



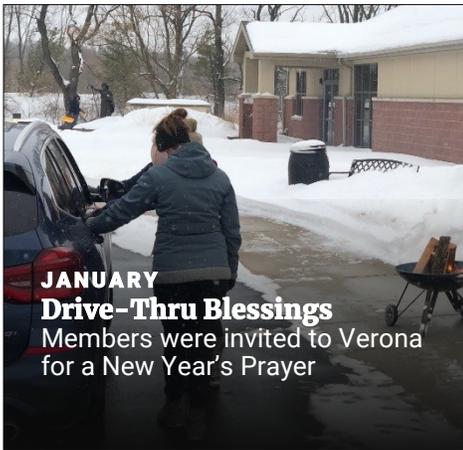
Good Shepherd
LUTHERAN CHURCH

2021

Annual Report



Snapshots of 2021: Month by Month



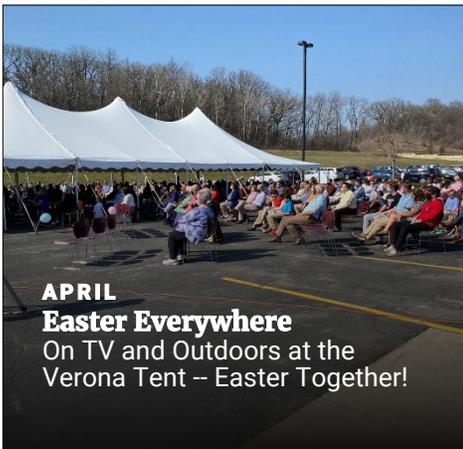
JANUARY
Drive-Thru Blessings
Members were invited to Verona for a New Year's Prayer



FEBRUARY
Ashes To-Go
Lent kicked off with a drive-thru opportunity on Ash Wednesday



MARCH
Holy Week Kits Distributed
Palms and Holy Week Guides helped make Lent special



APRIL
Easter Everywhere
On TV and Outdoors at the Verona Tent – Easter Together!



MAY
Confirmed Together
Madison Campus hosts confirmands at their facilities



JUNE
Thank You PHMDC!
The Holy COW visits the Alliant Testing Center with Treats



JULY
Outdoor Family VBS
VBS returns in-person to Verona Campus for Families



AUGUST
Garden Team Grows
The Holy COW visits the Alliant Testing Center with Treats



SEPTEMBER
New Hangout Zone
Good Shepherd Youth returned to a renovated space in Verona



OCTOBER
Women's Gathering
Women of all ages gathered for a powerful day of storytelling



NOVEMBER
Thanksgiving To-Go
Hundreds of meals served to neighbors on Thanksgiving



DECEMBER
By Candlelight
Hundreds gather in Madison and Verona and Online for Christmas

Good Shepherd

LUTHERAN CHURCH

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Good Shepherd

LUTHERAN CHURCH

Annual Meeting Agenda

Feb. 13, 2022 – Noon

Zoom/Verona Campus

Call to Order	Sara McCormack	Noon
Opening Prayer	Pr. Chris Enstad	
Approval of Minutes from 2021 Annual Meeting (p. 4?)	Sara McCormack	12:05
Lead Pastor's Report/2021 Highlights	Pr. Chris Enstad	12:10
Financial Update	Wade Huseth	12:20
Generosity/BEYOND	Bob/Ronda Beggs	12:27
- Recognition of Outgoing Board Members	Sara McCormack	12:33
President's Report	Sara McCormack	12:35
Elections	Sara McCormack	12:45
- Board of Directors		
- Nominating Committee		
- Columbarium Board		
- Foundation Board		
Prayer	Pr. Chris Enstad	12:53
Adjournment		
Closing Song	Everyone	12:55

Letter from the President

Sara McCormack



Hebrews 12:1b-2 *And let us run with perseverance the race marked out for us, fixing our eyes on Jesus, the pioneer and perfecter of faith.*

Isaiah 40:31 *But those who hope in the LORD will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint.*

Greetings, Good Shepherd siblings in Christ!

It is so good to be celebrating another year of fulfilling Good Shepherd's Vision and Mission with you. We continue to evolve. Just when we thought it was safe to come out of the water, the Delta variant arrived, followed closely by the Omicron variant. Throughout the year, our pastors, directors, staff, board and committees continue to bob and weave and adapt to the latest news to keep our congregation, workers and visitors safe. We also continue to move forward to accomplish our vision of Transformative Relationships,

and our mission of Welcome, Forgive and Serve.

When I took over from Andrew Seaborg last February, I thought, as many of you did, that we were over the worst of the pandemic. Vaccines were becoming available and warmer weather was on the horizon. We would spend more time outside and be safely distanced and we would move forward. Our COVID-19 Task Force and Reentry committee worked with directors and staff to safely come back together in person over the spring and summer. We used our new tent for two services each week at the Verona campus from Easter through Labor Day. In April, we felt safe to move inside the sanctuary in Verona, and in May, we worshiped inside for the first time at the Madison campus with much joy and praise to God for bringing us through. Small groups, church school and committees also began to meet indoors again. Our Confirmation service filled the Madison sanctuary. We provided a surprising number of Baptisms. And Little Blessings Preschool increased enrollment and is running smoothly.

But the pandemic wasn't through creating health, social and even political stress in our world, The Delta variant arrived in the summer, and had us continually rethinking how best to "do church." And with the onset of the Omicron variant, we're back to more protocols for worship and meetings.

Despite this, we accomplished a lot this past year. Our pastors, directors and staff continued to point us towards fulfilling our vision and mission, in partnership with the board and committees.

- We launched the Strategic Planning Committee, chaired by Steve Frei, to advance our Vision and Mission into workable strategies to be lived out by the pastors, staff, board, committees and congregation.
- The Generosity Committee reached its fall campaign goal, with an increase over last year of \$100,000, sufficient to finally provide our pastors, directors and staff with increased compensation for the first time in three years.
- Our committees, board and staff continue to work towards living out shared leadership. We met in October for a leadership retreat, facilitated by our Joshua Group consultant Kristin Wiersma.
- We're improving the communication flow among pastors, directors and staff by updating our human resources practices.

We've invested the Beyond campaign contributions NOT earmarked for the mortgage payoff, along with money provided by the Good Shepherd Foundation, to:

- Construct Verona campus signage to improve our visibility and create greater awareness and messaging along Highway PD for the Epic traffic.
- Remodel the Verona campus lobby and Room 11 at the Madison campus.
- Complete the music room at the Verona Campus.
- Upgrade our audio and video capabilities at both campuses, in conjunction with Good Shepherd's Foundation, in addition to updating our computer server.

Thanks to the management of Rick Blum, Diane Wenzel, Wade Huseth and the Finance committee, we found ways to reduce unnecessary spending by:

- Re-amortizing our mortgage to reduce the payments by more than \$79,000 annually, while continuing to pay down the principal through the Beyond campaign.
- Re-negotiate our photocopier contract to reduce our annual payments by nearly \$40,000.
- Change our waste management vendor, which saves the church more than \$15,000 annually.

Letter from the President (cont'd)

Sara McCormack

We had the Verona campus annexed into the City of Verona from the Town of Verona. This annexation created some advantages for our new sign, and gives us a bigger voice as our Verona neighborhood grows.

We created a Little Blessings Preschool standing committee to consider expanding our daycare offerings.

And I'm blown away by the breadth and depth of our many ministries. Here are a few highlights:

- We welcomed the congregation and our neighbors through Music Mondays in Madison, the brainchild of Jared Stellmacher. We also provided midweek Worship in the Park at Verona's Tower Park.
- We welcomed the community through the Holy Cow's hospitality at over 50 events with 25 volunteers, including offering coffee for teachers.
- We offered another year of Thanksgiving meal to go, serving over 600 meals, thanks to Rick Thomas, Pastor Dara, Donna Maysack and 100 volunteers.
- Pastor Dara spearheaded Holy Week to Go and Ashes to Go.
- Joanne Zastrow and her team created Family VBS, an interactive summer offering for parents and children. We offered Rise Up nights for grade schoolers and Trunk or Treat at the Madison campus
- Pastor Sheryl and Sarah Iverson continue to work with the ministries of Home Communion, Stephen Ministry, PrimeTimers, Widows/Widowers, Shepherd's Hands, Prayer Shawls, Card Ministry and other means of supporting our congregation. Our quilters created, blessed and sent 100 quilts to Pine Ridge Reservation.
- Eric Holmer produced and broadcast a Holy Week special and Easter service on television.
- Our funeral services are offered in person, but also virtually, allowing remote family and friends to join from around the world.
- And there's more. Did you know about Sarah Iverson's walking group? Our runners raising money for clean water through Team World Vision? The charitable collections by Donna Maysack to meet needs in the Madison neighborhood? Our virtual pie auction? The bingo and other activities under our Verona tent? The big harvest from our Food Pantry Garden thanks to our many volunteers? The women's retreat in Greg and Jenni Vlack's barn? Pickleball in the Verona gym? Do you appreciate Judy Hoard's welcoming and helpful face and voice when you call or visit?

The list of how and where Good Shepherd shows up continues and I'm so glad to be a member.

With your approval and the board's, I have agreed to serve a second term as president. We are in the middle of working on so many important goals and I want to see them through. I invite you to see them through with me and the rest of the board:

- Our Strategic Planning Committee is in the middle of creating a plan for living more deeply into our mission and vision. We're watching as the Holy Spirit works among us to create a cohesive and comprehensive road map that will guide all aspects of our church. We're digging deeply into the WHY of our congregation that will formulate the WHAT, so that our strategic plan reflects who we are, what we value, and what we do. You'll be hearing more about this in the coming months, as we work to present a plan to the board.
- Our committees are off to a good start, but Shared Leadership for our congregation is still in its infancy. We'll work to provide leadership training to lay leaders, and determine how staff and committees can work together to create more synergy.
- Through the generosity of our congregation, we expect to reduce our mortgage from \$3.2 million to roughly just \$1 million by the end of 2022, ! We will celebrate our trust in God's abundance and provision! Then we'll roll up our sleeves to settle the remaining balance, and work towards our dreams for Good Shepherd's future.
- We continue to review our Human Resources practices to better support pastors, directors and staff.

We look forward to a 2022 where our hearts and spirits can grow in relationship to God and each other, and hopefully grow in physical closeness, too.

In God's peace,
Sara McCormack
Board President

Lead Pastor's Annual Report

Pastor Chris Enstad



Psalm 8

*O LORD our Lord, how majestic is your name in all the earth!
you whose glory is chanted above the heavens out of the mouths of infants
and children; you have set up a fortress against your enemies, to silence the foe
and avenger. When I consider your heavens, the work of your fingers, the
moon and the stars you have set in their courses, what are mere mortals that
you should be mindful of them, human beings that you should care for them?
Yet you have made them little less than divine; with glory and honor you crown
them.*

Dear friends,

These are the words of the Psalm that was assigned for New Year's Eve 2021. Dec. 31' I often pause to look back not just on my life of the last year but on the ministry that we have accomplished together in Jesus' name. When I pray the words of this Psalm, I am immediately placed into a position of gratefulness and thanksgiving and that is indeed a fitting stance to take as we look back on our year of life together.

Good Shepherd is a church community that practices worship, forgiveness, and welcome to others. 2021 was a year of constant change as we confronted the reality that COVID-19 was going to hang around in some form for a long time. 2021 was a year that called for resilience and adaptability. **2021 was a year that found us tired or at the end of our rope. And amid all this the people of Good Shepherd continued to welcome, forgive and serve.**

Welcome: I give thanks for the outdoor tent and the technology upgrades that allowed us to gather in multiple ways to worship God. Our worship band, choir and musicians also celebrated the ability to meet in person, even with COVID safety mitigations. We were able to have Easter and Christmas services in person for those who wished to attend while our online presence continues to have a strong community as well. Looking forward I hope that we will move through this latest variant with our staff and community safe so that we can continue to grow our in-person worship opportunities while keeping a vibrant online presence.

Forgive: There is no better way to talk about forgiveness than to look at all the ways that we continue to practice forbearance and love with each other even in this constantly changing world. I am grateful to my staff colleagues who have continued to work for the sake of the mission and vision of Good Shepherd while navigating their own spiritual and physical needs. I am constantly amazed that in a world that only shows the hard-hearted side of people, we can find ways to be together even amidst our disagreements. This is the only way that God's people should operate, and I am hopeful that we can continue to practice and model that life here.

Service: The people of Good Shepherd are truly servant leaders. They serve the needs of our community. They serve the needs of our members. They show up for committee meetings. And sometimes they just say, "Yes," when called upon. Thank you for jumping into our shared leadership vision and for being a part of the mission we share. As you read this annual report, I hope that you will notice all the good things that happen in and through the people of this place and all as a fruit of the grace and mercy each of us has received as a child of God.

Dear siblings in Christ, thank you for your continued prayers and support for our church. I do not have a crystal ball on what 2022 might hold but I know that this is God's story, and we are a people deeply rooted in it.

Alleluia! Alleluia!

Pastor's Annual Report

Pastor Sheryl Erickson



“In the same way He (the Holy Spirit) calls, gathers, enlightens, and sanctifies the whole Christian church on earth, and keeps it with Jesus Christ in the one true faith.” – Martin Luther, Explanation of the 3rd Article of the Apostle’s Creed

2021 has been another year of challenge as the Covid pandemic influences how we engage in ministry together as Good Shepherd Church. As a pastor on our church staff, I remain proud to be a part of a team that continues to strive together to adapt creatively to this ongoing health crisis. For my part, I continued to participate in countless additional leadership and staff meetings this past year as we made strategic decisions about gathering safely, worshipping vibrantly, and caring for one another deeply. Despite this year’s challenges, the Holy Spirit continues to enliven our gatherings, enrich our

faith, and deepen our connections with each other.

As Pastor of Congregational Care, here are some highlights of ministry areas I either guided or had a hand in leading:

Worship – the heart and soul of our faith community! In 2021, we’ve worshipped outside under a tent, inside in our sanctuaries while masked, and online through Facebook, YouTube and live streaming. Incredible! Wherever and how ever we gather, we still praise God while receiving God’s mercy and grace as the whole body of Jesus Christ. Come, Holy Spirit.

Baptism – It’s been my pleasure to teach baptism classes this year with our Children’s Ministry staff, Joanne Zastrow and Jessica McCarty. Zoom has proved to be a fantastic way to bring families together for this purpose. Teaching about this sacrament to new parents, while they introduce themselves to each other and prepare to introduce their children to Jesus – priceless! Come, Holy Spirit.

The Inreach Committee - To everyone serving on this committee and to those who lead and participate in specific ministries under this umbrella of Inreach, you are some of the most gifted Christian caregivers of Good Shepherd. It is a pleasure to encourage you as you make these ministries happen. I hope everyone reads the Inreach Committee Report which appears later in this document. Come, Holy Spirit.

Ministry to Those Who Grieve has grown this past year. Thanks to Pastor Mark Renner who co-coordinated a Grief Group with me. Thanks to Jessica McCarty who has organized Grief Packet mailings sent which are throughout the year with letters from me to those who have lost loved ones in our congregation. In 2021, we held numerous funerals and memorial services for members of our congregation. As I have moved to more regularly be the pastor conducting these services, I am thankful for the lives of the saints of our congregation who have gone before us. I am also most thankful for the compassionate ministry our congregation offers to families as we help them commend their loved ones to God’s eternal care. This next year I’ll continue to explore ways we can deepen our ministry to those who grieve. Come, Holy Spirit.

Home Communion Ministry has returned to in-person visits this year. With 40 people on our roster as Home Communion Recipients, connections are made with those who otherwise have no opportunity to come to church. So, we go to them. Come, Holy Spirit.

Pastoral Visitation has needed to continue via telecare throughout this past year. The exceptions have been hospice calls and hospital visits in times of crisis when we pastors can visit in-person. Together, we pastors average at least 45 pastoral calls to church members hospitalized or recovering from illness each month, touching the lives of people through prayer and care. Come, Holy Spirit.

I praise God for the unity the Holy Spirit has provided us in this past year as we’ve remained somewhat dispersed. Thanks to this same Holy Spirit, I look forward to what God will do among us and through us in 2022! It’s a privilege to partner with you in Jesus’ name!

In God’s Grace,
Pastor Sheryl

Pastor's Annual Report

Pastor Dara Schuller-Hanson



Let me tell you about one Tuesday in December 2021. My day started with heading down to the Verona Campus Little Blessings Preschool classroom. I was invited to share a brief circle time with the 3-year-old class to talk about the time leading up to Christmas we call Advent. From there I headed over to St. Mary's Care Center to lead an Advent Worship service for 15 residents, including a couple of our own Good Shepherd members. After some time back in the office, my day ended with teaching Confirmation to our 6th graders at Madison Campus. As I moved from location to location that day, sharing God's word with our youngest believers and our eldest and our most energetic middle-schoolers, I kept reflecting on the beauty of my call to ministry. My day is bookended with talking to people of all ages about the love of God and I feel so humbled to get to do it. It was one of those days when I reflect with gratitude on my ministry opportunities here at Good Shepherd and how delighted I am to be in my 10th year of ministry in this place.

Whether it is working with our quilting ministry, preaching, performing baptisms, helping with pastoral care, leading a funeral or wedding, or leading our Food Pantry Garden Ministry, I continue to appreciate the variety of work I am able to do at this church. This year I added in the additional ministry of once-a-month worship services at St. Mary's Care Center. I started our beekeeping ministry alongside our dedicated garden volunteers, Max Seeland and Julie Johnson, and our garden intern, Eva Perez. And I had the chance to help organize Shrove Tuesday pancakes and our Thanksgiving drive-through meal alongside church staff members, Rick Thomas and Donna Maysack. 2021 was a year filled with new traditions forming within the rhythm of our church year.

I also had the opportunity for personal growth and continued education in my role as a pastor as a part of two Lilly Foundation funded ecumenical fellowship programs. In Summer 2021, I took part in the Ecumenical Center for Clergy Renewal at Holy Wisdom Monastery in Middleton. This yearlong program brings together 18 clergy from around the nation to spend time at Holy Wisdom Monastery in reflection, prayer and spiritual practices. I appreciate the skills I have gained in growing in the area of contemplative listening and praying the hours. I even had the chance to spend 24 hours in silence! Overall, this program has allowed me to form friendships with supportive colleagues and also grow in my understanding and confidence in my call to ministry.

I was also invited to take part in another Lilly funded fellowship program through the University of Dubuque Theological school called Missio Madison. This nine-month program incorporates didactic learning alongside cohort group conversations to meditate on the future of the Church as a whole. It also encourages partnerships between churches in the Madison area and through Missio Madison I have met pastors from a variety of denominations and backgrounds. I am excited to see how these partnerships continue to develop and grow and how Good Shepherd can be a part of the wider Christian Community in Madison.

Thank you, Good Shepherd family, for this opportunity to work alongside you in ministry in the name of Christ.

Peace be with you!
Pastor Dara



Letter from ELCA South-Central Wisconsin Synod Bishop Joy Mortensen-Wiebe

Dear Friends in Christ,

Bread for the Day, a daily Bible reading and prayer resource published by Augsburg Fortress, ended 2021 with this prayer Dec. 31:

God we turn to you at year's end with these prayers: for children to be safe, for peace to reign, and for hunger to be satisfied. We trust your wisdom and your word, for you are endless love.

This is a beautiful prayer as we begin 2022 as well. Our trust is in God's wisdom and word. God is endless love. We so desire our children to be safe, for the hungry to be fed and for peace to reign.

I know that you are bringing this prayer to truth. Thank you, people of the SouthCentral synod of Wisconsin, for showing and sharing God's endless love throughout your communities, our state, country, and across the globe. It is because of you children are being made safe. The hungry are receiving food. Quilts are being made and sent for warmth. You proclaim and practice ways of peace and justice. You see the neighbor and include the unseen in your prayers and in your actions of care. Thank you. Each of the 138 congregations and ministries of our synod makes a difference in the lives of real people. You share the endless love of God in big and small ways each day. Thank you.

Thank you also for ways we are church together. As the pandemic drags on, we continue to yearn for its end. We continue to wonder what things will return and what things are changed forever. Thank you for the ways that congregations, leaders, conferences, laity and clergy continue to bravely pray and discern together in this uncertain time. It is a privilege to walk alongside of you in these conversations. God is present in these days. God is active in these days. We are not alone. Your congregation is not alone.

Please know that your synod, the South-Central Synod of Wisconsin, is committed to being your partner in ministry. Together we are finding new ways to share God's grace, build community and to be Christ's endless love in the world.

God's blessings to you and upon your Annual Meeting,

Joy Mortensen-Wiebe

Bishop Joy Mortensen-Wiebe

Administration

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

Managing Good Shepherd's operations in 2021 has required a great degree of flexibility. We've had to change how our members and our community engage with the church. Thankfully, Good Shepherd has a very flexible staff willing to adapt to the needs of their members.

Staff members were able to safely reopen facilities to the public in April, and learned to adapt by holding services underneath a tent regularly for the first time in history. The COVID-19 Reopening Task Force played a key role in making sure everything was done safely. The Communications Committee helped church staff make sure communications stayed consistent, even in uncertain times. And the Facilities Committee helped staff make adjustments as needed, played key roles in cleanup days, and became key advisers as remodeling projects occurred around both campuses.

COVID-19 Task Force and Reopening Task Force

Chair: Robert Beggs

Members: Sara McCormack, Stephanie Barth, Dr. Paul Bekx, Rick Blum, Tracy Dahl, Pr. Chris Enstad, Dr. Paul Friesen, Sarah Iverson, Betsy Johnson, Diane Kohrs, Dr. Sarah Schaettle, Rick Thomas, Matt Wentzel, Paul Hutson and Greg Simmons.

The COVID-19 and Reopening Task Force was created in 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.

These two originally independent committees combined in early 2021 as the church began to plan for a return to in-person worship in April 2021. This combined committee was instrumental in providing guidance to the board and staff on protocols necessary to safely reopen. In addition, this committee made protocol recommendations during the course of the year as the Covid variant activity picked up in the second half of 2021.

Our congregation is blessed to have this group. Thank you to all for sharing their expertise.—Bob Beggs, 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), Liz Deterding (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 remained vital as the pandemic continued and methods of meeting and worship changed. The committee worked with the staff liaisons on the following:

- Analyzing and discussing social media opportunities (Facebook, Instagram, GSLC App)
- Effectively using and updating the website
- Streamlining content for The Messenger
- Broadcasting the Palm Sunday and Easter Services on Fox 47
- Introducing proper pronoun usage with the Reconciling in Christ Committee
- Improving communication methods in church buildings

This year, we look forward to working with the other GSLC committees to help recruit new committee members through video presentations. We meet the third Monday of the month at noon via Zoom.

Special thanks to the committee members for sharing their professional expertise.—Amy Haskins, Communications committee chairperson

Administration (cont'd)

Facilities Committee

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

The Facilities Committee met four times in 2021 to make decisions about various priorities regarding the property on both the Madison and Verona campuses. There were some projects that were completed this past year after years of discussion and budgeting recommendations that took place on the committee. The youth room and the music room remodels in the lower level were completed this past summer before the church opened back up to indoor worship in the fall. Also completed at the Verona campus over the past year was new carpeting on the main level (other than the worship area) and on the stairs leading down to the lower level. New wallpaper was also put up and the tiling around the water fountains near the bathrooms was installed. In the near future the carpeting installation will be completed in the worship area. Also discussed was potentially adding more messaging in the lobby area such as banners. The new sign near the Verona campus parking lot was installed in December. This was added to the recently painted posts and it now has a digital display allowing for more versatile messaging to people passing by the campus on a daily basis. This was able to occur after the city of Verona approved annexation of our campus property into the city in May. Also discussed earlier in the year was the idea to purchase a tent to be used in the outdoor parking lot on the Verona campus. This proved to be a very helpful purchase when in-person worship started again outdoors in April. Also completed in 2021 was putting in playground fencing at the Verona campus for the Little Blessings program. New fruit trees were planted near the Verona campus parking lot this year as well. Future ideas were discussed regarding how to potentially have a gender neutral bathroom at the Verona campus such as exists at the Madison campus.

While many improvements were made to the Verona campus this past year, there were some improvements made to the Madison campus in 2021 as well. A new server for the computer system was purchased, and the Sunday School Room 11 was remodeled to take out the risers to allow for more versatility with activities in the room. The security system at the Madison campus and how to monitor how guests enter the building was discussed as well. The Madison campus roof had some patching completed due to leaking and a larger replacement of the roof over the sanctuary will need to be discussed as part of the budgeting process over the next year. Another need for the near future will be to replace the stairway from the lower parking lot to the upper one to improve safety. Also, a future need on the Madison campus will be to have a professional review what trees need to be pruned or taken down to avoid any damage on the property.

Spring and fall clean-ups occurred on both campuses and these were a success. These days will occur in 2022 as well and the dates will be communicated to the congregation as the time approaches. Also, a focus in early 2022 will be reviewing and updating the five-year budget plan to offer to the church board as they make ongoing budgeting decisions.

On behalf of the Facilities Committee, I would like to thank everyone for their generous contributions to the church to allow us to make all of the improvements discussed above.

Josh Enslin, Facilities Committee Chair

Human Resources and Organizational Development Committee

Chair: Sara McCormack (skmccormack@gmail.com) **Members:** Bob Beggs, Wade Huseth, Dave Vogt

Charter: This committee has played a key role in revamping Good Shepherd's human resource policies in 2021, including introducing a new way for supervisors to provide feedback for staff at Good Shepherd. The group plans further improvements, including updating the employee handbook in 2022.

Children, Youth and Family

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

Children, Youth and Family Committee

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

Board Liaison: Tyler Gold

Committee Members: Alex Seaborg (youth representative), Laura Clark, Joanne Zastrow, Becca Feldhacker, Devora Ballo (staff representatives), Noelle LoConte, Staci Chappell, Pamela Ziemlewicz and Stacy Nemeth, Pastor Chris Enstad (pastoral representative)

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

Middle School - We wrapped up online Amped in spring of 2021 with the second and third affirmation of baptism services for the program year. Summer was filled with outdoor events, both middle school specific fun nights and intergenerational offerings, like Music Mondays. Fall Amped registrations were consistent with the trends within the church in that they are lower grade by grade, but the joy, connections, and service to others have been shining brightly still, especially with the work of our small group guides.

High School - A virtual pie auction fundraiser, an outdoor GSA "late-in," and the traditional fall retreat at Sugar Creek were some of the special events of 2021 for high schoolers. High school youth group resumed in person gatherings in summer and saw some of the most highly attended and consistent attendance of high school ministry in the last three years.

Facilities - The Youth Room at the Verona campus and the Sheepfold Room (Room 11) at the Madison campus both saw facelifts in 2021 with the removal of the bleacher-style seating and new flooring and paint. May these spaces, with their versatility and welcoming environments, bless all who enter and encounter them, making space for the Spirit to move among relationships made and through lessons taught in them.

Children's Ministry - In January-May of 2021, church school continued with church school to-go kits and weekly virtual gatherings. Baptisms were able to resume as were virtual baptism classes. Spring brought outdoor recognitions of First Communion for both students who completed education in 2020, but were awaiting recognition, and those who completed in-person and at-home learning in 2021. We gathered in God's creation over summer with outdoor learning and community building through family VBS and elementary age Rise-Up Nights. Church School classes resumed in fall of 2021 offering families the option of connecting and learning virtually or in-person.

Committee Work/Focus - The committee provided meaningful input to church staff to assist in development and execution of programming that was sensitive to the ever-evolving COVID-19 pandemic. As an outcome of the Shared Leadership Committee gathering, we have been working to continue refinement and implementation of the shared leadership model as part of our "why's". We have begun defining the roles and gifts of the committee, and the members that make it up, to engage those gifts in an effective way to further the children and youth ministries at Good Shepherd. Little Blessings Preschool received board approval to branch off to its own committee starting in 2022.

Children, Youth and Family (cont'd)

Metrics 2021:

Children and Youth

- **99 middle schoolers registered for 2021-2022 Amped**
- **47 ninth graders confirmed in January and April**
- **39 eighth graders confirmed in May**
- 37 middle schoolers attended our summer fun nights
- 30 pies auctioned on Zoom to fundraise for youth trips and service
- 28 high schoolers went on fall retreat
- 23 high schoolers came to the barn party
- 23 high school youth group gatherings
- 18 youth-run GSA gatherings
- 17 Amped small group guides
- 15 high schoolers youth at the GSA Late-In
- 5 high school helpers with Amped
- 1 high school senior confirmed after one-on-one lessons

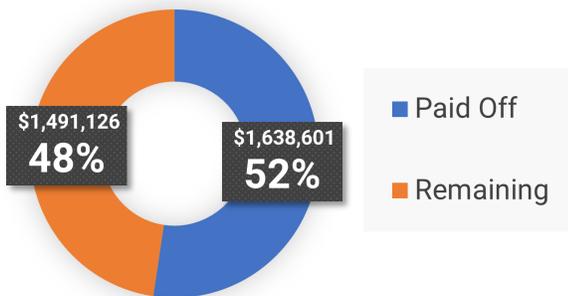
Finance

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

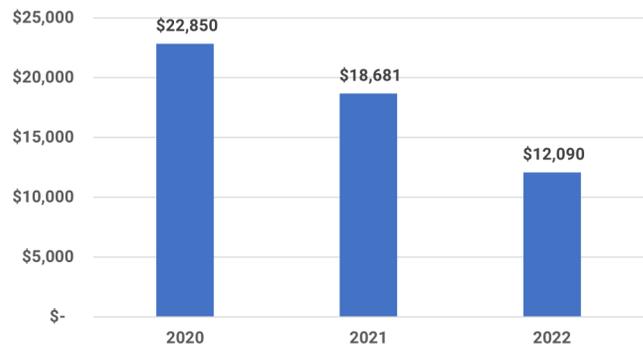
The changing face of the pandemic did not keep the people of Good Shepherd from being generous in 2021. At the end of 2021, Good Shepherd has received 104% of our expected intents to give for the past year. In addition, our total intents for 2022 received by Dec. 31 was more than \$100,000 over last year's commitment. Thanks as well to everyone who continues to participate in our Beyond capital campaign. Thanks to you, Good Shepherd has shrunk its mortgage to under \$1.5 million dollars and made several needed improvements to our facilities. Thank you to all members for your generosity.



Mortgage Impacts of BEYOND



Monthly Mortgage Payment Reduction



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 two:

- \$1,673,362 received – 81% of total three-year commitment
- \$1,364,696 was used for mortgage reduction
- \$240,829 was placed in our capital projects reserve fund
- \$67,837 was spent on campaign expenses

- \$1,491,126 mortgage balance
- Reduction of \$1,638,601 from the Dec. 31, 2019, balance
 - \$1,364,696 from **BEYOND**
 - \$273,905 from monthly principal payments

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)



You're Invited was the theme for the 2021 generosity campaign. Stories of Invitation were brought to the congregation via video and direct mail. And many members accepted the invitation to give. The campaign managed to reach its goal of increasing giving to Good Shepherd by more than \$100,000 in 2022 thanks to some intents that came to church on New Year's Eve. Thanks to everyone who participated in the campaign, including the 515 households who felt invited to participate this year.

Finance Committee

Chair: Wade Huseth

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

Board Representative: Wade Huseth (wadehuseth23@gmail.com)

Committee Members: Rick Blum, Tyler Gold, Nan Schilling, Gary Schmuhl, Kris Schmuhl, Greg Vlack

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. 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. We also worked together with the Generosity Committee to write thank you notes to members who committed to giving to Good Shepherd in 2022 through the "You're Invited" campaign.

Generosity Committee

Chair: Ronda Beggs (rondabeggs@sbcglobal.net)

Staff Representative: Rick Blum

Board Representative: Bob Beggs

Committee Members: Heather Allen, Lars Haskins, Jen Holmer, Scott Rogers, Nicole Watson

A brand new group of people joined the Generosity Committee in 2021, which was quickly nicknamed "G-Force" by new chair Ronda Beggs. The group made the decision to partner with GSB on planning the 2022 campaign, which was helped a great deal by GSB Consultant Mitzie Schafer and her online seminars about storytelling. Based on Ms. Schafer's observation about the importance of invitation at Good Shepherd, the committee decided to make "You're Invited" the theme for this year's campaign. Four videos were recorded, edited and shown to the congregation, while written versions of the stories were distributed to the congregation via mail. The group followed up after Giving Sunday with direct appeals to members via phone and email, and coordinated a drive to send every donor a personalized thank you card for their support for the campaign.

Finance (Cont'd)

Financial Dashboard December 2021

Statement of Activity - General Fund

	Actual	Budget	Variance
Revenue	\$ 936,041	\$ 879,674	\$ 56,367
General, Admin & Program Expenses	(875,917)	(907,493)	31,576
Mortgage Principal - General Fund	(77,536)	(55,023)	(22,513)
Revenue less Expenses and Mortgage	\$ (17,412)	\$ (82,842)	\$ 65,430

Cash Balances

	December 2021	June 2021	Change
General Fund	\$ 630,263	\$ 528,060	\$ 102,203
Board Designated Funds	526,141	643,169	(117,028)
Restricted Funds	386,617	505,107	(118,490)
Total Cash & Investments	\$ 1,543,021	\$ 1,676,336	\$ (133,315)

Mortgage Balance

	December 2021	June 2021	Change
Loan Balance Outstanding	\$ 1,491,126	\$ 1,761,942	\$ (270,820)

- Total amount given to General Fund in 2021 – \$1,426,335 (% given electronically 48.4%)
- Total amount given to Beyond campaign in 2021 – \$510,746
- 515 pledges and recurring giving in 2022
- 757 giving households in 2021
- 311 giving households to Beyond in 2021

Inreach

Pr. Sheryl Erickson 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: Vern Andren

Committee Members: Jessica McCarty, Pat Westimayer, Jan Grebel, Kathie Schroedel, Pastor Mark Renner, Kimberly King, Judy Liliensiek

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 Inreach Committee meets bimonthly and has been able to return to in-person meetings while concurrently offering a Zoom option for attendance. Many of the committee's in-person activities have also been able to resume, such as in-home communions and participating in New Member gatherings. Other activities like Name Tag Sundays have not yet been able to resume. The Inreach Committee supports a variety of activities including:

Home Communion 2021

Home communion ministry continued to adapt and grow in 2021. The team was thrilled to return to in-person visits in May after serving via phone calls only for the previous 14 months. Five new volunteers were added to the ministry team, with a few stepping down after many years of faithful service. Currently there are 23 volunteers who, along with the pastoral team, connect with 38 households each month—this includes 34 in-person visits, and 4 calls or cards. What a gift it is to bring the sacrament of Holy Communion to these members of the Good Shepherd community. (Submitted by Jessica McCarty)

Grief Packets 2021

This was the first full calendar year of providing the grief packet ministry. *Journeying Through Grief* is a set of four short books sent to grieving people at four crucial times during the first year after a loss. In addition to the books, each mailing includes a letter from Pr. Sheryl and each family receives a prayer square made by Shepherd's Hands. There are 33 families who are currently receiving the packets, and 18 additional families have completed the four-booklet series. (Submitted by Jessica McCarty)

The Card Ministry

The Card Ministry remained active in 2021 by working primarily from home and also holding a few in-person sessions. Our largest project was making over 400 cards for the Thanksgiving meal event. Some of the other cards we completed this year included thank you, baptism, milestone anniversary, first communion, confirmation, Easter cards for homebound members, and Keeping the Connection cards for college students. The total number of cards made for this year was over 1,100 cards. (Submitted by Susie Cramer)

Stephen Ministry

The Stephen Ministers of Good Shepherd provide Christian care to those who are experiencing a variety of struggles and difficult life situations. Our group has continued to be active in its mission while managing the evolving challenges of the Covid-19 pandemic. Our Stephen Ministers engage in a variety of caring relationships including issues related to acute and chronic grief, loss of physical health, mental health struggles, divorce and challenging family relationships. Stephen Ministers have continued serving care receivers, meeting one-on-one while employing appropriate Covid precautions, as well as via phone, email and text messaging to stay in contact with care receivers. We also welcomed two new members to Good Shepherd who came to us as trained Stephen Ministers. These members, Jim Miller and Deni Naumann, have now joined our team. The Stephen Ministry group, led by Pr. Sheryl, has continued monthly supervision meetings both in-person and 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. This year our leaders, Karna Boquet and Marilyn Sharrow, welcomed Jennifer Fagan to our leadership team. Jennifer participated in the Stephen Minister online, live, national Leadership Training course. We are grateful to have her as a leader for our group. The Stephen Ministers feel blessed to continue to serve, bringing God's loving care to His people during challenging times. (Submitted by Karna Boquet and Marilyn Sharrow)

Inreach (cont'd)

Shepherd's Hands Knitting /Crochet Group:

Our group continued to be energetic and productive through 2021. The members received updates and reminders as we met the third Thursday of each month. We alternate locations, meeting even months at Verona and odd months at Madison. We made prayer shawls as needed and a few baby blankets. Many prayer squares were made and given out at the drive up Thanksgiving meal as well as to members of the Grief Group. Hats and scarves were made and given out at Food Pantry and to Orchard Ridge School. Six-inch squares for blankets were made that were sent to Pine Ridge Indian Reservation. Our hands and needles continue to work for those in need. (Submitted by Kathie Schroedel and Pat Westimayer)

PrimeTimers:

This ministry has been consistent and adaptable throughout the past year. The weekly email devotion Sarah began sending in March 2020 continues. And while this isn't a physical gathering place, it is indeed a place for connection, story sharing, and caregiving. In addition, Sarah sends bimonthly pictures and blessings to unite our prayers and reflections. We continued to Zoom weekly until late summer when we found it enjoyable and safe to meet under the tent at Verona. As circumstances improved small groups started meeting for lunch at CopperTop occasionally as well. We have not resumed our monthly gatherings but have not been without connection points. Certainly, those involved in PrimeTimers also enjoy being involved in many other ministries at GS. We will see what opportunities present themselves in the year ahead for this group but are grateful for the ways we've been able to consistently journey with each other on this uneven ground. (Submitted by Sarah Iverson)

Keeping the Connection:

Keeping the Connection was begun by a group of mothers sending care packages to their children who were attending college to encourage them and to remind them that members from Good Shepherd were praying for them often. Currently this ministry mails cards to recent high school graduates four times throughout the school year. These cards are made by the Card Ministry team and signed by various people (staff and volunteers). We had 50 students on the list for 2020-2021. We have 32 names on the list for 2021-2022. (Submitted by Kimberly King)

Prayer Chain:

As always we are still praying for each other and the community as the need arises. In 2021, we ended the year with 78 people praying. God graced us with new members who replaced those that died during the year. We also gained a few new members; one is under 18 years old. We had 160 new prayers, which is the highest number in some time. We also had many updates to those prayers. (Submitted by Vicky Ruff)

Metrics:

Home Communion visits and phone calls: - 34 Home visits and 4 calls/cards per month

Stephen Ministers: 18 current Stephen Ministers offering 1-1 care

Grief Packet Series: 18 completed Grief Packet Series and 33 families currently receiving packets

Cards made by Card Ministry: 1168

Prayer Chain: 78 people praying and 160 new prayers

110 PrimeTimers

51 Tuesday Morning Treks

15 Space of Grace Gatherings

6 Book groups

52 PrimeTimers Friday Devotions

7 PrimeTimer Copper Top Lunches.

460 PrimeTimer photo/blessings sent

13 Faith Footprints shared – Watched hundreds of times

10 boxes and 1 car full of supplies for Christmas sent to Pine Ridge.

Hundreds of grilled cheese sandwiches made before worship under the tent

3 drive-through blessing opportunities

Outreach

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



2021 was another challenging year. I am amazed at the faithful service so many members of Good Shepherd perform in our Outreach ministries. 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 2022!

Social Action Committee

Chair: Kristi Jones

Members: Dennis and Julie Ahnen, Marilyn Kile, Kimberly King, Becky Baumbach, Beth Ringgenberg

Board rep: Angie Rieger

Staff representatives: Rick Thomas, Donna Maysack

Guided by God's love and focused on "serving as we have been served," Good Shepherd's Social Action Committee (SAC) has actively supported social action efforts in a variety of areas. Staff representatives Rick Thomas and Donna Maysack have coordinated the Food Pantry and Clothes Closet, keeping these vital programs operating during the continued pandemic. Some SAC members led and participated in racial equity conversations at Good Shepherd, based on the United Way of Dane County's Racial Equity Challenge. In January 2021, a Zoom conversation on gun violence was coordinated by SAC. Specifically related to the pandemic, SAC brainstormed ideas to support Orchard Ridge Elementary teachers, neighborhood advocates, and other important groups facing unique challenges. SAC's staff representatives helped make these ideas into a reality. Good Shepherd's pen pal program and school snacks programs resumed with Orchard Ridge Elementary in the fall of 2021, continuing our strong tradition of faithfully supporting this neighborhood school. Additional brainstorming has happened around ways Good Shepherd could more intentionally welcome immigrants. The leadership of the SAC changed hands in 2021: Susi Petta and Becky Baumbach stepped down from their Co-Chair roles, and Kristi Jones became Chair.

During 2022, SAC will continue to focus on how Good Shepherd can share God's love with our neighbors, our communities, and our world by "serving others as we have been served."

Adopt-a-School Program (Orchard Ridge Elementary)

Chair: Beth Ringgenberg, jbhoberg@charter.net

The Adopt-a-School Ministry with Orchard Ridge Elementary continued in 2021 even though our activities were limited due to the pandemic. 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. The committee provided a lunch for the ORE teachers and staff in May. Good Shepherd donated 2,214 individual snacks. We started up the pen pal program again this past fall. Twenty-eight Good Shepherd pen pals are exchanging letters monthly with the ORE third graders. Thank you so much for everyone's generosity to this important ministry!

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.

The pantry is open Wednesdays from 10 a.m. – noon for drive-up service. We served 653 households and 2,167 people in 2021. This was a slight decrease from 2020, but on par with 2019 numbers. Thank you for your continued support of the Allied Drive Food Pantry.

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 and Sundays at the Madison campus. 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 meeting again in person in 2022.

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. Because of our generous congregation and community members, the Clothes Closet was able to help 298 households with 849 kids in 2021. In addition, 108 children received shoes in our Back-to-School Cool Shoes Drive. We have also handed out hundreds of hats, gloves and scarfs to area schools.

Although we were still operating as a drive-up until December, we had a pretty good system going and didn't miss many Thursdays. In December, we moved back to Peterson Hall. Since there isn't a lot of room for social distancing in the closet, we adopted a hybrid approach where shoppers enter the building and chose their clothing from bins we bring out to Peterson Hall. We are so thankful to be able to serve our community with this important ministry and thank you very much for your continued support.

Food Pantry Garden Report

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

Over 100 volunteers harvested over 2,200 pounds of produce out of the Good Shepherd Food Pantry Garden during our fourth growing season in 2021. We had the joy of having a high school intern help us with volunteer coordination and extra garden support. Eva Perez, Good Shepherd member and Verona high school student, did a wonderful job! We added a few new things this year, including expanding our space, adding a raspberry patch and through a partnership with our Scout program planted a group of apple trees. We also began a new bee project with two hives that produced 2.5 gallons of honey this year. We partnered with Amped confirmation students and Little Blessing Preschool students on several garden projects this year and look forward to doing more in the future. Thanks to all those who volunteered and helped in the garden in 2021!

Feed My Starving Children

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

Feed My Starving Children (FMSC) nationally hit an enormous milestone this year: 3 billion meals shipped since its founding in 1987. That's 3 billion meals packed, funded and prayed over by individuals who saw the need and stepped up. The story of FMSC in 2021 is full of bold and tenacious hope. As the group looks to 2022, their food distribution partners are already asking for more food than the group has — but they have hope. They know these kids will be fed. They know God will deliver. And they know supporters will take action.

However, MobilePacks were curtailed locally because of COVID-19. The group continues to investigate whether it would be possible to bring a MobilePack to Madison in 2022. In the meantime, organizers would ask supporters to consider giving directly to FMSC or consider heading to Libertyville, Illinois for the nearest packing site.

Outreach (cont'd)

Good Shepherd Food Pantry

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

Contact: gsfoodpantry@yahoo.com

The food pantry continued its operations with a drive-up model from January through the end of November. In December we reopened to inside shopping with a remodeled pantry that enables more distancing and other safety measures. We served 883 families last year. With generous donations from members, the pantry garden, Second Harvest and the Community Action Coalition, we were able to offer a wide variety of fresh fruits and vegetables in addition to the canned goods, dairy and meats that you might expect. We also are able to offer a good variety of personal hygiene items to our guests. Thank you for your continued support of this ministry.

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.

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 520 Shoebox Gifts for Kids (Teens, Moms, Dads and Elderly), 150 Shoeboxes to The Essential Pantry (located in The Alliance on Raymond Rd) in December 2021 as well as 58 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 as well as helped shop and stock The Essential Pantry at JFF.

The group has prepared Birthday Bags throughout the year for distribution through Good Shepherd Food Pantry (when possible) and The Essentials Pantry. We prepared and delivered noon meals to The Beacon Homeless Day Shelter, as well as provided one meal for the Lutheran Campus Ministry program. Our book study was White Fragility – Why It's So Hard For White People To Talk About Racism by Robin DiAngelo.

If you would like to learn more about our group, or join us, contact Diane Cali or Peggy Christensen.

Holy COW Food Cart

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

The Holy COW Food Cart Ministry had an eventful 2021 with over 50 events completed! The COW (Church on Wheels) served meals to the hungry, participated in fundraisers, supported worship services and Music Mondays, said "Thank you" to public health workers and teachers and was even in the Verona Hometown Days parade. Twenty-five different volunteers helped with the large variety of events to get this ministry off to a good start in our first full year.

Planning for the 2022 cart season is beginning now. We are starting to book dates and look at how the COW can truly become a third location for Good Shepherd. The hope is to have an even more successful year and get even more members involved. If you are interested in joining the Moo Crew or would just like more information, please contact Rick Thomas at rthomas@gslcwi.com.

Outreach (cont'd)

Madison Area Jail Ministry

Coordinator: Donna Maysack (dmaysack@gslcwi.com)

With the virus and its restrictions, the staff and residents at Dane County Jail are faced with unique challenges. They haven't been able to hold in-person worship services for nearly two years. However, because of a Thrivent Grant, Good Shepherd provided a new microphone and other media equipment to assist Chaplain Todd in putting out virtual church videos that are available to residents via the jail tablet system. Everyone in the jail can worship online, including those in segregation or medical isolation.

In 2021, Good Shepherd held 2 Holy COW events that benefited MAJM and raised over \$600. This past Christmas, Good Shepherd members partnered with other area congregations to send Christmas cards to the residents there. These acts are ways Good Shepherd and MAJM helps to put the Apostle Paul's words into action by remembering those who are in prison, as though in prison with them. Thank you for your generous support. When in-person programs resume, Chaplain Todd will be looking for Spanish speaking tutors as well as other volunteers. If you are interested in learning more about MAJM, you can contact Donna Maysack or visit <https://www.madisonjailministry.org>.

Just Bakery

Contact: Carmella Glenn, carmella@emum.org, 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 intro to baking hands-on in our commercial kitchen. This curriculum allows students to earn up to 12 college credits and gain automatic acceptance into the Madison College Culinary Program.

Good Shepherd supported Just Bakery's mission through sales of baked goods at nine Holy COW events at various locations in Madison and Verona, and after several services. We look forward to continuing our relationship with regular events throughout 2022. You can also support Just Bakery's mission by ordering online at: <https://justdane.org/just-bakery>.

Keeping Neighbors Connected

Contact: Rick Thomas, rthomas@gslcwi.com

A lot of Meadowood residents have been able to stay in their homes this year thanks to the generosity of Good Shepherd members. Good Shepherd continues to support **Keeping Neighbors Connected (KNC)**, which is a cooperative effort between Good Shepherd, St. Maria Goretti Catholic Church and the Orchard Ridge United Church of Christ that is administered by Joining Forces for Families. It gives rental assistance to families on the southwest side of Madison that are in danger of being evicted. Pr. Joe was able to help organize this group several years ago and it continues to be a blessing to families in our Madison neighborhood.

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, located north of downtown Madison, for many years. In 2021 because of the pandemic, director Matt Rogge continued 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. Good Shepherd volunteers donated food for sandwiches, cookies, chips, fruit and bottled water for the monthly meal we provided. Two family members went to Luke House to help make sandwiches and assemble the brown bag lunches.

As more people were vaccinated AND new safety measures were developed, the Community style meals resumed in September. Good Shepherd returned to our meal consisting of ham, potato casserole, corn, salad, cookies, bananas and milk. The number of volunteers needed to provide food, increased from 34 for the brown bag lunches to 55 for the community meals. Eleven volunteer servers returned to help prepare, serve and clean up. Good Shepherd volunteers provided food to serve 100 guests throughout 2021.

Outreach (cont'd)

Meadowood Health Partnership

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

The primary mission of the Meadowood Health Partnership (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. Good Shepherd recently purchased blood pressure and blood glucose monitors thanks to a grant from the Good Shepherd Foundation. Thank you to Good Shepherd and the Foundation for its financial support. We look forward continuing this community building ministry in 2022.

Team World Vision

Contact: Stephanie Christensen (twinmom0907@gmail.com)

The 2021 Team World Vision Madison had an inspiring year. It was again clear that God shines in the most difficult of circumstances. Despite being unable to do much of our training as a team, we were still able to race in November. Though there were a few that couldn't race due to injury and illness, the team still raised \$44,977. This is an incredible feat. This translates to almost 900 people having access to clean water!! The team is very excited to begin preparations and training for the 2022 race season. We are particularly excited to welcome 10K runners to this year's team. We are guided by the vision of helping more than 1,500 people with clean water this year. Want to be part of this year's team? Contact Stephanie Christensen, Tim Hughes, Bob Beggs or Max Seeland. Praise God!!

Thanksgiving Meal

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

The annual Good Shepherd Thanksgiving meal was conducted "to-go" again this year. Over 600 meals were served with over 100 volunteers contributing by donating food, preparing food, dishing up orders and distributing the orders. While not the community social event that it was in the past, the food and fellowship that this meal provides are exceptional. We hope that we can eat together inside next year, but we are grateful that we have been able to feed people throughout the pandemic.

Outreach Metrics 2021:

- 1909 cans of soup & \$2,650.80 in monetary donations were given for Souper Bowl
- 52 Holy COW events served over 3,000 meals approximately 200 cups of coffee and raised approximately \$5,000 in money and essential household items for Madison Area Jail Ministry, Just Bakeries, Good Shepherd Food Pantry, the essentials pantry and other community organizations.
- 883 households with people were served in the Food Pantry representing 3,526 people. 1,655 were kids under 18.
- 108 children received shoes in the Back-to School Cool Shoes Drive
- 650 Shoeboxes given out at Christmas
- 644 meals were served at Thanksgiving
- 298 households with 849 kids were served in the Clothes Closet in 2021
- 100 blankets and 200 pairs of warm socks were given to the homeless

Strategic Planning

Chair: Steve Frei

Members: Stephanie Barth, Pastor Chris Enstad, Tom Golden, Alan Halverson, Jen Holmer, Sarah Iverson, Sara McCormack, Angie Rieger, Dave Vogt, Brenda Wilcox (Vice Chair)

Charter: The Good Shepherd Strategic Planning Committee assists the Church Board with its responsibilities for the church's mission, vision and strategic direction.

The Good Shepherd Board of Directors created the Strategic Planning Committee in April of 2021.

After a formal selection process, Kristin Wiersma from the Joshua Group was selected to help guide our efforts. The creation of a strategic plan is following this approach:

Step One: Learning or Research

Step Two: Discernment

Step Three: Creation of the Strategic Plan

Step Four: Implementation and Monitoring of Progress

Recognizing that the Christian Church has been undergoing significant change for the last 30-40 years and that change within the church has been accelerated due to the pandemic, it was decided that in addition to internal research it was also important to conduct external research with leaders of other large ELCA churches, synod leaders, seminary leaders (that are teaching tomorrow's pastors) and many others. These interviews focused on how these organizations or individuals are preparing their congregations for the future needs of the church. Out of these conversations we also created a list of 59 key observations. These were prioritized by the group and divided into six primary objectives:

- Enhancing Welcome Experience
- Enhancing Worship
- Spiritual Development
- Leadership Development for Professional and Lay Staff
- Enhancing External Community Connection
- Enhancing Internal Relationships

Members of the committee are developing draft material for each strategic objective. We are expecting a comprehensive draft plan incorporating all six objectives would be available in April 2022 for board review and input. Once the plan is finalized the work of the Strategic Planning Committee will not be done. The committee will monitor progress in advancing the objectives and provide guidance to the Board and various committees as we strive to fulfill our vision and mission.

The Strategic Planning Committee has been working with intensity as we have had a rhythm of meeting twice a month with significant work occurring between meetings. On behalf of Good Shepherd Lutheran Church, thank you!

Spiritual Formation

Sarah Iverson, Director of Spiritual Formation and Development

497-3643, siverson@gslcwi.com

2021 has provided us opportunities to lean into what we've learned about ourselves, our community, and our tools of connection on 2020.

While zoom and streaming may not be ideal for every gathering or learning style, it is not to be dismissed as a mere "pandemic necessity". Zoom has allowed some folks a more convenient participation - zooming in from on a Thursday night is more doable than driving to church when you're a busy parent. Now that we know how to use this tool, I can say I have encountered an honesty and a deeper vulnerability from people who are willing to lean into the space. Streaming prayer and healing services has also allowed folks whose grief may not be public to find community and worship space until they are ready to return. We are grateful for these tools of connection! We are especially grateful to our media team who embraces them, not as a cool technology, but as a means to make the Gospel as available as possible. That is a point that should not be overlooked! Thanks for helping us connect!

The ultimate "tool" of connection is the Holy Spirit, and the Spirit has been active this year. I feel honored to sit with people as they sort out and articulate the stirrings of the Spirit in their own lives. As I listen across generations, I pick up on collective longings between and among us.

This year seems to have awakened in folks a desire to get back to the basics. Perhaps it is because we've experienced so much uncertainty, exhaustion, loneliness, and conflict alongside so many wonderful things as well. Rather than seeking out the exotic, the esoteric, or the exciting, people seem to desire the foundational and the familial. There has been an increased number of folks interested learning the fundamentals of our faith. A growing number of people are looking for grace filled places to share their story and be heard by others and a desire to form connections with others who are living in and with similar life experiences.

We have responded this year by creating new opportunities and re-imagining and inviting people into familiar spaces.

One of the highlights of the year for me was gathering with 75 women on a fall afternoon in the Vlack barn to enjoy a time of fellowship and sacred story sharing. Women of all ages were in attendance. After finding our way back into what it was like to introduce yourself to a stranger, what it was like to re-connect with a friend, what it was like to hear the sounds of the gathered.....we sat down together to listen to 4 women of different ages share about a particular moment they recognized the presence of God in their life.

We hear from mothers, daughters, wanderers, and wonderers. The barn was full of emotion as the stories of these 4 women gave the rest of the gathered - hope, healing, liberation, and comfort. After that we prayed together and the fellowship continued in a new tone - as people who had shared in a gift together that reminded them they were not alone in the room or across time. This is just one story among many I could point to of the Spirit using ordinary tools and places to connect folks with God, with themselves, and with others.

I'll end with what I believe is one of the Spirit's most powerful vessels. It's an invitation. The world is loud. There is no shortage of announcements or reminders coming from every group and organization you can think of. It's a lot to sort through, prioritize, and get energy for. But an invitation - a personal invitation - is often the whisper that breaks through the white noise.

An invitation is a sign of belonging, a gesture of care, and an act of hospitality. Knowing someone thought of you, reached out to you, and would enjoy your presence can give courage, awaken connection, and spark hope. Imagine if every GS member invited 2 other people to worship or to another opportunity each week? It would reach more people in a significant way than any announcement on a paper or screen. Invitation is a ministry in itself - how could it be part of your ministry this year?

Spiritual Formation (cont'd)

Spiritual Formation (Adult Education) Committee

Committee Chair: Vacant

Staff Representative: Sarah Iverson (siverson@gslcwi.com)

Board Representative: Sara McCormack (skmccormack@gmail.com)

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 remains in transition as it learns to adapt to the changing church environment caused by COVID-19. The committee plans to resume work in 2022 as the reopening process continues.

Spiritual formation metrics:

- The Tuesday morning Trek group walked 51 weeks this year!
- The 20/30 ministry re-gathered this summer under the tent and has had a steady 20-30 people at each month's gathering.
- 75 women gathered at the barn to share in fellowship and sacred stories.
- Men's ministry is starting up new gathering opportunities. (including the return of Beer and Bibles!)
- The Space of Grace groups formed to help navigate 2020 have become monthly spiritual formation groups.
- Groups are beginning to form again around experiences like care-giving.
- Verona musicians are gathering quarterly to engage in fellowship and conversation about music and how it is a part of our worship life scripturally, traditionally, and astatically.
- Book groups continue meeting quarterly engaging people across campuses, generations, and life experiences.
- Lexio-Divina nights - a time to gather and read scripture - are gaining traction among folks who don't have time for a long gathering or a weekly commitment but enjoy reading scripture with others.
- Donna continues to hold Tuesday prayer time with folks who fervently and faithfully live into intercessory prayer.
- Spiritual formation has not only been at work in classes, studies, and small group gatherings but also in larger gatherings like Holy Cow worship, church and youth activities, and summer "faith footprint" campfires.
- Spiritual formation has also been shown in small individual ways. They include: Coffee and hikes with members, physical mailings of blessing and prayers, and virtual care packages of scripture, music, and poetry for special days like Thanksgiving and Labor Day.
- 498 people who follow us on YouTube
- 1,110 people who like us on Facebook
- 838 people who downloaded our app
- 340 people who follow us on Instagram

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, Barb Friberg, Sarah Iverson, Judy Kalan, Beth Marshall, Donna Maysack, Keith Osterman, 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.

Throughout the past year, the Worship, Music & Arts Committee has remained strong and diligent through another year of being church together while worshipping in various ways both in-person and virtually. While we began the year solely online, we had the opportunity to gather in-person again safely on Easter Sunday under our newly purchased tent at the Verona Campus. Throughout the spring and summer, many of our members enjoyed this worship opportunity both in the morning at 10:30 a.m. and for evening worship at 6 p.m. We first began worshipping indoors again at our Madison Campus during the summer months and Verona once the temperatures began to dip in the fall. As we began to meet in-person for worship, our music groups were excited to have the opportunity to resume rehearsals and help lead worship again including our Verona worship bands, Spirit Jam, the Madison Campus choir, and handbells.

As we found new ways of worshipping together, we continued and ensured a welcoming and inclusive community to our members and visitors alike both in-person and online. One of the challenges as we began to meet in-person was engaging, recruiting and retaining our volunteers. We understand this will be an ongoing process and concern through the pandemic. However, as a committee we are committed to providing the necessary support to both our staff and current volunteers in this process.

Our summer featured a fun, new, intergenerational and community in-person gathering, which took place outside on the Madison Campus lawn. Live "Music Mondays" featured talented musicians from Good Shepherd and the Madison area, delicious food served from the Holy COW, great fellowship, lots of community friends and visitors, and a monthly worship offering.

As we look forward to 2022, we are committed to improving and partaking in communications with other committees to further enhance our worship and congregational life together – particularly collaborating with the Hospitality and Technology committees. Additionally, at the beginning of 2021, we eagerly looked forward to hiring a full-time Associate Director of Worship and Music. However, like most things during Covid, we had to pause the process. As the pandemic fades more into the distance, we hope this will allow us to possibly increase our music and worship offerings later in 2022 and restart the search for an Associate Director of Worship and Music to assist Jared in administering and leading our music ministry across both campuses.

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: Vacant **Staff Liaison:** Pr. Dara Schuller-Hanson (dschuller@gslcwi.com) **Board Liaison:** Liz Deterding (Elizabeth.deterding@gmail.com)

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.

The Hospitality Committee remains in a state of transition as we enter 2022. We have held a number of new member classes in 2021. In 2022, we will make a strong push for new members to join the committee.

Good Shepherd Lutheran Church Foundation, Ltd.

Annual Report for 2021

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

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

Since its creation, the foundation has become an important part of the Good Shepherd ministry, by providing funding for programs which are not a part of the annual operating budget of the congregation. Gifts to the foundation become a lasting endowment as the funds are invested and the earnings are used to make grants to fund a variety of projects each year. As a general rule, the foundation spends up to 4.5% of its assets each year on those projects. At the end of 2021, the foundation's assets were approximately \$3.2 million. The foundation received donations from congregation members in the amount of \$4,141 during 2021. Thrivent Financial serves as the foundation's investment adviser.

In furtherance of its mission to support the Good Shepherd congregation, the foundation distributed the following grants during 2021:

\$ 4,144	Good Shepherd Food Pantry
\$ 8,821	Good Shepherd Verona Tent Purchase
\$ 1,700	Good Shepherd Easter Broadcast on Fox 47
\$ 5,614	Summer Media Intern
\$ 3,500	College Scholarships
\$ 2,107	Youth Room Upgrade
\$ 1,315	Staff Training and Education
\$ 10,727	Verona Campus Remote Camera Upgrade
\$ 22,773	Madison Campus Audio Upgrade
\$ 7,500	Joshua Group—Strategic Plan Consulting Fees
\$ 6,000	Room 11 Madison Upgrade
\$ 76,941	Total Grants

If you would like to make a gift to the Good Shepherd Foundation, either on a current basis or as a part of your estate planning, or if you have questions concerning the work of the foundation, please contact any of our board members. The following Good Shepherd members will be serving on the foundation's board of trustees during 2022.

President Jim Wiederhoeft,

Vice President Greg Meyer

Secretary Lois O'Rourke

Treasurer Brian Barrett, Treasurer

Members: Pastor Chris Enstad, Bob Beggs, John Burkhartzmeyer, Andrew Seaborg, Cathy Percy, Ann Schmidt, Amy Haskins

Columbarium Board Report

Steve Frei, Chairman

The Good Shepherd Lutheran Church Columbarium, having been established in 2015, celebrated its sixth anniversary in 2021. The Columbarium Board met three times in 2021. 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.

The primary responsibilities of the Columbarium Board are to maintain respectfully and perpetually the final resting place for members and friends of Good Shepherd.

2021 focused on enhancing the aesthetic appearance of the columbarium. The two primary efforts in this regard were:

1. We raised and leveled out large paver areas that had become depressed since the original installation.
2. Kent Mathews, member of Good Shepherd, who had originally installed our landscaping and maintained the landscaping, needed to step aside in 2021. Thank you, Kent. Brad Nelson, long time member of Good Shepherd, agreed to volunteer his landscaping gifts and time to maintain the columbarium as we go forward. Thank you, Brad!

All 72 of the original Phase One Niches are sold and six of the 36 Phase Two niches are sold.

Columbarium Record for 2021:

Number of Inurnments in 2021: 2

Number of Niche Sales in 2021: 6

Number of Paver Sales in 2021: 0

Financial Status as of December 31, 2021:

Perpetual Care Fund Balance: \$10,344 (Funds used for Columbarium Maintenance)

General Operating Fund: \$11,598 (Funds to be used for Columbarium Expansion)

Niche Engraving Fund: \$23,305 (Funds to pay for future engraving of niche fronts)

Liabilities: \$7,000 Loan Balance to Good Shepherd Foundation

Hard Assets: \$161,550 (Value of Existing Columbarium)

Members of the Columbarium Board and Support include:

Steve Frei, Chair; Rick Schmidt, Legal Counsel; Brenda Wilcox, Sr. Pastor Representative and Treasurer; Teri Fulton, Promotion; Pastor Chris Enstad. Rick Blum is the Columbarium administrator and Brad Nelson volunteers landscaping maintenance.

Little Blessings Preschool

Devora Ballo, Director (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 1/2–5. We currently have six regular employees; two part time, four 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

Enrollment

We began the program year in September with a total of 50 students enrolled at LBPS in September 2021. As of December 2021, we have 57 students enrolled, serving 51 families, an almost 25% increase from last program year.

Madison: Six children (maximum 10 children)

Verona:

Whales (M,T): 15 children (maximum 16 children)

Ravens (W,R,F): 18 children (maximum 18 children)

4K: 21 children enrolled, 20 through the school district, 1 private pay

Extended Day programming was suspended in September 2020 and re-started in March 2021. The current program year (21-22) is seeing 17 total children enrolled in one to three extended days (11:30-3:00) at Verona.

Enrollment for the 2022-23 school year is underway with 11 children from 9 current families enrolling for the next program year.

Metrics

Center:

Youngstar is Wisconsin's child care quality rating and improvement system. Every year, Youngstar rates thousands of child care programs –from one star (programs that do not meet health and safety requirements) to five stars (for the highest quality of care) These stars help parents find the right place for their child to learn and grow. 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.

LBPS Verona is rated at two stars and working with an instructional coach for a three-star rating by the end of the 21-22 school year.

LBPS Madison is unrated, but working with an instructional coach for a four-star rating by the end of the 21-22 school year.

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.

Little Blessings Pre-School (cont'd)

Staff cont'd:

- 4 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 staff are a level 12 or higher on The Registry
 - 3 staff are a level 14
 - 1 staff is a level 16
- 1 teacher is a level 7
- 1 Substitute is a level 2

Grant Funding

The State of Wisconsin offered grants related to Covid-19 in 2020 and early 2021 to childcare centers. These grants were extended to (1) increase staff retention and recruitment, and (2) provide a safe and developmentally appropriate environment for children. Little Blessings retained \$27,500 of grant funding for providing a safe and developmentally appropriate environment for children for use in the 21-22 fiscal year.

The State of Wisconsin also started the Child Care Counts: Stabilization Payment Program to support Wisconsin's early care and education community. Regulated care providers like Little Blessings are eligible to receive monthly payments through 2023. The program aims increase access to high-quality care (Program A), and fund workforce recruitment and retention (Program B). Funding for Program A is based on child information and attendance during the count weeks. For Program B, all programs will receive a base per-staff amount base on the number of staff included in the count week, calculated by employment status (full or part-time). Programs participating in YoungStar will also receive a Quality Incentive Per-Staff amount based on the employment status and YoungStar Level.

Once the programs are rated by YoungStar, Child Care Counts Grant funding for Program B will increase per staff member.

For the months of November and December, both programs received a total of \$11,575 in funding.

Future Plans

In December 2021, GSLC board approved a motion for an LBPS Committee. Forming the committee will take place in 2022.

Other plans for the future include:

- Increasing YoungStar ratings at both locations. Goal for the 22-23 school year would be four stars at both locations.
- Incentivizing Lead Teachers to obtain a Registry Level of 12 or higher and Assistant Teachers, a level of 7 or higher.
- Accepting students 2.5-5 years old for full year, full day childcare starting June 13, 2022 at Madison LBPS.
- Adding full year, full day childcare for families at all locations.

Summary

Little Blessings Preschool is continuing to serve families and children in Madison and Verona. This year was a rebuilding year, in terms of enrollment. We have seen an increase in student enrollment. Changes this year include:

- Madison offered a longer day 8:30 a.m. – 3 p.m., five days a week to families
- Verona increasing extended day offerings to families

Staffing;

- 2 regular staff resigned
- 2 new staff hired
- 1 substitute hired

Using Bright Wheel, a childcare software, to centralize child information, parent communication, billing, paperwork, and enrollment.

Little Blessings will continue to provide high quality preschool experiences to children ages 2½ -5 years of age in Madison and Verona while increasing offerings.

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, Stefanie	LBPS 4-K Teacher
Christensen, Stephanie	Echoes of Grace Asst. Director (10:30) - Verona Campus
Clark, Laura	Youth Ministry Assistant
Conway, Emma	Digital Media Assistant
Dahl, Tracy	Echoes of Grace Director (10:30) - Verona Campus
Enstad, Carrie	Jubilee Singers Director - Madison Campus
Fink, Riley	Custodian
Hayes, Linda	LBPS Teacher— Verona Director
Hoard, Judy	Front Office Administrative and Hospitality Assistant
Holmer, Eric	Director of Media
Iverson, Sarah	Director of Spiritual Programming and Development
Kohrs, Diane	Spirit Jam Director
Madden, Kelly	LBPS Teacher
Maysack, Donna	Volunteer, Database and Membership Coordinator
McCarthy, Jessica	Ministry Coordinator
Moore, Jerry	Custodian
Mortensen, Becca	Director of Youth Ministry
Renner, Mark	Visitation Pastor
Rodriguez, Gus	Custodian
Stellmacher, T. Jared	Director of Music & Arts
Thomas, Rick	Director of Facilities
Velten, Abby	LBPS Teacher Asst.
Wenzel, Diane	Accountant
Zastrow, Joanne	Director of Children's Ministry

Board of Directors 2021-22

Officers

President

Sara McCormack

Vice President

Bob Beggs

Treasurer

Wade Huseth

Secretary

Dave Vogt

Board Members

Term Expires

Bob Beggs
Wade Huseth
Sara McCormack

February 2022
February 2022
February 2022

Tyler Gold
Betsy Johnson
David Vogt

February 2023
February 2023
February 2023

Vern Andren
Liz Deterding
Angie Rieger

February 2024
February 2024
February 2024

Candidates for Board of Directors



Paul Bekx NEW

My wife, Tracy, and I became members of Good Shepherd Church in 2010. The path that led us to this new home was our children's enrollment in Little Blessings Preschool and participation in Upward Basketball. Seeing the joy in and acceptance of this church community was refreshing to us both, thus prompting us to attend service.

Our children, as ourselves, soon came to love the music and I must share that it was pure joy to see our young children truly excited about being at church singing and dancing in the presence of God's grace. The feeling we often took home with us was one of peace and the message was one of God's complete acceptance of all, no matter the degree of imperfection. I remember driving home from service one week saying to myself "we are home".

Since joining Good Shepherd, I have previously assisted with teaching in the Sunday School Program at the Verona Campus, served for a number of years as a sound technician for Sunday Verona services and have made many mean cups of coffee as a coffee host after Sunday services. Recently, I had the honor of being on the Shared Leadership Task Force in 2018 and 2019 allowing me to assist with the development of a strategic plan for Good Shepherd going forward.

My wife and I are both physicians – she working as Co-Director of the Pediatric Diabetes Clinic at the University of Wisconsin and I as the Director of Primary Care for Mendota Mental Health Institute. Our son, Adam, is a sophomore in the School of Business at UW-Madison and our daughter, Sarah, is a junior at Verona High School. Rocky, the newest member of our family, is a rescue dog we happily adopted many years ago. We love to travel as a family and spend warm summer days on the water or hiking.

I am honored to be nominated for service to the Board of Directors. I believe Good Shepherd is a blessed community that is living out God's purpose through its members. In the midst of this pandemic, we are all currently living through challenging times. I am hopeful my contributions help make this a better home for all.



Bob Beggs INCUMBENT

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

Robert is married to Ronda and they have three children: Allison (18), Amanda (16), and Ava (14). He is currently the vice president on the GSLC Board of Directors. In addition, he is currently a member of the Generosity Committee and was a co-chair of the Beyond Capital Campaign.



Sara McCormack INCUMBENT

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

Sara has been a member at Good Shepherd since 1985 and is currently board president. She served a first term on the board and executive committee from 2008-2013 and served on the Shared Leadership task force. She spent 10 years as a Stephen Minister, and was once president of the Women of Good Shepherd. For Team World Vision, she walked in the Madison Marathon in 2016 and 2018

to raise money for clean water in Africa, and also assisted with the Truck Experience. She was active in God's Hands & Feet, which conducted a women's retreat at Pine Ridge, provided the Meadowood snack bags and the Shoebox ministry. She also has volunteered with Loaves & Fishes, home communions, Verona worship assistant, and is active in the Live @ 7:45 small group.

In retirement, Sara is currently working on perfecting her third shot drop in pickleball and spending more time with family and friends. She takes Pilates classes, cross country skis, bikes and kayaks, and is now contemplating her next travel adventure.

Candidates for Nominating Committee



Judy Kalan NEW

We moved to Madison from Denver, CO in 1994, joining Good Shepherd that same year. Music has always been my passion since I was 7 years old. I learned to play the organ and began playing for the church at the age of 12. I have always felt one of the ways people become involved in church is through its music and worship on Sunday morning. I was raised LCMS until coming to Good Shepherd, and was also involved in the church through Sunday School, Bible school and various other youth and adult programs.

My bachelor's degree is in music education with a minor in organ from Colorado State University. Upon graduation I taught elementary music in Broomfield, CO.

After starting a family, I started my own business with an emphasis on group and private piano teaching, utilizing Pace and Mayron Cole teaching methods. I was also an organist at Mt. Olive Lutheran Church for 24 years and heavily involved in the children's music programs. For three years I started and ran a parent helping parent group through Cherry Creek High School as a liaison resource person for parents with troubled teens.

Since coming to Good Shepherd, I have been a choir member, substitute organist and accompanist as well as on the Worship, Music and Arts Committee. I also was on the early committee under Pastor Dave Swenson to look at the concept of one church and two campuses. In the late 90's to 2005, I worked for Madison College as a School to Career coordinator overseeing 40 school districts, providing grants for technical education and putting on seminars for HS faculty. For a number of years I have been involved on the boards of Madison Symphony Orchestra League, Friends of the Concert Organ, and Verona Area Performing Arts.



Karen Smith NEW

Karen and her family have lived on the north side of Verona for nearly 20 years, and they joined Good Shepherd when it was meeting in the cafeteria at Badger Ridge Middle School in Verona. Karen's early focus was church school and children's music. She led large group worship in church school, accompanied Joyful Noise, and assisted with many Christmas programs through the years. Eventually, Karen joined Echoes of Grace as a vocalist and keyboard player, and is very happy to have recently returned to playing music with the Verona Worship Band.

Recently, she served on the Shared Leadership Task Force and the Worship, Music and Arts Committee. Since the Verona campus returned to indoor worship this fall,

Karen has served as a Worship Assistant and enjoyed the opportunity to greet Good Shepherd members in person again on Sunday mornings.

Karen is an associate accountant at SVA Consulting. In her spare time, she enjoys cooking, crafts, and connecting with friends. She is honored to be a part of the Nominating Committee, and looks forward to finding more opportunities to grow and serve our congregation in the coming year.

Candidate for Columbarium Board



Steve Frei INCUMBENT

Steve and Jan Frei have members of Good Shepherd for 25 years. They, along with three sons, have been active members of Good Shepherd. Steve chaired building committees for seven projects at the Good Shepherd Verona and Madison campuses. The most recent of those projects was the Columbarium. Six years ago Steve moved from chair of the Columbarium Building Committee to chair of the Columbarium Board. The last six years have seen the Columbarium become a strong and growing ministry of Good Shepherd. Steve recently retired after a 42 year career in leadership with Affiliated Engineers.

Candidates for Foundation Board



Jim Wiederhoeft INCUMBENT

Jim and his wife, Phyllis, have been members of Good Shepherd since 1990. During their time at Good Shepherd, Jim has been active in a number of different capacities, including serving as president of the congregation, singing in the choir, volunteering at the food pantry and currently serving as trustee and president of the foundation. Jim was a partner at Fowler and Wiederhoeft Law Offices for 40 years before retiring five years ago.

Since retiring, Jim and Phyllis have been working on their goal of visiting all of the national parks. In addition to those travels, Jim is very active in the West Madison Kiwanis club and also enjoys his memberships in several antique car clubs. Jim and Phyllis have two splendid daughters, Rachel and Laura, and one very large cat named Chico.



Brian Barrett INCUMBENT

Brian Barrett was raised in Escanaba, MI and graduated from Northern Michigan University, and is both a Certified Public Accountant and a Chartered Global Management Accountant. During his 25+ year career in finance and accounting, Brian has held several financial management positions in the biotechnology and medical device fields and has practiced as a CPA. In his current role as Director of Accounting at Promega Corporation, he is responsible for managing the company's financial processes, internal controls, and financial reporting. In addition, he is a member of both the American and Wisconsin In-

stitutes of CPAs.

Brian and his wife Ann live in Middleton with their two daughters, Allie and Katie. They have been active members of Good Shepherd Lutheran Church since 2001. Ann has served as an Amped small group leader and a member of the Beyond Capital Campaign team, and Brian has served as a past treasurer of the Board of Directors. Outside of work, Brian enjoys sports, music, golf, downhill skiing, travel and family time.



Ann Schmidt NEW

Ann has been married to her husband, Rick, for 35 years and they have three grown children. They have been members of Good Shepherd for 27 years. In the past Ann and Rick taught Sunday school and went on several youth group trips to Jamaica. Playing with the church ukulele group has also been a joy for her. She works as a general internal medicine physician for UW Health.



John Burkhardt NEW

John has been a professional in the financial markets for nearly 30 years, starting out as a Specialist on the Chicago Board Options Exchange in 1993. He spent the early 2000's as a Risk Manager and Derivatives strategist for a couple Wall Street firms, and later joined The State of Wisconsin Investment Board in 2013. Since joining SWIB, John has been a Senior Trader for their Global Public Markets Strategies group, specializing in Multi-Asset execution across several portfolios. He earned a B.A degree from Gustavus Adolphus College.



Bob Beggs NEW

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

Robert is married to Ronda and they have three children: Allison (18), Amanda (16), and Ava (14). He is currently the vice president on the GSLC Board of Directors. In addition, he is currently a member of the Generosity Committee and was a co-chair of the Beyond Capital Campaign.

Parochial Report

Good Shepherd Lutheran Church

Dec. 31, 2021

Membership Changes

	<u>Baptized</u>
Estimated Membership at end of 2020	2698
<u>Members Received During 2021</u>	
By Baptism: Children	35
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	60
Baptized Members Confirmed	86
Subtotal	2844
<u>Members Removed During 2021</u>	
By Death	21
By Transfer	33
Members Removed	(54)
Statistical Adjustment	<u>2790</u>
Change due to change in database	(616)
Membership as of 12/31/21	2174
Average Weekly Attendance (in-person and online combined)	597

Ministerial Acts Performed by Pastors In 2021

Baptisms: 37
 Confirmations: 86
 Funerals and Memorial Services: 20
 Weddings: 5

Good Shepherd Lutheran Church

Annual Meeting Minutes

Feb, 7, 2021

Speakers: Andrew Seaborg (President), Sara McCormack (Vice President), Wade Huseth (Treasurer), and Pastor Chris

Andrew Seaborg – Call to Order

Pastor Chris – Opening Prayer And Lead Pastor’s Report

- Recognition of outgoing board members – Andrew Seaborg, Stephanie Barth and Kimberly King
- Recognition of outgoing Foundation Board members Nathan Brinkman, Dean Nelson and Brenda Wilcox
- Pastor Joe health update – Joe and Lynn Brosious
- Thank You to the fantastic, dedicated church staff
- Children’s Ministry Video Highlighting how this ministry is operating during Covid

Covid-19 Task Force Update – Sara McCormack, Chair

- The plan is to offer ashes to go and pancakes to go for Ash Wednesday and Shrove Tuesday respectively. Easter plans haven’t been finalized.
- Sara highlighted the Re-Opening Task Force, chaired by Stephanie Barth and Betsy Johnson, have joined forces with the Covid-19 Task Force and are now one group.
- Bob Beggs will chair this committee on a go-forward basis.
- Sara thanked the task forces for their work.

Wade Huseth – Treasurer’s Report

The Fiscal 2021 General Fund activity as of Dec. 31, 2020, indicate contributions are \$86,480 less than budget. Somewhat offsetting this is expenses are \$54,971 below budget, which results in a negative budget variance of \$31,509, and an overall loss of \$105,690 for the first six months of Fiscal 2021.

Two special items to note that aren’t part of the General Fund Statement of Activity, but are in our reserves: We received a PPP grant from the federal government and an Estate Gift of \$460,097.

Overall Cash Balances are \$1,729,090, which is comprised of:

- General Fund \$779,626
- Board Designated Funds \$514,787
- Restricted Funds \$434,677, which includes Beyond Campaign capital improvement money (15% of Beyond Campaign total contributions)
- Loan Balance outstanding is \$2,065,029 as of Dec. 31, 2020.

Andrew Seaborg – President’s Report

Celebrated our successes as we headed into 2020

- Shared Leadership
- Mission/Vision statements
- Reconciling in Christ (RIC)
- Beyond Capital Campaign
- Improved and transparent financial reporting.

GSLC staff adapted to Covid during 2020

- Food Pantry didn’t miss a week
- Virtual class offerings
- Rick Thomas coordinated our Thanksgiving meal that fed over 700 people
- Virtual Christmas
- Special thanks to Donna, Daniel and Laura for getting us through the depths of Covid.

Outreach Video with Rick Thomas

- Holy Cow
- Thanksgiving Meal

Annual Meeting Minutes—Feb. 7, 2021 cont'd

Andrew Seaborg – President's Report (cont'd)

Board of Director elections – A majority were in favor of electing:

- Liz Deterding
- Vern Andren
- Angie Rieger

Nominating Committee elections – A majority were in favor of electing:

- Ross Larson

Columbarium Board elections – A majority were in favor of electing:

- Rick Schmidt

Good Shepherd Foundation Board elections – A majority were in favor of electing:

- Andrew Seaborg
- Cathy Percy
- Amy Haskins

Q&A

What is the difference between what the Good Shepherd Foundation supports versus what the Beyond Campaign capital improvement fund supports?

The Foundation supports certain projects based on grant requests from staff members including:

- Food Pantry
- Clothes Closet
- Youth activities
- Technology to support virtual worship
- Parking lot improvements
- Little Blessings pre-school
- Feed My Starving Children
- Scholarships
- Intern Program

Beyond Campaign capital improvement fund could possibly support:

- Remodeling of the Verona campus
- Finish the music room at the Verona campus
- Air handler

Columbarium Video – Steve Frei

The 72 niches that were constructed five years ago have been sold. 36 additional niches have been added. Former pastors who served GSLC for 10 or more years have been offered a niche. Pastor Campbell and Pastor Nybrotten have accepted this offer.

Closing Prayer – Pastor Chris

Closing Song – Jared Stellmacher and Sarah Iverson

Meeting Adjourned

Respectfully submitted,

Robert Beggs
Secretary

Good Shepherd's 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

July 19, 2021

Call to Order—Sara McCormack

Welcome. Financial and agenda reports are on screen. Hard copies in back. Agenda and financials are also on website. 40 people attending in person, 31 screens; total of 88 people attending.

Opening Prayer Pr. Chris

Lead Pastor's Report Pr. Chris Enstad

Pastor Chris said that Good Shepherd has accomplished our mission during the last 16 months and introduced the Communications video.

VIDEO – In, Out and About

Video showed ways Good Shepherd stayed connected to the community and each other during the pandemic.

Pastor Chris's Report, Cont'd

He thanked the Communications Team, talked about our Mission and Welcome statement and the audience read it together. Afterward, he said those statements work with prayer to give us a solid foundation and energy as we look ahead and move into Fall.

He said the Strategic Planning Committee will be working with our Board making future plans but emphasized that all Good Shepherd members and our surrounding community are invited to be part of the conversation.

He gave an update on Pastor Joe and introduced Bob and Ronda Beggs who have stewarded the Capital Campaign.

BEYOND Capital Campaign Update Bob/Ronda Beggs

Bob Beggs said we have made progress this year. \$2,065,442 was commitment to be collected over three years' time. Today we have about 67%, that is \$1,387,488. That means we are about halfway through chronologically and two-thirds the way to our goal in dollars.

He showed slides explaining how funds were used, how mortgage has been reduced by almost 1.1 million and talked about the capital improvement fund for work in Verona

He concluded by saying we have made great progress and the money was spent exactly how we originally said it would be.

Generosity Campaign 2021 Ronda Beggs

Ronda Beggs asked everyone to write about a time they were invited to something at Good Shepherd. She spoke about being invited by Sarah Iverson, Ashley Vlack, Joanne Zastrow, Becca Mortensen and Jan Frei. She then invited everyone to come back, to serve, to worship, to connect, to pray and to tell us your story. She said over the next several months you will be hearing people's stories of invitation and that they want to hear yours. This will be the theme of the next campaign.

VIDEO: Home Communion Volunteers

Louis and Sue Eifert talked about home communion and the Prayer Chain as ways they stayed connected even during the pandemic.

Town Hall Meeting Minutes (cont'd)

President's Report Sara McCormack

Sara thanked the directors: Eric Holmer, Sarah Iverson, Becca Mortensen, Jared Stellmacher, Rick Thomas, Joanne Zastrow, Devorah Ballo and Rick Blum. Then she thanked Pr. Chris, Pr. Sheryl, Pr. Dara and Pr. Joe. She said her primary focus is to shepherd our vision and continue to implement shared leadership. She ended by thanking the committees and chairs.

VIDEO – Good Shepherd Foundation

Amy Haskins interviewed Andrew Seaborg who talked the difference between giving to church and giving to the Foundation. When we tithe, it helps keep our lights on, and doors open, the Foundation supplements, supports and enhances our outreach programs and our mission. Some things the Foundation supports are basic human needs like our Food Pantry and Clothes Closet. They also give scholarship for seminary and camps. During the pandemic, the Foundation help to upgrade our video and audio equipment so we could live stream services. Andrew spoke of ways to contribute to foundation.

Sara thanked The Foundation and introduced Wade Huseth.

Presentation of Fiscal 2021 Financial Report Wade Huseth

Wade presented the 2021 report and the 2022 budget, thanked the committee and those who are leaving. He invited people to join the committee. He presented a slide show of FY 21 contributions and said they fell during the second half of the year. He said that small staffing changes and the building being closed helped, but we did use savings from prior years. We also had a PPE loan which was fully forgiven and an estate gift which left us with a \$486 surplus this year which will go into savings. He showed a slide regarding fund balances and our mortgage balance.

Presentation of Fiscal 2022 Budget Wade Huseth

Wade's next slide showed how expenses are managed and said that there was very little change from last year. He said we will again need to use fund from savings and since we don't want to depend on doing that, we will need to think of creative ways to meet our budget needs in the future.

Approval of Fiscal 2022 Budget – Sara McCormack

Vern Andren-motion to vote; Mike Harper-second; No discussion; Sara explained how to vote via Zoom; No objections; Motion carries.

VIDEO – Little Blessings Preschool

Devora Ballo talked about how great it was to have school available for families during pandemic.

Questions from the Audience Sara McCormack

Are there any questions?

One person asked about worship service hours. Sara talked about our current offerings.

Prayer Pr. Chris

Please continue to pray for us and please invite people to Good Shepherd. We don't know yet what our Fall worship schedule will be. We are working on it.

Sara McCormack adjourns meeting at 1:03.

Ballot for Good Shepherd Board

Vote for Three (* Denotes Incumbent)

- Bob Beggs*
- Paul Bekx
- Sara McCormack*

Ballot for Nominating Committee

Vote for Two

- Judy Kalan
- Karen Smith

Ballot for Columbarium Board

Vote for One (* Denotes Incumbent)

- Steve Frei*

Ballot for Foundation Board

Vote for Five (* Denotes Incumbent)

- Brian Barrett*
- Bob Beggs
- John Burkhardtmeier
- Ann Schmidt
- Jim Wiederhoeft*