



ANNUAL REPORT

20
22

Good Shepherd Lutheran Church
Annual Report of the Congregation



“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.”*

Table of Contents

Agenda	3
Report from Rev. Rosalina Rivera, Pastor	4
Report from Tony Endozo, President of the Congregation	6
Report from Thomas Eisnor, Director of Music Ministry	7
Report from Pam Weinelt, Praise Service Coordinator	8
Report from Melina Thurmond, Youth and Family Ministry Coordinator	9
Committee Reports	
Congregational Care	10
Facilities and Maintenance	11
Faith and Family Ministry	(see Youth and Family Ministry Coordinator report)
Fellowship	12
Finance	13
2020-2021 Income Statement	14
Mission Endowment	15
Mutual Ministry	16
Outreach	16
Personnel	17
Stewardship	18
Worship and Music	19
Appendix A-Minutes from Semi-Annual Congregational Meeting (July 24, 2022)	20
Appendix B-2021 Church Leadership	22

Congregational Semi-Annual Meeting of Good Shepherd Lutheran Church Agenda

NOVEMBER 13, 2022

- 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 7/24/22 Called Semi-Annual Congregational Meeting
- Election of Council Members
- Election of Nominating Committee
- Financial update
- Results of Election
- Informational Items
- Closing Prayer
- Adjournment

Report from Rev. Rosalina Rivera, Pastor

Greetings friends in Christ! While I haven't been here very long it has been a busy few months. I'd like to begin by saying thank you to the church council, my mutual ministry team and our amazing staff who have made transitions much easier with my move here.

During transitions, I made some changes in an effort for things to flow a little easier. These changes I hope have enhanced what we do in worship and with our staff. I continue to be hopeful that the work we have begun together will continue to be helpful as we grow both as a church and a community of faithful servants in Christ. Below are some of the changes made and a few goals that I have set for the future.

Aug/Sep

- Moved to the baptism font to a more prevalent presence for worship as a consistent reminder of our baptismal identity.
- Updated the servant guidelines to include the bringing forth of elements with the offerings during worship to remind us of both the gifts we give and the gift we receive in sacrament.
- Updated all the staff job descriptions which includes a more succinct job description and an easier method for evaluation.
- I have joined the handbell and adult choir.
- I have begun team teaching confirmation classes with our Youth and Family Ministry Coordinator.
- I began leading the Thursday morning bible study and this will continue.
- I have assisted in providing a resource for the Finance Committee to develop and implement a finance policy to ensure we have appropriate procedures in place for church purchases and spending. This will ensure a more transparent process.
- I started Theology on Tap. This is an opportunity to dialog about tough and interesting questions about faith and life.

Oct/Nov:

- We have begun the process of creating a more visible welcome center to include gifts for visitors. Donna is working on updating information pamphlets for visitors. Eventually we will be adding an IPAD as another way for people to sign in for worship. The new desk is being built by Damon Garges and will match the decor in the narthex area.
- We are currently working with a few vendors to begin taking orders soon to sell t-shirts, polo shirts and other items containing our church logo.
- We have begun to learn a new setting for the traditional worship, which was introduced in October.
- We have begun to modernize the praise worship to include more projection and more modern music selections. I have joined the praise band and have been playing guitar and singing.
- We have begun the process of collecting worship and media data to discern future worship and media distribution. Your feedback is helpful.
- I have begun working on revising our Constitution and By-laws working with Mary Tucker to update recent changes from the ELCA.
- I have joined the Yarn Angels.

Some future goals I have set:

- Outreach is working on partnering with local elementary schools to assist with at-risk students. Currently, we may be hosting an Angel Tree for one elementary school this Christmas.
- I have been working on finding an In-Reach Coordinator to ensure we have a good support system in place for appropriate care of our congregational members dealing with various needs.
- Our Youth and Family Ministry Coordinator, the Youth and Family Ministry Committee and I have been working on restructuring the confirmation program and adding adult mentors for each confirmand.
- I have been reaching out to local pastors to start a local clergy association to strengthen ecumenical partnerships and dialog.
- Depending on the outcome of the worship and media survey, we will continue to discern next steps for additional changes once we receive appropriate feedback and have discussed with Worship and Music Committee.
- We hope to eventually implement a more modern check in system and possibly add the use of an app. We will train council, staff and members before this is used or introduced next year. This is intended to

- offer an additional way of signing in for worship. It will not replace what we are currently using.
- I will be working on developing additional community offerings; perhaps partnering with MUST to offer classes.
 - I will continue working with Outreach to come up with more ways for our church to be present in community events.
 - Next year, we hope to introduce the Reconciling in Christ initiative once we have a few people trained. We will eventually have congregational bible studies to study and learn about what this initiative provides for our church and the LGBTQ community.
 - I hope to eventually start a Stephen Ministry program which is a Christian caregiving program.

As your pastor, my priority is to continue building relationships. I hope to have more opportunities to personally learn and grow. I am discerning taking classes to become certified as a counselor. In the meantime, I remain hopeful of all we will continue to do together, and I am excited where the Lord will lead us in this next chapter of our church life together. May the peace of Christ which surpasses all understanding remain with you all.

Always a servant of Christ,
Rev Rosalina Rivera

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.

As I reflect back on the year and the conclusion of my eighth term as President of the Congregation, I am again reminded what a blessing it has been to work alongside such gifted and dedicated pastors, Council leaders, staff, committee chairs and members. As a family in Christ, we have celebrated the highs and supported each other during times of need and through it all we continue to praise God and thrive in ways that allow us to continue to conduct His ministries here at Good Shepherd Lutheran Church. As I have experienced your stewardship of His gifts, study the Word, and listen to the teachings of our wonderful pastors, my faith continues to grow – praise God!

We find ourselves on the backside of the challenges of the pandemic, not being able to worship and fellowship in person as well as a Call process that challenged us to take inventory of our strengths and ask where we will focus our ministries moving forward. We had been blessed during this past year by the leadership and guidance of our Interim Pastor, the Rev. Ruth Hamilton and now further blessed with an answer to our call with the Rev. Rosy Rivera. As a congregation, we continue to be diligent and responsible with our finances, our time and our talents. As a result we are blessed to continue to do “God’s Work” with “Our Hands”. Amongst those many blessings:

- We came together to organize and assess ourselves and our ministries through the Appreciative Inquiry process.
- Gave thanksgiving and bade farewell to Pr. Ruth. Have been blessed by the amazing and faithful stewardship of the time and talents of our Call Committee: Trina Hutchison, Mike McCoy, Bill Alderfer, Sebastian Escamilla, Marc Duclos, and Kari Corley.
- Welcomed and Called Pr. Rosy and continue to worship our Lord through the hearing of the Word, music and deed.
- The adaptability and innovation of our music and office staff has allowed us to experience worship in person and remote, via the new Audio-Visual capabilities that Donna Garges incorporated and our volunteers operate.
- Our Youth and Family Ministry Coordinator, Melina Thurmond, has been busy in partnership with the YFM committee planning and re-forming our youth and family programs, VBS during the summer and another VBS program planned for December, and updating our Child and Youth Policy. Melina also initiated a Diversity, Equity and Inclusion program and organized initial volunteers.
- The Caring for Creation ministry has yielded yet another bountiful crop from the Garden of Grace to supply fresh vegetables to the community and have organized extremely successful electronic recycling drives to serve the community and our ministries.
- Activity across all of our ministries and committees is evident and such a blessing.
- GSLC continues our responsibility to the ELCA through tithing and active involvement and volunteerism by rostered staff and congregation members

Though we as a congregation have much to be thankful for, we as members of the ELCA should always keep in mind that we are members as ALL three expressions of our church:

- Churchwide (our nationwide expression of the church led by Bishop Elizabeth Eaton)
- Synod (Southeastern Synod - Alabama, Georgia, Mississippi, Tennessee and led by Bishop Kevin Strickland)
- Congregation (Good Shepherd Lutheran Church)

As we give prayers of thanksgiving for our many blessings, let us also pray for all of our rostered leaders and especially Southeastern Synod Bishop Kevin Strickland and ELCA Bishop Elizabeth Eaton. May the Lord bless their leadership and efforts and allow us the means to support them as we are called.

Report from Thomas Eisnor, Organist/Choir Director

***"Behold, I am making all things new."
- Revelation 21:5***

It is evident that some things are new for us.

We welcomed our interim pastor, Ruth Hamilton to our congregation. She introduced some changes,, and we are better off for these innovations. We are especially delighted to welcome our new pastor, the Rev. Rosy Rivera. There are still more changes taking place. Change can be good. Change can be renewal.

Our successful music fundraiser allowed us to achieve many significant objectives. We are now able to purchase new equipment, hire occasional guest musicians, and bolster our thriving program.

We are privileged to have a multi-generational program including the Chancel choir, the Bells of Good Shepherd, the Celebration Ringers, and the Shepherds Choir (meeting seasonally). We also added a new, Ad-Hoc group, the Good Shepherd Quartet.

At this time, it is terribly important to recognize the contribution of Debi Radcliff, our former bell choir director. After seventeen years of extraordinary service, she has retired with highest honors.

Our success would not be possible without the contribution of our Praise Team Coordinator, Pam Weinelt.

Our old friend, the Rev, Paul W. Baumgartner was fond of saying," The Holy Spirit is teaching us something new."

Something new is happening, and we can be encouraged by that.

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 the 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

- We recently moved from our long-standing Saturday morning rehearsal time to Thursday night rehearsals, retaining the traditional Saturday morning for the 1st weekend of every month. This has allowed more participation from our members with school age children that participate in sports.
- I have begun to face the assembly more to help lead the singing.
- We have begun to experiment with our contemporary worship, trying new ideas from Pastor Rosy. We have already simplified some of our service structure and are surveying the congregation for additional thoughts for improving this service.

2022 Goals

- Continue to explore all options to enhance the worship experience
- Work to expand musical styles and deliveries
- Explore and understand the use of technology in worship and how that may or may not work for Good Shepherd

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

Youth and Family Ministry Coordinator

This year, we are back to “normal” and running at full speed for Youth and Family Ministry! Since my commencement in January, we have brainstormed, developed, scratched, and re-created what we know would be best for the youth during this time of transition into our regular agenda again.

In February, we participated in multiple service activities including a PB&J making event for the homeless in the community and then made our way to Tallapoosa, GA at the end of the month for the All GA gathering run by our Southeastern Synod. This gave our youth a chance to be in community with other youth from our synod and spend the day in God's creation doing activities such as Kayaking, Horse Back Riding, Volunteering, and much more.

From March to June, we implemented a 1:1 ratio where we would do one fun activity with the youth and one service project each month. This was a good balance of work and play for everyone involved and reminded the youth of the importance of doing service before accepting the reward. We participated in a cake bake-off, a trash-pick up around the church community, a tie blanket making event, and a plethora of other small events here and there- on Sundays and during the week.

Our biggest accomplishment has been renovating the High School youth room downstairs to look more up-to-date! We spent about 2 weeks coating the walls with fresh paint, getting rid of old couches, washing the floors, and refurbishing it so the youth feel more comfortable and at home in there. Thanks to all the hands who helped make that room possible!

In July, we pulled off our first VBS since 2019! We had roughly 70 kids and 20 volunteers who made it all work (without me, might I add!) A HUGE shout out to Kristin Freeman for stepping up to be the main lead while I was sick during that week. This week could not have run so smoothly without you!

We rolled back into our Sunday School groove in August and implemented some new classes for all ages. With the help of our wonderful teachers, we made things come together all in due time. We are set to have another great year and have a lot of wonderful things in store!

Our FLY youth group, also known as our Middle School youth, have started their confirmation journey for another year. We jumped right into curriculum at the beginning of September and will continue to meet bi-weekly until Pentecost. With the new changes, there has been no shortage of craziness, but we are adjusting to the way things will continue to be. We are looking forward to fresh curriculum in the 2023 season and some other possible changes!

Our Saints & Sinners have spent some time gathering during our Sunday School hour and most recently went white water rafting together before the start of the school year. We traveled up to Blue Ridge for the day, thanks to Scott Panhorst, and wore ourselves out with the whips of the currents!

Our elementary kids are having a blast with FX3 and our new class, Tiny Tots. In both of these classes, we give space for the youth to grow with each other and build on earlier connections. No matter the age, these youths are having so much fun getting to know one another!

Finally, we look ahead to 2023 where we are planning our first Winter VBS to begin in January. This will be a 3-day extravaganza that is loaded with blessings, blizzards, and a bounty of fun! We will continue to plan for our Service Trip in June for our youth which will be taking place in Winston-Salem, North Carolina. We are continuing to raise money through various fundraisers for our upcoming service trips and activities.

Thank you to my committee, the staff, and the congregation for making this the easiest transition for me. Each day, I feel a superb amount of love coming from each and every person and it makes my job so much easier.

In Christ,

Melina Thurmond
Youth and Family Ministry Coordinator

Congregational Care Committee

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 pandemic affected and interrupted many of the activities of the Congregational Care Committee in 2020 and 2021. However, some ministries have continued.

Prayer Circle: Receive emails and pray for those in need based on prayer requests made known to the church.

Card Ministry: Sending cards to those who are sick or otherwise in need of encouragement.

Yarn Angels: knit and crochet items to help others

The Congregational Care Committee is in need of people who have hearts for helping members and imaginations to revitalize this committee. A coordinator is especially needed. 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 were completed this year or are ongoing:

- Annual grounds clean up and pine straw/mulch application (budgeted, labor donated)
- The air conditioning system was serviced by R&R Heating and Air several times during the past year, once because of apparent theft of the air conditioning refrigerant via extraction.
- An uneven section of the sanctuary sidewalk was replaced
- The garden irrigation installation was completed
- LED light panel installation completed
- One of the toilets in the education wing was replaced.
- The network jack in the Narthex for the camera system was repaired.
- Garage cleaned out and partially organized
- Church & garage gutters have been cleaned and the garage roof blown off.

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 which help with repair needs on a regular basis: Steve Ebert, Ken Eggers, Steve Frink, and Al Reynolds.

The Technology Committee is a subcommittee of the Facilities and Maintenance Committee. If interested, a point of contact is John Bost. The projects the committee were involved with this past year include the following:

- Upgraded the backup communications lines for GSLC's internet/phones as well as the fire/security systems. Both resulted in a lower monthly cost.
- Upgraded the software utilized by GSLC to REALM which is a far more network extensible and secure software experience. It also has a suite of applications that will be invaluable to GSLC in the future. This also resulted in a lower monthly cost.
- Upgraded the Wi-Fi broadcast points throughout the church so that Wi-Fi is available throughout the entire church. This came in under budget.

Fellowship Committee

Submitted by: Cathy Mattocks – Chair
Barbara Kidder - Council Liaison

The Fellowship Committee has added quite a few new members to our Sunday Servants schedule. Many of our new members as well as others have joined in serving coffee, juice and doughnuts after each service. We appreciate their time and talent. Those serving after the 8:30 service are: Jenny, Lily and Paul Champion, Paul and Cynthia Christensen, Roger and Marlene Durst, Max and Susan Epling, Clint Gruwell and John Bost, Ken and Barbara Kidder, John and Diane Mau, Ray and Monica Smith, John and Laurie Sutton and Sharron Ryan. Those serving after the 10:45 service are: Ruth Clark and Linda Martin, Nancy Dias and Sue Pence, Alice and Elizabeth Fennell, Jeff and Carrie Finney, Scott and Anna Louise Panhorst, Gail and Steven Setzer, Cathy Mattocks, Karen Weltz and Pat Meadows, Joyce Snow, and Kitty Sienkiewicz and Karen Yerkes.

- The Annual Thanksgiving meal was served after the Congregational Meeting on November 14, 2021.
- Desserts were served prior to each of the Advent services.
- We hosted a New Member Reception on December 12, 2021.
- In January, fellowship after Sunday services was suspended due to rising COVID numbers.
- In March fellowship after Sunday services resumed and there were a number of new teams added.
- We participated in the Stewardship Committee Fair.
- We held our annual Easter Pancake breakfast and brunch between services on Easter Sunday.
- We joined with Youth and Family ministry to have a cookout picnic on May 15 to celebrate the end of the school year.
- We held another cookout Father's Day weekend to meet Pastor Rosy after the Q&A on Saturday.
- We hosted a New Member Reception on July 10, 2022.
- We held a farewell reception for Pastor Ruth on August 7, 2022.
- We held a welcome reception for Pastor Rosy on August 14, 2022.
- We held a Brunch after the service of Installation for Pastor Rosy on September 25, 2022.
- We will be having our annual Thanksgiving meal after the November Congregational meeting.

Finance Committee

Submitted by Carrie Escamilla, Treasurer

Purpose:

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

Summary:

For the 2021/2022 fiscal year (July 2021 through June 2022) GSLC ended with a negative cash flow of (\$1,953). Giving/Income was 94.9% of budget (\$560,283), and expenses were 95.2% of budget (\$562,237). This negative cash flow is attributed to higher costs in Personnel, Facilities and Ministry Programs coming out from the impacts from the COVID pandemic.

The approved 2022/2023 fiscal year budget includes a variety of changes to accommodate expected income. This includes an anticipated 2% decrease in giving. We do anticipate higher expenses, given this will be our first year fully operational since the pandemic. Programs are budgeted to be fully operational. A potential borrowing from undedicated cash of \$12,246 is included this budget year. This was a decrease of \$38.5% or \$8,102 from the previous fiscal year and will help cash on hand if needed. Our current undedicated cash on hand is \$157,584. 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 96.3% of the budgeted amount, while expenses ran about 99.9% of budget. September has seen the use of undedicated cash to meet expenses. Lower giving and the presence of some expenses incurred in the beginning of this fiscal 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 2022/2023 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 June and approved.
- Reviewed and assessed current insurance coverage as appropriate.

July 2021 - June 2022 Income Statement

Good Shepherd Lutheran Church

Annual Report Statement of Activities-Summary

Date Range: Jul 1st 2021 - Jun 30th 2022

Accounts	Actual Jul 01, 2021 - Jun 30, 2022	Budget Jul 01, 2021 - Jun 30, 2022
Revenues		
Offerings	527,783.30	536,464.00
Other Income	32,500.00	53,848.00
Total Revenues	\$ 560,283.30	\$ 590,312.00
Expenses		
Benevolence	56,917.34	59,177.00
Facilities		
Fixed Facilities	9,633.50	9,900.00
Utilities	31,637.29	34,300.00
Planned Facilities Upkeep	8,353.49	13,100.00
Other Facilities	42,998.01	36,200.00
Total Facilities	92,622.29	93,500.00
Administrative		
General Office Admin	8,707.33	10,100.00
Other Administrative Expenses	3,961.42	3,700.00
Total Administrative	12,668.75	13,800.00
Compensation		
Senior Pastor	144,049.27	146,012.00
Music Staff		
Organist/Choir Director Comp	52,220.67	50,595.00
Music Staff Other	20,869.56	23,180.00
Total Music Staff	73,090.23	73,775.00
Support Staff	122,976.88	126,605.00
Custodial Staff	19,264.76	19,286.00
Other Personnel Costs	20,331.20	23,367.00
Total Compensation	379,712.34	389,045.00
Programs (54)		
Faith Formation	5,841.66	15,100.00
Fellowship	1,495.36	2,000.00
Stewardship	1,281.32	1,600.00
Outreach	1,379.77	1,450.00
Worship & Music	9,165.68	12,475.00
Congregational Care	(16.73)	165.00
Other Programs	1,168.95	2,000.00
Total Programs (54)	20,316.01	34,790.00
Total Expenses	\$ 562,236.73	\$ 590,312.00
Net Total	(\$ 1,953.43)	\$ 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, a Council Representative, and Ex-officio members including the Pastor, Council President, and Church Treasurer.

The main focus continues to be a strategy of conducting one annual fundraiser and to provide information regarding the Mission Endowment Fund. Unfortunately, this committee has not met since the onset of COVID and church closure. The representative Church Council Member will be re-establishing the Mission Endowment Committee and its regularly scheduled meetings.

At present the fund totals \$34,112.31, 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

If you are interested in serving this mission, please contact the Church Council.

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

Mutual Ministry Committee

Submitted by Gina Crittenden, Chairperson

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

Members: Gina Crittenden, Cathy Mattocks, Brenda Kviten, Tim Ferg, Pastor Ruth Hamilton, Pastor Rosy Rivera

Mutual Ministry focuses its efforts on supporting the rostered staff, primarily the pastor, of Good Shepherd by providing a space for open, honest, and confidential conversation. The work of this committee takes place behind the scenes and should go unnoticed if done correctly. 2022 began with new committee members and a request by Pastor Ruth to meet more frequently. She found that quarterly meetings did not provide enough support or allow for discussion of time sensitive issues, so we switched to monthly lunch meetings. We have had several meetings with our new Pastor, Rev. Rosalina Rivera, since she joined us in August, and the Committee looks forward to continuing to support her through her transition to Atlanta and Good Shepherd. The members of Mutual Ministry are not the only support for our pastor, and we encourage all members of GSLC to keep Pastor Rosy in their prayers.

Outreach Committee

Submitted by: Jenny Truesdale, Chairperson

Mission: To promote in the cooperation of the pastor and outreach person oversees all welcome, awareness, promotion, advocacy, and outreach service of this congregation. To share the good news with those outside of the congregation and those in need.

The Outreach Committee has responded faithfully in supporting the following outreach opportunities:

- Caring for Creation provided produce to the Forever Fed organization-helping those in need of food.
- We started a pollinator garden on the church grounds.
- Blood Drive – the church is working with The Red Cross. The blood drive is scheduled at the church 4 times a year. We had 54 units collected in January, 48 units collected in April and 51 units collected in August. The next blood drive is scheduled for November 5, 2022.
- Members of the congregation generously donated to the MUST Food Pantry. On September 20, 2022, Pastor Rosy, Jenny Truesdale, Ruth Clark and Carrie Escamilla presented MUST \$1,400.00 in gift cards. The congregation donates monthly to MUST during Two Can Sunday. Also, around Thanksgiving, the congregation donates to a local food pantry.
- We are continuing to support schools in Cherokee County by collecting supplies during the months with 5 Sundays.
- Wine to Water project – with the help and monetary donations of the congregation, we were able to build 39 water filters that are used to provide clean water to a family/community for up to 10 years. In February 2022, the congregation raised \$527.22, and that check was sent to Wine to Water in April 2022. In July, the congregation raised \$765.00. Wine to Water received 2 checks, the first was for \$462.00 on August 12 and the second was for \$303.00 on August 26th.
- Habitat for Humanity provides housing for families in need. The next build will begin in February of 2023. Recruitment begins in January 2023. Taste of Habitat enlists volunteer chefs to help raise funds for the builds. This event takes place in September.
- Give A Kid A Chance – The congregation donated 15 backpacks and various school supplies for both Elementary and Middle/High School Students. Give a Kid a Chance is a community outreach event designed to provide students in Cherokee and Pickens counties with new backpacks and school supplies. This year, GAKAC had 3 locations. Revolution Church in Canton and Jasper and Hillside in Woodstock. The event was held on Saturday, July 23rd. This congregation donated items to Hillside in Woodstock, where they were expecting 596 children.
- Yarn Angels- provided knitted and crocheted goods to the Encouragement Project. The items donated are given to children and families in need, cancer patients, foster children, the homeless, the elderly in the

nursing homes and anyone else in need of winter warmth.

- Angel Tree – The Inspiritus organization provides opportunities to donate different items throughout the year. This December, we will be displaying an angel tree to collect donations.
- Hunger Walk – Members of the congregation walk or contribute funds for the walk that is held in March. This year, \$333.60 was raised and designated for MUST Ministry.
- We are creating more visibility by advertising outreach activities in local publications.
- This past September we collected children's clothing and shoes for the MUST Ministry.

This committee is excited about all the many suggestions and opportunities we have to serve the community. We have regularly scheduled meetings with monthly goals. We also have occasional guest speakers from various charities. We encourage you to join in on this important ministry.

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: Jenny Champion and Eric Ficken – Co-Chairs, Kristin Freeman, Scot Bauer, Pastor Rosy and Matt Provost – Council Liaison

- Discussed and presented 2022 fiscal budget recommendations to council, including compensation recommendations.
- Concluded Pastor Ruth's interim call to Good Shepherd in July, and welcomed Pastor Rosy in August.
- Accepted the resignation of Maureen Harkins in September as Office Coordinator.
- Welcomed Melina Thurmond as our new Youth and Family Ministry Coordinator.
- Updated all job descriptions for Good Shepherd office personnel.
- Updated the process for Annual Performance reviews, and resumed in-person delivery of that feedback.

Coming out of the pandemic saw many challenges for the church in general, and the Personnel committee in particular. Resuming in-person interactions allowed us to better assess staff progress, and better meet the needs of our staff members. We look forward to working in partnership with Pastor Rosy and the Council to continue oversight of church personnel matters in the coming year, empowering our staff to do their best work in a safe and encouraging environment.

Stewardship Committee
Submitted by: Valerie Whiteman and Mitch Grexa, Co-Chairs
Members: Jason Champion, John Mau, Sharron Ryan, Ken Kidder, Jaime Escamilla

Gifts – God | Inspiration | Faith | Talents | Service

For by grace, you have been saved through faith, and this is not your own doing; it is the gift of God. Ephesians 2:8

The team started off with the 2022-2023 Pledge Drive which was a big success with 92 pledge cards returned, 10 Vanco Mobile, and 94 Simply giving pledges.

For the majority of this past year, we are back to meeting in person which has been really nice. Much has happened with us this past year. One of our tasks was to create a list of committees and list the names of those who are serving on each committee. For the most part the office now has a list, so we know who to contact for which committee. We also requested that each committee take a look at the tasks they are performing and to better define and make any additions or changes necessary for a new publication. This too is available in the office or online.

We have requested that committee chairs create a video about their committees for Donna Garges, our media specialist to post on our website. We could use more of these videos for our collection. If you are a chair/co please consider this a priority for our new year.

John Mau and Sharron Ryan and Mitch Grexa created beautiful Quarterly bookmarks that were handed out to members two times this past year. Each had a beautiful Stewardship message and were laminated. They were well received by our members. Again, much thanks to Donna Garges for her creativity and production of these bookmarks.

Mitch and Sharron visited some of the Bible Study groups sharing our Stewardship message and requested volunteers for our committee. They also shared the Committee Sunday information with these groups.

Committee Sunday, March 20th was a new idea for us. The plan was to give everyone an opportunity to see how we are serving as members and to allow everyone to learn more about what each committee actually does throughout the year. From handing out the crosses by John Mau and the Stewardship Committee to the Beans that Carrie Escamilla used to tell about their group's service. It was truly a fantastic event, and very well attended. Committees each had a table with a theme representing what they do. It was an opportunity to share and for committees to grow by letting everyone know what the tasks they do look like. Our Time and Talent sheets were handed out during this event which was an excellent time for us to do our T & T Stewardship Campaign.

In May some of us helped set up the Youth Sunday. We are always ready to pitch in where needed.

In an effort to make the Bi-Annual Meeting run smoothly and to answer questions that each member might have on a personal level, budget concerns and general operation of the congregation, we made a plan to have three small group meetings. This was a special time for all to be heard. On July 22nd and 23rd we conducted our Town Hall meetings. We served lunch and light refreshments at these meetings. The meetings were well attended, and we believe members felt heard. With the new Pastor arriving, people wanted to know things like how this might affect operations at the Church. These meetings made our Annual Budget review meeting run very smoothly as there was an opportunity for people to ask questions during the Town Hall meetings that they may not have asked in a large group. Carry Escamilla, Treasurer, the Stewardship members and a number of Council members were present during these informal meetings.

Our Stewardship 2022-2023 Pledge drive is being this year to allow the Finance committee and Council more time for preparing the 2023-2024 budget. In 2022-23 we began the campaign in October, the 9th.

Your Stewardship Committee Co-Chairs would like to thank all the members of the committee for their support and work throughout this year. The Stewardship Committee has made some great changes and improvements. Please consider sharing your GIFTS by volunteering to be a part of the Stewardship committee. God loves a cheerful giver who shares time and talents as well as financial resources in his service.

Worship and Music Committee

Submitted by: Paul Christensen

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

Pastor Rosy, Thomas Eisnor- Organist/Choir/Bells Director, Pam Weinelt- Praise Team Coordinator, Pam Hough- Altar Guild Chair, Paulette Alderfer, and John Bost- Council Liaison.

Activities: The committee has met monthly since before Pastor Rosy's installation. We look forward to continuing to work with Pastor Rosy as we prayerfully consider changes that will enhance our worship experiences, and expenditures that will keep our worship and music programs in good working order.

We celebrate this year's successful conclusion of the call and installation of Pastor Rosy. We have enjoyed some special outdoor worship experiences and joint services, and made some simple changes in the sanctuary, some more noticeable than others, including moving the baptismal font to the front (noticeable!), making different use of the alcoves found on either side of the altar, and welcoming the re-institution of the Children's Message during services. We are also looking into some audio enhancements in the sanctuary to enhance the quality of our on-line services.

Appendix A

Minutes from Bi-Annual Congregational Meeting

Congregational Meeting Minutes Sunday, July 24, 2022

- I. **Call to order – Tony Endozo** Quorum of at least 72 confirmed member was determined and meeting was called to order at 11:54 a.m.

A. **Reading of the Mission Statement-- All**

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

II. **Opening prayer- Pr. Ruth**

- III. **Approval of Agenda ALL** - A motion to approve the agenda as presented was made, seconded, and approved unanimously.

IV. **Approval of Congregational Meeting Minutes- Tony Endozo**

Motion: Approval of 11/14/21 Congregational Meeting Minutes- Made, seconded, approved unanimously.

Motion: Approval of 6/19/22 Congregational Meeting Minutes to Call Pastor- Made, seconded, approved unanimously.

V. **Budget Presentation and Vote- Tony Endozo**

Motion: Approval of the FY 23 operating budget as recommended and presented by the Finance Committee and Council." Motion made, seconded. No questions were asked.

Results of Budget Vote- Budget was approved unanimously by voice vote.

VI. **Update of Pr. Rosy- Tony Endozo**

- A. Need on 8/10- Pr. Rosy is scheduled to arrive at her new home in Laurel Canyon on Aug 10 at approximately 10 am, with the moving truck due around 12 pm. She has requested help with her move-in and Tony asked that members contact Council if they are available to help.
- B. At the June meeting to call Pr. Rosy, \$7500 in moving expenses was included in the package, however, Pr. Rosy has notified Tony that her expenses have increased by about \$1500. Tony requested that members donate to this if they would like.
- C. Pr. Rosy also would like to move some items to GSLC on 8/10, so Tony requested donations of moving boxes and a truck to transport these items.
- D. Pr. Rosy's first Sunday with GSLC will be 8/14, with her installation scheduled for 9/25/22.

VII. **Informational Items**

- A. Benevolence Ministry- Tony informed the congregation of the existence of the Emergency and Benevolence funds, and that Finance has been unable to

Minutes continued from previous page.....

determine the precise use of these funds. Maureen and the office staff have requested guidance as to how to handle in person requests for assistance. Carrie noted that many churches have committees that determine assistance or at the least, some guidelines about what kinds of requests are fulfilled and how often. After some discussion, Tony suggested the formation of an ad-hoc committee to determine guidelines and processes for disbursing the funds as requests come in.

- B.** Rally Day- Aug 7, 2022 to kick off the new Sunday school year. There will be a Wine to Water filter build between services for all members. We have around 40 kits right now and Thrivent members were asked to request filters if they have not already.
- C.** Send off for Pr. Ruth on Aug. 7- Members were asked to sign a "Thank you" banner and donate to a gift to be presented to Pr. Ruth. There will be a reception hosted by Fellowship.

VII. Closing prayer- John Mau

VIII. Adjournment

Motion to adjourn was made at 12:26 p.m. seconded, and approved unanimously.

Dismissal

Appendix B

2022 Church Leadership

Rostered Staff

Pastor Rev. Rosalina (Rosy) Rivera

Staff

Director of Music Ministry Thomas Eisnor

Church Custodian Aaron Frink

Media Coordinator Donna Garges

Office Coordinator Open

Praise Team Coordinator..... Pam Weinelt

Youth and Family Ministry Coordinator..... Melina Thurmond

Council Members

President Tony Endozo

Vice-President..... John Bost

Treasurer Carrie Escamilla

Financial Secretary Sharron Ryan

Secretary Holly Jones

Council Member..... Barb Kidder

Council Member..... Ron Mixon

Council Member..... Melinda Mundis

Council Member..... Matt Provost

Council Member..... Ben Setzer

Youth Council Member..... Alena Ezell

Committee Chairpersons

Congregational Care Open

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

Faith Formation..... Deborah Ezell/Kristin Freeman

Fellowship..... Cathy Mattocks

Finance Carrie Escamilla

Mission Endowment..... Open

Mutual Ministry..... Gina Crittenden

Outreach..... Jenny Truesdale

Personnel..... Jenny Champion

Stewardship Valerie Whiteman

Worship and Music..... Paul Christensen

1208 ROSE CREEK DRIVE
WOODSTOCK, GEORGIA 30189
770-924-7286



GOOD SHEPHERD
LUTHERAN CHURCH

GSLUTHERAN.ORG
FACEBOOK@GSLCWOODSTOCK
INSTAGRAM@GSLUTHERAN