



GOOD SHEPHERD
LUTHERAN CHURCH
GSLUTHERAN.ORG

GOOD SHEPHERD LUTHERAN CHURCH ANNUAL REPORT OF THE CONGREGATION

2020



“WELCOME ONE ANOTHER, THEREFORE, AS CHRIST HAS WELCOMED YOU.”

ROMANS 15:7

GOOD SHEPHERD LUTHERAN CHURCH WARMLY WELCOMES PEOPLE OF ANY AGE, RACE, NATIONALITY, SEXUAL ORIENTATION, LIFE CIRCUMSTANCE, AND PHYSICAL OR MENTAL CAPABILITY.

“We are called, gathered and blessed to be a community and instrument of grace for all sheep of the Good Shepherd.”

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Congregational Meeting of Good Shepherd Lutheran Church Agenda

November 15, 2020

- Call to Order
- Prayer
- Approval of Agenda
- Approval of Minutes November 2019 Congregational Meeting Minutes
- Election of Congregational Council Members & Results
- Approval of 2020-2021 Fiscal Year Budget
 - Review of Income
 - Review of Expense
 - Questions
- Update of Re-opening of in person worship services
- Prayer
- Close Meeting

Report from Paul W. Baumgartner, Pastor

“It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of light, it was the season of darkness, it was the spring of hope, it was the winter of despair.”

– **Charles Dickens, A Tale of Two Cities**

Typically, a scripture passage comes to mind as a theme for my Annual Report. This year, I thought immediately of the opening lines of Charles Dickens, “A Tale of Two Cities.” Though 2020 started off as a fairly normal year, it soon became the most abnormal year our congregation, denomination, country and world have experienced—at least in our lifetimes. It was a year of highs and lows, uncertainties and experiments, confusion and leadership, fears and faith.

We suspended in-person worship and programs on March 15, with hopes that we were in a very temporary situation. Sadly, we were not, and now we are in the 8th month of our shutdown. We have all grieved our lack of community and the inspiration of worshipping together, but we have navigated these uncharted waters with great success. Appreciation is due to many players.

First, join me in giving thanks to God who will never forsake or desert us. Thank God for the peace that surpasses understanding and the gifts of the Holy Spirit. Thank God for showing us the way when we didn’t even know where we were going. Thank God for the many blessings and resources he has bestowed upon us, and the committed use of those resources for the support of our congregation.

Join me in giving thanks to our Congregation Council, especially our devoted President, Carrie Escamilla. If anyone had known what this year was going to be like, they never would have agreed to serve on our Council, let alone serve as President. I could not even estimate the numerous hours that our Council and Officers have dedicated to leading us with strength and holy discernment.

Join me in thanking our staff: Thomas Eisnor, Aaron Frink, Donna Garges, Diane Moeller, Cat Ontiveros, Janice Swinford, and Pam Weinelt. Each of them has gracefully faced our obstacles and gone far beyond our expectations in finding a way when there seemed to be no way. A special thank-you to Donna Garges who had to learn to be a film editor and director overnight. I am so proud of the excellent worship videos she has produced for us.

Join me in thanking our COVID-19 Task Force: John Bost (Chair), Paul Christensen, Gina Crittenden, Marc Duclos, Beth Ebert, Ken Eggers, Tony Endozo, Carrie Escamilla, Donna Garges, Ron Mixon and Janice Swinford. These individuals studied hundreds of pages of documents from the CDC and the ELCA-Southeastern Synod, and many other sources. They spent long hours in conversation about our safety, and produced strong guidelines to guide our Council in reopening the church for worship and programs.

I personally want to thank each of you for your continued commitment and patience in these trying times. Thank you for accepting and using virtual worship. Who would have guessed that what we started to fill a gap, would become a primary tool we still use? Thank you for learning to use ZOOM. Who would have guessed a year ago that we would all be so literate in the virtual world with meetings, and Bible Studies, and Confirmation, and Youth Groups, and Sunday School? Thank you for your care and concern in my unexpected health issues as well as those Debbie has experienced. Who would have guessed that physical issues would have exacerbated our already difficult days so dramatically? Thank you for the recent surprise of appreciation notes from the Good Shepherd flock. Who would have guessed that you would shower me with blessings when I needed them most? Well actually, I would have.

So thank you for continuing to afford me the opportunity and honor of serving as your pastor.

Report from Carrie Escamilla, President of the Congregation

We live by faith, not by sight (2 Corinthians 5:7)

I have read this bible verse many, many times, but it wasn't until this year that I have understood its meaning in a deeper, more profound way. This year has been quite a year to walk in faith. This year has seen highly publicized acts of racial injustice, a year where our country has been deeply divided in political direction and the year of COVID-19.

As 2020 began, the Congregation Council met at our annual planning session to outline our goals for the upcoming year. We began to focus special attention to:

Cyber Security Training for Staff
Increasing Congregation Support of Youth Opportunities
Repair of the Parking Lot

In January, we had just had an incredibly successful Chili Cook Off fundraiser and you, the Good Shepherd family, stepped up in a very big way financially to help support our youth and their opportunity to grow in faith and community giving. We began to train our staff on how to recognize the potential dangers and signs of cyber threats that might put our congregation at risk. We began to obtain quotes to repair our parking lot and address the largest item from our Reserve Study.

All this changed in early March, as we began to hear about a new virus and its symptoms, its spread and the new precautions we needed to take through many media outlets. We watched as medical experts and political leaders debated the country's next steps. The council made the difficult decision to suspend in person worship in mid March under the guidance of Bishop Kevin Strickland and the Southeastern Synod. We learned to navigate the virtual world as we began meetings and online worship.

The council created the COVID-19 task force in May to begin the difficult task deciphering the recommendations from our Synod, ELCA, the Centers for Disease Control and our insurance company. A survey was sent out and you, the congregation, shared your thoughts on what in person worship should look like. Your input along with the guidance listed, became the basis of the task force recommendations.

We are hopeful that in person worship will be able to resume soon. Thank you so much for your patience, your support and more importantly your faith. I mentioned back in June that I read an article from Dwight Dubois that said, "Our church is not a building, an organization or a worship service", "Even when scattered, we are still church".

You, the church, continually show love for your community. You have hosted blood drives to bring life saving supplies. You have filled the MUST bins with food for our neighbors in need. You lifted Pastor Paul and Debbie up in prayer and supported them during their time of healing. You showed time and time again your love for one another.

I wear a necklace with "Fe" engraved on a pendant. Fe is the atomic symbol for iron. A symbol for strength, but few know that "Fe" also means "Faith" in Spanish. I wear this necklace more frequently now as it reminds me to be strong in my faith. It also reminds me that we are a strong faithful congregation. A congregation who in the midst of being physically distant is not distant in our love for each other. I want to thank our staff, our church leaders, our pastor and especially you, our Good Shepherd family.

Be safe, stay healthy, love yourself and love others better. Much love and blessings.

Report from Thomas Eisnor, Organist/Choir Director

¹ Praise the LORD. Praise God in his sanctuary; praise him in his mighty heavens. ² Praise him for his acts of power; praise him for his surpassing greatness. ³ Praise him with the sounding of the trumpet, praise him with the harp and lyre, ⁴ praise him with timbrel and dancing, praise him with the strings and pipe, ⁵ praise him with the clash of cymbals, praise him with resounding cymbals.

-Psalm 150:1

- Good Shepherd is blessed to enjoy a multi-generational program of musicians including the Chancel Choir, Shepherd's Choir, Jubilate Ringers, and Celebration Ringers.
- Our music fundraiser continued this year. Through the generosity of the congregation we hope to accomplish numerous things including the replacement of important equipment. We are almost halfway to our \$11,000.00 goal.
- Based on the recommendations of the council and our Covid-19 taskforce we are enthusiastic about the gradual resumption of our instrumental ensembles in a limited capacity. Singing groups are requested to hold off for the moment.
- Our success would not be possible without the dedication of such talented members as PamWeinelt, Debi Radcliff, Cathy Mattocks, and Heidi Myers.
- I am honored to be part of a community that is committed to worship that is inspired, dignified, and uplifting.

With Gratitude,
Thomas Eisnor

Report from Pam Weinelt, Praise Service Coordinator

Vision and Mission

- To provide an inviting worship service that retains the theological and liturgical elements of the traditional Lutheran Church, delivered in a contemporary musical style and instrumentation.
- To make our worship service understandable and comfortable for people of un-churched and non-Lutheran backgrounds.
- To lead assembly worship through music
- To provide an opportunity for musicians of various levels of proficiency to use their talents to participate in the ministry of leading worship.

Accomplishments

Wow! In reviewing our accomplishments and goals from the 2019 report, so much has changed, yet the mission remains intact...We had 6 goals for 2020, 2 of them were accomplished, but in ways I would have never expected.

- Continue to explore all options to accommodate and enhance the worship experience
- Work to expand instrumentation styles and deliveries

With the help and mentorship of Praise Team member Gary Griffith, and Tim Ferg's guitar and singing, we have been able to deliver an average of 2 songs weekly as audio for our online worship services. We have been using Gary's very well-equipped home studio. Recently, we have purchased equipment that is allowing us to begin recording in the sanctuary and use the meeting room for a vocal booth and studio. Steve Frink and I are working to learn the process and begin to offer more opportunities for our congregation's musicians to participate. Adding singers will continue to be a challenge as this is one of the more dangerous spreader events and the studio singing experience is very different from singing in a group setting.

2021 Goals

- Continue to explore all options to accommodate and enhance the worship experience
- Work to expand instrumentation styles and deliveries
- Offer opportunities to solicit more input from participating musicians in Praise Service worship planning

I look forward to continuing to work with the Good Shepherd Staff and congregation in the upcoming year. It is a blessing to work with so many talented and committed people of faith.

Respectfully Submitted,
Pam Weinelt

Report from Janice Swinford, Sunday School Superintendent

For I, the Lord your God, hold your right hand; it is I who say to you, "Do not fear, I will help you."

Isaiah 41:13

Oh, what a difference a year makes! As I was writing this report last year, I was happily going through the routine of Sunday School each Sunday. I would set up before going to worship with my family, then head to my office, gather what I need and go to do an opening for the 5th graders and younger, count the attendees in all the classes, and pop my head in a time again close to the end before seeing everyone in the halls as they left to either go to worship or home. And for well over half a year now, I instead have been learning how to host Zoom calls so that I can facilitate meetings or Bible studies, and create videos for the littles (and the littles at heart) to view on Sunday School lessons. For a girl that loves face to face interaction and watching the children in Sunday School, this has been quite the hurdle!

I would be untrue to my feelings if I didn't say that fear, as mentioned for the Israelites in the Isaiah verse above, did not overwhelm me a couple hundred times during this pandemic. Each time that those feelings hit me, however, whether it was concern for my kids, my parents, my husband, myself, our church, or our world, I would try to take some deep breaths and give my fear to God. Honestly, doing the Sunday School videos each week and finding ways to creatively present the stories has truly been a blessing. Finding ways to incorporate many different members of the congregation from the Sunday School kids all the way up through grandparents into the videos has been a ton of fun! I have been so appreciative of the willing participation to open up about their lives, or sometimes just to join me in being silly. I hope they have been enjoyable to watch, because I have had fun thinking them through and bringing them to completion. A big thanks to Media Coordinator Donna Garges, whose techy skills took all the pieces and made them a whole!

So, with the word School in the middle of my title, let's get a little academic and break down what we've learned this past year. First, our church is a body of people that rise up to support each other and our church missions regardless of the upside-down world we find ourselves in currently. Second, we have an amazing group of Sunday School teachers and a wonderful Faith Formation committee. I don't want to discount the majority of the school year that the teachers and assistants showed up, had rock solid classes, and many re-upped for yet another Sunday School year, that should have begun in August. This pandemic should not and will not take away from my constant thankfulness for them hearing the call and rising to it each year. And in our current state of flux, two of our adult classes from Sunday mornings as well as our Middle and High School classes continue to meet via Zoom each Sunday. Bible study groups Lunch and Learn, Men in Mission, Thursday Bible study (which now meets on two days so that the group size is more manageable) and Word on Wednesday have also all transitioned over to virtual meetings. Accolades to all who are leading as well as joining these studies for your ability to adapt to the situation and prioritize continuing to dwell in God's word and gather, albeit through a computer screen, with other believers to hear what God has to say.

What's my game plan for resuming Sunday School? The keyword is flexibility. As a perpetual planner, I have thrown the planner out the window and am coaching myself as well to mold myself to the change that will need to occur. Will Sunday School look the same when we return? I doubt it, but the constant I never doubt is that God calls us to be in relationship with him, and God's people at Good Shepherd heed that call and seek unique ways to honor God and hear his word and live our lives as examples that God's church and God's mission in and through us are stronger than anything that separates us.

Report from Janice Swinford, Inreach Coordinator

“In the beginning was the Word, and the Word was with God, and the Word was God.”

John 1:1

When everything in the world seems complicated, I think it is best to strip it down to the basics and build up from there. In the Thursday morning Bible study that Pr. Paul leads, we are studying the book of John. We are meeting virtually now, but the verses still read the same. This Gospel is written in such a different style than the other three, and starts out so simply with a clarification of who our God is. So, who or what is Good Shepherd Lutheran Church? Are we a different body of members than we were seven or eight months ago? Do we have a different purpose, a different mission, a different focus? I certainly hope not and I absolutely don't feel that.

Usually I use this report to remind people what my role as Inreach Coordinator is – to talk with members and committees and ensure that the members have the information that they need to be involved in what they would like at church and a point of contact for questions or concerns, and that committees have the support that they need to do their work well. Well, for the past half a year this has shifted somewhat into checking in on members and making sure that they are okay in their own homes, not in their church home. It has also been a time of encouraging you to check on each other. And you have all done admirably in that role. Thank you.

Back to the question though of who is Good Shepherd. Now. In this different time. I submit that we are still a people called, gathered and blessed to be a community and instrument of grace for all sheep of the good shepherd. Note that our mission statement does not clarify that this be in person. It does not clarify that you be able bodied and willing to attend worship in a new format. Our mission statement affirms that we are a community, not a location and that we are an instrument of that wonderful Lutheran centered theme of grace. Good Shepherd is right now. Good Shepherd is when you pick up the phone and tell someone they were on your mind and you wanted to check on them. Good Shepherd is when you get on a Zoom call despite the challenges, despite the fact that it is different, and still connect to your groups. Good Shepherd is the prayer that you raise silently, or with your family, for the people of Good Shepherd, for the people of our community, for the people leading our country and for our world. Good Shepherd is still just as active every day in 2020 because you still show up in heart and spirit. Thank you for being Good Shepherd. Thank you for supporting the staff. Thank you for allowing me to check on you as the Inreach Coordinator and as your friend and sister in Christ. My door may not currently be open, as I have said in the past, but my phone still rings, and I am happy to still be able to talk to the body of Good Shepherd. Prayers of good health and peace this year and always.

Report from Catalina Ontiveros, Youth Ministry Coordinator

This year, unlike any other, started out normal and ended with creating a new normal. I can't believe as I write this that we have had to change many of our best laid plans again and again. However, one thing continues to be the same, the creativity and willingness to adapt to whatever is needed and thinking outside of box of our leaders and volunteers that continues to give great programming to all of our youth and families.

Our First communion class with 3 children and their families in attendance to learn about why communion is special and how we are always welcome at Jesus' table.

Our FX3 youth group has not missed a beat since the year began. Under the leadership of Tammy Frink, Julie Hackett and Trina Hutchison they continue to engage our 3rd through 5th graders in devotion, activity and discussion. With the onset of the pandemic they happily switched to an online platform and used their creativity to make the lessons engaging and fun, especially with our youth not being able bond in person. Covid couldn't stop them!

FLY, our Middle School Youth Group, meets once a month during the school year. This past year, we bonded over several overnight trips. In January we had a lock in over MLK weekend. Over the evening we played games, and watched movies. On Monday we participated with other Lutheran Churches around Atlanta in the In Spiritus MLK Day of Service held at Christ the King Lutheran Church in Peachtree Corners. There we learned about what it means to be an advocate as well as participate in various service projects that will help the Atlanta community. In February we attended the Synod youth event All Georgia. Over the weekend we connected with other congregations and formed an even greater bond with each other. We heard speakers talk about their call stories and how God has chosen each and every one of us everyday to be in his service. During these social distancing times FLY has transitioned to meeting online. Starting in April and through the summer we began to meet weekly for activities. We hosted game and movie afternoons. Our recent activities include Candybar Chopped and a baking class. Due to the pandemic we were unable to participate in our summer programming. Sunday school continued to meet each week online during the school year and over the summer. Thank you to Deborah Ezell, who leads our weekly Middle School Sunday School class.

In the spring, Confirmation class met roughly every other Sunday from 12:30 to 2 p.m. We also met twice during the Sunday school hour. We were able to host one winter retreat over the Martin Luther King holiday. Due to COVID we were unable to complete our final classes of the 2019-2020 year as we tried to figure out what Confirmation looks like in a pandemic. Starting in August, we switched to digital learning via Zoom and meet from 12:30 to 1:30 p.m. every other Sunday. Pastor Paul and I lead these classes with our class with this year's emphasis being on Luther and the Small Catechism. We have 17 Confirmands participating in the program. On October 18th we had the pleasure of hosting a small, social distanced Affirmation of Baptism service for 3 youth and their families. It was a perfect day and I hope you are able to watch the recording in our October 25th Reformation service. I would also like to thank Tim Mathews who continues to support our confirmands as a small group leader.

Our high school group, Saints and Sinners, have met sporadically throughout the year. We continuously met through the summer virtually on Sunday evenings for Sunday School led by Mike McCoy. During those classes we checked in and talked about the weekly worship readings, and how we interpret them today. We have also hosted several fun virtual events from movie and game afternoons to devotions.

This year, I had the pleasure of working directly with the Synod in several ways. In June, I served as

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an adult leader for the first ever virtual E-AFFIRM which took the place of Affirm, which is a faith formation camp hosted by the Southeastern Synod. I also serve as an adult advisor on the SESLYO, where youth from various congregations around the synod help plan and advise youth events around the Synod. We hosted a virtual assembly in June. I have also had the privilege to work with other youth leaders from the Atlanta area to plan the All Georgia youth gathering which is an event that is held for youth in congregations primarily in Georgia. I also attended regular virtual meetings of the ELCA Atlanta Youth Workers. This group provides a wealth of information regarding activities of other groups and serves as a great resource.

In the fall of 2019, we collected addresses for our college age adults. We packed 21 care packages filled with treats, goodies and games. Within the package, we sent a prayer for exams as well as a card signed by members of the congregation.

Our Child and Youth Protection Policy was reviewed in March of 2020 with minor changes made to keep the policy up to date. We held two virtual training classes this year with a total of 8 additional members trained.

In December 2019 we hosted a Suicide Awareness and Prevention Training led by Kat Folk. This class was for the congregation and the surrounding community and we had over 50 people in attendance. Special thanks to the Fellowship committee for providing snacks for the meeting. Since we have been unable to meet in person and times are stressful I have found different ways to connect with the youth and families of Good Shepherd. Over the summer I participated in the creation of a 16-week family activity and devotional series that was emailed out weekly to families with children. I have also checked in via phone call and texts to families and the youth. I created and hand delivered to each youth a summer fun pack in June and Back to School pack in August. Each pack contained treats and fun items for them to enjoy. I also created and delivered a Back to School kit for parents to help ease the stress as they made decisions about the school year. In October, I hosted a family trivia night. We had families of all ages participate, and we even had my Mom and Aunt participate from Alabama. Great fun was had by all. I also compiled and hand delivered a Reformation Packet for each youth/family. This packet contained Reformation themed activities for youth and families birth to 12th grade for them to complete and learn more about Luther and the Reformation. We have more fun events, activities and packets planned.

While future plans are hard to fully plan out I am excited for the opportunities technology has allowed us to have. Thank you for the opportunity to work with all of the Good Shepherd children and youth. It is truly my pleasure to be of service to this congregation.

Lastly, I would also like to thank the Faith Formation Committee members below for their dedication of time, prayers and guidance throughout this year. Members of the Faith Formation Committee Include:

Carlie Epstein
Karen Epstein
Sebastian Escmailla (Youth Council Representative)
Carrie Escmailla
Deborah Ezell
Kristin Freeman
Melinda Mundis (council liaison)
Cat Ontiveros (co-chair)
Janice Swinford (co-chair)
Shelley Trampnau

Yours in Christ,
Cat Ontiveros
Youth Ministry Coordinator

Congregational Care Committee

The pandemic affected and interrupted some of the activities of the Congregational Care Committee in 2020; however, many of the committee's ministries continued unchanged or underwent minor adjustments.

In any case, the purpose and mission of the Congregational Care Committee remains the same: "In partnership with the church leadership, staff, other committees, and the congregation, the Congregational Care Committee is responsible for supporting ministries that provide care and opportunities for involvement for the members of Good Shepherd, always with the goal of facilitating the spiritual growth of the individual and their connectedness to the body of Christ."

Among the activities of the Congregational Care Committee are the following:

- **New Member Sunday and Shepherding of New Members:** Help coordinate New Member Sunday, including assistance with reception, taking pictures, recognition of new members, and assigning existing members of the church as Shepherds to help new members get integrated into the life of the church. Due to the pandemic, there were no New Member Sundays in 2020.
- **Funeral Meals:** Coordinate food to be brought in for the meal or reception held in Fellowship Hall after a funeral or memorial service.
- **Meals for Congregation Members in Need:** Coordinate and prepare meals for congregational members in need of assistance for a short duration, such as when they are ill, grieving, or just home from the hospital. This ministry of the Congregational Care Committee continued in 2020 though there were only a few instances where this service was needed.
- **Prayer Circle:** Receive emails and pray for those in need based on prayer requests made known to the church. The Prayer Circle was as active as ever this year, and a large number of the congregation members take part in this valuable ministry.
- **Prayer Shawl Ministry of the Yarn Angels:** Knit and crochet prayer shawls to give to those in need of comfort or solace, such as those who are hospitalized, ill, or grieving. The Prayer Shawl group suspended their monthly meetings once the church ceased in-person worship, but individual members continued their work from home.
- **Driving People to Church, Doctor, etc.:** Assist congregation members who are in need of transportation to doctor appointments, church services, or Good Shepherd events. These activities continued on an as-needed basis during the year.

Committee members: Reba Sumner (chair), Barb Kidder, Sue Pence, and Pam Strong.
Council liaison: Mary Tucker.

Facilities and Maintenance Committee

The Facilities and Maintenance Committee chairs are Steve Ebert and Steve Frink. Council Liaison is Marc Duclos. Thanks to the generous donations of skill, time and materials by members of Good Shepherd Lutheran Church and F&M committee members we have worked hard to operate within our minor facilities repair budget line where possible for the last five years. Thank you all for your continued support.

The following projects have been completed this year:

- Annual grounds clean-up and pinestraw mulch application (budgeted, labor donated).
- Cleaned gutters on entire church building and garage
- Installed all new LED light fixtures to Fellowship Hall ceiling
- Excavated and installed a french drain and drain tile between the Sanctuary AC unit and playground to eliminate the flooding in duct work during heavy rain
- Pursuing roofing issues that were found during annual gutter cleaning
- Annual service and filter change of all the HV/AC systems of the entire building
- Painting of the exterior trim of the entire building
- Resolve ongoing maintenance issues for Child's Play Preschool, building and staff

The Facilities and Maintenance Committee welcomes willing hands to complete our ongoing list of projects. If you have a special skill or talent, know how to swing a paintbrush, or just have a desire to help with the continuing maintenance of our facilities, please contact Marc Duclos, Steve Ebert, Steve Frink or the church office.

The committee presently has the following members which help with repair needs on a regular basis: Steve Ebert, Ken Eggers, Steve Frink, Geoff Morton, Al Reynolds.

The Technology Committee is a subset of the Facilities and Maintenance Committee. Its members include: Karen Ferg, Steve Frink, Donna Garges and Will Jayroe.

The initiatives the Technology Committee has been involved with this year are as follows:

Complete Projects

- Replaced firewall
- Purchased phones from GTT Communications and installed new VOIP phone system for staff.
- Updated two older computers to windows 10
- Purchased video and audio equipment and software, for online worship experiences

Projects Planned

- Continue to evaluate new hosting providers for website that are more actively managed and comprehensive.
- Evaluate the feasibility to livestream services and offer larger spaces for worship, due to COVID-19, using Fellowship Hall
- Evaluate the possibility of streamlining our technology hardware to run more efficiently.

Grace and peace,

Fellowship Committee

Submitted by Cathy Mattocks, Council Liaison
Chairperson – Barb Kidder

Submitted by Barbara Kidder, Chair

Cathy Mattocks, Council Liaison

Committee members: Karen Britts, Nancy Dias, Marlene Durst, Roger Durst, Tammy Frink, Denise Kelly, Paul Kronau, Linda Kronau, Sue Pence, Monica Smith, Karen Weltz, Ken Kidder

- The committee was in charge of Sunday fellowship with donuts, coffee, lemonade, and fresh fruit served following each worship service. This continued through March 8, 2020.
- The committee hosted the second annual Birthday Bash on March 1, 2020. We hope to continue this tradition along with many others once the in-church services resume.
- The committee furnished snacks for the Community Education Workshop on Alzheimer's disease in October of 2019.
- The committee organized the refreshments for the celebration and commemoration of new members in October of 2019.
- The committee planned the dinner for the Thanksgiving/Congregational meeting in November of 2019.
- The committee provided desserts for the Wednesday Advent services in December of 2019.

Finance Committee

Submitted by Mary McCoy, Treasurer

Purpose:

The Finance Committee's responsibilities are to support the ministry of the church through financial planning and budgetary oversight.

Summary:

For the 2019/2020 fiscal year (July, 2019 through June, 2020) GSLC ended with a positive cash flow of \$14,201. Giving/Income was 99.4% of budget (\$606,949), and expenses were 97.07% budget (\$592,748). This included the \$9,600 payroll fraud loss as well as impacts from the COVID pandemic.

The proposed 2020/2021 fiscal year budget includes a variety of increases/decreases to accommodate expected income, anticipating a 5% decrease in giving and preschool rent due to the impacts of COVID. In addition, there has been a line item added for \$15,000 from our undedicated cash on hand to be used if needed. Our current undedicated cash on hand is \$141,000. The Finance Committee recommends retaining at least \$65,000 in undedicated cash on hand.

Overall, September Y-T-D (Year to Date) giving/income averaged 93.6% of the budgeted amount while expenses ran about 86.6% of budget. The budget currently in place is the previously approved 2019/2020 fiscal year budget – to be used until the proposed 2020/2021 fiscal year budget can be approved by the congregation. As mentioned previously, there is concern giving may lag due to the COVID required church closure. This was seen in July and August, however, September giving had rebounded.

Achievements:

- Continued financial review with the distribution of monthly reports to Council.
- Formulated and proposed to the Executive Committee, then to Church Council the 2020/2021 fiscal year budget – presenting scenarios to aid in the finalization of a budget reflecting the current financial conditions. This budget proposal was presented to the Council in September, and approved.
- Reviewed and assessed current insurance coverage is appropriate.

2019-2020 Income Statement

Good Shepherd Lutheran Church Analysis of Revenues & Expenses - Summary July 2019 to June 2020

Accounts	YTD Actual (This Year)	YTD Budget (This Year)
Revenues		
Offerings	\$577,599.19	\$577,812.00
Other Income	\$29,350.00	\$32,800.00
Total Revenues	<u>\$606,949.19</u>	<u>\$610,612.00</u>
Expenses		
Benevolence	\$68,375.35	\$63,311.00
Facilities		
Fixed Facilities	\$9,284.00	\$9,800.00
Utilities	\$32,327.66	\$31,800.00
Planned Facilities Upkeep	\$11,258.11	\$11,100.00
Other Facilities	\$37,364.58	\$35,000.00
Total Facilities	<u>\$90,234.35</u>	<u>\$87,700.00</u>
Administrative		
General Office Admin	\$9,488.94	\$12,950.00
Other Administrative Expenses	\$3,219.18	\$1,340.00
Total Administrative	<u>\$12,708.12</u>	<u>\$14,290.00</u>
Compensation		
Senior Pastor	\$177,002.87	\$171,903.87
Music Staff		
Organist/Choir Director Comp	\$49,031.74	\$48,222.74
Music Staff Other	\$19,626.58	\$22,089.78
Total Music Staff	<u>\$68,658.32</u>	<u>\$70,312.52</u>
Support Staff	\$111,870.89	\$120,086.50
Custodial Staff	\$17,390.52	\$18,179.46
Other Personnel Costs	<u>\$17,670.39</u>	<u>\$22,528.65</u>
Total Compensation	<u>\$392,592.99</u>	<u>\$403,011.00</u>
Programs (54)		
Faith Formation	\$14,476.07	\$18,400.00
Fellowship	\$1,864.26	\$2,000.00
Stewardship	\$947.58	\$1,600.00
Outreach	\$603.13	\$2,500.00
Worship & Music	\$10,937.70	\$15,400.00
Congregational Care	\$8.49	\$400.00
Other Programs	\$0.00	\$2,000.00
Total Programs (54)	<u>\$28,837.23</u>	<u>\$42,300.00</u>
Total Expenses	<u>\$592,748.04</u>	<u>\$610,612.00</u>
Net Total	\$14,201.15	\$0.00

Mission Endowment Committee

Dear Brothers and Sisters in Christ,

The Mission Endowment Committee was established in March of 2010 in accordance with Article IX of the GSLC Constitution. Lifelong Christian stewardship involves management of all assets God has entrusted to his people, including talents, time, income, appreciated assets, and possessions. Members of this congregation have the privilege and duty to support the work of Good Shepherd Lutheran Church, the Southeastern Synod and the Evangelical Lutheran Church in America through contributions of time, abilities, and financial support as stewards of God's gifts. Members of this congregation can fulfill their privilege and duty by giving to the work of the church through the Mission Endowment Fund. The Committee is formed of five (5) appointed members: **Ruth Clark, Max Epling, Jaime Escamilla, Bettina Miller, and Gina Crittenden** (Council Representative). Ex-officio members include **Pastor Paul** (Senior Pastor), **Carrie Escamilla** (Council President), and **Mary McCoy** (Treasurer) – all with voice and vote.

Our main focus continues to be a strategy of conducting one annual fundraiser and to provide information regarding the Mission Endowment fund. Unfortunately, this year plans have been delayed due to COVID and our church closure. In the future, we will conduct Temple Talks as a means to keep the congregation aware of our current mission.

At present the fund totals \$32,784, which is maintained in a separate account established with the ELCA Mission Investment Fund. If you wish, you can honor a loved one by naming them with the gift, such as memorials and celebrations (birthdays, graduations, marriages, anniversaries). What can be given? Gifts can include any of the following:

- Bequests (a designation in one's will or living trust)
- Life insurance proceeds (through beneficiary designation or a gift of the policy itself)
- Assignment of CDs
- Gifts of cash
- Transfers of property such as stocks, bonds, and real estate
- Charitable gift annuities
- Charitable remainder trusts
- Beneficiary designation in an IRA or other retirement plan

More information and educational opportunities are on the way. If you have a question in the meantime, please contact any one of the committee members.

Respectfully submitted – Ruth Clark, Gina Crittenden, Max Epling, Jaime Escamilla, Bettina Miller, Carrie Escamilla, Pastor Paul and Mary McCoy.

October, 2020

Mutual Ministry Committee

Submitted by: Holly Jones (Committee Chair)

Committee Members- Julie Hackett, Tim Ferg, Paul Kronau, Tim Heintz, and Beth Ebert and Pastor Paul

The Mutual Ministry Committee's purpose is to be a support group for Pastor Paul. We are to serve as a sounding board and support our Pastor in an inviting, cordial and confidential atmosphere. Working to support a superb Christian leader such as Pastor Paul is always a pleasure and the committee has adapted to the "new normal" of social distancing with Zoom meetings. While our support has been less direct, we have kept in touch with Pastor Paul through various means.

The committee meets four times per year and is always on call for any time the pastor needs us.

The Mutual Ministry Committee is blessed to have such dedicated Christian members amongst its ranks.

Outreach Committee

Purpose: Working with the Pastor, oversee all welcome, awareness, promotion, advocacy, and outreach services of this congregation, sharing the Good News with those outside of our congregation and with those in need.

The congregation of Good Shepherd has responded faithfully in supporting our outreach ministries during the Covid crisis.

- Last Thanksgiving, the Must Ministries Thanksgiving Bounty collected 102 cans of yams and 102 cans of cranberry sauce. Folks also donated \$927.
- Last Christmas, 94 shoeboxes were filled with gifts for the Inspiritus shoebox project
- Caring for Creation recycled 20 pounds of oral care waste and 50 pounds of batteries
- The Must ministries food collection bin has been refilled regularly, providing much needed support
- The Hunger Walk collected funds to help various food ministries, although the walk itself had to be cancelled.
- Members of the congregation have been active with Habitat for Humanity.
- Caring for Creation continues to support efforts related to the environment.
- The Garden of Grace is thriving and has produced several crops. Vegetables are being provided to Forever Fed ministries.
- We have hosted six Blood Drives this year. Several were added in early summer when the Red Cross was having difficulty finding organizations willing to provide space. The first five drives collected a total of over 220 pints of blood.
- Because of Covid, the Must summer lunches program collected funds this year to provide meal kits to children
- Also because of Covid, the Give-A-Kid A Chance backpack program had to alter its process. This summer, they took online donations to support providing school supplies to children
- The congregation participated in the ELCA World Hunger, 40 days of giving program.

The Outreach committee has continued its activities due to the enthusiastic leadership of many people. However, the committee is still seeking someone willing to chair the committee.

Personnel Committee

Purpose: To make recommendations to the Congregation Council that will facilitate strategic decisions to carry out the obligations of the congregation as an employer.

Members: Tony Endozo – Chairperson, Trina Hutchison, Lisa Morton, Eric Ficken, Jenny Champion, Pastor Paul and Gina Crittenden – Council Liaison

2020 Recap

Performance Duties:

- Discussed and presented 2020 fiscal budget recommendations to council, included compensation recommendations.
- Offered guidance to staff in functioning during pandemic.
- Contributed coordination and support to Pr. Paul and staff during Pr. Paul's medical leave.
- Conducted annual performance reviews.

Though the pandemic has challenged the way in which we operate, the Personnel Committee remains committed to serving Good Shepherd Lutheran Church and dedicated to our purpose of maintaining a quality work environment for our staff employees.

Stewardship Committee

Co-Chairs: Mitch Grexa, Ken Kidder

Council Liaison: Geoff Morton

Members: Jason Champion, Lori Peters, John Mau, Sharron Ryan, Janice Swinford, Carrie Escamilla, Valerie Whiteman.

Stewardship is Love!

1 John 4:12 - No one has ever seen God; but if we love one another, God lives in us and his love is made complete.

The “Stewardship is Love” campaign began Sunday October 6, 2019 and concluded January 30, 2020. We used a Stewardship Packet—where pledge forms for spiritual gifts of time, talent, and financial resources could be used for our commitments to the Lord’s service at GSLC. Stewardship Committee received 142 spiritual gift forms and 140 offering forms back from the congregation. The commitments for time and talent began January 2020 and will run for the entire year. The financial commitments made in this campaign began July 1, 2020 and run through the fiscal year which ends June 30, 2021.

Because of the Covid-19 virus in March 2020, the stewardship committee had to change the way we meet and work. We had our first ZOOM meeting in April 2020 and now schedule Zoom meetings about 5 to 7 weeks apart.

The Stewardship Committee Co-chairs would like to thank all the members of the committee for their support and work through this year. Please consider sharing your time and talents with the Stewardship Committee by volunteering to be a part of this committee. God loves a cheerful giver who shares time and talents as well as financial resources in his service.

Stewardship is Love!

Worship and Music Committee

Purpose: The Worship and Music Committee, in partnership with the worship staff, oversees all worship services of this congregation, and all activities directly related to these services.

Members: Chair: Beth Ebert

Members: Pastor Paul Baumgartner, Thomas Eisnor – Organist/Choir Director, Pam Weinelt – Praise Team Coordinator, Debi Radcliff – Handbell Choir Director, Pam Hough – Altar Guild Chair, Paulette Alderfer, Myra Rissmiller, Melinda Mundis, Peter Schultz, and Paul Christensen-Council Liaison

Activities: We met two times this year in response to seasonal needs.

Thank you to Thomas Eisnor, Pam Weinelt, Debbie Radcliff, Pam Hough, and all volunteers for helping to keep our musical worship strong through the Chancel Choir, Shepherds Choir, Handbell Choir, Jubilate Ringers, PraiseTeam, Altar Guild, as well as special music participants.

In addition to the ongoing duties, the committee participated in the following activities:

- Attendance for the Advent/Christmas season was overall the same as last year. The 5pm Christmas Eve service introduced glow sticks for the children instead of candles. This was well received by many. Thank you to Cat for doing an excellent job in directing the children for their play.
- February 9 was Scout Sunday led by the Boy Scouts.
- Ash Wednesday was February 26th with a 12 noon and 7:30pm service with Holy Communion and the implementing of ashes. The theme was Go Forth. The Bells of Good Shepherd shared their musical talent in ringing at the 7:30pm service.
- Greeter and Usher safety training took place on March 8. Updated guidelines for medical and emergency procedures along with armed intruder and weather emergency guidelines were reviewed.
- The Music Fundraiser began and as of date we have received \$4,886.00. Thank you to all who have contributed.
- Online services began March 22 due to COVID. We are blessed to have a terrific media coordinator and staff that has been diligently keeping us tuned in to worship every Sunday and now available on Saturday too.
- Small musical groups send in music to the media coordinator so they can also be included in our online service.
- Outdoor Communion started in August with 2 time slots, 8:30-10:00am and 10:45-12:15pm. 2 volunteers are needed for each shift. Masks are required and you can sign up online.

Respectfully submitted,
Beth Ebert

Appendix A

Minutes from Bi-Annual Congregational Meeting



Minutes of Semi-Annual Congregational Meeting

Sunday, November 10, 2019

Call to Order: The Meeting was called to order by Congregation Council President, Carrie Escamilla at 12:02 pm

Approval of Agenda: A motion was made to approve the Agenda as presented. The motion was seconded. The congregation voted and the President declared the motion approved. At this point the President announced that a quorum had been met.

Opening Prayer and Consecration of Stewardship Commitments: Pastor Paul Baumgartner led the congregation in prayer and consecration of commitments.

Approval of Minutes from May Congregational Meeting 2019 – Carrie Escamilla

Carrie asked for a motion to approve the May Congregational meeting minutes. A motion was made. It was seconded. A vote was taken, and the minutes were approved.

Election of Congregational Council Members – Carrie Escamilla

President Carrie Escamilla stated that two members of council would be leaving as they has completed the terms allowed. They are Kristin Freeman (adult) and Carlie Epstein (youth). She asked them to stand. She then stated that there are four openings for adults with three council members on the ballot to return and one new council member. She asked the four adults to stand. Gina Crittenden, Cathy Mattocks, Geoff Morton, and Melinda Mundis stood. Carrie asked if there were any nominations from the floor. There were not so she declared that the four would be on the 2020 council. She then stated that Sebastian Escamilla had been nominated for the youth position and asked him to stand. She asked if there were any nominations from the floor. There were none. She stated that Sebastian Escamilla will represent the youth on council. She then stated that the 2020 council would be Carrie Escamilla, Gina Crittenden, Paul Christensen, Marc Duclos, Cathy Mattocks, Geoff Morton, Melinda Mundis, Ben Setzer, Mary Tucker and Sebastian Escamilla.

Update of Congregations 2019-2020 Stewardship Campaign: Geoff Morton

Geoff Morton stated that he was going to review the income and pledges on member giving for the fiscal year from July 1, 2019 – June 30, 2020. He stated that 93% of Good Shepherd's annual budget is based on member giving. In 2018 there were 149 pledges totaling \$503,000 and in 2019 there were 142 pledges totaling \$465,000. This is a \$38,000 decrease in giving. Geoff also stated that the Income Year-to-Date is published in the bulletin each week to let members know whether we are ahead or behind in giving. The budget last year (2018-2019) ended \$10,000 below budgeted income. This year (2019-2020) we are below budgeted income by \$3,700. He stated that if we continue at this rate, we will end the fiscal year \$11,000 below budgeted income. At this point, Geoff asked if members are behind to please catch up and stay current. He then stated that today is Consecration Sunday and prior to the pledges that were brought in today we have received 56 pledges totaling \$190,000. He stated that the Stewardship Committee will continue to update that total in the coming weeks. Finally, he stated that turning in pledges is important for the Church

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Minutes continued from previous page.....

Council and the Finance Committee to plan Good Shepherd's budget. He stated that our income is essential to keep the lights on, pay our staff and grow our ministries. He also reminded everyone that they can give through Simply Giving or through Give Plus. It ensures that there is a steady income.

Message from the President – Carrie Escamilla

Carrie stated that Webster's dictionary defines the word thanksgiving as the act of giving thanks, a prayer expressing gratitude and a public acknowledgement of celebration of divine goodness. She said that she began to reflect on all the ways God has worked in her life. The Good Shepherd family has been a significant part of her life. She invited everyone to celebrate God's divine goodness today and every day. She stated that our congregation has been very busy this past year. We have been busy celebrating God's word through worship, music and Bible studies. The youth have been busy growing their faith in their service to the church. We have been busy serving our community through outreach opportunities. We have been busy being in fellowship with one another. At this point she thanked everyone for being at church today. She went on to thank two very special people on the staff who have committed so much of their lives to bring God's divine goodness into our lives. She asked Pam Weinelt and Pastor Paul to come up. Pam was given a gift and thanked for her 20 years of service as the Praise Team Coordinator and Pastor Paul was given a gift and thanked for his 15 years of service at Good Shepherd. She also thanked the Fellowship Committee for bringing together the feast the congregation was about to enjoy!

Prayer of Thanksgiving – Pastor Paul

Adjournment: President Carrie Escamilla called for a motion to adjourn. A motion was made, seconded, and approved. The meeting was adjourned at 12:20pm.

Respectfully submitted by Cathy Mattocks, 2019 Congregation Council Secretary

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Appendix B
2020 Church Leadership

Rostered Staff

Pastor Paul W. Baumgartner

Staff

Choir Director/Organist Thomas Eisnor

Church Custodian Aaron Frink

Inreach Coordinator Janice Swinford

Media Coordinator Donna Garges

Office Coordinator Diane Moeller

Praise Team Coordinator..... Pam Weinelt

Sunday School Superintendent..... Janice Swinford

Youth Ministry Coordinator Catalina Ontiveros

Council Members

President Carrie Escamilla

Vice-President..... Gina Crittenden

Treasurer Mary McCoy

Financial Secretary Geoff Morton

Secretary Ben Setzer

Council Member Marc Duclos

Council Member Melinda Mundis

Council Member Mary Tucker

Youth Council Member Sebastian Escamilla

Committee Chairpersons

Congregational Care Reba Sumner

Facilities and Maintenance..... Steve Ebert and Steve Frink

Faith Formation..... Cat Ontiveros and Janice Swinford

Fellowship Barb Kidder

Finance Open

Mission Endowment Open

Mutual Ministry Holly Jones

Outreach Open

Personnel..... Tony Endozo

Stewardship Ken Kidder & Mitch Grexa

Worship and Music..... Beth Ebert

Appendix C COVID Task Force Executive Summary



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GSLUTHERAN.ORG

Summary of the COVID-19 Task Force Recommendations Regarding Reopening [Unanimously Accepted by GSLC Council on August 11, 2020]

The COVID-19 Task Force (CTF) began its work on June 11th, and quickly discovered that there is a massive amount of information available for reopening churches. In order to ensure that the CTF followed credible sources, they used published recommendation documents from the ELCA, the ELCA Southeastern Synod, the CDC, and Church Mutual, the insurer of GSLC. These four (4) documents were the backbone of the CTF's recommendations to the Council. These documents can be found on our website at gslutheran.org, in the FAQ section, under the COVID-19 tab. The CTF also considered documents from state and local governmental and public health organizations.

The ELCA Southeastern Synod (SES) document defined three phases that churches will need to go through in the journey to an eventual "new normal." The CTF quickly realized that preparing to reopen the church required multiple tasks. Phase 1 will not only be the most challenging phase, it will require the most changes to Good Shepherd's operational procedures. The CTF chose to call the preparation period Phase 0. Phase 0 is our current status.

Beginning Phase 1, or advancing to higher phases, is determined by the factors surrounding COVID-19 conditions at the current time. These are referred to in the ELCA Southeastern Synod recommended practices as "benchmark conditions." The primary conditions are "a sustained reduction or stability in new COVID-19 cases for 14 days." Benchmarks need to cover a geographic region wider than just Cherokee County, and therefore a radius of 50 to 100 miles must be considered. There may also be other anecdotal indicators within the region that indicate factors favorable or unfavorable to changes in the church phase. The Council will be constantly monitoring the benchmarks, so that we might reopen safely as soon as possible.

Phases 2 and 3 are needed much further along the timeline and thus will be affected by changes in the COVID-19 infection data, as well as changes to available technology, vaccines, and new treatments. What is common to all 3 Phases of reopening is following the fundamentals of the CDC recommendations: mask wearing, hand sanitizing, social distancing, and staying home if you are not feeling well.

Numerous supplies have been identified as necessary for both Phase 0 and Phase 1. These include touchless thermometers, hand sanitizer supplies, facemasks for those who

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forget theirs, etc. Per the CDC, children under 2 years old cannot be required to wear facemasks. The CDC also advises that “deep cleaning” be done by professionals in addition to routine cleaning.

One of the first tasks of the CTF was developing, and publishing to every confirmed member of GSLC, a survey to gather input from GSLC members. An amazing 205 confirmed members responded, and the data was gathered into bar charts that indicated the exact percentages. Additionally, the individual comments from members were captured for consideration by the CTF. The complete survey results and comments are available on our website at gslutheran.org.

Multiple tasks and processes have been identified for resuming worship safely, including entry practices, social distancing, sanctuary capacity, revision of Sunday Servant duties, communion practices, and liturgical practices. The CTF is currently preparing a video demonstration of new Sunday worship processes for the congregation, and we will update you as soon as that is available.

There are numerous opinions about reopening churches, and sometimes there is disagreement with the decisions made. Patience, adaptability, and perhaps a sense of humor, will be necessary as we move forward. The recommendations of the CTF and the decisions of the Council are consistently focused on keeping our congregation as safe as possible, while still experiencing the joy of being together as the community of Christ.