachers have DPI Licenses
- 5 teachers are a level 12 or higher on The Registry
- 1 teacher is a level 5
- 2 Substitutes are a Level 2 but must obtain a Level 5 or higher after working 280 hours at LBPS

Grant Funding

The State of Wisconsin offered grants related to Covid-19 to childcare centers, and Little Blessings was awarded a total of \$27,470. These grants were extended to (1) increase staff retention and recruitment, and (2) provide a safe and developmentally appropriate environment for children.

Dane County also offered grants related to Covid-19 to childcare centers. LBPS received a total of \$20,000 to (1) increase staff retention and recruitment, and (2) provide a safe and developmentally appropriate environment for children.

These grants will help offset many of the increased expenses LBPS has encountered due to Covid-19 preparations and lower than usual enrollment.

Enrollment is lower than in past years. This is due to many families choosing to keep their children home to minimize potential exposure to Covid-19. Enrollment is steadily increasing this program year with classroom caps of 15 students per day. Next program year will see the same caps unless licensing withdraws the 15 maximum group size.

Future Plans

Plans for the future include becoming rated by Young Star at both locations. Verona is currently a 2 star program and Madison is unrated. Devora is working with an Instructional Coach through Young Star to obtain a rating of 3 or 4 stars. After obtaining a 3 or 4 star rating, a quality improvement grant of \$1000 is awarded to the Madison location.

Requiring Lead Teachers to obtain a Registry Level of 12 or higher and Assistant Teachers, a level of 7 or higher.

Expanding Madison LBPS offerings to year round and full day, 5 days a week.

Summary

Throughout these challenges, Little Blessings Preschool is continuing to serve families and children in Madison and Verona. These families are grateful we are open and in session to provide their children with preschool. In addition, we give parents a break from their small children that may be much needed during this unique time. We provide a more valuable service to the communities we serve than we may realize. In a critical period in their social development, many children are not able to practice and exercise their social skills with peers. Little Blessings Preschool offers early learners social interaction during an unusual period of time when those opportunities are low. Little Blessings will continue to provide high quality preschool experiences to children ages 2 ½ -5 years of age in Madison and Verona.

Church Staff

Chris Enstad	Lead Pastor
Sheryl Erickson	Pastor
Dara Schuller-Hanson	Pastor
Joe Brosious	Pastor

Ballo, Devora	Director of Little Blessings Preschool (LBPS)
Blum, Rick	Director of Administration
Celentano, Theresa	LBPS Teacher
Christensen, Stephanie	Echoes of Grace Asst. Director (10:30) - Verona Campus
Clark, Laura	Youth Ministry Assistant
Dahl, Tracy	Echoes of Grace Director (10:30) - Verona Campus
Enstad, Carrie	Jubilee Singers Director - Madison Campus
Freese, Christine	Nursery Attendant
Gurske, Dan	Custodian
Hake, Sheryl	LBPS Teacher Asst.
Hayes, Linda	LBPS Teacher— Verona Director
Hoard, Judy	Front Office Administrative and Hospitality Assistant
Heller, Janelle	LBPS 4-K Teacher
Holmer, Eric	Director of Media
Iverson, Sarah	Director of Spiritual Programming and Development
Knippel, Lori	Nursery Attendant
Kohrs, Diane	Spirit Jam Director
Kohrs, Rick	Verona Sound Coordinator
Madden, Kelly	LBPS Teacher
Marshall, Beth	Children's Music Supervisor
Maysack, Donna	Volunteer, Database and Membership Coordinator
McCarthy, Jessica	Administrative Assistant
Moore, Jerry	Custodian
Mortensen, Becca	Director of Youth Ministry
Renner, Mark	Visitation Pastor
Rodriguez, Gus	Custodian
Stellmacher, T. Jared	Director of Music & Arts
Swartz, Heather	LBPS Assistant
Thomas, Rick	Director of Facilities
Wagner, Katie	Children's Ministry Coordinator
Wenzel, Diane	Accountant
Zastrow, Joanne	Director of Children's Ministry

Board of Directors 2020-21

Officers

President

Andrew Seaborg

Vice President

Sara McCormack

Treasurer

Wade Huseh

Secretary

Bob Beggs

Board Members

Term Expires

Stephanie Barth
Kimberly King
Andrew Seaborg

January 2021
January 2021
January 2021

Bob Beggs
Wade Huseh
Sara McCormack

January 2022
January 2022
January 2022

Tyler Gold
Betsy Johnson
David Vogt

February 2023
February 2023
February 2023

Candidates for Board of Directors



Vern Andren NEW

Vern is retired from the Wisconsin Department of Transportation and from the US Navy as an officer. He is a past Governor of the Optimist District of Wisconsin and a past President of the Downtown Optimist Club of Madison, Wisconsin. He is also a legislative liaison with AUSN (Association of the United States Navy) and a member of the American Legion, Reserve Officers Association, Fleet Reserve Association and Military Officer Association of America. He has a BS degree in Math and Physics from University of Wisconsin, Eau Claire. He lives in Madison with his wife Cheryl, a retired RN from University Hospital and has three children and 4 grandchildren.



Liz Deterding NEW

A native of central Minnesota, Liz has been part of the Good Shepherd community since moving to Madison in 2009. She currently co-hosts Wine & the Word Bible study and most often attends services in Verona, where she volunteers at The Deep. By day, she leads the video production team at Trek Bicycles.



Angie Rieger NEW

Angie and her family have been members of Good Shephard for nearly 25 years and have served in many capacities. She has served as a Sunday School teacher, usher, lector and worship assistant. As a new board member, she looks forward to the opportunity to grow Good Shepherd as a community in Christ and to expand our reach throughout the Madison/Verona area.

Angie is the Senior VP of international and wholesale for Land's End. She brings more than two decades of experience in the direct-to-consumer retail environment and has a unique ability to identify opportunities and operationalize them for profitable growth. In the past 18 months she returned two significant business units to profitability.

Angie has served on a wide variety of boards including: Thrivent, Women in Retail Leadership Circle, Clean Lakes Alliance, Doyenne and the Edgewood Athletic Association

Angie has a deep passion for developing talent and is a mentor for Building Brave, a digitally enabled mentoring service. In addition, she co-hosts a weekly roundtable of women in retail leadership roles as well as speaking to students at both the college/MBA and high school level. She is a member of both Women Corporate Directors (WCD) and National Association of Corporate Directors (NACD).

Ms. Rieger holds a Bachelor of Science in business administration and organizational development from the University of Illinois.

An avid marathoner, Angie completes two to three marathons each year as she strives to accomplish her goal of running a marathon in all 50 states. To date Angie has completed 33 marathons in 22 states.

Candidate for Nominating Committee



Ross Larson NEW

Ross Larson and his family joined Good Shepherd in 2016. He is married to Emilie, who plays violin at The Deep, and has two children, Drew and Maya. He graduated with a degree in Psychology and French from Luther College, and works as a Software Developer at Paradigm in Middleton.

Ross served as a Lay member on the Synod Council in the East Central Synod of Wisconsin from 2010-2016. He also served on the Bi-Synodical Candidacy Committee for the East Central and Northern Great Lakes Synods from 2010-2016. He was a camp counselor for Crossways at Imago Dei Village during his college years, and also volunteered as the System Administrator for Crossways camps from 2008 to 2013.

Candidate for Columbarium Board



Rick Schmidt INCUMBENT

Rick and his family joined Good Shepherd in 1993. Rick graduated from UW Platteville in 1983 and from UW Law School in 1989. He provides specialized knowledge involving Section 1031 exchanges, cellular towers, boundary issues, title insurance claims (both insurer and insured), and management and production agreements for bands.

Rick's clients include banks, convenience store operators, commercial landlords, developers, small and medium-sized businesses, rock bands, attorneys, and other persons who appreciate cost-effective representation. Rick is involved in nearly every aspect of real estate law, including purchase, due diligence, platting, rezoning, restrictive covenants, lease, construction, sale, condominium creation, and exchanges. He works creatively with his clients to resolve real estate disputes quickly and save the deal.

Rick's practice also includes other business areas such as lender's rights and the rights of entertainers and management companies. His clients benefit from his specialized knowledge of such diverse matters as cellular towers, title insurance claims, boundary issues, and fuel pricing. He is always intrigued to learn more about how his clients run their businesses.

Candidates for Foundation Board



Andrew Seaborg **NEW**

Andrew has been a member of Good Shepherd since 2008. He is a partner at The Capital Group where he advises families, trusts, and institutions on investment management and financial and estate planning. Andrew holds a MS in Finance, Investment, and Banking from the University of Wisconsin-Madison. Since 2007, he has served as Adjunct Professor at the University of Wisconsin Law School, where he teaches Law 771: Asset Management & Financial Planning to third year law students. An undergraduate Japanese language major, Andrew studied and worked in Tokyo and Okinawa for three years before attending graduate school. Andrew is very happily married to author, pediatrician and epilepsy advocate, Kristin Seaborg (www.kristinseaborg.com). Together, they have three adorable kids, Alex (16), Will (14) and Kalli (11), all of whom attend Middleton schools. For fun, Andrew plays semi-competitive tennis, rides his bicycle, skis and swims with the family, makes furniture, and is active with Boy Scout Troop 640.



Cathy Peercy **NEW**

Cathy and her late husband, Paul, joined Good Shepherd in 2000. Cathy grew up in southwestern Wisconsin, graduating from Dodgeville High School. She earned a BBA degree from UW-Madison and married Paul, a graduate student in physics, shortly after her graduation. Paul's work took them to New Jersey where their two sons, Mike and Mark, were born, to Albuquerque, NM, Austin, TX, and back to Madison in 1999. Cathy is a trained Bethel and Disciple Bible Studies teacher. Cathy is currently on the Inreach and Congregational Care Committee and sings in the Good Shepherd Choir. She also has served as a greeter and as a member of the altar flower delivery team as well as a knitter for Shepherds Hands projects. Cathy has designated the Good Shepherd Foundation as part of her legacy planning. Cathy enjoys playing tennis, reading, knitting, counted-cross stitch, jigsaw, crossword and Sudoku puzzles and traveling, especially visiting family, which includes five grandsons, and taking Viking River Cruises.



Amy Haskins **NEW**

Amy Haskins retired from NBC-15 after 30 years of broadcasting the weather. She especially enjoyed interviewing local and national guests on the Weekend Morning Show. During retirement, she does daily live weather reports on "Ridge Radio," an online station serving southwest Wisconsin. She graduated from the University of Iowa with a BA in Broadcasting and Film Production with a minor in Journalism.

Amy and her husband, Tom, joined Good Shepherd in 1987. She served on the Church Council in the early '90's and chaired the Fellowship Committee. Her legacy includes changing coffee hour treats from Kringle to donut holes and establishing the Easter egg hunt. With the arrival of Sally and Lars, Amy accompanied the children's choir, taught Logos, led an AMPED group and coordinated mailings for the Keeping the Connection college program. Currently, she has been relegated to the kitchen to do dishes for the PrimeTimers.

Current activities include weekly visits to aging parents in Rockford and Lancaster and enjoying Tom's cooking.

Parochial Report

Good Shepherd Lutheran Church

December 31, 2020

Membership Changes

Estimated Membership at end of 2019	<u>Baptized</u> 3881
 <u>Members Received During 2020</u>	
By Baptism: Children	17
By Baptism: Adults	2
By Affirmed Faith	23
By Transfer	0
By Adult Confirmation	0
By Non-Member Confirmed	<u>0</u>
 Total Members Received	 42
Baptized Members Confirmed	
 Subtotal	 3923
 <u>Members Removed During 2020</u>	
By Death	21
By Transfer	49
 Members Removed	 (70)
Statistical Adjustment	<u>3853</u>
 Change due to change in database	 (1155)
Membership as of 12/31/20	2698
Average Weekly Attendance (In-Person Jan-Mar.):	576
Average Weekly Attendance (On-Line Mar.-Dec.)	521
Average Weekly Attendance (combined)	532

Ministerial Acts Performed by Pastors In 2020

Baptisms: 37
 Confirmations: 0
 Funerals and Memorial Services: 21
 Weddings: 1

Good Shepherd Lutheran Church

Annual Meeting Minutes

February 16, 2020

President Andrew Seaborg called the meeting to order at 12:02p. Quorum was established by Brenda Wilcox at 103 attendance.

Pr. Chris Enstad led us in an opening prayer.

Incredible year; may be considered turning point because of all the good news we're about to share. Meeting about accomplishment, transparency, gratitude, sacrifices and job well done. Hope and excitement for future.

2019 Annual Meeting Minutes (page 6). Glen Rindfleisch moved, and Judy Lang seconded, to approve the minutes. Motion carries unanimously.

Special Meeting May 19, 2019 Minutes (p. 9). Brenda Wilcox moved, and Judy Lang seconded, to approve the minutes. Motion carries unanimously.

Special Meeting September 29, 2019 Minutes (p. 12). Scott Rogers moved, and Judy Lang seconded, to approve the minutes. Motion carries unanimously.

Columbarium Update. Teri Fulton from the Columbarium board presented a video and spoke about the board's activities. They've had three meetings and are in a maintenance stage as most of the initial building and landscaping are complete. Financials are up to date and Phase 2 will be coming soon, based on sales. There are niches and paver available.

Pr. Chris Enstad reported highlights of 2019, in gratitude and celebration for the work completed over the past three years:

- Recognition of Shared Leadership Task Force. Thank you to the committee led by Brenda Wilcox. We can see the fruits of this group as leadership is shared throughout the congregation.

- Recognition of Shared Vision Task Force. Thanks to Rachel Breitbach, Greg Meyer and their committee, we now have a new mission statement and vision statement. These are more than words and are prayerfully written on our hearts. We seek to align our committees and ministries with this vision and mission.

- Recognition of RIC Task Force – Thank you to the committee led by Syrenne McNulty. At our last congregational meeting, we adopted a welcome statement. The board ratified it and made us an RIC congregation.

- Recognition of Outgoing Board Members – This is a very hard working and dedicated group in seeing us through the last three years of change. Thank you to Gerry Born, Ellen Franzone and Tom Golden. Tom chaired Pastor Chris' call committee, and came back onto the board for two years as president, then one year as vice president. He was presented with a gift of a Good Shepherd carving.

- Recognition of Aubrey Fowler. He helped found Good Shepherd's Foundation and led it for over two decades. In appreciation, and too recognize his huge contribution to its leadership, the foundation passed a new bylaw to create an Emeritus Director position and request ratification by the congregation. Al Becker moved to ratify the resolution adopted by the Foundation board., and Glen Rindfleisch seconded. Motion carries with a standing ovation for Aubrey. Aubrey spoke and credited his wife Mary for his success, who passed away 8 years ago. Pr. Chris expressed joy of the good work done by Aubrey for our congregation.

Pr. Chris thanked the congregation for support of the Beyond... campaign and was floored by the congregation's generosity. We have pledged more to Beyond... than to any campaign in our history. Yet it's not just about money, but about our relationships.

Beyond... Capital Campaign update was given by Bob Beggs, which he co-led with his wife, Ronda. We have received 602 pledge intents and so earned an anonymous matching \$25,000 gift. The total pledged is \$2,055,156. We have received \$680,025 to date, including \$108,812 in stock donations and \$19,800 from charitable donations from IRAS. On January 22, we sent \$458,880 to Thrivent, reducing our mortgage to \$2,658,429. In doing so, we did what we promised, which was to collect money and give 85% to Thrivent, and save 15% for capital improvements. Our board is laser focused on transparency. The Beyond.... campaign has also impacted our foundation with 19 new intents to support the foundation from a goal of 10. The amount committed so far exceeds \$500,000.

The Beyond... committee will continue to provide updates in the Messenger. It plans to encourage new members to participate in the campaign, along with members who haven't yet participated. Bob thanked the steering committee and Rick Blum, who, because of his implementation, was the "glue guy." This committee was "shared leadership in action." Committee members delivered information packets to all members and sat down with lead gift donors. Jessica McCarty had the idea of the shared worship service at the Verona Performing Arts Center, and the committee worked as a team to move and set up that service.

Presentation and Approval of 2019 Financial Report – Treasurer Wade Huseth congratulated the congregation for raising nearly \$2.1 million. Being the treasurer is challenging but rewarding, as he also leads the finance committee. Its goal is for clarity and establishing best accounting practices. They have reduced the financial reporting from 30+ pages to four. We also have better software tools, and were able to reduce staff time by 50 percent; Diane Wenzel is doing an excellent job as our accountant. Wade reviewed the financial report and explained it using the analogy to his household finances:

General funds = checking accounts
Board designated reserve funds = savings
Restricted funds = retirement or college savings

President Andrew Seaborg Report – He believes our success as a congregation is due to our members' role in our shared leadership and carrying out our mission. As president, he wanted to have our financials overhauled, so we make good decisions. We've automated our accounting, which gives us better internal controls and saves \$50,000. Our bulletins are full of what our large, talented congregation is involved in. Our leaders are committed to shared leadership and good governance. He has three themes for the meeting – sunshine, following through on promises, and communication. He's allowing 20 minutes to talk about the budget at this meeting, our first Town Hall.

Presentation and Approval of 6-month Budget for 2020

Andrew presented a proposal that we change our spending plan to a July 1-June 30 fiscal year instead of January 1-December 31 calendar year. This has shown to be a best practice by many churches for operational purposes as it follows the programming calendar. Human resource decisions are also made on this basis. And the timing works better for accounting reasons. Board member Stephanie Barth pointed out that it also reduces stress during the Christmas season for pastors and staff. Our annual generosity campaign would still be done in the fall. Our constitution and by-laws call for us to have an annual budget. With the congregation's approval, we are proposing a one-time, six-month budget to transition from a calendar year to a fiscal year. The budget is only for six months and is a continuation of what we're doing now. We plan to maintain our current staff and pay the mortgage. The congregation will meet again in late May or June with the next proposed spending plan to run July 1-June 30, 2021, and it is not finalized. We anticipate a new music director at Verona campus. Thank you to Cynthia Stephan, who is retiring this summer, for her service and leadership for the past 19 years. Andrew asked for a motion to approve the six-month budget. John Stephan moved and Lois Jacobson seconded. Discussion:

Nathan Brinkman – Thank you for the explanation of the finances. Is the board proposing a deficit budget? And, when will the mortgage be paid off? Andrew responded that there is no deficit in the proposed six-month budget. A 12-month budget would include \$56,000 to offset. Wade interjected that, technically, there is a \$136,000 deficit in the six-month budget. Our plan is to use our surplus rainy-day fund from 2019 to cover the gap.

Glen Rindfleisch – Do we have a mortgage? Andrew responded yes, for \$2.6 million.

Tom Foltz – Will an amendment be made to constitution? Andrew – No, this is one-time change for six months.

Vern Andren – How will the budget presentation be made in July? Wade - Ask in Oct/Nov what do you intend to give in calendar year? Overlap with budget. Will require historical data to predict future trends. Kudos to Rick. We have tools to reconcile the generosity campaign timing.

John Stephan – What is the timing of hiring a music and worship director? What will happen June 1 through fall? Andrew – The worship and music committee will search for candidates and one could start July 1 or maybe earlier. Tracy Dahl & Stephanie Christensen will step up during transition.

Judy Lang called the question. Sarah Schaettle seconded. Motion carries. Budget motion carries.

Elections – Judy Lang moved to eliminate paper ballots; Jessica McCarty seconded; motion carries.

Board of Directors slate of Tyler Gold, Betsy Johnson and David Vogt. Nathan Brinkman moved to approve; Ross Larson seconded; motion carries.

Nominating Committee slate of Vern Andren and Susi Petta. Ross Larson moved to approve and Stephanie Christensen seconded; motion carries.

Foundation Board slate of Brian Barrett, Greg Meyer, Diane Hanson, Lois O'Rourke, Aubrey Fowler (emeritus) - Ross Larson moved and Dean Nelson seconded; motion carries. Thank you to Jim Edgerly for his service on this board.

Town Hall Questions –

Terri Bartlett – Will the Verona campus 9a service praise team continue? Andrew – we hope all will continue and have new members, too.

Helen Sheahan – How have we chosen our synod assembly attendees in May; she is co-chair of bishop call committee. Andrew – the board will discuss at its February meeting. Ross Larson – encouraged members to go.

Ross Larson – How do we get confirmed teens to come and vote at annual meetings? Andrew – He would like to get more young people to participate and come to meetings.

Cynthia Stephens – commented to Terri that Jared is our music director and it's a team effort. Whatever music has gone on will continue.

Pastor Chris thanked the congregation for its love of the church. He is proud of what God is doing here. He continued with a prayer.

Andrew adjourned the meeting without objections at 1:27 pm.

Jared led us in Hymn - #840 "Now Thank We All Our God"

Respectfully submitted,

Sara McCormack
Secretary

Good Shepherd Mission: In response to God's love and grace we...Welcome as we have been welcomed, forgive as we have been forgiven, serve as we have been served.

Good Shepherd's Vision: By the grace of God and the love of Jesus Christ, we will meet each person where they are, and invite them into transformative relationships with God, each other, and the communities in which we live and serve. We will cultivate and empower lay leaders to support this life-changing work at Good Shepherd and beyond.

Good Shepherd Lutheran Church

Town Hall Meeting Minutes

June 28, 2020

Attending in person: Andrew Seaborg (President), Wade Huseth (Treasurer), Bob and Ronda Beggs, Pastor Chris, Pastor Dara, and Rick Blum

Andrew Seaborg – Call to Order

Pastor Chris – Opening Prayer And Lead Pastor’s Report

We are navigating well through the new Covid-19 environment. The church is never closed.
Highlighted the Mission and Vision Statement
Plans are in place to begin exploring the possibility of re-opening our in-person worship.

Beyond Capital Campaign Update – Bob and Ronda Beggs

Campaign recap
602 Intents to Give
We did receive the \$25,000 challenge gift
Total 3 year commitment of \$2,061,412
Campaign progress report as of May 31, 2020
Received \$812,000, which is 40% of the total commitment
\$631,000 has gone towards mortgage reduction
\$113,000 has been allocated to the Capital Projects Fund
\$68,000 was used to pay for Campaign Expenses
Current Mortgage Balance
\$2,444,000, which is down from \$3,130,000 as of 12/31/2019

Andrew Seaborg – President’s Report

We are about to transition to our July 1 to June 30 Fiscal Year budget cycle, which will align our spending plan with our program year.
The congregation won’t have the opportunity to vote on the new fiscal year budget. The church constitution requires a quorum of 75 people voting in-person to approve a budget. If this is not possible, the board can adopt a budget in their stead.
The Facilities committee has performed a thorough analysis on the physical condition of our facilities. Money for deferred facilities maintenance is in our Fiscal ’21 budget. In addition, the Good Shepherd Foundation has provided money for needed capital improvements.
Food Pantry Update Video

Wade Huseth – Treasurer’s Report and Budget

In 2019, we had a surplus of \$150,000, which was intended to be used in future years.
At our February annual meeting, a 6-month budget (through June 30) was approved, which anticipated a deficit of \$130,000. The surplus from 2019 was intended to fund this expected deficit.
The financial results as of May 31 are much better than what we had budgeted for. Our deficit of \$29,651 is much better than the budgeted deficit amount of \$119,479. This positive variance of \$89,828 was achieved through better than expected income of \$66,326 and lower than expected expenses of \$23,502.
We applied for a Payroll Protection Program (PPP) loan. The amount of the loan was \$244,100. It is expected that this loan will not need to be repaid and will be entirely forgiven, if we use the proceeds in accordance with the program rules, which we intend to do. As a result, our total debt levels will not change due to our involvement in the PPP.
Total Cash as of May 31, 2020 is \$1,273,556. Which is comprised of:
General Fund: \$817,804
Reserve Fund: \$155,513
Donor Designated Fund: \$170,108
Beyond Capital Fund: \$130,131

Town Hall Meeting Minutes (cont'd)

Fiscal 2021 Budget – Approved by the Board and Finance Committee

Income of \$1,930,000 and Expenses of \$2,079,000, which will generate an expected deficit of \$149,000.

Assumes full programming and building costs

New/Restored Spending Included:

Worship & Music – Verona

Synod Benevolence

Deferred building maintenance

Expect an Estate Gift

Andrew Seaborg – Final Update

Acknowledgement and Thanks to the Covid-19 Task Force

Announcement of the formation of the Re-Opening Task Force to be led jointly by Stephanie Barth and Betsy Johnson. This Task Force will work collaboratively with the Covid-19 Task Force.

Q&A

Why aren't we using the free loan money for current payroll costs?

All employees are still being paid. We are using a conservative approach on spending the money given the dynamic rules of loan forgiveness.

What is the budgeted mortgage balance as of June 2021?

The expected mortgage balance at the end of 2020 is \$2,000,000, at the end of 2021 it is \$1,500,000, and at the end of 2022(which is the end of the 3yr Beyond campaign) it is \$1,000,000. If we continue to remit \$210,000 per year in principle and interest payments to Thrivent beyond 2022, we would be debt free by the summer of 2028.

Pastor Dara – Closing Prayer

Meeting Adjourned

Respectfully submitted,

Robert Beggs
Secretary

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Ballot for Good Shepherd Board

Three positions open—Vote for Three

- Vern Andren
- Liz Deterding
- Angie Rieger

Ballot for Nominating Committee

Vote for One

- Ross Larson

Ballot for Columbarium Board

Vote for One (* Denotes Incumbent)

- *Rick Schmidt

Ballot for Foundation Board

Vote for Three

- Amy Haskins
- Cathy Peercy
- Andrew Seaborg