

GOOD SHEPHERD LUTHERAN CHURCH

Annual Report of the Congregation



2021



GOOD SHEPHERD
LUTHERAN CHURCH
GSLUTHERAN.ORG

1208 Rose Creek Drive
Woodstock, GA 30189 770-924-7286

“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 Semi-Annual Meeting of Good Shepherd Lutheran Church Agenda

NOVEMBER 14, 2021

- Call to Order
- Opening Prayer
- Reading of Mission Statement:
 - *“We are called, gathered and blessed to be a community and instrument of grace for all sheep of the Good Shepherd.”*
- Approval of Agenda
- Review and Approval of Minutes from 6/13/21 Semi-Annual Congregational Meeting
- Review and Approval of Minutes from 11/15/20 Called Congregational Meeting
- Election: New Congregation Council Members - Vote for 4 adults and 1 youth
- Vote on Council’s Recommended Amendments to the GSLC Constitution
 - Align with 2019 ELCA Model Constitution for Congregations
 - Establish a Nominating Committee
- Call Process Update
- Financial Update
- Stewardship Update
- Personnel Update
- COVID Update
- Lutheran Coalition for Habitat for Humanity
- Election Results
- Closing Comments
- Closing Prayer
- Adjournment

Report from Ruth E. Hamilton, Interim Pastor

Psalm 100

¹Make a joyful noise to the LORD, all the earth. ²Worship the LORD with gladness; come into his presence with singing. ³Know that the LORD is God. It is he that made us, and we are his; we are his people, and the sheep of his pasture. ⁴Enter his gates with thanksgiving, and his courts with praise. Give thanks to him, bless his name. ⁵For the LORD is good; his steadfast love endures forever, and his faithfulness to all generations.

Especially at this time of year we are mindful of the joy of giving thanks. I love the Thanksgiving hymns like *Come, Ye Thankful People, Come* with its reminders both of the annual earthly harvest and of ourselves as God's harvest, which will someday be taken home. I appreciate when my family members take the time to recall one thing for which they are grateful before we offer the Thanksgiving blessing.

When things go well, it is easy and natural to be thankful, for we know and can name all that we are grateful for. In more difficult times, we may find it harder to feel or show gratitude. The many months of COVID-19 and the losses of all kinds associated with it make it harder for us to be thankful right now. Yet, without minimizing the pain, suffering, and just plain everyday annoyances the pandemic has brought, I continue to see much that we at Good Shepherd Lutheran Church have to be grateful for in 2021.

First of all, we give thanks for Pastor Paul Baumgartner's 17 years of service here, and the many ministries the congregation participated in while he was your pastor. We are also grateful for the many people who serve in those ministries, both inside this congregation and outside its doors: council leaders, committee chairs and members, volunteers. We are especially appreciative of those who agreed to serve as the Call Committee, helping the congregation discover what and who it needs to lead them into the future. We are thankful for the work of staff, who in so many ways organize, support, creatively communicate, and sometimes lead the congregation's ministries.

We are grateful for those members who worship regularly, whether in person or online. More than ever, we have learned to appreciate the importance of community, of gathering together to hear God's word of love and grace, to receive Christ's body and blood, and to raise our voices in song and prayer—not to mention the joy of seeing each other, catching up on the news, and sharing joys and sorrows. In worship and in community, God strengthens us and deepens our faith so that we can go out into the world and continue to love and serve others. We also give thanks for those who continue to support generously the ministries of this congregation and the wider church.

I am particularly grateful this year for the opportunity to serve this congregation as its interim pastor, as well as to serve alongside of you in ministry. I have been heartened by your strength and resiliency, your faithfulness in serving, your friendliness, your openness to what is new. It has been a privilege to be with you in the joy of baptisms and confirmation, in times of illness and suffering, and at bedside where members are waiting to go home to God. I have enjoyed getting to know you through conversations, committee meetings, Bible study, and prayer. I look forward to accompanying you on your journey into God's future as we collectively think about times when Good Shepherd is at its best, when people are fed and become eager to feed others, when they feel closest to God and God's children. I look forward to hearing your wishes about the future of this congregation as we carry out the call process for a new pastor.

Please take time to remember and give thanks for the people and ministries of Good Shepherd Lutheran Church. Please also continue to pray for this congregation—and as you give thanks, please ask God how you might serve it in the coming year.

Report from Tony Endozo, President of the Congregation

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

Indeed we are called, gathered and blessed! It has been my honor and pleasure to serve as President of the Congregation for 2021. I have served with and alongside incredibly gifted and dedicated rostered leaders, staff, council and committee leaders and congregation members. We have been both challenged and blessed by the events of the past couple of years to continue to conduct God's ministries here at Good Shepherd Lutheran Church and I certainly needed to rely on the abundant gifts and talents of so many others who have journeyed with me. My faith continues to grow as a result and for that I am grateful to God!

It goes without saying that the pandemic has had a detrimental effect in many ways. In the very least, I for one had missed spending face time in worship, ministry, mission and fellowship with my brothers and sisters in Christ. Though a struggle, it was uplifting to see many of our ministries at work even during those peak months of the pandemic. And though churches and denominations worldwide experience decreases in membership and involvement, the Lord reminds us through scripture that His will is not subject to our performance. Paul writes:

Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God, what is good and acceptable and perfect. –Romans 12:2

We are also taught:

Trust in the Lord with all your heart, and do not rely on your own understanding. In all your ways acknowledge Him, and He will make your paths straight. – Proverbs 3:5-6

When Pr. Paul had approached me a year ago to once again run for council, I had no idea that the "difficult times" he spoke of in anticipation of 2021 included his own retirement on top of dealing with the effects of the pandemic at GSLC and eventually trying to return to a healthy state of in-person worship and ministry. Though Pr. Paul's retirement was a shock and sad for me personally, I was once again reminded by the presence of the Holy Spirit at work. It was joyous to celebrate his retirement and a lifetime in dedicated ministry and also work with Bishop Strickland in welcoming Pr. Ruth Hamilton as our interim pastor. She has brought years of experience and knowledge in churches in transition and she has been a blessing, a resource and transformative during this time preparing for the next steps in our identity and ministries.

These things and so many more, on the following pages of committee reports, make obvious God's will! I urge you to spend some time reading the attached reports. You may well learn something new and perhaps locate a ministry program or committee for your hands to do God's work at Good Shepherd. After all, if we are to be successful in expressing the Lord's ministry here in Woodstock, GA, the Southeastern Synod and Churchwide, we must all do our part.

The Lord continues to be faithful and to bless this community of faith and so we too must be faithful. Let us joyfully continue our journey together so that we might discern His will and listen intentionally for how He wants us to do God's work, with our hands in this place.

Report from Thomas Eisnor, Organist/Choir Director

***"The desert and the parched land will be glad;
the wilderness will rejoice and blossom." - Isaiah 35:1***

If anyone had told us a year and a half ago that we would still be in the grips of a pandemic, we wouldn't have believed it. Yet, here we are. We accepted that we would not be able to see each other each week. We learned to deal without some of the soul-sustaining programs that we relied on so much. We bade farewell to a beloved pastor. We have been in the wilderness, but we persevered. We persevere by the grace of God.

A lot of things did change, but not without certain benefits. It was an opportunity to grow. We became more flexible. We became more tech savvy. This would not have been possible without the gifts of lay people and staff alike. Our media coordinator, Donna Garges, assembled beautiful virtual worship services each week that were the next best thing to being there. Pam Weinelt and her team stepped up to enhance our knowledge of broadcasting technology. Through the generosity of the congregation, by way of the music fundraiser, we were able to purchase essential equipment. We learned how to transmit our services in real time, both online and via radio, including the innovation of our drive-in services. Debi Radcliff put together a terrific small group of handbell ringers. We enjoyed some outstanding solos and duets. I was privileged to be involved in all these endeavors. God sent us Pr. Ruth Hamilton to guide us through this time of transition. She brings a wealth of compassion and knowledge to this process. I am particularly grateful for her enthusiasm about the quality of music in worship.

Our instrumental groups resumed rehearsals slowly according to the protocols of our Covid task force. Vocal groups are now resuming. We are blessed to have a multi-generational program. I am honored to direct the Chancel Choir, Shepherd's Choir, Jubilate Ringers, and Celebration Ringers. All of the groups have scheduled performances. While recruitment continues to be a challenge, I am hopeful about our prospects. I consider all of these things prayerfully.

The Lord, who is faithful and abounding in steadfast love, sustains us and lifts us up. The wilderness rejoices and blossoms. Thanks be to God!

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 planning and leading worship.

Accomplishments

- Purchased equipment for delivering outdoor services, both through live sound and FM broadcast
- Planned and executed outdoor services for a drive-in service, Easter Service, and Pastor Paul's farewell service
- Purchased equipment and set up a temporary studio in the meeting room at church
- Scheduled singers and instrumentalists for recorded music on YouTube uploads, Jan-Mar 2021
- Expanded instrumentation styles and deliveries for initial live services with no congregational singing
- Transitioned back to the current live service
- We continue to struggle with dwindling numbers for our Praise Team. A few of our members have not returned, and at least one has retired from singing.

I have a special note of thanks to the help and mentorship of Praise Team member Gary Griffith. Gary is a gifted musician and sound engineer. Gary retired from his position as a representative for Evolve sound equipment in February and moved back to Tampa Florida to be close to family. Gary's patience and expertise was critical to our initial recording team, Tim Ferg, Steve Frink and me; he taught us a new way of delivering high quality recordings during the pandemic.

2022 Goals

- Continue to explore all options to accommodate and enhance the worship experience
- Work to expand musical 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

“Your word is a lamp to my feet and a light to my path.” Psalm 119:105

Here we are in 2021 and what has changed? Not God. Today we have some reminder signs up in our building to help everyone stay safe, many are wearing masks, as encouraged, and some classes are still Zooming classmates in for Sunday School. But most importantly, and most assuredly, what has not nor will ever change is God.

I could not be more grateful for all the help I received putting together videos for Sunday School in 2020, but the most thrilling part of 2021 is that we are in the building and I can see the faces for the lessons we are sharing. But whether you were sitting in your home as an eight-year-old or an eighty-year-old watching Ms. Janice teach a short lesson, God was present. God's Holy Spirit has been living and breathing through all of our classes, inspiring the discussions, furthering the faith journeys and energizing Good Shepherd Lutheran Church.

As we started in August of 2021, I was blessed to be joined by so many of the teachers and assistants that we had before the pandemic began. New volunteers also emerged, ready to join the classes, read God's word, listen for what God would have us hear through its proclamation. What unites all those who teach and assist and participate in the classes is the desire to learn more about the God who guides us throughout our lives. God journeyed with the Israelites for forty years in the desert. God certainly can journey with us as we step by step unveil what Good Shepherd will look like for Sunday School, worship, community outreach, fellowship, and all the other blessings God would bestow and inspire us to share in 2021 and future years.

Out of my twelve years leading the Sunday School program, last year was definitely the most unique, but I would not even say it was the most challenging. Although we weren't in community together in the same way, not once did I ever feel alone in the ministry of Christian Education. Not only were fellow staff members more than willing to lend a hand when needed, but each of our church families did the same. Last year was completely different, but God never left our learning environment. God never darkened our path. God enabled all of us to pivot and find a way to still reach deep into God's word and let it shine the way for us to care for each other throughout 2020 and to appreciate the reunion we are now able to have.

For those that have been unable to join us, I have missed you. But you are not alone. We all have God's generous love surrounding us and lighting our way. I pray for the day when it is safe for each and every person to feel safe returning to church, and I pray for all that they feel God with them whether they are with us in the building or at home.

Janice Swinford, Inreach Coordinator

(January 2021– September 2021)

“All are welcome.”

As I begin my final Inreach Coordinator annual report, after almost a decade in this position at our church, the above statement that our amazing Stewardship committee chose to put at the top of our bookmarks rings true. All are welcome. When Mary McCoy was Council president and we went with other Good Shepherd friends to Wild Women’s Weekend at Lutheridge, I took Mary away from some well-deserved relaxation time to look at a list of members at Good Shepherd, with an idea I had to try to pull in some people whom we don’t see often. We brainstormed for a moment, gracious as she always was, and out of that was born the beginning of my starting to talk to all of you, each member of Good Shepherd, to let everyone know that they are valuable and that Good Shepherd misses each person when they are not there. To let you know that I missed you when you are not there. My good fortune is that the Personnel and Council also saw the same need to keep the congregation involved and in touch, and as such the Inreach Coordinator position developed.

I have considered it such a joy and privilege to get to know so many of you better throughout this role. I also love that years ago Pr. Justin thought of a group from each service to ensure that visitors were greeted and made to feel welcome, I was able to be a part of that and work with many of you so that we are the “welcome to church” that all people need.

But this congregation is even more than that. Through your input and prayer we will all be going into the future years with a new pastor soon, taking God’s people in the direction God would have us go. I may not be the person recruiting help for committees, resolving minor issues that arise, or calling you regularly, but I know that you all are so valuable to this process. I have talked to so many of you over the years and heard your passion for where our church will be in the future, what you dream for Good Shepherd congregation and community, what you fervently hope us to be. So, let’s do just that. Dream and pray and welcome and become who we desire Good Shepherd to be. Our God is big enough to fulfill our dreams. Our God is big enough to overcome the obstacles that we see in a pandemic. Our God is omnipotent to give us the energy needed to see the work needed gets completed. We are Good Shepherd, God’s children called to do the work that needs to be done, inspired to be the future of God’s church.

I may no longer hold the role of Inreach Coordinator, but I am delighted to still be God’s disciple, planted for over 21 years at Good Shepherd, willing and ready to dream and pray and work alongside you, as we see a future to which only God can lead us. Thank you for the support you have all given me over the years, for the trust you have placed in me, for the love you have shown. I continue to feel that love and support and am excited to see what blessings God will abundantly bring to Good Shepherd Lutheran Church.

Report from Catalina Ontiveros, Youth Ministry Coordinator

This year we continued creating a new normal for our youth ministries here at Good Shepherd. As we tried to plan activities, we had to re-evaluate and change directions. Towards the end of May we were able to meet in person in small masked groups which allowed our youth to reconnect. As we have headed into fall all of our meetings are in person, and it is a wonderful thing to see our youth. We have kept our creativity with all of our leaders working hard to connect and provide fun and engaging lessons and events.

Our FX3 youth group has continued to meet under the leadership of Tammy Frink, Julie Hackett and Trina Hutchison. Their creativity continues to engage our 3rd through 5th graders in devotion, activity and discussion. Whether it was meeting online with hangman and crafts to in person with games and service projects they help our youth learn more about their faith, church and community.

FLY, our Middle School Youth Group, meets once a month during the school year. This past year due to the pandemic, we started off the year meeting online once a month. Our activities included an apple pie baking class, virtual escape room, trivia nights, and movies. Since we have started meeting in person, we are having fun. We continued in winter and spring meeting each week online for Sunday School, which was led by Deborah Ezell.

This summer two of our youth and I attended Equestrian week at Lutheranch. This week allowed the youth to learn different horse riding techniques with a certified teacher. All of those techniques were put together for our families at our end of the week Horse Show. When not in riding lessons the youth attended daily Bible studies led by Cat. They also had opportunities to enjoy regular camp activities from swimming and the blob, to archery and crafts. Photos of camp can be found in the Fellowship Hall. Thank you to the congregation for supporting the youth and their camp efforts.

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. Due to Covid all of our classes in the spring were held online. Pastor Paul and I led these classes with this year emphasis being on Luther and the Small Catechism. We have 18 Confirmands participating in the program. I would also like to thank Tim Mathews who continues to support our confirmands as a small group leader in the spring, as well as Bettina Miller, who has been helping us this fall. Pastor Ruth and I have divided up lessons and are co-teaching starting this fall.

Our high school group, Saints and Sinners, have met sporadically throughout the year. We 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. Over the fall we started meeting in person. WE have had several very successful outings, from bowling to pottery and we are looking forward to more activities together.

This year, I had the pleasure of working directly with the Synod in several ways. In June, I served as an adult leader for the second 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 March. 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 and serves as a great resource.

Continued on Next Page

Our Child and Youth Protection Policy was reviewed in May of 2020 with minor changes made to keep the policy up to date. We also added two COVID forms and waivers to our policy going forward to protect our youth and adult with event tracking and self-health assessment checks.

Since we were unable to meet in person in the Fall of 2020, we did a virtual Christmas program. We had families volunteer to contribute a portion of the Christmas story and the pieces were edited together by our wonderful Media Coordinator, Donna Garges. This program was used as a part of our Christmas Eve prerecorded service. I also continued to do monthly family packets for January, Lent, spring, and summer. Each packet contained fun devotions and activities for families of all ages. We also continued virtual family nights. I hosted several family trivia nights and BINGO. We had families of all ages participate, and we even had my Mom and Aunt and other youth's family members from out of state participate. Each event has been fun and allowed families to connect during this time of social distancing.

In May when we started to meet in person, we has several opportunities for families to connect. I assisted in the planning of the Pastor Paul's farewell service and gave the youth an opportunity to say goodbye to him, I helped plan the GSLC Family Picnic, in August with activities for all ages. I creatively came up with opportunities for us to share God's Work with Our Hands. In October our families attended Cagel's Farm together for a morning of pumpkins, corn mazes, pig races and bonfire s'mores.

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:

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

Over these last 4 years, I have had the privilege to get to know this wonderful congregation. It has been an honor and joy to know, love and be supported by you all. The youth of this church are so blessed to have a congregation who loves and cares for them. I know Good Shepherd has a great future ahead, and I have faith in where God and the Holy Spirit are leading you. I cannot wait to see and hear all about it.

Yours in Christ,
Cat Ontiveros
Youth Ministry Coordinator

Congregational Care Committee

The pandemic affected and interrupted many of the activities of the Congregational Care Committee in 2020 and 2021.

The purpose and mission of the Congregational Care Committee remains is “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.”

The Congregational Care Committee is in need of people who have hearts for helping members and imaginations to revitalize this committee. This committee is essential to Good Shepherd Lutheran Church because it helps assure members that they are loved and cared for - and that their presence and gifts are vital to this community.

Facilities and Maintenance Committee

The Facilities and Maintenance Committee chairs are Steve Ebert and Steve Frink. The Council liaison is Ron Mixon. Thanks to the skills, time and materials generously donated by members of Good Shepherd Lutheran Church and F&M Committee members, the committee has worked hard to operate within the facilities repair budget line where possible. Thank you for your continued support.

The following projects have been completed this year:

- Annual grounds clean up and pine straw/mulch application (budgeted, labor donated)
- The Sanctuary air conditioner was repaired by R&R Heating and Air and the choir room air conditioner and furnace were replaced.
- Two emergency lights were replaced downstairs in the education wing.
- Forty new LED panels were installed, replacing the outdated fluorescent fixtures in the administrative wing offices and hallway along with a section in the education hallway. The other 50 additional panels needed have been ordered and will be installed on arrival.
- Flush valve replaced in upstairs female bathroom in education wing
- Fire extinguisher inspection completed, and alarm system certified.
- The playground fence was replaced with new vinyl fencing. The money for the new fencing was donated.
- The garden irrigation installation is in process and close to completion.
- Purerox fogging of the administrative hallway and sanctuary was completed as needed
- The parking lot resurfacing was completed.

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

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

The Technology Committee is a subcommittee of the Facilities and Maintenance Committee. Its members include: Karen Ferg, Steve Frink, Will Jayroe and John Bost. The projects the committee were involved with this past year include the following:

- Created a Technology Subcommittee under Facilities and Maintenance Committee (Scope document pending)
- Worked to correct system issues concerning WIFI (Work in progress)
- Arranged for the entire technology system to be audited by the system and network management company LogicSpeak.
- Resolved back-up issues, which arose because of discontinuance of copper support by AT&T. Switch made to AT&T cellular, resulting in a reduction in cost to GSLC.
- Updated the alarm system to a cellular backup (separate from the phone backup system). Eliminating the copper landline resulting in a decrease in cost to GSLC.

Fellowship Committee

Submitted by Barb Kidder, Chairperson

Committee members: Barb and Ken Kidder, Monica Smith, Roger and Marlene Durst, Denise Kelly, Tammy Frink, Nancy Dias, Sue Pence, Karen Weltz and Council Liaison, Cathy Mattocks.

- As Pastor Paul announced his retirement in the spring, the committee planned an outdoor celebratory lunch after a combined outdoor service on Sunday, May 30, 2021. The lunch was catered with box lunches by McAllister's to keep food handling to a minimum. Two cakes and drinks were also served. In addition, the committee coordinated a car drive-by celebration on Saturday, May 29th, for Pastor and Debbie.
- June 2021 the committee began having fellowship after each service. Each Sunday some adjustments were made to ensure the safety of the members. Instead of doughnuts, we moved to individually wrapped cookies, granola bars and other snacks.
- The committee did serve cake and drinks to welcome Pastor Ruth on Sunday, June 15th.
- The committee also served cake and drinks on Sunday, June 29th, in honor of Pastor Ruth's installation as GSLC's Interim Pastor.
- Sunday, August 15th, the committee served hot dogs, hamburgers, individual bags of various chips, salad, ice cream and water at the Celebration Picnic to kick-off Sunday School, which began on August 22nd. The picnic was outside.
- As numbers began to rise, the Council voted that all people entering the building must wear a mask; therefore, fellowship was shut down again. In October, Council voted that masks were strongly recommended, not mandatory.
- The committee wanted to honor Pastor Ruth again on Sunday, October 10th, with refreshments outside the front doors for Pastor Appreciation Sunday. As a departure from cake, individually wrapped apple shaped cookies, applesauce, apple juice, cider and coffee were served.
- At the time of this report, the committee is planning on having the annual Thanksgiving meal after the November Congregational Meeting as the numbers are going down. The committee will furnish the turkey, gravy, rolls, and drinks. The members of the congregation will bring the side dishes and desserts.

Finance Committee

Submitted by Carrie Escamilla, Treasurer

Purpose:

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

Summary:

For the 2020/2021 fiscal year (July 2020 through June 2021) GSLC ended with a positive cash flow of \$26,698. Giving/Income was 96.9% of budget (\$576,653), and expenses were 92.4% of budget (\$549,956). This positive cash flow is attributed to lower costs in Personnel and Ministry Programs from the impacts from the COVID pandemic.

The approved 2021/2022 fiscal year budget includes a variety of changes to accommodate expected income. This includes an anticipated 3% decrease in giving due to the impacts of COVID. Preschool rent was increased 11% in anticipation of a full preschool year. Although we did not have to use undedicated cash in the 2020/2021 fiscal year, a budget of \$21,348 in undedicated cash is included this budget year. This was an increase of \$6,048 from the previous fiscal year and will help cash on hand if needed. Our current undedicated cash on hand is \$166,908. 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 96.6% of the budgeted amount, while expenses ran about 98.9% of budget. September has seen the first use of undedicated cash to meet expenses. The impacts of the COVID pandemic on giving and the increased spending over last year will continue to be reviewed by the Finance Committee.

Achievements:

- Continued financial review with the distribution of monthly reports to Council.
- Formulated and proposed to the Executive Committee, then to Church Council the 2021/2022 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 current insurance coverage and assessed that it is appropriate.

July 2020 - June 2021 Income Statement

Date : 10/24/2021
Time : 11:15:58 PM

Good Shepherd Lutheran Church Analysis of Revenues & Expenses - Summary July 2020 to June 2021

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Accounts	YTD Actual (This Year)	YTD Budget (This Year)
Revenues		
Offerings	\$544,203.48	\$550,643.00
Other Income	\$32,450.00	\$44,550.00
Total Revenues	\$576,653.48	\$595,193.00
Expenses		
Benevolence	\$61,157.32	\$60,269.36
Facilities		
Fixed Facilities	\$11,410.50	\$9,800.00
Utilities	\$31,292.37	\$33,000.00
Planned Facilities Upkeep	\$12,095.16	\$13,100.00
Other Facilities	\$40,255.95	\$42,055.00
Total Facilities	\$95,053.98	\$97,955.00
Administrative		
General Office Admin	\$7,795.67	\$11,450.00
Other Administrative Expenses	\$3,597.44	\$3,420.00
Total Administrative	\$11,393.11	\$14,870.00
Compensation		
Senior Pastor	\$166,616.13	\$168,527.29
Music Staff		
Organist/Choir Director Comp	\$49,464.28	\$49,340.87
Music Staff Other	\$18,576.98	\$22,626.70
Total Music Staff	\$68,041.26	\$71,967.57
Support Staff	\$104,857.70	\$116,353.93
Custodial Staff	\$13,945.26	\$18,724.37
Other Personnel Costs	\$19,444.01	\$22,410.48
Total Compensation	\$372,904.36	\$397,983.64
Programs (54)		
Faith Formation	\$3,282.28	\$9,150.00
Fellowship	\$1,066.38	\$1,000.00
Stewardship	\$1,306.76	\$1,200.00
Outreach	\$3.90	\$2,500.00
Worship & Music	\$3,801.56	\$8,100.00
Congregational Care	\$0.03	\$165.00
Other Programs	(\$14.09)	\$2,000.00
Total Programs (54)	\$9,446.82	\$24,115.00
Total Expenses	\$549,955.59	\$595,193.00
Net Total	\$26,697.89	\$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 Ruth Hamilton** (Senior Pastor), **Tony Endozo** (Council President), and **Carrie Escamilla** (Treasurer) – all with voice and vote.

The 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 were deferred due to COVID and our church closure, as well as the death of devoted Committee leader Mary McCoy. No Committee meetings were held. In the future, the Committee will conduct Temple Talks as a means to keep the congregation aware of our current mission and resume the sale of All Saints Ribbons.

At present the fund totals \$33,968, which is maintained in a separate account established with the ELCA Mission Investment Fund. If you wish, you can honor loved ones 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 available. If you have a question, or are interested in serving this mission, please contact one of the committee members.

Respectfully submitted – Gina Crittenden, Max Epling, Jaime Escamilla, Ruth Clark, Bettina Miller, Carrie Escamilla and Tony Endozo.

Mutual Ministry Committee

Submitted by Holly Jones, Chairperson

"We give thanks to God always for you...making mention of you in our prayers." 1 Thessalonians 1:2.

Members: Holly Jones, Julie Hackett, Tim Ferg, Pr. Ruth

Mutual Ministry focuses our efforts on supporting the rostered staff of Good Shepherd by providing a space for open, honest, and confidential conversation. The congregation is generally unaware of our work, if we're doing it right. 2021 continued the challenges from 2020 for Mutual Ministry as it did for all GSLC activities. Meeting in person was not possible during most of the year, so we did our best to keep in touch with Pr. Paul through other means. After his retirement, we gave our interim, Pr. Ruth, a moment to acclimate herself to GSLC and then began meeting with her. We will continue with quarterly meetings, hopefully in person as conditions allow. The members of Mutual Ministry are not the only support for our pastor, and we encourage all members of GSLC to keep Pr. Ruth in their prayers.

Outreach Committee

Submitted by Ben Setzer, Council Liaison

Purpose: Working with the Senior Pastor and Outreach Coordinator, 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 this past year in supporting our outreach ministries.

- The Caring for Creation Committee was very active this past year
 - Garden of Grace is going strong year-round and has produced over 500 pounds of fresh vegetables for local food banks and schools.
 - Restarted previous initiatives of collection of small batteries and oral care waste for recycling.
 - Published an article on how we can help reduce single-use plastics.
 - Published article on locations to take items for recycling
 - Began work on a Pollinator Garden on the church grounds.
- Good Shepherd has hosted four Blood Drives this year. 161 pints were collected in the first three drives.
- Members of the congregation continue to generously donate to the MUST food pantry and on Two-can Sunday.
- A new initiative has been started this Fall to support schools in Cherokee County by collecting supplies during months with five Sundays..

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

Submitted by, Trina Hutchison & Eric Ficken, Co-Chairpersons

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: Trina Hutchison and Eric Ficken – Co-Chairs, Jenny Champion, Pastor Ruth and Gina Crittenden – Council Liaison

- Discussed and presented 2021 fiscal budget recommendations to council, included compensation recommendations.
- Accepted Pastor Paul's resignation in May.
- Welcomed Pastor Ruth Hamilton as our long-term Interim Pastor in June and Maureen Harkins as Office Coordinator in July.
- Accepted the resignations of Diane Moeller as Office Coordinator in April, Janice Swinford as Inreach Coordinator in September and Cat Ontiveros as Youth Coordinator in October.
- Conducted annual performance reviews via zoom.
- Review job descriptions for changes related to or as a result of the pandemic – (ongoing).

The pandemic created many new challenges for our staff and they stepped up to meet those challenges head on. They created new ways to worship, communicate, and meet virtually. Change seemed to be the one consistent thing over the past year. There have also been many changes within our staff with the resignations of some and hiring of others. We will cherish the times shared with those who will no longer serve on the staff of Good Shepherd, and the Personnel Committee is committed to working with the Council to fill staffing needs as appropriate.

Stewardship Committee

Submitted by: Valerie Whiteman and Mitch Grexa, Co-Chairpersons

Forsaking All, I Trust Him!

Members: Jason Champion, Lori Peters, John Mau, Sharron Ryan, Janice Swinford, Ken Kidder

On January 24th we began the year with a video visit from the Reverend Doctor Kevin L. Strickland, Bishop, ELCA Southeastern Synod. There was a worship and Bible study presented by the Bishop with a majority of the congregation able to participate with the use of our online video technology.

For the majority of the year the Stewardship Committee continued to meet via Zoom, which worked out quite well. In June we began to meet in person again, which was a wonderful experience.

In April Matthew Provost provided a wonderful and heartfelt Stewardship talk on Consecration Sunday. It was presented along with the worship service.

The Stewardship Committee has begun a study of the book "Abundance: Creating a Culture of Generosity" by Mike Ward. This is an ongoing process, and a challenge for this committee. Ideas have been growing out of this reading and we are preparing to share with members, through the implementation of sharing Faith Stories from various church committees, via video messages about what each committee or group in our church offers to our members. This is a prayerful effort to grow membership as well as participation. If you would like a copy of this publication, please ask a member of our committee.

The "Stewardship is Love" campaign was conducted online and with packet pickups outside the church building. Time and talent sheets were revised to meet the needs of the time. We will expand the Time and Talent requests in the future as the church services and activities allow.

The Stewardship Committee Co-Chairs would like to thank all the members of the committee for their support and work throughout 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.

Worship and Music Committee

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

Members: Chair: Paul Christensen/ Beth Ebert (Outgoing)

Pastor Ruth Hamilton, Thomas Eisnor- Organist/Choir Director, Pam Weinelt- Praise Team Coordinator, Debi Radcliff-Handbell Choir Lead, Pam Hough- Altar Guild Chair, Paulette Alderfer, Myra Rissmiller, Melinda Mundis, Peter Schultz and John Bost- Council Liaison.

Activities: The committee has met two times since the reopening of the church on May 2, 2021. As well the committee has been working with the GSLC staff during our COVID-19-induced closing of the church. At the first meeting Beth Ebert, who has led the committee for the last 10 years, announced that she was retiring from her position. Paul Christensen agreed to assume the duties of Chair of the Committee. We thank Beth for her wonderful leadership for an amazing 10 years as well as Paul for assuming the chair position.

Further the committee wished to thank the Staff of GSLC as well as the countless volunteers that allow us to enjoy the worship experience each Sunday. The committee is excited that we have restarted the Chancel Choir and the Handbell Choirs and look forward to enjoying them this Advent Season.

- May 2nd, with the church's formal reopening, in-person service began in earnest and it was gratifying to witness the many people jump into action to ensure that everything was in place and in concert with the GSLC COVID-19 Recommendations.
- We were unable to have seasonal worship in person. This was greatly missed, so we look forward to Christmas Eve services (4 services), Christmas Day and Christmas Sunday service.
- With the relaxing of the hard surface and cleaning restrictions by the CDC, the processes for our service needed to constantly adapt to keep our community of Christ as safe as possible. The committee thanks the congregation for their cooperation. It has been challenging for all, and we pray that we can soon reach the "new normal" in our worship services.
- Thomas Eisner coordinated and ran a book fair to assist in our Music Fundraiser. The committee wished to thank him for his hard work to make this happen, and thank all those who contributed to the Music Fundraiser.
- Pastor Ruth's "Blessing of the Animals" (October, 2, 2021) was a wonderful outreach to all and recognized all of God's creatures, including those closest to our hearts.
- A special thanks for Donna Garges for the amazing work she continues to do and did during the shutdown to keep our community together in worship.
- A special outdoor service was held to honor Pastor Paul Baumgartner on his retirement from active ministry. Work was done in concert with Fellowship, Facilities and Maintenance and GSLC Staff members. It was great to see so many friends attend to honor Pr. Paul.

Respectfully submitted,

Paul Christensen
John Bost

Appendix A

Minutes from Bi-Annual Congregational Meeting

Minutes of GSLC Semi-Annual Congregational Meeting

Sunday, June 13, 2021

1. Welcome

It was suggested that we could hold the budget meeting between service since it tends to be shorter.

2. Reading of the Mission Statement

3. Opening Prayer

Tony Endozo offered prayer.

4. Call to Order

Meeting called to order by Tony Endozo, Council President, at 12:03 PM

Quorum numbers:

5. Agenda

- A. Opening Prayer
- B. Call to Order
- C. Budget Presentation and Vote
- D. Introduction of Pr. Ruth Hamilton
- E. COVID Task Force Update
- F. Housekeeping / Updates
- G. Results of Budget Vote
- H. Adjourn
- I. Closing Prayer

6. Budget

- A motion was made and seconded to accept the budget as presented.
- Staff and their families were excused from this discussion.
- Tony Endozo pointed out the main features of the budget.
- Question from the congregation: What is the 'other income' line? Carrie Escamilla, congregation treasurer, explained that line was set last year when we were concerned that income would be less than expenses. This would have been taken from undesignated giving. However, these funds were not needed this year.
- Tony Endozo pointed out that Preschool rent would be higher this year. We gave them a reduction of 50% on rent for two months. This year they have paid full rent each month and plan to continue. That is reflected in the income budget.
- Tony Endozo went on to explain the part of the budget for rostered staff (pastor). This budget represents the expected compensation for the interim pastor. A member of the congregation asked about how expenses of the call committee have been included in the budget. Tony explained that has been included in the personnel budget. Carrie Escamilla explained that we are only estimating the cost since we don't know what our list of candidates might look like. We have much work to do before we start looking at candidates. It is possible we could go over budget. A significant overrun, \$5,000 or more, would have to be brought to the congregation. Tony Endozo explained that the budget presented today combines many parts of the budget into one.
- Someone in the congregation asked about printing bulletins. She pointed out that we could make the experience as normal as possible by providing bulletins. Tony Endozo explained that this is many thousands of dollars each year. He said that they monitor how many were needed and will increase the number printed by the church. For the past few weeks we have not run out of bulletins to hand out.
- Someone in the congregation asked about raises shown for the staff. She stated approval for that. Tony Endozo explained how the raises were determined. He mentioned the media coordinator as having been tremendously important this past year and continuing forward.
- Tony Endozo discussed various congregation members that have stepped forward to help. He mentioned especially the treasurer, financial secretary, and the members of the personnel committee.

Ballots were passed out to voting members of the congregation and then collected.

7. Introduction of Pr. Ruth Hamilton

Minutes continued from previous page.....

- Pastor Ruth Hamilton was presented to the congregation by Tony Endozo.
- Pastor Hamilton greeted the congregation and gave a brief biography. She discussed her objectives for the interim pastorate.
- Further information was provided:
- Will begin serving as the Interim Pastor on June 15.
- B.A. degree from Cornell College, Mount Vernon, Iowa.
- M.A. and Ph.D. degrees from Northwestern University, Evanston, IL.
- Master of Divinity degree from the Lutheran School of Theology at Chicago and a call from The Evangelical Lutheran Church of St. Luke, Chicago, IL.
- Ordained in 2005.
- For twelve years, Pr. Hamilton was a member of the staff of the Churchwide ELCA Office of the Secretary, serving in various capacities, including Administrator of the Archives and Assistant to the Secretary.
- Served as Candidacy and Leadership Manager for Region 9 of the ELCA (the Southeast).
- Director for ministries in chaplaincy, pastoral counseling, and clinical education from March 2017-May 2021.
- Pastor at St. Luke Lutheran Church, Atlanta.
- Secretary of the Southeastern Synod.
- Interim Dean of Conference 3.
- Interim pastor at Lutheran Church of the Redeemer, Atlanta.
- Interim pastor at First United Lutheran Church, Kennesaw.
- Interim pastor at All Saints Lutheran Church, Lilburn.
- Prior to entering the ministry, Pastor Hamilton taught English language and literature at a number of colleges and universities and served on the staff of the Newberry Library in Chicago.
- Mother of sons Geoff (Maria) and Greg (Meredith) as well as the proud grandmother of Teddy (8).

8. COVID Taskforce Update

- A. John Bost presented an update from the COVID taskforce. He discussed the following points:
- B. Major changes from the CDC on COVID-19 Recommendation:
- C. CDC revised hard surfaces risk of transfer from “possible” to “generally considered to be low”.
- D. 1 in 10,000 chance of transfer.
- E. Routine use of disinfectants not needed
- F. CDC released new guidelines for persons who have been vaccinated removing mask use and social distancing.
- G. Non vaccinated person should continue with mask and social distancing.
- H. Church to accommodate.

John Bost then presented graphs of COVID rates, discussing how the changes in rates have led to our current reopening.

9. Housekeeping / Updates

Tony presented the following points;

- A. Sunday Servants
We are moving back to our previous mode of scheduling.
- B. Stewardship Comm.
Time & Talents forms due 6/27
- C. Faith Formation Comm.
Need feedback from parents and youth
- D. Facilities & Maintenance Comm.
Parking lot project. The repaving and patching will take place in July and August. The parking lot will mostly be open during this period.
- E. Personnel Committee
Open Office Coordinator position update. Several candidates have been interviewed so far.

Jaime Escamilla pointed out that we are only \$3,000 behind budgeted income at this point. He thanked the congregation for our generosity.

10. Results of Budget Vote

The congregation approved the budget unanimously 46 aye and 0 nay.

11. Adjournment

Moved and seconded to adjourn. The motion passed.

12. Closing Prayer

Pastor Hamilton offered prayer and blessing.

Appendix B 2021 Church Leadership

Rostered Staff

Interim Pastor..... Ruth Hamilton

Staff

Choir Director/Organist Thomas Eisnor

Church Custodian Aaron Frink

Media Coordinator Donna Garges

Office Coordinator Maureen Harkins

Praise Team Coordinator..... Pam Weinelt

Sunday School Superintendent..... Janice Swinford

Youth Ministry Coordinator Catalina Ontiveros

Council Members

President Tony Endozo

Vice-President..... John Bost

Treasurer Carrie Escamilla

Financial Secretary Jaime Escamilla

Secretary Ben Setzer

Council Member Ron Mixon

Council Member Melinda Mundis

Council Member Cathy Mattocks

Youth Council Member..... Izzy Freeman

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..... Eric Ficken & Trina Hutchison

Stewardship Mitch Grexa & Valerie Whiteman

Worship and Music..... Paul Christensen