



Good Shepherd  
LUTHERAN CHURCH

2023

# Annual Report





# Good Shepherd

## LUTHERAN CHURCH

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# Good Shepherd

LUTHERAN CHURCH

## Annual Meeting Agenda

July 23, 2023 – Noon  
Zoom/Verona Campus

|  |                  |       |
|--|------------------|-------|
| Call to Order  | Bob Beggs        | Noon  |
| Opening Prayer   | Pr. Chris Enstad | 12:02 |
| Approval of Agenda for July 23, 2023 Annual Meeting    | Bob Beggs        | 12:03 |
| Approval of Minutes from July 25, 2022, Annual Meeting | Bob Beggs        | 12:05 |
| Lead Pastor's Report/FY 23 Highlights                  | Pr. Chris Enstad | 12:10 |
| - Strategic Plan Update                                |                  |       |
| VIDEO: Strategic Plan – Worship                        |                  |       |
| Financial Update (Rick Blum presenting for Tyler Gold) | Tyler Gold       | 12:20 |
| - FY 24 Budget Presentation                            |                  |       |
| VIDEO: Dreaming Beyond Update                          | Tom/Karen Golden | 12:32 |
| President's Report                                     | Bob Beggs        | 12:35 |
| VIDEO: Strategic Plan - Outreach                       |                  |       |
| - Recognition of Board Member Angie Rieger             | Bob Beggs        | 12:43 |
| Elections  | Bob Beggs        | 12:45 |
| - Board of Directors                                   |                  |       |
| - Nominating Committee                                 |                  |       |
| - Columbarium Board                                    |                  |       |
| - Foundation Board                                     |                  |       |
| Prayer   | Pr. Chris Enstad | 12:55 |
| Adjournment  |                  |       |
| Closing Song -   | Everyone         | 1:00  |

# Letter from the President

Bob Beggs



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

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

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

**Dear Brothers and Sisters in Christ,**

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

over the last year, I firmly believe we are delivering on this message of "For A Better Tomorrow" as we continue to:

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

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

## **Strategic Plan Implementation**

### **Dreaming Beyond**

### **Verona Campus Entrance**

### **Facility Investments**

Recall that at last year's Annual Meeting, the new **Strategic Plan** was unveiled. Over the course of the last year, the 6 pillars have been working diligently to implement the various components of this plan. While each of the pillars are at different stages of implementation, progress is being and will continue to be made in building "For A Better Tomorrow". **Thanks be to God!**

Following the 3-year **Beyond** campaign that concluded at the end of 2022, the decision was made to initiate another capital campaign, **Dreaming Beyond**, to continue on our journey of mortgage debt elimination. This 18-month campaign, led by Tom and Karen Golden, resulted in \$817,000 of pledges. As a result of these two campaigns and your tremendous generosity, the mortgage balance now stands at \$690,000, which is down from \$1,306,000 a year ago, and \$3,130,000 at the end of 2019. **Thanks be to God!**

Last Summer, we were informed by the City of Verona that our **Verona Campus Entrance** for westbound traffic was untenable due to safety concerns related to the volume of traffic at Epic. As a result, the Board had to make a series of decisions in a relatively short time frame to create a new entrance. Many thanks to Steve Frei for shepherding the board through this arduous process as he worked with the various stakeholders to create an outcome that was satisfactory to all. In addition, there were two generous donors who funded the beautiful digital sign that is at this new entrance, which is welcoming to our neighbors at Epic. **Thanks be to God!**

Lastly, as a result of being in a solid financial position, we were able to make some significant **Facility Investments**, which was highlighted by new roofs at both locations. **Thanks be to God!**

The successes I have highlighted in this letter aren't intended to be all encompassing, but rather a subset of Good Shepherd's hard work over the last year. I want to thank Pastors, staff, and members of the congregation for making all of this possible. I look forward to working with all of you in the upcoming year as we continue to deliver on "For a Better Tomorrow".

Yours in Christ,

Robert Beggs

# Lead Pastor's Annual Report

Pastor Chris Enstad



*Chris Enstad*

# Pastor's Annual Report

## Pastor of Congregational Care Sheryl Erickson



Thank you, Good Shepherd, for the continued honor to walk with you, as one of your pastors, through life in our Christian community of faith! As Pastor of Congregational Care, here are some highlights of ministry areas where I both lead and serve alongside you:

### **Ministry to Those Who Grieve –**

**Funeral/Memorial Services** - In our congregation, we take time to not only plan meaningful Christian services at the time of someone's death, but we minister to grieving families before and after their loss. Being present to offer Christian care immediately following a loved one's death, planning a service, tending to all the details of each loss with compassion, and then officiating the actual service, is a ministry I deeply feel called to by God. I am, more regularly, the pastor officiating these services. So far, in 2023 we've held nearly as many funeral/memorial services as we held in all of 2022. In

2023, our congregation has hosted 10 funeral/memorial services with 3 graveside services. In 2022, we hosted a total of 15 funeral/memorial services with 2 graveside services.

**Grief Packet Ministry** – I continue to work with Jessica McCarty in our grief packet ministry of sending 4 mailings a year to individuals in our congregation who have lost a loved one in death. We have 41 active packets as of this report.

**Grief Group Support Sessions**— I have offered these support sessions once a year in the last several years, with Pr. Mark Renner and I co-coordinating these sessions.

**Pastoral Care** – With hospitals opening back up to in-person visits, we're now averaging 5-10 visits in-person pastor visits a month. I expect this number of in-person visits to increase as the year goes on. Our other forms of pastoral care remain consistent, with follow-up phone calls and emails averaging 45 calls a month.

**Internal Pillar Meetings - Membership & Belonging** – I'm working with a small group, led by Brenda Wilcox, to implement this portion of our Strategic Plan. We've met at least monthly to explore opportunities to expand our sense of belonging and community as God's people who gather inside and outside the walls of our church.

**Inreach Ministries** – It is my deep pleasure to serve as the staff member partnering with our congregation's Inreach Committee. Please see their report elsewhere in this booklet, thanks to our Chair, Cathy Peercy.

**Stephen Ministry** – Recruiting is underway for a new Stephen Ministry class. Stephen Ministry training requires a 50-hour commitment, so I'm not sure if we'll have enough interest to offer a class in the fall, but we're doing our best to get the word out. Our current team of 13 Stephen Ministers meet monthly for supervision and at times, continuing education. These people are ready, at any time, to care one on one for people going through a life difficulty.

**Baptism Classes** – What a joy to meet new babies, children, and their parents as they prepare for this sacrament! I get the pleasure of teaching this class and having the assistance of Emily Gold. Then you all share in that joy with me whenever we celebrate the sacrament of baptism at a worship service! You know we've been blessed to baptize many people in the last year and a half!

This snapshot of a report contains metrics. Please remember that metrics represent lives. Lives touched by the loving care of Jesus Christ and stirred by the Holy Spirit, thanks to all of us in partnership with the gospel, through Good Shepherd Church. Thanks be to God!



# Pastor's Annual Report

Pastor of Community Partnerships Dara Schuller-Hanson



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

It continues to be a great joy to serve Good Shepherd in a variety of ways. This year I have been able to be a part of so many different ministries and learned that while we all have different gifts, we are co-workers united in Christ. The words of 1 Corinthians have been a beautiful theme as I serve this community. This year has brought changes to my role at Good Shepherd as I take on the new title of Pastor of Community Partnerships. I will continue to work in the areas of welcome and outreach, alongside Rick Thomas, as we work to grow our partnerships with organizations and other

faith communities. When Christians work together in the name of Christ, there is so much we can do, especially as we honor one another's gifts. That is what I hope to do in this new role.

This past year I have been able to help lead our Holy COW food truck ministry, led the food pantry garden team and gotten more involved in our Social Action committee, alongside my other duties of preaching, teaching Amped and officiating at weddings, pastoral care and funerals. It has been a full year as our congregation rolled out our strategic plan and continued to grow into our understanding of what it means to be a congregation that welcomes, forgives and serves. I am a part of both the Welcome Pillar and the External Pillars as we dream about new ways to be the church to our community.

A big change for me this year began in January 2023 when I started a Doctor of Ministry program at the University of Dubuque Theological Seminary. I will complete 3 years of coursework, while continuing to work full time at Good Shepherd. Then I will do a thesis project or paper in the 4<sup>th</sup> year. I have been reading a lot as a part of my course and am enjoying diving into new theological learnings as a part of my cohort. I have a Congregational Resource Team of Good Shepherd members that will help support and pray for me as I move along in this program. A Doctor of Ministry degree is meant to benefit both the pastoral leader and the congregation. My hope is that this will be a blessing to Good Shepherd too. Thanks for supporting me in taking this on!



# Welcome – Enhancing Welcome Experience

## Ronda Beggs, Hospitality Coordinator

*“Churches exist for people, including those that are a part of the church, and those that do not have a church home. All guests at Good Shepherd should feel welcome regardless of their background, past, age, social status and more. The goal is to grow the body of Christ as a community and to reach out to the world around us to share God’s love. We are called by Jesus “to love the stranger” and share the Good News.” - Good Shepherd Strategic Plan*

### **Hospitality Committee**

**Committee Chair:**

**Board Liaison:** Liz Deterding

**Committee Members:** Pr. Dara Schuller-Hanson (pastoral representative), Stephanie Barth, Ronda Beggs, Laura Clark, Elizabeth Deterding, Kay Maffitt, Courtney Meyer, Angela Rieger, Kathie Schroedel, Jennifer Vlack,

*“So let us not get weary in doing what is right, for we will reap at harvest, if we do not give up.” Galatians 6:9*

*2022 brought together a wonderful group of people anxious to explore the ways in which our committee could support current hospitality practices, as well as explore new ones. This mission was only solidified by the strategic plan, which has a strong emphasis on welcome.*

*In 2022 thru 6/23, these are a few of the things we accomplished:*

- *welcomed roughly 98 new members into our church family.*
- *developed a meal train.*
- *organized the Thanksgiving Eve pie social.*
- *supported new member gatherings.*
- *explored and continue to explore the very best way to welcome people.*
- *helped organize an advent event in December.*
- *hosted a continental breakfast for the Dreaming Beyond combined worship service.*

*We continue to grow our committee as we prayerfully consider hospitality in the big ways and the small ways to extend the love of Jesus to each person who walks through our doors.*

Ronda Beggs  
Hospitality Coordinator

# Worship—Enhancing Worship Experience

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

## Worship, Music & 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, Keith Osterman, Matt Skibo, Karen Smith

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

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

Throughout the past year, the Worship, Music & Arts Committee has remained strong and diligent through another year of being church together – meeting people where they’re at – by worshipping together within our buildings and from afar online. For the first time in three years, we are finally starting to feel a sense of “normalcy” since the pandemic. Our music groups are in full force rehearsing and enhancing our worship regularly, we’ve evolved our communion practices from pre-packed cups to wine chalices and wafer, reengaged and strengthened our volunteer teams, and offered additional worship opportunities especially during Advent and Lent – while embracing the beauty and distinctions among our three diverse weekly worship services.

A significant highlight this year was hiring Matt Skibo as our Music Coordinator. Matt has been a wonderful addition to our community and ministry. He has energetically led Church School music, middle school Amped music, and has reengaged our children’s music programming, while also providing administrative support to Jared, our Director of Worship and Music. We’re lucky to have Matt on our worship and music team and appreciate and are blessed by his talents and authentic spirit.

Our summer once again featured fun, intergenerational community gatherings. Worship in the Park gathered weekly around both campuses in Fitchburg and Verona. We heard stories from mission partners and Madison area pastors about how food and faith intersect in their lives and ministries. Music Mondays continued to flourish, featuring talented musicians and friends from Good Shepherd and the Madison area. This year featured two new music additions, the UW Madison Marching Band and “All that Jazz” Big Band all paired with delicious food served from the Holy COW. These free concert gatherings are made possible through the Good Shepherd Foundation. Both exciting summer opportunities provided great times of fellowship, conversation, and community presence.

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

**Worship is at the heart of what we do.**

We gather, we hear the word, we share in the meal, and we are sent to do God’s work in the world.

## Pictures missing

# Inreach—Enhancing Internal Relationships

Pr. Sheryl Erickson 640-4907, [serickson@gslcwi.com](mailto:serickson@gslcwi.com)

*"The Good Shepherd community serves our emotional and spiritual needs in personal times of challenge and joy, and everything in between. We provide an environment of belonging and community within a large congregation. We intentionally create pathways for members to create a closer connection to others and God." - Aspirational Statement, 2022 Strategic Plan, Internal: Membership/Belonging*

## Inreach and Congregational Care Committee

**Chair:** Cathy Peercy ([cbpeercy@aol.com](mailto:cbpeercy@aol.com)). **Vice Chair:** Judy Liliensiek ([l6.judy@gmail.com](mailto:l6.judy@gmail.com))

**Staff Representative:** Pastor Sheryl Erickson

**Board Representative:** Vern Andren

**Committee Members:** Cathy Beaty, Jan Grebel, Kimberly King, Jessica McCarty, Pr. Mark Renner, Kathie Schroedel, Pat Westimayer. **Ex Officio Member:** Sarah Iverson

**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

*"I participate in the Card Ministry because it matters to me that people know they are not forgotten and that someone from the congregation is thinking of them. This is particularly true for members such as homebound people, kids away at college, or people celebrating milestone anniversaries to let them know that we are thinking about them and wishing them well." Susie Cramer, Card Ministry Team Leader*

The Card Ministry (Susie Cramer, Ruth Paulson) is a prime example of how programs within Inreach's purview spread across the entire life of the GS community. Kimberly King's Keeping the Connection team sends cards and care packages to our young people in college. Cards are made available in the Food Pantry so our clients can have a card for their special events. Staff, committees and program leaders send sympathy, get well, thinking of you and thank you cards among the many created by the Card Ministry team. They have made **1886** cards since January 2022.

Inreach teams with Hospitality to give support to Pr. Dara and Pr. Sheryl by being present at new member gatherings and making follow-up phone calls to those who have joined GS and those who have not. Inreach also teams with Hospitality for Name Tag Sundays which give people in the pews the ability to call their neighbor by name.

Shepherd's Hands (Barb Friberg, Pat Westimayer, Kathie Schroedel) continue to make hat, scarves and mittens for our Outreach programs such as the Food Pantry. They also have made baptismal blankets for our new brothers and sisters in Christ and prayer shawls for those who have health issues or are facing an end-of-life diagnosis.

Home Communion (Jessica McCarty) and Altar Flower Delivery teams (Pr. Sheryl, Judy Hoard) bring friendly conversation, the Eucharist and beautiful bouquets to people where they are – in their homes. Vicky Ruff's Prayer Chain team adds requested prayers to their own prayer schedules to give emotional and spiritual help to congregants. A series of Grief Packets (Jessica McCarty) are mailed to those who have lost a loved one. Stephen Ministers (Pr. Sheryl, Karna Boquet, Marilyn Sharrow, Jennifer Fagan) provide Christian care to those who faces struggles, difficult situations in their lives. Prime-Timers events (Sarah Iverson) keep the older population of GS connected through emails, postcards and in-person gatherings.

In summary, Inreach programs and activities revolve around relationships and connections. They are aimed at felt needs and life-changing events in the lives of GS members.

# Outreach External: Community

Rick Thomas, Director of Outreach and Facilities, 640-4916, [rthomas@gslcwi.com](mailto:rthomas@gslcwi.com)



2022-2023 was a time of great accomplishments for the Outreach Ministries at Good Shepherd. I am continually amazed at the generosity of so many people as we reach out to people in our neighborhoods and around the world. As you read about the many ministries, I invite you to think about how you too can get involved in the upcoming year.

## Social Action Committee

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

**Chair:** Kristi Jones

**Board rep:** Paul Bekx

**Members:** Julie and Dennis Ahnen, Kimberly King, Ross Lyman

**Pastor/staff:** Pastor Dara Schuller-Hanson, Rick Thomas

Guided by God's love and "serving as we have been served," SAC has actively supported social action in a variety of areas. The Refugee Ministry was initially born as an idea in the heart of a GS member, was nurtured in SAC meetings, and then became reality—and now has its own committee. We are thrilled that this vital new ministry has "taken off" at Good Shepherd. In 2022, SAC—together with other groups—brought God's Word, Our Hands Day to Good Shepherd. With many people currently struggling economically, Good Shepherd's Food Pantry is a valued and consistent source of support—and so, by association, is the food pantry garden. SAC is blessed to now have both Pastor Dara and Rick Thomas providing ongoing guidance and support to our work. In 2023 and beyond, SAC will continue to focus on how we can share God's love with our neighbors, our community, and our world.

Member quote:

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

## Adopt-a-School Program (Orchard Ridge Elementary)

Chair: Beth Riggerberg, [jbhoberg@charter.net](mailto:jbhoberg@charter.net)

The Adopt a School Ministry with Orchard Ridge Elementary was very active in the 2022-23 school year. In August we partnered with Lighthouse Church doing chores to get ready for school to start. The ORE committee provided lunch for the teachers and staff in November and May. Good Shepherd pen pals wrote monthly to their ORE third grade pen pals. The school year ended with a pizza party with all the pen pals.

Here are some of our accomplishments by the numbers:

4800 servings of snacks

39 pen pals

Filled 60 Helping Hands requests

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

## Allied Drive Food Pantry

Coordinators: Connie Weisse, [ckweisse@uwalumni.com](mailto:ckweisse@uwalumni.com) and Rachel Breitbach, [rbreitbach@sbcglobal.net](mailto:rbreitbach@sbcglobal.net), Carol Rushmore, [rushmore5116@gmail.com](mailto:rushmore5116@gmail.com)

Allied Food Pantry is located in the Boys and Girls Club at 4619 Jenewein Road.

The Pantry opened in 1999 and was the first Food Pantry supported by Good Shepherd.

Good Shepherd members, Mike and Anne Bodden who died recently, opened the Food Pantry in the basement of an apartment building.

During 2022, the Pantry served 964 households, which totaled 3,279 children & adults.

The Pantry is open Wednesday mornings and evenings, with 30 volunteers serving customers every week, who live in the 53711, 53719 and 53713 zip codes.

# Outreach (cont'd)

## Bhutanese Ministry

**Contact:** Prakash Rai, [prakashmrai14@gmail.com](mailto:prakashmrai14@gmail.com)

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

## Children's Clothes Closet

**Staff contact:** Rick Thomas, [rthomas@gslcwi.com](mailto:rthomas@gslcwi.com)

Thanks to the numerous volunteers that help stock the clothes closet, members donations and the people that work on Thursdays, we have been able to serve over 1500 children this past year. We are always looking for more volunteers, especially on Thursdays as usage continues to increase.

## Feed My Starving Children

**Contact:** Nathan and Chris Brinkman, [chrismbrinkman@gmail.com](mailto:chrismbrinkman@gmail.com)

**1000 volunteers packed 171,072 total meals were packed this year!** 432 Boxes – 93,312 meals – 255 Kids for a Year went to Ukraine and 360 Boxes – 77,760 meals – 213 kids for Year went to Moldova both with our partner Mission Eurasia. Here is some information about them:

Mission Eurasia evangelizes, trains and mobilizes the next generation in the countries of the former Soviet Union/Eurasia to lead the church in transforming their nations for Christ. Mission Eurasia distributes FMSC meals to refugees in the Ukraine.

<https://www.fmsc.org/the-feed/from-the-field/2018/april/hope-is-greater-none-of-these-things-can-crush-his-spirit>

Also of note, the funding goal was \$50,000...to date we have raised **\$56,826**. The additional funds will be applied to a future MobilePack. No plans or dates have been set yet.

The site is still live if anyone is still interested in donating to a future MobilePack [give.fmsc.org/verona](https://www.give.fmsc.org/verona)

## Food Pantry Garden

**Contacts:** Max Seeland, [maxeland56@gmail.com](mailto:maxeland56@gmail.com) and Pr. Dara Schuller-Hanson, [dhanson@gslcwi.com](mailto:dhanson@gslcwi.com)

2022 marks our 5<sup>th</sup> year out in the garden! This season over 75 volunteers tended and harvested over 2300lbs of produce including cucumbers, squash, melons, beans, peas, tomatoes and peppers. We have several perennials including raspberries, rhubarb and garlic. We expanded our garden once again and grew pumpkins for Little Blessing Preschool. We also partnered with the Madison Area Food Pantry Garden group as they hosted their first Harvest Dinner in October 2022. We supported them by providing our tent and tables and chairs.

This summer we are excited to create new partnerships with a local farmer who will grow our sweet corn for us and we have new volunteers helping from nearby churches. In 2023 we will have 2 garden interns, Eva Perez and William Wenzel. A big thank you to Max and LeAnn Seeland and Julie Johnson for their commitment and leadership!

## Good Shepherd Food Pantry

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

The food pantry continues to provide food, personal hygiene items and cleaning products on an every other week basis to our guests. We are open Thursdays from 10-noon and 5:30-7:00. We served 5672 people over the last year thanks to the generous support of our community and members of Good Shepherd. We can always use more volunteers as the volume of people served continues to increase.

# Outreach (cont'd)

## God's Hands and Feet

**Contact:** Diane Cali, [dianecali437@gmail.com](mailto:dianecali437@gmail.com)

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

Shoebox Gifts (formerly Shoebox Gifts for Kids)

Birthday bags for Good Shepherd Pantry

Birthday bags, Baby bags and Celebration bags for the Essential Pantry

Essential stocking for Tree Lane Apartments as well as Christmas bags and supplies for new babies

Healthy snacks for Meadowridge Library

## Holy COW Food Cart

**Contacts:** Rick Thomas, [rthomas@gslcwi.com](mailto:rthomas@gslcwi.com) and Pr. Dara Schuller-Hanson, [dhanson@gslcwi.com](mailto:dhanson@gslcwi.com)

The Holy COW Food Truck is continuing to grow in its mission of connecting people through food and faith. We served close to 4500 meals last season with over 50 events both for the Good Shepherd Community and for our wider community. We have received funding through a grant from the Siebert Foundation and had the chance to meet with 2 representatives from their organization to tell them more about how our food truck works and how we serve our community. Rick Thomas and Pastor Dara have been invited to speak at the upcoming Siebert Conference in October 2023 about the Holy COW.

Highlights of our year included beginning a weekly summer worship in the park on Thursday evenings at parks in Fitchburg and Verona that we will continue in 2023. We served meals from the Holy COW at Beer and Bacon Fest, the Department of Revenue and churches around the area. We continued our partnership with the music ministry of Good Shepherd in hosting Music Mondays.

We are excited to introduce a new food truck intern this summer, Jordan Baumgartner and have been invited to some new places around the area including the Capital Brewery, the Disability Pride Festival and Mustard Days in Middleton.

## Just Bakery

**Contact:** Jaclyn Eitrem, [jaclyn@justdane.org](mailto:jaclyn@justdane.org)

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

## Keeping Neighbors Connected

**Contact:** Rick Thomas, [rthomas@gslcwi.com](mailto:rthomas@gslcwi.com)

Keeping Neighbors Connected (KNC) is a joint project between Joining Forces for Families, St. Maria Goretti, Orchard Ridge UCC and Good Shepherd to provide rental assistance to families on the southwest side of Madison that are in danger of being evicted. Thanks to the generous support of members, we have been able to help provide housing stabilization for numerous families.

## Loaves and Fishes

**Contact:** Judy Hoard, [jhoard@gslcwi.com](mailto:jhoard@gslcwi.com)

Good Shepherd volunteers have donated, prepared and served a noon meal at Luke House, located north of the downtown, on the 4<sup>th</sup> Thursday of the month for many years

During 2022 there were 55 members who donated food for the meal that consisted of ham, potato casserole, corn, salad, cookies, milk, bread and bananas

10 members gathered the donations at Good Shepherd, took them to Luke House and prepared the food for serving. They also cleaned up following the meal.

The number of people served averaged from 35 to 40. The leftover food was used for other meals at Luke House.



# Outreach (cont'd)

## Meadowood Health Partnership

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

The primary mission of the Meadowood Health Partnership is to strengthen families, promote literacy and provide neighborhood-based model health care. Thank you to the Good Shepherd and its Foundation for its continued financial support.

## Norma Jean's Quilters

**Contact:** Sue Moll, [sue.moll@charter.net](mailto:sue.moll@charter.net) and Jennifer Fagan, [jmfagan99@gmail.com](mailto:jmfagan99@gmail.com)

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

- 78 completed quilts for Lutheran World Relief, which were sent off in mid-September.
- From September to mid-December, more than 50 quilts were completed for Project Linus.

## Refugee Ministry

**Contacts:** Ross Lyman, [kathyandross@gmail.com](mailto:kathyandross@gmail.com) and Jennifer Herdina, [jlherdina@gmail.com](mailto:jlherdina@gmail.com)

Since the February "kickoff" of the ministry at both Madison and Verona campuses, recruitment of volunteers, fundraising and collecting donations of furniture and furnishings for refugee apartments has been ongoing. To date, over 30 volunteers have been involved in collecting, sorting and staging donations, greeting refugees upon arrival, setting up apartments, providing transportation assistance and mentoring.

Families from Africa and Syria were welcomed on April 11 and May 1

Apartment for the two families were beautifully furnished and stocked thanks in large measure to the generosity of the Good Shepherd community.

A grant from the Good Shepherd Foundation and donations from dozens of individuals is providing for the continued work of the ministry and the welcome of several more families in the coming months.

We wish to thank the congregation for its support and encourage all to consider the wide variety of opportunities for service in Refugee Ministry

## World Vision

**Contacts:** Danielle Sill at [danielle.n.sill@gmail.com](mailto:danielle.n.sill@gmail.com)

The 2023 team, led by Danielle Sill, has experienced fantastic growth this year. During kickoff weekend in May, the team recruited the most members in nearly 5 years. The team is excited to continue its exemplary fundraising efforts led by past Team World Vision "Legend", Max Seeland. They are again motivated by the knowledge that for every \$50 raised, clean water will change a life forever.

This year, the team, with God's faithfulness, will achieve a goal of \$75,000. We pray we will see the continued support of our amazing congregation financially, in prayer and by showing up on race day, November 12, to cheer on the team along the race route.

As training has not yet begun for the full or half marathon, runners and walkers, whether experienced or brand new, are still welcome. Anyone interested can contact Danielle Sill at [danielle.n.sill@gmail.com](mailto:danielle.n.sill@gmail.com).

## Thanksgiving Meal

**Contact:** Rick Thomas, [rthomas@gslcwi.com](mailto:rthomas@gslcwi.com) and Pr. Dara Schuller-Hanson, [dschuller@gslcwi.com](mailto:dschuller@gslcwi.com)

The annual Thanksgiving Meal returned to in person dining this year. We were able to serve 376 people at the meal and 100 more with the leftovers at the Beacon. Thank you to all of the volunteers that make this annual tradition such a success. Look for opportunities to volunteer and donate in late October.



# Leadership Development

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

## Strategic Planning Committee

**Chair:** Steve Frei

**Vice Chair:** Brenda Wilcox

**Members:** Stephanie Barth, Pastor Chris, Jen Holmer, Sarah Iverson, Sara McCormack, Angie Rieger, Dave Vogt, Brenda Wilcox (Vice Chair). Kristin Wiersma, from the Joshua Group, was engaged to help support our efforts.

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

### [Insert Image of updated Strategic Plan](#)

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

The final draft of the strategic plan was presented to and adopted by the Good Shepherd Board on June 13, 2022. The adopted Strategic Plan and the six pillars were presented to the congregation during the annual meeting on Sunday, June 20, 2022. The six pillars are as follows:

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

The Strategic Plan moved into the all-important Implementation Phase. To successfully implement the plan each of the six pillars had a leadership team that consisted of: Committee Chair (from the committee most closely associated with the pillar objective), Board Member, Staff Member and Strategic Planning Committee Member. All of Pillar Leadership Teams met October 18<sup>th</sup> for an orientation gathering and to begin the advancing their pillar.

On April 24, 2023 all the pillar leadership teams met to share their progress and to hear from Eric Holmer about how pillar progress will be told via stories to the congregation.

Within the context of the Good Shepherd leadership structure of staff, board and committee structure: the pillar leadership teams have been meeting regularly to implement their pillar. Sara McCormack along with the church board is monitoring and encouraging each pillars progress toward implementing the Strategic Plan and fulfilling the Vision and Mission of Good Shepherd.

# Spiritual Formation—Enhancing Spiritual Development

Sarah Iverson, Director of Spiritual Formation and Development , Acting Youth/AMPED Director  
497-3643, siverson@gslcwi.com

*“While Spiritual Development has always had varying levels of importance to Good Shepherd members it will take time and a cultural shift for it to gain a more preeminent role. Such a shift would also further align with Good Shepherd’s vision to meet each person where they are and to invite them into a transformative relationship with God. We recognize that each person’s journey of spiritual growth is unique with different starting points, different twists and turns and different life experiences. Good Shepherd recognizes this and seeks to provide a variety of ways to grow via the Good Shepherd community. In essence, Good Shepherd should offer the resources and individualized planning (“Google Maps”) for each person’s spiritual journey of growth with Jesus.” 2022 Strategic Plan, Enhancing Spiritual Development—Aspirational Statement*

## Children, Youth and Family

**Committee Chair:** Stacy Nemeth

**Board Liaison:** Tyler Gold

**Pastoral Liaison:** Pastor Chris Enstad

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

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

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

**By the Numbers:**

- 125 children registered for Church School; average attendance of 55 per week
  - 95 middle schoolers participated in the Amped confirmation program
- Average of 25 high school students attending each youth group night

**Staffing** - Becca Feldhacker, former Youth Ministry Director, resigned her position and departed Good Shepherd in mid-May. Sarah Iverson has stepped back into this role on an interim basis, so that we can maintain consistency and stability for our youngest congregants. Because the social and emotional needs of young people have changed greatly since pre-Covid, the committee feels it is best to pause and take time for deep reflection before proceeding with re-staffing. The committee is taking the next few months to complete the following work:

- Review current staff structure & responsibilities
  - Review research and current trends in youth ministry & structure from other congregations, with assistance from the Synod
  - Review current programming & engagement
  - Conduct family interviews & review feedback
- Craft recommendations for short term and long term staffing structure & programming

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# Spiritual Formation (cont'd)

## Children, Youth and Family (Cont'd)

**Children's Ministry** - In addition to continuing baptisms, Church School and VBS, there has been a renewed focus on Early Childhood Ministry. Emily Gold was hired as the part time Children's Ministry Assistant, and Emily and Joanne have successfully relaunched a 0-3 playgroup, created a new series of Friday night Family Dinners, and created a playground in the Madison chapel.

**Middle School Ministry** - A wonderful year of Amped concluded with 33 confirmands celebrating their Affirmation of Baptism in May. This group of 8th graders were highly prepared for this next step and showed tremendous growth and maturity in their approach towards their faith and their lives over their years in Amped. This summer will focus on Rise Up Nights for incoming 6th graders, Middle School Fun Nights and a focus on integration of the recent confirmands into high school ministry.

**High School Ministry** - Our high schoolers enjoyed their traditional Fall retreat and hosted the return of the Chili Cook-Off and Pie Auction, a beloved intergenerational event that serves as a major fundraiser for high school activities. Summer 2022 saw over 20 youth travel to Kentucky for a week of community building, fellowship and faith walks. A similarly sized group will head to South Dakota in August. A new fundraiser, Christmas Camp, was held in December to support these trips. The high schoolers helped plan and lead a Friday night of fun for the children of the congregation, while the adults in their lives got to enjoy a night out for dinner and holiday shopping.

**Facilities to Support the Mission** - The Verona nursery has been repurposed as a lounge, with space for play, conversation and gathering for all generations. The space is a welcoming environment and hosts many wonderful parent conversations during Amped nights. Plans are in motion to complete the same repurposing of the nursery space at the Madison campus later this year.

**Summary** - CYF continues to work towards rebuilding connections lost during COVID. As we reestablish church activities into the rhythms of family life, we continue to see the fruits of focusing on nurturing relationships with the children, youth and families of Good Shepherd. The committee is committed to praying and dreaming about the future of these ministries, and developing the staff and structure to work towards that dream.

## Spiritual Formation—Highlights

**Summer 2022**—We enjoyed a many intergenerational gatherings out under our Verona tent – BINGO, a dance party, and an evening concert with grammy nominated musicians Gungor. These opportunities allowed for some wonderfully light moments. We often try to teach about grace and community and hospitality – but sometimes they are best learned by being experienced. These opportunities were just that. Places for our Spirits to find a bit of rest, joy, and liberation, alongside others in the summer sun.

**Fall 2022**— We welcomed author Jeremi Suri in October. Jeremi spoke to us on his book, *The Civil War By Other Means* and initiated conversation among the multi-generational crowd about how we can make the world we've inherited a better place for our kids. A group of folks later gathered for a month of conversation on Jeremi's book, bringing it into conversation with other texts and faith questions and commitments.

Tables of 8 returned after a Covid hiatus and has been a great opportunity for members, old and new, to meet others folks from the congregation they may not otherwise run into. Over 100 house hold have participated in this opportunity and the stories we hear from participants are wonderful as people find connection through their stories, through meals, and through the Holy Spirit. A great way to weave the web of GS community more deeply.

**Winter 2023**—In February we welcomed Dr. Drew Moser, to lead a day-long program on the Enneagram. Over 50 GS members gathered to learn more about this ancient tool of knowing and discerning. It was a rich day of conversation that led to many connections within and between members. Later a group gathered for a month to read and discuss Dr. Moser's book and continue our work together.

Eric Holmer, our director of communications and seminary student, along with Rick Thomas created a 2 month dinner and learning opportunity centered on *The Chosen*. For 8 weeks, folks gathered to share a meal and watch and discuss this imagination opening show. Other GS folks watched together on Wednesday evenings and many small groups and households watched on their own. It was a wonderfully layered experience of community. The show itself is a real opportunity for adults, to once again start being imaginative with scripture. To awaken the humanness of those we read about, and to consider the intimate knowing of Jesus with each of us.

We were once again able to offer a Lenten devotion created out of member stories. These devotionals are always treasure, helping us to connect with on another and learning the many ways that God has and done work in our lives. They become vehicles of liberations, connection, hope, and knowing.

# Spiritual Formation (cont'd)

## **Spiritual Formation—Year Round**

- *We tried a new experiment bringing in a Theologian in Residence, Ryan Panzer. Ryan hosted 5 Conversation Sunday's from the pulpit, exploring various questions of faith. Alongside those conversation Ryan and I worked to create supplementary materials to help the conversation expand throughout the conversation. Hosting small group conversations, creating resource questions for small groups, podcasts, blogs, and more.*
- *Working alongside our Children and Youth staff we created a space for parents to be in conversation – formal and casual – while their middle school youth were at confirmation. Our new lounge space in Verona offered a beautiful space for parents to spend time talking about the challenges of parenting, as well as having conversations about their own faith journey and learning some new practices. We packed the lounge to its max the night we brought in Mary Birmingham, a school psychologist, to talk with parents about the joys and challenges of raising a middle schooler.*
- *Our Tuesday Trekkers continues to expand and thrive. This covid developed fellowship opportunity continues today, with anywhere from 8 – 20 folks gathering every Tuesday morning to take a hike somewhere in the Madison area. This has proven healthy not only for our bodies but for our connections as well!*
- *I also continue to create spiritual content and devotions for our Primetimers (weekly), and 20/30 group (monthly). I also continue to enjoy writing the blessings we send to our college kids, vocational groups, and life moments. I write, shape, and lead our Sunday evening worship service each week and participate in all the seasonal planning and connecting. Last September I stepped back into CYF ministries to supervise and create connections between our Children's Ministry, Youth Ministry, and other congregational ministries. This was a beautiful challenge, and I greatly enjoyed working alongside Joanne and Becca in this way. However with the departure of Becca Mortensen to Collaborate Ministries, I will now be stepping full time back into Youth Ministry. I continue to be excited by and challenged by this work and feel we are at a point in our congregational growth, to really re-shape this important ministry so that we can continue to be leaders in how we nurture our young people in lives of faith.*
- *And of course alongside all of these programs and worship opportunities, I enjoy many one-on-one coffee conversations with members of all ages, learning their stories, offering a listening ear, occasional advice, and always prayer.*

—Sarah Iverson, Director of Spiritual Formation, Acting AMPED/HS Youth Director

# Administration

**Rick Blum, Director of Administration [rblum@gslcwi.com](mailto:rblum@gslcwi.com)**

*Good Shepherd has been blessed to emerge from the COVID-19 pandemic in good shape, thanks to the work of staff and the generosity of members. We have made many improvements, including adding new roofs on both sanctuaries, new signage at our Verona location, major remodeling at our Verona campus, along with a completely new entrance in Verona.*

*We have accomplished all this despite major changes in administration at church. We have welcomed a new facilities director, Brent Marshall to the staff, while celebrating former director Rick Thomas as he moves on to new opportunities in Outreach with the Holy COW. Tyler Gold has taken over as Treasurer from Wade Huseh without losing a beat.*

*We have done all this, while continuing to improve the church's finances by reducing the church's debt, thanks to a brand-new Generosity team led by Scott Rogers and a Dreaming Beyond Capital campaign effort led by Tom and Karen Golden. Thanks to all the donors who give, and the members who volunteer, who help make running Good Shepherd possible.*

## Communications Committee

**Chair:** Amy Haskins ([tomandamy@charter.net](mailto: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 are vital as the congregation continues active participation at 2 locations. Here are a few of the items the committee has been working on through the past year:*

- *Analyzing and discussing social media opportunities (Facebook, Instagram, Twitter)*
- *Effectively using and updating the website*
- *Discussing interaction with online worshippers*
- *Assisting the Strategic Planning Committee with their efforts*

*Improving Communication methods in church buildings  
Committee member Kay Simmons says,*

*"I serve on the communications committee because it feels like a place I can use my skills and background to make a difference in the life of Good Shepherd. My education and career were in communications, so I understand the need to communicate well within the walls of our congregation as well as outside of them, and I hope by serving on this committee I am able to help make that happen."*

*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

**Committee Members:** Vern Andren(board), Rick Blum(staff), Polly Carter, Chris Ehlers, Barb Friberg, Paul Hutson, Brent Marshall(staff), Max Seeland, Matt Wentzel, and Dave Zahn.

**Charter:**

*The Facilities Committee meets quarterly to discuss areas of importance related to the properties of the Madison and Verona campuses, both inside and outside the buildings. The mission of the committee is to develop short-term and long-term facility plans that help staff and volunteers responsibly manage Good Shepherd's building and grounds to welcome and retain members, while providing comfortable spaces that meet our ministry needs. Members of the committee who have served over the past 18 months include Vern Andren, Rick Blum, Polly Carter, Jim Edgerly, Chris Ehlers, Josh Enslin, Barb Friberg, Paul Hutson, Brent Marshall, Max Seeland, Rick Thomas, Matt Wentzel, and Dave Zahn.*

*In addition to organizing the annual spring and fall clean-ups of our grounds around the church buildings, the facility committee has helped to develop ideas and suggestions for other projects essential to maintaining church properties that are both functional and aesthetically pleasing. Some of the highlights of items that have been discussed and recommended over the past 18 months include the following: replacing of the carpeting in the lobby and worship area at the Verona campus; the creation of a new gathering area and gender-neutral bathroom at the Verona campus; a new driveway and sign at the Verona campus; replacement and widening of the outside stairway in the parking lot at the Madison campus; removal and pruning of trees at the Madison campus; replacement of aging roofs at both campuses; and parking lot repairs and seal coating at both campuses.*

*Max Seeland has this to say about his time serving on the committee:*

*"I've enjoyed serving on the Facilities Committee the past couple of years because you can see the results of many of the recommendations to the Board, both inside and outside the building. I think we can all agree we have two beautiful campuses of which we can be proud."*

*I would like to emphasize that all of the work that has been done over the past 18 months could not be done without all of your generous contributions to the church that enable us to continue to worship and serve others at our facilities. Thank you!*

*Josh Enslin, Facilities Committee Chair*

# Administration (cont'd)

## Generosity Committee

Chair: Scott Rogers [arrscott@gmail.com](mailto:arrscott@gmail.com)

Staff Representative: Rick Blum

Board Representative: Vacant

Committee Members: Heather Allen, Jen Holmer, Lori Freed.

The "G-Force" continued the work of our approach to Generosity begun under former chair Ronda Beggs during the formative 2021 annual campaign. While cultivating and growing our congregational commitment to support and expand our support for the material and spiritual needs of our community, Generosity seeks to inculcate a year-round culture of Abundance, rather than Scarcity, in considering the life of our church. A church is not just another business in a capitalist economy, nor even just another nonprofit charity. Rather, we are a community defined by our faith in the God who promises abundant life and resources sufficient to the needs of the day, and the God who delivers on God's promises. Moving from strategy to tactics, Generosity looks to expand beyond one-season annual campaigns of asking for commitment of resources to year-round communication about all of Good Shepherd's activities and missions. These communications, whether a video during worship or an article on the website or in the email newsletter, serve as "deposits" of goodwill and interest with the people of Good Shepherd. Our annual generosity campaign amounts to a significant "withdrawal" of commitment from our people. Just as one cannot make a withdrawal from a bank account in which one has not previously placed deposits, so too does the potential success of our annual generosity campaign depend on the quality of deposits we make with our community throughout the year.

In fall of 2022, Good Shepherd undertook both a regular annual generosity campaign and a special "Dreaming Beyond" capital campaign. Dreaming Beyond was intended as a campaign to pay down Good Shepherd's remaining mortgage debt over an 18-month timeframe. Both campaigns entailed a series of video announcements and website posts as well as individual and group outreach. Good Shepherd prioritized encouraging commitments to Dreaming Beyond above any strong push to increase annual giving commitments. Already, Dreaming Beyond income has enabled Good Shepherd to refinance our mortgage in a way that reduces monthly debt servicing costs and thereby frees up resources to serve our missions and ministries. Annual giving pledges held largely stable from 2021, which itself marked notable increase from 2020 pledge levels. As part of the joint Dreaming Beyond/annual campaigns, Generosity proposed that Good Shepherd hold a joint worship service at the Verona Area High School Performing Arts Center, which was followed by a luncheon to encourage participation in both campaigns. Following that service, Generosity team members joined members of several other Good Shepherd lay teams to engage in phone outreach to Good Shepherd community members who had not yet turned in statements of intent to give in 2023. Participating volunteers reported very positive experiences speaking with fellow Good Shepherd members about their interest in giving to our church in 2023. As a final step in the 2022 campaign, Generosity drafted a follow-up thank-you letter featuring stories about several vital Good Shepherd ministries that accompanied First Quarter giving statements distributed by postal mail.

Looking ahead, G-Force is working this summer to plan an ambitious 2023 annual campaign, with a tentative goal of increasing pledge commitments by 4.2%. We also anticipate a renewed capital campaign in 2024 as the giving period of Dreaming Beyond comes to a close. To meet these objectives this year and next, G-Force members look to expand the team by at least one or two new members, and to increase the visibility of the Generosity team through hosting video announcements, outreach events, and so forth.

## Human Resources and Organizational Development Committee

**Chair:** Bob Beggs

**Members:** Dave Vogt, Betsy Johnson, Pr. Chris Enstad, Sara McCormack (non-voting)

**Charter:** This committee has played a key role in revamping Good Shepherd's human resource policies the past 18 months, including introducing a new employee handbook in 2022.



# Finance

**Diane Wenzel, Staff Accountant, 640-4903, [dwenzel@gslcwi.com](mailto:dwenzel@gslcwi.com)**

**Chair:** Tyler Gold ([Tylergold0@gmail.com](mailto:Tylergold0@gmail.com))

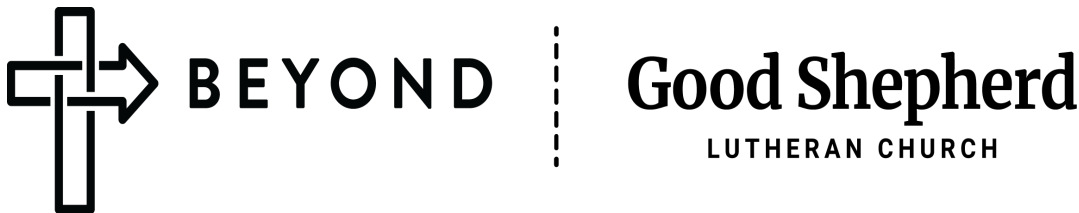
**Staff Representative:** Diane Wenzel

**Board Representative:** Tyler Gold

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

**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](http://gslcwi.com) for full Charter)

Over the past year the Finance Committee continued to provide insight and direction to the Board of Directors regarding the short-term and long-term financial situation of the Church. Key activities include continued monitoring of the reserve levels at the Church, ensuring financial assets are safeguarded, and forecasting of future cash flows. We continuously monitor giving trends reporting data back to the Board. Additionally, the Committee has convened with the Generosity to brainstorm ideas for their upcoming campaign. At the end of 2022 Wade Huseh, stepped down as the Treasurer. Tyler Gold, in his current capacity on the Good Shepherd Board, took over the role of Treasurer. In addition to that change, we added two additional members to the Committee, Adam Frey and Sara Ritter. **NEED UPDATED GRAPHIC, ADD pie chart of Dreaming Beyond #'s**



## Mortgage Payment Reduction Plan

Thank you to the people of Good Shepherd Lutheran Church for your good and faithful service, and for your continued financial support of the mission of our congregation. We are humbled by your generosity, as well as the call to be a part of the Dreaming Beyond capital campaign.

As of May 31, the total amount pledged to Dreaming Beyond is \$816,608. Of this total, \$393,227 (48%) has been received, with pledges receivable over the next 12 months totaling \$423,387 (52%). The commitment that all Dreaming Beyond gifts be used to reduce the mortgage has been honored, which has resulted in reducing the mortgage balance to \$690,440. At the end of the 18-months of the Dreaming Beyond campaign, the mortgage is projected to have a remaining balance of \$260,000.

While we did not reach our goal of eliminating the mortgage with this campaign, we know that the people of Good Shepherd will continue to express their generosity and we will be able to burn the mortgage soon. If you did not initially contribute to the Dreaming Beyond campaign, or would like to increase your gift, please contact Rick Blum ([rblum@gslcwi.com](mailto:rblum@gslcwi.com)).

We very much appreciate your support of this campaign. In addition, thank you to the Dreaming Beyond Steering Committee which included Greg & Courtney Meyer, Mike & Deni Naumann, Cathy Percy, Brenda & Bill Wilcox, as well as Pastor Chris, Rick Blum, Eric Holmer and other staff members.

The success of this campaign will allow us to begin work on our **God-sized Dreams** and continue to advance our mission. Please help us to Dream Beyond, and thank you for your continued generosity.

With Gratitude,  
Karen and Tom Golden  
Dreaming Beyond Campaign Co-Chairs

# 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

# Church Staff

Chris Enstad  
Sheryl Erickson  
Dara Schuller-Hanson  
Joe Brosious

Lead Pastor  
Pastor  
Pastor  
Pastor

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

# Parochial Report

## Good Shepherd Lutheran Church

Dec. 31, 2022

### **Membership Changes**

|   | <u>Baptized</u> |
|---|-----------------|
| Estimated Membership at end of 2021     | 2174            |
| <br><u>Members Received During 2022</u> |                 |
| By Baptism: Children                    | 26              |
| By Baptism: Adults                      | 0               |
| By Affirmed Faith                       | 26              |
| By Transfer                             | 22              |
| By Adult Confirmation                   | 0               |
| By Non-Member Confirmed                 | 0               |
| <br>Total Members Received              | <br>74          |
| <br>Subtotal                            | <br>2248        |
| <br><u>Members Removed During 2022</u>  |                 |
| By Death                                | 20              |
| By Transfer                             | 3               |
| <br>Members Removed                     | <br>23          |
| <br>Membership as of 12/31/22           | <br>2215        |
| Average Weekly Attendance (in-person)   | 341             |
| Average Weekly Attendance (online)      | 358             |

### **Ministerial Acts Performed by Pastors In 2022**

Baptisms: 26  
 Confirmations: 40  
 Funerals and Memorial Services: 17  
 Weddings: 9

# Good Shepherd Lutheran Church

## Annual Meeting Minutes

12pm July 25<sup>th</sup>, 2022  
Madison Campus/Zoom

### **Call to Order**

President Sara McCormack called the meeting to order at 12 pm. It was determined that a Quorum for voting on agenda items was met with both online and in person numbers (FINAL count: 60 in person, 50 online- 110 total)

### **Opening Prayer**

Pastor Chris Enstad, Lead Pastor, offered the opening prayer.

### **Approval of the Agenda**

Stacy Nemeth moved to accept the agenda as written. Second by Steve Johnson. Motion carried.

### **Approval of Minutes from February 2022 Annual Meeting**

Glenn Rindfleisch moved to accept the minutes as written. Brenda Wilcox seconded. Motion carried.

### **President's Report**

Sara McCormack reviewed meeting content from the 2/13/2022 Congregational Meeting and reviewed other Board and church accomplishments over the past 6 months. There was a task force created to update the Church Board Bylaws to align with the new plan for the fiscal year to end June 30<sup>th</sup>. Moving forward we will continue to have congregational meetings in January/February and July/August to align with the budget and the fiscal year. The Bylaws Task Force document was approved in April and Sara thanked the committee for its work on that. Dave Vogt and Rick Blum spend numerous months adapting and revising the HR Employee Handbook. Thank you to them for their dedication and work on that document. After 15 months of committee work, the Strategic Plan is completed and was approved by the Board at their June 2022 meeting. This document is meant to be the "connective tissue" to bring us all together as a congregation. Sara also expressed gratitude for the Beyond committee and campaign as we are headed into the final phase of that campaign.

### **Elections:**

Cathy Peercy motioned to disperse of written ballots for Board and Nominating Committee elections. Second by Tim Hughes. Motion carried.

Vern Andren motion to accept the Board of Directors (Betsy Johnson, Tyler Gold, David Vogt). Second by Bill Wilcox. Motion carried.

Dave Vogt made a motion to accept the candidates for the Nominating Committee. Second by Glen Rindfleisch. Motion carried.

### **Lead Pastor's Report**

Pastor Chris Enstad thanked the congregation for doing the "business of the church together". Pr. Chris referenced Ezra Chapter 3 and talked about "us" and how our faith is not an independent endeavor. Our culture often tries to divide us, but even when we pray the Lord's Prayer we say "us". Our recent Strategic Plan had a committee focus on "us" and the strongest impact on our communities happens when we are being good stewards of all our gifts.

Good Shepherd has announced to each other our intents on giving and with our best hopes and dreams these gifts can have. The budget being discussed and voted on today equals our plan on living out our hopes and dreams. The Strategic Plan plus the budget together are our spiritual "us" documents.

### **Strategic Plan Presentation**

Steve Frei and Jen Holmer presented the Strategic Plan which was approved by the Board on June 20th. Steve Frei gave an overview of the plan and stated how it is recognized how we are at a milestone and need to move forward with implementation of the plan. Throughout the process they asked many questions. There were 12 members on the committee and they met eighteen times over 14 months to advance and create this plan. They outlined four steps they used:

#### **Learning**

Discernment – narrowed it down from 59 initiatives to 6.

Creation of the Strategic Plan – including a summary that was presented to Leadership, a one-page synopsis and a description of each of the 6 initiatives.

Implementation – the plan is to assign 1 board member + 1 strategic planning committee member + 1 staff member to work with each of the committees to implement the plan.

# Good Shepherd Lutheran Church Annual Meeting Minutes (cont'd)

## Strategic Plan Presentation (cont'd)

Jen Holmer reviewed the 6 initiatives.

Enhancing the Welcome Experience: This impacts all of us. We want to make sure everyone is seen and welcomed at Good Shepherd

Enhancing Worship: During each service we want to invite and welcome everyone to praise God. We want to continue to reenergize our services after Covid.

External: Community: We want to continue to show up in our two communities and reach and respond to the basic and spiritual needs of those communities.

We want to equip all members to talk to others about Jesus.

Internal: Membership/Belonging: We have a goal to create pathways for members to create a closer connection to others and to God.

Enhancing Leadership Development: We want to live out our mission and vision. We want to invest in and develop leaders within our church.

Enhancing Spiritual Development: we want to create a "google" mapping experience for our Spiritual development.

There were no questions asked after the Strategic Plan presentation.

## Welcome Video

Church member Andrew Chang was highlighted, and he described his experience at Good Shepherd and how he was "welcomed".

## 2022-23 Budget Presentation

Wade Huseth made the budget presentation. He thanked the finance committee and especially Rick Blum and Diane Wenzel for going above and beyond. Our fiscal year ended June 30<sup>th</sup> and the last 12 months Good Shepherd has had a solid year financially, especially compared to the plan. Little Blessings preschool, with the help of some grants, came out ahead and had a successful year. During 2021, there was increased giving within the General Campaign. In person attendance was up compared to the prior 2 years (due to Covid) and there was an increase in weekly given due to these numbers. Due to great leadership of our financial resources, we had \$41,000 less in spending.

Our mortgage is currently \$1.3 million. In January 2020 it was \$3.1 million. We have used \$28K in savings to fund operations and were \$137,000 ahead of budget for the year.

Our new budget asks for dreams and visions to be implemented. The FY 2023 proposed budget proposes more spending. Many proposals are one-time expenditures. \$145,000 is related to personnel additions needed to begin to implement the Strategic Plan. It has been approved by the Board to spend \$230K on roofs at both campuses. This is the right time given our financial situation and the costs of these projects will only continue to rise in the future. With \$145K in continued expenditures, in order to fund these things later, we will need more revenue. We need money. We can't live on our savings account. This will run out. If we want to continue to dream big, we want and need to do that from a stable financial position. We have a plan in place to constantly evaluate our safety net (3 months of operating expenses on hand at all times.) **We will have 3.4 months in savings if the current budget is approved as a safety net.**

Questions from the congregation:

At our current rate, when will the mortgage be paid off. Answer: in 10 years. Or in 5 years with a new capital campaign.

Have we considered solar panels for the Verona campus? Answer: No.

Is the increase in 3 staff people, or \$145k in the new budget? Answer: this is annual estimate.

Have staff raises been built in for the next fiscal year? Answer: Raises have been added in the past several months. We do not have another increase in the budget for this fiscal year. But the board continues to put thought into how we can make this an annual thing.

Do congregational numbers look good to sustain these increases in spending? Answer: With combined online and in-person attendance, our numbers are almost identical to pre-pandemic. Fiscally the numbers are about the same. It will be a function of generosity as to how soon we could pay off the mortgage.

# Good Shepherd Lutheran Church Annual Meeting Minutes (cont'd)

## **Beyond Campaign Update**

Bob Beggs offered an update on the Beyond Campaign. Almost 3 years ago in Fall of 2019 we made a collective promise/commitment for \$2,067,242 in pledges as a congregation. So far, we have received \$1,841,311 which is 89% of the total pledged. With these pledges the committee had promised 85% of that money to remit to Thrivent for debt improvement toward our mortgage. The other 15% was promised to the Capital fund. The committee has lived up to these promises and we are on track to end the Beyond campaign on track.

With money to the capital improvement reserve fund, the following has been spent –

|          |                                   |
|----------|-----------------------------------|
| \$63,000 | on the Music Room                 |
| \$66,100 | on digital improvements in Verona |
| \$93,664 | Narthex in Verona                 |
| \$0      | Air Handler in Madison            |

## **Recognition of Outgoing President**

Bob Beggs, recognized Sara McCormack, as the outgoing Board President and thanked her for her dedicated service. She was instrumental in assisting the congregation in navigating through the Covid pandemic, starting and initially leading the Covid 19 Task Force, establishing and creating the Bylaws Task Force, assisting with implementation of the New Employee Handbook for church staff and played an integral part in the adoption of the Strategic Plan. The congregation thanked Sara and per Bob, "Well done, good and faithful servant."

**Prayer** – Closing prayer was offered by Mark Renner.

**Adjournment** – the meeting was adjourned at 1:03pm.

**Closing Song** - Jared Stellmacher played piano and the congregation joined in a closing song.



# Good Shepherd Lutheran Church Foundation, Ltd.

Annual Report for 2022

**President** Greg Meyer  
**Vice President** Amy Haskins  
**Secretary:** Ann Schmidt  
**Treasurer** Brian Barrett, Treasurer  
**Members:** Pastor Chris Enstad, Bob Beggs, John Burkhartzmeyer, Andrew Seaborg, Danielle Sill, Cathy Peercy, Jim Wiederhoef

*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 4.5% of its assets each year on those projects. At the end of 2022, the foundation's assets were approximately \$2.7 million, down approximately 16% from 2021 due to unrealized capital losses. The foundation received donations from congregation members in the amount of \$7,800 during 2022. Thrivent Financial serves as the foundation's investment adviser.*

*To further its mission to support the Good Shepherd congregation, the foundation distributed the following grants during 2022 totaling \$105,414.*

|  |          |
|--|----------|
| College and Seminary Scholarships        | \$9,500  |
| Camperships/Camp Scholarships/Chaperones | \$4,000  |
| High School Fall Retreat                 | \$1,190  |
| Verona lounge updates                    | \$4,000  |
| Madison Media Room updates               | \$5,230  |
| Verona lounge furniture                  | \$15,430 |
| Madison LBPS shelves                     | \$7,709  |
| Summer concert series                    | \$2,500  |
| Verona Labyrinth                         | \$1,500  |
| CYF Intern program                       | \$17,089 |
| Garden Intern program                    | \$1,792  |
| Media Intern program                     | \$6,474  |
| Clothes Closet supplements               | \$12,500 |
| Good Shepherd Food Pantry                | \$15,000 |
| Goodwill Gift Certificates               | \$1,500  |

*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.*

# Columbarium Board Report

Steve Frei, Chairman

*Members of the Columbarium Board and Support include:*

**Chair:** Steve Frei

**Board Members:** Rick Schmidt (Legal Counsel); Brenda Wilcox (Sr. Pastor Representative and Treasurer); Kay Simmons (Promotion); Pastor Chris Enstad. Rick Blum is the Columbarium Administrator and Brad Nelson volunteer for Landscaping Maintenance.

*The Good Shepherd Lutheran Church Columbarium, having been established in 2015, celebrated its 8th Anniversary in 2022.*

*The primary responsibility of the Columbarium Board is to maintain perpetually the final resting place for members and friends of Good Shepherd.*

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

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

*All 72 of the original Phase One Niches are sold and 17 of the 36 Phase Two niches are sold.*

*Columbarium Record for the 2022/23 Fiscal Year:*

*Number of Inurnments: 10*

*Number of Niche Sales: 10*

*Number of Paver Sales: 2*

*Financial Status as of February 28, 2023:*

*Perpetual Care Fund Balance: \$15,862 (Funds used for Columbarium Maintenance)*

*General Operating Fund: \$47,780 (Funds to be used for Columbarium Expansion)*

*Niche Engraving Fund: \$26,035 (Funds to pay for future engraving of niche fronts)*

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

# Little Blessings Preschool—Verona

Linda Hayes, Director (lhayes@gslcwi.com)

Hello! My name is Linda Hayes, and I am the Director of Little Blessings Preschool (LBPS) at the Verona Campus of Good Shepherd. I am also the Lead Teacher of the Ravens class. I have worked at the preschool as a teacher since 2007 and as a site director in Verona since 2012 when our 4K program was started with the Verona School District. Since last October, I took on all director responsibilities at both the Madison and Verona campuses. In January of this year, Heidi Anderson assumed the director responsibilities at Madison campus allowing me to focus on our Verona programs.

Verona campus offers school-year preschool programming for ages 2 ½-5 consisting of a Verona School District 4K class and four private LBPS classes. We have 5 teachers in Verona: 3 lead teachers and 2 assistant teachers. Two of our teachers have DPI licenses. Our enrollment so far for the 2023-24 school year is:

Verona 4K (T,W,Th,F): 19 children enrolled through the school district (2 more will be placed this summer)

Monday 4K: 5 children enrolled

Whales (M,T): 7 children enrolled (12 maximum)

Ravens (W,Th,F): 17 children enrolled (16 maximum, I added 1 this year to accommodate siblings)

Extended Day Classes (T,W,Th, 11:30-3): 15 children enrolled in one or more Extended classes. \*The Extended Day enrollment usually increases once the school year starts.

Last summer an LBPS Committee was started and worked this year to support the preschool program. We meet once a month and members consist of a pastor, an administrator, the preschool directors, board & church members, and a preschool parent. The committee works collaboratively on the preschool's vision, supports LBPS in increasing our presence in the community, and any other areas where support is needed.

The preschool utilizes Brightwheel, a childcare software, which allows us to efficiently communicate with families and have all student information readily available. A new development in December 2022 was to centralize all billing to allow families the capability of paying tuition directly through the Brightwheel app. Families welcomed this change and it made the billing process more efficient for both the families and the preschool directors.

This year, LBPS worked with the Verona School District to make the Verona campus a Pyramid Model site. The Pyramid Model promotes the social, emotional, and behavioral development of young children. We started the implementation process last August and attended a two-day training session. We continued throughout this school year to implement Pyramid Model through monthly meetings with our coach. The 4K classroom is now at fidelity, meaning they met all the requirements. The next step in the process is to do the same in the 3K classroom for the 2023-24 school year.

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

Needs Linda's Picture.

# Little Blessings Pre-School—Madison

## Need to add Heidi's pic

*Hello, Good Shepherd Lutheran Church. I am Heidi Anderson, and I am the new Director of Little Blessings Preschool Madison. Little Blessings Preschool decided to try out a new structure in December 2022. I stepped into the newly created position of Director of Little Blessings Preschool—Madison, working closely with Linda Hayes, the Director of Little Blessings Preschool Verona on an interim position. It went so well, the Little Blessings Committee, Director of Administration Rick Blum, Linda Hayes, and I decided to make it permanent.*

*Let me tell you a little bit about myself. I started working with Little Blessings in October 2022, after working two years in other childcare settings. I was baptized and confirmed in ELCA church and worked in several church related fields. In 2016, I became Episcopal and a member of St. Dunstan's Episcopal Church in Madison. I graduated from the University of Wisconsin River Falls with a bachelor's degree.*



*Madison has seen a lot of changes this year. In December we have about 6 children enrolled. This spring we had 10 enrolled, and we hope to rebuild the program to have 16 children per day enrolled. We are also lucky enough to be able to offer care from 7:30 a.m. to 5:30 p.m. starting July 3. We are excited for what the future of the Madison site could hold!*



# Board of Directors 2022-23

## *Officers*

**President**  
*Bob Beggs*

**Vice President**  
*David Vogt*

**Treasurer**  
*Tyler Gold*

**Secretary**  
*Betsy Johnson*

## **Board Members**

## **Term Expires**

*Vern Andren*  
*Liz Deterding*  
*Angie Rieger*

*July 2023*  
*July 2023*  
*July 2023*

*Bob Beggs*  
*Paul Bekx*  
*Sara McCormack*

*July 2024*  
*July 2024*  
*July 2024*

*Tyler Gold*  
*Betsy Johnson*  
*David Vogt*

*July 2025*  
*July 2025*  
*July 2025*



# Candidates for Board of Directors



## Vern Andren INCUMBENT

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



## Liz Deterding INCUMBENT

A native of central Minnesota, Liz has been part of the Good Shepherd community since moving to Madison in 2009. She currently co-hosts Wine & the Word Bible study and most often attends services in Verona, where she volunteers at The Deep. By day, she is a video editor at O'Reilly Media.



## Deni D. Naumann NEW

Deni Naumann's broad business expertise along with her passion to establish high performing culture and develop talented leaders, have driven successful growth for people, organizations, and Boards throughout her 40+ year career. She has held various Board and Senior Executive roles in domestic/international service and manufacturing sectors, and commercial/residential markets with both private and public organizations.

Deni retired from full-time business in 2019 and joined her husband of 34 years, Michael, as an executive coach and consultant in their management consulting firm. Mike and Deni, along with their rescue dog, Pax, moved to the Madison area from Brookfield, WI in 2021 to be closer to family. They became members of Good Shepherd where they worship with their daughter, son-in-law, and grandson, Sarah, Brad, and Grant Simon.

Since 2014, Deni has been on the Board of Directors of the Siebert Lutheran Foundation (SLF), an \$110 million-endowed foundation based in Milwaukee, WI. which grants over \$4 million annually. In early 2020, she joined and served for three years on the Board of Directors of Mounds Pet Food Warehouse, a Madison, WI-based, employee-owned business.

Deni has volunteered in her community and been active in church for many years. At Good Shepherd, she serves as a trained Stephen Minister; participates in the Living Waters Women's Bible Study; and volunteers with the Holy COW's Moo Crew. She is a driver with RSVP of Dane County for individuals needing to go to appointments; and, since 1978, has been a volunteer tutor in adult literacy.

Deni has a heart for outreach and supporting marginalized communities. Her favorite scripture is "...to whom much is given, much will be required" (Luke 12:48) and believes if we are blessed with talents, wealth, knowledge, time, and the like, it is expected that we use these well to glorify God and benefit others.

She is looking forward to the opportunity to listen, serve and contribute at Good Shepherd and learn from our congregants including fellow Board members and church staff.

# Ballot for Good Shepherd Board

*Vote for Three (\* Denotes Incumbent)*

\_\_\_ *Vern Andren\**

\_\_\_ *Liz Deterding\**

\_\_\_ *Deni Naumann*