



GOOD SHEPHERD
LUTHERAN CHURCH
GSLUTHERAN.ORG

20
23



ANNUAL REPORT

Good Shepherd Lutheran Church
ANNUAL REPORT OF THE CONGREGATION

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 12, 2023

- A. Call to Order- Holly Jones
- B. Opening Prayer- Pastor Karen
- C. Reading of the Mission Statement - All
 - “We are called, gathered, and blessed to be a community and instrument of grace for all sheep of the Good Shepherd.”
- D. Approval of Agenda
- E. Approval of Minutes from Semi- annual Meeting May 2023
- F. Election of Council Members
- G. Financial Update
- H. Long Range Planning Task Force
- I. Updates
- J. Q & A
- K. Closing Prayer- Pastor Karen
- L. Adjournment

Rev. Karen Boda, Interim Pastor

Pastor's Report

After Moses died and Joshua led the Israelites into the promised land, the Lord said to Joshua, "This day I will begin to exalt you in the sight of all Israel, so they may know that I will be with you as I was with Moses." That day, the ark of the covenant was carried by the priests in front of all the people and into the Jordan River. As their feet entered the river, the waters stood still in a single heap. The ark of the Lord and more than 40,000 of the people of Israel crossed the Jordan River on dry ground – not a foot was wet. The Lord then ordered Joshua to take twelve stones from the middle of the Jordan and set them up in Gilgal - these twelve stones a reminder for generations to come of the works of the Lord. (Joshua 3:7-4:25)

God tells the people, over and over in psalm and story, in dialogue and in prose, to remember. Remember the works of the Lord. Remember the goodness of our God. Remember that God has been with us, that God is with us, that God will forever be with us.

God gives us ways to remember. The rainbow after the rain. The twelve stones of Gilgal. The people in our community who share their stories of God in their lives. The cross hanging behind the altar. The bread and wine given in remembrance of Christ. That baptismal mark of Christ on our forehead that can never ever be removed. Remember.

Richard Rohr states that our remembering will be the highway into our future, the straight path of the Lord has promised by John the Baptizer. This remembering, even though a source of both pain and hope, gives us the energy and power to keep moving into God's promise, the dream, the vision of what can be and what's beyond this moment, just on the other side of the river.

It's been a challenging year for Good Shepherd. Pastoral transitions bring uncertainty as well as mixed and varied emotions and feelings. We can feel untethered, our feet unsteady in the waters flowing around us. It's now when we remember God's presence in our lives and this community, trusting that God will be with us going forward, walking with us every step of the way. In our remembering, it will be so.

As you read this Annual Report, remember the four full tables at Taste for Habitat, the furry friends blessed on a bright sunny morning, the confirmation class hovering over their Bibles, and the hospital and home visits. We remember many hands doing God's work by filling care bags for the homeless Veterans, the spooky trunks filled with treats for this community, the hundreds of stuffed animals, the youth serving in Winston Salem, and the garden overflowing with produce. We remember the hellos and the goodbyes to friends and staff members, our lives bettered by their presence. We remember the youth leading our worship and sharing the Word with us, the weekly intercessory prayers, the music, the shared bread and wine, the Word of God that sustains us. We remember the fabulous staff of Good Shepherd, the leaders who skillfully guided our Council and Call Process, the committee chairs and members, those who worshipped and contributed of their time and talents. We remember.

It has been a joy and a blessing for me to walk with you even for this short time into the waters of the Jordan River. I pray mightily that in these days ahead, we will continue to walk together, hand in hand, remembering that God is with us always.

Much peace,

Rev. Karen Boda, Interim Pastor

Report from Holly Jones, President of the Congregation

***Do not worry about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus
Philippians 4:6-7***

As any former council president will tell you, there is no such thing as a “quiet” term. There always seems to be a challenge, some bigger than others, but all requiring us to rely on our faith and trust in God’s grace and guidance. This year, sadly, presented one of the most difficult issues for your congregational leadership to address. Any time a new pastor is called, there is excitement and relief as well as uncertainty and anxiety, and this was no less true for GSLC in 2023. There was great excitement about the future ahead, yet there was also a “settling in” period as we begin to transition into our new ministry together. Challenges arose during this period at Good Shepherd, and at the end of May, we accepted the resignation of Pastor Rosy Rivera. This was a difficult decision for both the congregation's leadership and Pastor Rosy, but after much prayer and conversation, we strongly believed this the best course of action for all involved. While Pastor Rosy’s resignation has caused uncertainty, we have been impressed by the resiliency of the congregation to move forward into these uncharted waters, always with the goal of remaining the place of welcome and comfort for all God's children. It may be difficult to see now, but we pray that Good Shepherd will be stronger for weathering this storm. I firmly believe we will be.

Evidence of this strength is all around us at GSLC. One needs simply to look at our Garden of Grace, that has fed many in need, or the faces of our youth at Lutheranch as they connect more deeply with their faith, or listen to our many talented musicians and singers. We continue to welcome all, whether they be furry friends at our Blessing of the Animals or families at our Trunk or Treat. We praise and thank God each Sunday as we gather for worship and Sunday School. We are looking forward, assembling a Long Range Planning Task Force which will not only help guide GSLC into the future but will also aid the Call Committee in identifying our next pastor. Good things abound, and we give thanks to all who participate in this part of the community of Christ.

I would be remiss if I did not thank those who worked beside me, from every member of Council to the fantastic staff to the many, many volunteers who make things happen at Good Shepherd. I also want to thank Pr. Karen Boda for her thoughtful and caring leadership during this time of transition. We, as a congregation, are abundantly blessed in so many ways.

Thank you for the honor of leading this congregation that we love so well.

Report From Thomas Eisnor, Director of Music Ministry

Ecclesiastes 3:1 “There is a time for everything, and a season for every activity under the heavens.”

It is with a mixture of joy and sadness that I submit to the congregation of GSLC this, my final annual report. While my new position will bring its own challenges and rewards, we certainly have accomplished a lot together over the past sixteen years.

I have had the honor and privilege of directing an intergenerational program of groups including the shepherd’s choir, chancel choir, celebration ringers, jubilate ringers, and the bells of Good Shepherd. Along with the praise team we presented joint musical offerings in worship and in concert. We collaborated with Cross of Life Lutheran Church in Roswell, and the Just Voices chamber choir for multiple summer concerts. We invited a clinician to lead us in a special sight-singing workshop. We sent our bells to Jeffers Handbell Supply Co. for their once-in-a-lifetime professional refurbishing. Through the generosity of a donor, we were also able to purchase new bell pads, muslin coverings, and table drapes that beautifully complement our sanctuary. This initiative involved a great deal of planning and execution. Through the generosity of the congregation, we have been able to welcome many guest musicians that lend variety and excellence to our worship. We have brought joy to our local seniors by playing at the Autumn Leaves nursing home at Christmas and at other times. Finally, I have had the pleasure of participating in fall fairs, spaghetti suppers, and now a talent show.

We have laughed together, and we have cried together. We grieved over the choir members we lost who entered into eternal life. This has been a time of great prayer and discernment for me, and it will be for you. It is with gratitude to God and this congregation that we have been able to journey together in ministry. I wish you all of God’s blessing as you continue to be His hands in the world.

In Peace,

Thomas J. 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

- In early 2023 we began printing lyrics in the bulletins. This brings our service more in line with other Praise Service structures in the Lutheran Church.
- We introduced 35 new songs in 2023. We have focused on introducing songs that are current and more likely to be played on the FM radio stations or online streaming platforms (Spotify, Pandora, etc.)

2023 Goals

- Continue to explore all options to enhance the worship experience
- Recruit both instrumentalists and singers to lead services
- 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

Caring for Creation Committee

Submitted by: Reba Sumner and Kelly Burleson

Chairperson: Reba Sumner; Members: Kelly Burleson, Bettina Miller, Barb Kidder, Kathy Brill, Sharron Ryan, Clint Gruwell, Joella Molway, Matt Provost, Cynthia Christenson, Melinda Mundis, Gordon Swordsman, Jaime Escamilla, Jason Champion, Eric Berkobin, and Holly Jones; Council Liaison: Rob Homer

Good Shepherd Lutheran Church affirms the gift of God's Creation in all its glory and beauty. We accept responsibility by using our God given gifts to care for all the earth.

Certified Wildlife Habitat and Certified Woodstock Pollinator Garden

- Garden of Grace-including the pollinator garden and apple trees.
- Recycling Initiatives
- Reusable Grocery Bags
- Exploring ways to eliminate plastic usage.

In the Spring, the Caring for Creation Committee certified our church grounds as a National Wildlife Habitat. Our sign is posted in our garden area and our news was published in the Townlaker. In fall, our pollinator garden was certified as a Woodstock Pollinator Garden.

The Garden of Grace continues to produce an abundance of food for Forever Fed. We are thankful for the harvest of tomatoes, peppers, okra, sugar snap peas, spinach, lettuce, cucumbers, squash, green beans, and radishes. We harvested our first few apples this year from our apple trees and hope to harvest more next year. We see our pollinator garden at work with the numerous butterflies and bees which pollinates our garden and apple trees.

Our recycling initiatives include:

- Oral care waste-Terracycle
- Battery collection
- Eyeglasses
- Hefty Energy Bags for hard to recycle items.
- Prescription Medicine Bottle collection
- Upcoming new initiative: pull tabs from canned beverages-

In conjunction with the Outreach committee, we purchased reusable grocery bags with the Good Shepherd logo. Each member received three bags. First time visitors also receive a grocery bag.

We encourage reducing the use of plastics when possible, reusing when we can, and recycling responsibly. We seek to learn about the present degradation of the earth due to human activity and what we can do to help heal and restore creation for future generations.

We continue to educate our members ways they can help by shopping sustainably. Even a small change by one person and a group can make a difference.

Congregational Care Committee

Submitted by: Kelly Burleson
Chairperson: Kelly Burleson; Members: See below by category
Council Liaison – Gordon Swordsma

Purpose: 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.

- Yarn Angels
- Prayer Chain
- Card Ministry
- Meals for families-after funerals and members recuperating from surgery/illness.
- Visitation for shut ins, sick members.

The Yarn Angels have been very busy this year. Members include Jennifer Taylor, Susan Epling, Linda Rowell, Paulette Alderfer, Eileen White, Marlene Durst, Melinda Mundis, Beverly Stichenoth, Holly Jones, Sandy Sheffler, Kathy Brill, Joella Molway, and Donna Johnson. There are other participates who are not members of Good Shepherd. 308 total items including prayer shawls, quilts, mittens, and more were donated/made in 2023.

Card Ministry- Church members include Linda Rowell, Pam Hough, Molly Maher, Kathy Brill, Eileen White, Sandy Sheffler Pam Strong, Melinda Mundis, Barb Kidder, and Leann Reynolds. This group sends cards to people on our prayer chain as well as our shut ins. This year to date, they have sent 105 cards. They also make Greeting card kits to deliver to local nursing homes. They have made 200 kits which have been donated.

Memorial Meals- Lead by Monica Smith and many helpful volunteers. We have provided one meal which was requested.

Visitation-Kelly Burleson, Sharron Ryan and Pam Strong along with the pastor, visit with members monthly or as needed/requested. Phone calls, emailing and texting with members to check in on their health/recover and provide meals if needed/requested. Can provide Holy Communion if requested.

Facilities and Maintenance Committee

Submitted by: Ken Eggers
Chairperson: Steve Frink; Members: Ken Eggers, Clint Gruwell, ,Al Reynolds, Mark Yerkes;
Council Liaison – Scott Panhorst

Purpose: The Facilities and Maintenance Committee is responsible for upkeep and maintenance of the Church Building and Grounds. The committee holds workdays at various times of the year where volunteers are encouraged to help with either indoor or outdoor maintenance or improvement projects.

The Committee meets on an as needed basis and has been co-chaired by Steve Frink and Steve Ebert. After many years, Steve Ebert stepped down.

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:

Facilities and Maintenance Committee—continued

- The air conditioning systems were serviced by R&R Heating and Air.
- Provided input for AV upgrades in Sanctuary.
- Installation of a digital wireless Microphone System in the Sanctuary for use and evaluation
- One of the sinks in the education wing was replaced.
- Ongoing minor maintenance
- Garage cleaned with organization.
- Church & garage gutters have been cleaned, and debris on the garage roof blown off.
- Replaced the toilet paper dispensers in the Education Wing, at request of preschool.
- Trees were removed from both the upper and lower retention ponds, additionally several trees overhanging the parking lot and 3 dead trees were removed.
- Removal of growth from old tree stumps and undergrowth around the parking lot is ongoing.
- A project planned for late spring, May 2024 to paint the inside of the Education Wing, this project will require volunteers; details to be communicated.
- Management and maintenance of HBC monitoring system and sensors to prevent burst pipes and floods.
- A new water pump was installed in the kitchen.

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, and if you're interested in joining the Maintenance Committee please contact, Steve Frink, Scott Panhorst, or the church office.

Technology Subcommittee

Submitted by Donna Garges and John Bost

The Technology Subcommittee Task Force evaluates the current and future use of technology and maintains the inventory of technology for both the staff and the church. The Committee conducts as needed meetings to address the hierarchy of needs for both church and staff.

The Technology Committee is a subcommittee of the Facilities and Maintenance Committee. If interested, point of contacts are John Bost or Donna Garges. The projects the committee was involved with this past year include the following:

- Organized and held two recycling drives -April and November, raising \$650 in April and another drive is scheduled for November 4th.
- Transition staff – in cooperation with GSLCs technical service provider Carmichael Consulting
- Purchase of new media computer for Livestream/Sanctuary
- Upgraded Comcast Business Internet to better facilitate our livestreaming capabilities and Wi-Fi for members, guests and staff
- Roll out of Microsoft 365 for Business-Non-Profit. This change eliminated extra costs for email services, Dropbox, Google, Zoom and U-Serve Calendar subscriptions. (saving of approx. \$1,180/year).
- New VOIP service in process with potential savings over \$10,000 over three years
- Occasional support/technology tidbits to help prevent identity theft or awareness on potential computer scams.
- Facilitated livestream capabilities for anyone using the nursery during worship service.

Fellowship Committee

Submitted by: Cathy Mattocks – Chairperson

8:30 Team: Jenny, Lily and Paul Champion, Paul and Cynthia Christensen, Roger and Marlene Durst, Max and Susan Epling, Clint Gruwell and Sharron Ryan, Ken and Barb Kidder, John and Diane Mau, Ray and Monica Smith, Tom and Mary Wilson

10:45 Team: Ruth Clark and Linda Martin, Nancy Dias and Sue Pence, Jeff and Carrie Finney, Cathy Mattocks and Karen Weltz, Scott and Anna Louise Panhorst, Gail and Steven Setzer, Tammy Frink and Karen Yerkes, Joyce Snow and Pat Freeman

Other members: Al Reynolds, Eleanor Fevola: Council Liaison: Barbara Kidder

“For where two or three gather in my name, there am I with them.” Matthew 18:20

Purpose: To provide ways to strengthen the fellowship between congregation members spiritually and socially; to integrate new members into the life of the congregation, and the general upbuilding of mutual cooperation, trust, and enjoyment among the members of the congregation.

- The Annual Thanksgiving meal was served after the Congregational Meeting on November 13, 2022.
- Desserts were served prior to each of the Advent services.
- In January 2023 we participated in the Stewardship Ministry Fair.
- We held the Birthday Bash in February 2023.
- We served soup and salad each Wednesday during Lent.
- We held a New Member Reception in March 2023.
- The committee worked with Mel to serve a Pancake breakfast for youth and their families on March 25th when the Easter bunny arrived.
- We held our annual Easter Pancake breakfast and brunch between services on Easter Sunday.
- We held a reception for the confirmands on May 28th.
- We held a going away reception for Pastor Rosy, on June 11, 2023.
- We held a welcome reception for Pastor Karen in August 2023.
- We held a cookout for Rally Day on August 27, 2023.
- We continue to serve coffee, doughnuts and juice each Sunday. We did stop doughnuts in September when several members tested positive for COVID. We now serve individually wrapped choices and doughnuts, so people have the option of doughnuts or wrapped breakfast items.
- We implemented the use of many biodegradable and recyclable products.
- We have begun to address issues in the kitchen regarding the plumbing and will continue to work with Facilities and Maintenance.
- The committee has also continued to work with Monica Smith, for Memorial Service receptions.
- The committee also continues to serve at the November congregational meeting luncheon.

Finance Committee

Submitted by Rob Homer, Treasurer

Members: See “Membership”

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

Summary

For the 2022/2023 fiscal year (July 2022 through June 2023) GSLC ended with \$543,790 Giving/Income and Expenses were \$559,135. This resulted in a negative cash flow of (\$15,345) and is attributed to lower giving.

The approved 2023/2024 fiscal year budget includes a variety of changes to accommodate expected income. This includes an anticipated 11% decrease in giving. We do anticipate higher expenses, given this will be our

Finance Committee –continued

first year fully operational since the pandemic. Programs are budgeted to be fully operational. A potential borrowing from undedicated cash of \$20,794 is included this budget year. This was an increase of \$61% or \$7,848 from the previous fiscal year and will help cash on hand if needed. Our current undedicated cash on hand is \$144,727. The Finance Committee recommends retaining at least \$65,000 in undedicated cash on hand. The Finance Committee has a guideline of keeping \$65,000 in the general fund for monthly expenses, also have reserved \$20,794 to meet Budget shortfall and also retain at least \$65,000 cash on hand.

Overall, September Y-T-D (Year to Date of Fiscal year starting July 2023) giving/income averaged 99.5% of the budgeted amount, while expenses ran about 105.32% of budget. September 2023 has seen the use of undedicated cash to meet expenses. Giving is on budget so far, however the giving budget was reduced by \$58,000 from the previous fiscal year ended June 2023 based on projected current year giving. The committee has instituted strategies to ensure expenses don't exceed giving for the 23/24 fiscal year.

Membership

Ken Eggers stepped down from the committee chair and Gail Tverberg graciously accepted starting in October this year. Rob Homer and Kathleen Casagrande were added as new members this year and Max Epling stepped down after years of service on this committee.

Achievements For 2023

- Created the Financial Policy which was officially approved by council in April of this year. The financial policy document explains the appropriate manner for receiving and processing church income and paying for obligations and expenditures. Highlights of the policy are listed below:
 - Procedures for handling cash, checks and other assets are to be transparent and involve two or more unrelated church staff and/or unrelated designated volunteers.
 - Any financial, contractual or legal obligation made on behalf of the church by any church member, committee member, officer or staff is to be properly approved by approved budget, committee or Council, with contracts to be signed by the Council President.
 - No cash withdrawals are to be made on church accounts, unless specifically approved by the Church Treasurer.
- Formulated and proposed to the Executive Committee, then to Church Council the 2023/2024 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.
- Assisted council to negotiate a three-year agreement with Child's Play.
- Took over responsibility of the Mission Endowment fund until a new committee can be formed.
- Finance committee recommended that cash reserves be put in an interest-bearing money market fund. This was passed by council and completed in May.
- Updated the church accounting system to Realm

Normal Business

- Prepared a detailed budget to the church council to ensure a fiscally responsible plan based on best estimates of upcoming giving.
- Reviewed monthly bank reconciliations
- Review of dedicated accounts and align these to the church mission

Mission Endowment

The mission endowment fund has been in place for a long period; however, we need the fund to be fully funded which is \$50,000. The current balance of the fund is \$31,279 and was \$31,263 last year. The mission endowment fund has traditionally been funded by memorial funds and we continue to ask those to include the mission endowment as part of their memorial funds.

The finance committee will look into ways to get this fully funded. Pastor Karen has provided some suggestions that could help us push this over the \$50k threshold and open these funds for their intended purposes.

July 2022 - June 2023 Income Statement

Good Shepherd Lutheran Church

Statement of Activities-Summary (Annual Report)

Date Range: Jul 1st 2022 - Jun 30th 2023

Accounts	Actual Jul 01, 2022 - Jun 30, 2023	Budget Jul 01, 2022 - Jun 30, 2023
Revenues		
Offerings	509,135.18	531,836.00
Other Income	34,654.42	45,746.00
Total Revenues	\$ 543,789.60	\$ 577,582.00
Expenses		
Benevolence	57,721.75	58,711.00
Facilities		
Fixed Facilities	12,287.50	11,265.00
Utilities	33,646.01	34,500.00
Planned Facilities Upkeep	14,797.02	12,500.00
Other Facilities	40,164.03	41,500.00
Total Facilities	100,894.56	99,765.00
Administrative		
General Office Admin	9,855.57	10,850.00
Other Administrative Expenses	4,274.74	4,025.00
Total Administrative	14,130.31	14,875.00
Compensation		
Senior Pastor	114,575.25	110,031.00
Music Staff		
Organist/Choir Director Comp	51,588.74	56,230.00
Music Staff Other	21,777.41	23,655.00
Total Music Staff	73,366.15	79,885.00
Support Staff	120,964.28	127,076.00
Custodial Staff	20,520.80	19,961.00
Other Personnel Costs	23,960.50	23,448.00
Total Compensation	353,386.98	360,401.00
Programs (54)		
Faith Formation	10,575.82	17,500.00
Fellowship	4,318.05	4,000.00
Stewardship	1,754.36	2,500.00
Outreach	2,361.08	4,100.00
Worship & Music	11,903.07	12,475.00
Congregational Care	389.54	255.00
Other Programs	1,699.16	3,000.00
Total Programs (54)	33,001.08	43,830.00
Total Expenses	\$ 559,134.68	\$ 577,582.00
Net Total	(\$ 15,345.08)	\$ 0.00

Mutual Ministry Committee

Submitted by Cathy Mattocks, Chairperson

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

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. The committee members when Pastor Rosy began were Gina Crittenden, Cathy Mattocks, and Brenda Kviton Schumaker. We began having monthly meetings with Pastor Rosy in September of 2022 and continued through May of 2023. Gina Crittenden resigned in January of 2023 and Pastor Rosy asked Tom and Mary Wilson to join Mutual Ministry. In September 2023 we began to meet with Pastor Karen Boda and will continue to meet with her monthly as she helps us transition again. The members of Mutual Ministry are not the only support for our pastor, and we encourage all members of GSLC to keep Pastor Karen in their prayers and support her as our Interim Pastor.

Outreach Committee

Submitted by: Jenny Truesdale, Chairperson

Members: Cathy Mattocks, Susan Epling, Max Epling, Mike Dooley, Linda Rowell, Molly Maher, Barb Kidder, Cynthia Christensen, Jennifer Taylor, Jenny Champion, Sharron Ryan, Clint Gruwell, Trina Hutchinson, Ruth Clark, Monica Smith, Reba Sumner, Janice Swinford, Nancy Dias, Sue Pence; Council Liaison: Melinda Mundis

Purpose: To promote, in cooperation with the senior pastor and outreach chairman, overseeing 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:

- Trunk or Treat - we had our first Trunk or Treat event for the Woodstock Community serving roughly 200 people. The second annual Trunk or Treat is scheduled for Oct. 25, 2023.
- Caring for Creation continues to provide produce to the Forever Fed organization, helping those in need of food. It also collects used batteries, dental supplies, eyeglasses, and other items for proper disposal and reuse.
- Blood Drive - the church works with the Red Cross through providing space for blood drives scheduled four times a year. We collected 49 units in January 2023, 51 units in April and 44 units in August. The last one for the year will be November 4.
- Angel Tree – The In Spiritus organization provides opportunities to donate different items throughout the year. This past December, the congregation provided gifts for 15 families with 29 children at Clark Creek Elementary School. We will continue this initiative this year at another school.
- The Encouragement Project - we had 2 collections this year. The congregation collected 761 new and gently used books in January and in August, we collected 416 stuffed animals.
- Clark Creek Elementary School - This year we helped the students offset delinquent lunch accounts at their school. We had mason jars for loose change at the birthday bash and coin boxes during lent. We collected \$972.41.
- GSLC donated \$2,000 to the following organizations - MUST Ministries, Cherokee Family Violence Center, and Homeless Veterans.
- Hunger Walk - Members of the congregation walked at the event in Atlanta or at our church. This year GSLC congregation raised \$2,775.00. GSLC received \$666.00 for our food ministry which we, in turn, distributed to Papa's Pantry and Forever Fed.
- MUST summer lunch program - in May, the congregation helped collect drink and food items to pack 100 lunch kits. On June 11, the congregation assembled 103 kits. We also add some additional supplies left over to give to MUST.
- Habitat for Humanity provides housing for those families in need. This year we are helping to build houses: one in Cherokee County, starting March 2023 and one in Marietta in fall of 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 - This year the congregation donated 92 backpacks, 1765 pocket folders and a pack of notebook paper. This was for both Elementary and Middle/High School Students. With the \$145.00 in the designated GAKAC account, Jenny purchased an extra 1170 pocket folders. GAKAC is a community outreach event designed to provide students in Cherokee and Pickens counties with new backpacks and school supplies. GAKAC has three collection locations in Jasper, Canton and Woodstock. The event was held on Saturday, July 22nd.
- God's Work, Our Hands - September 10. The congregation collected items to assemble hygiene kits for homeless veterans. We assembled over 130 hygiene kits for men and women veterans. We also had many extra supplies that were donated as well.
- 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.
- Two-Can Sunday was held every month, donating member donations to smaller local food pantries.

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

Personnel Committee

Submitted by: Tony Endozo

Chairperson: Jenny Champion; Members: Tony Endozo, Kristin Freeman, Pastor Karen;
Council Liaison: Matt Provost

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

- Personnel budget recommendations submitted to the Finance Committee and Congregation Council
- Planned and conducted Annual Performance Reviews for staff
- Each member of the Personnel Committee conducts quarterly one-on-one meetings with individual staff members. This is a time for staff members to have confidential conversations with committee members as needed.
- Facilitated the restructuring of Melina Thurmond's roles and responsibilities to include Front Office Coordinator. This included working with the Finance Committee and Congregation Council to adjust hours, compensation and communication with the congregation.
- Accepted the resignation of Pastor Rosy in May and worked with the Finance Committee, Executive Committee, Congregation Council and SES Bishop Kevin Strickland to finalize separation and compensation details.
- Welcomed Pastor Karen Boda as Interim Pastor in August.
- Continuing work toward updating the GSLC Personnel Manual.

Change has been a theme for GSLC since 2020 and thanks be to God that the Holy Spirit has been ever-present for this congregation, its staff, surrounding community and our ministries. The Personnel Committee is comprised of strong members and looking forward to working with Pastor Karen, council and staff as we enter into the 2024 calendar year and being available to support the eventual Call process as needed.

Stewardship Committee

Submitted by: Valerie Whiteman and Jason Champion

Chairperson: Valerie Whiteman; Members: Jason Champion, Jaime Escamilla, John Mau, Janice Swinford;
Council Liaison: Sharron Ryan

What has God put under our care that we could share with others?

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

Purpose: To initiate and oversee programs for the development of good stewardship attitudes and practices in the members of the congregation in regard to time, talents, and treasures; to provide for the training and utilization of members of the congregation for the work of Christ's Kingdom; and to ensure the financial stability of the congregation and its work through a developed program of dedicated, proportionate, first-fruits giving.

The Stewardship team was very busy over the last year, meeting the third Thursday of every month.

The team completed the 2023-2024 Pledge drive with 96 pledge cards returned. We are happy to report that over 60% of our congregation give through electronic giving. This allows for an even giving pattern throughout the year.

We coordinated the annual Ministries Fair in January. It was decided to hold this in January every year to coincide with the Council terms. This Fair allows all committees the opportunity to share with the congregation how they serve, while giving members an opportunity to step up and volunteer to serve. Everyone had a good time, and it was very well attended. Each Committee had a table with a theme representing how they serve our congregation and community. It was an opportunity to share and for committees to grow by letting everyone know what the tasks are that they do. Our Time and Talent sheets were handed out during this event which was an excellent time for us to do our Time & Talent Stewardship Campaign. The Stewardship committee handed out eyeglass cleaning cloths with the church symbol on it and some wonderful small publications John Mau found for reading in the form of small fold over messages and he created a lovely board for distribution. A few changes submitted by the different committees were made to the Time and Talent sheets this year. Donna Garges helped the Stewardship committee to provide the eyeglass cleaners, all of the signage and publicity for this event, and the committee was so grateful, as always, for her assistance.

We were consulted regarding the Welcome packets for our visitors and were a part of facilitating their creation. We need Volunteers!

After careful consideration of several Stewardship programs that were revised and considered, the training program in conjunction with the ELCA called Building a Culture of Generosity based on the book Abundance by Michael R. Ward was the program selected. This program is helping us take a new and refreshing look at our congregation as to what we are contributing to our members as well as the community. Generosity is the theme and we have learned through this training, that all gifts we have are from God, and to share them is to do His work. Our hope through this program is to bring a new message to our members; that all things belong to God, and we are to share them for the benefit and fulfillment of His kingdom. It is the message for our Stewardship campaign this year, and we are asking members to tell stories about how their membership, or relationship with God has made their lives more fulfilled. It is a beautiful view of how we as Christians should value our gifts. Thank you to all who are participating in sharing their stories.

Once again, our Fall Festival was a great success with Jaime cooking Brats and all members contributing fabulous German foods of all kinds. About 70 members attended this event, and everyone enjoyed the fellowship that was truly the heart of this event. Maybe next year we can teach polka! This event kicked off the Stewardship Campaign for the coming year. Members were asked to pick up their packets during this event and we set a deadline of November 26th to complete the campaign as there was a challenge called by a couple of members that if we receive 110 Intent forms by the November 26th deadline, they will make a sizable additional contribution to the congregation. The recommendation for creating this Challenge came from our training with the Building a Culture of Generosity.

Stewardship continues to plan and grow with the joining of Janice Swinford to our group. We are truly blessed to have her with us. We are still looking for members to join us and grow in this new path. Some of our meetings are in person and some are via zoom. Our training with the ELCA program probably will be an ongoing effort to better our understanding of what God has sent us to do. If you feel called, we will welcome you to join our committee. It has certainly given our team a new perspective on how we should think of our place and responsibilities in God's creation. We are truly Blessed!

Worship and Music Committee

Submitted by: Ben Setzer

Chairperson: Ben Setzer; Staff: Thomas Eisnor, Pam Weinelt, Pastor Boda; Members: Paulette Alderfer, Ron Ferentini, Carrie Finney, Pamela Hough, Melinda Mundis, , Monica Smith, Don Vogt;
Council Liaison: Craig Stichtenoth

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.

The committee discusses many aspects of worship at Good Shepherd. This report will highlight several of the most important.

In October, we said goodbye to our long-time Director of Music, Thomas Eisnor. We give thanks for his 16 years of guiding our bell and choral musicians during worship and being our brother in Christ. Several events and remembrances celebrated his time with Good Shepherd.

We give thanks for all who serve during worship and enrich each and every service. The committee is working to update descriptions of duties for Sunday Servants: acolytes, altar guild, lay readers, ushers, worship assistants, and greeters. A contact person will be identified for each group. The contact person will also organize periodic training sessions.

Good Shepherd has always valued different voices and we treasured the messages brought by the many preachers in our pulpit during this transition, including Pastor Rosy Rivera, Pastor Mike Bovingdon, Pastor Andrew Lewis, and Pastor Karen Boda. We look forward to inviting others on an occasional basis to enrich our worship and expand our understanding of this community and our relationship with Christ.

We are looking forward to some very special services coming up, including Advent Wednesdays with Holden Evening Prayer, Christmas Eve at 4, 7, and 9pm, and New Year's Eve. The committee will begin planning for Lent and Holy week in the new year.

We are excited to share that there will be not just one, but several youth services this coming year, alternating between the early and late service. The Youth Service on October 22 was a powerful reminder of the faith of our youth and their ability to share that faith with us. Hearing the youth read and preach the Word, join us together in prayer, and serve communion gives us all great hope in the future of the church. Youth services are a good way for all members of the congregation to support our youth.

Youth and Family Ministry Committee

Submitted by: Melina Thurmond, Youth and Family Ministry Coordinator

Co-Chairpersons: Kristin Freeman, & Deborah Ezell; Staff Member: Melina Thurmond; Members: Anna Louise Panhorst, Tammy Frink, Leanne Reynolds, and Jenny Champion; Council Liaison: Clint Gruwell

Purpose: Working in cooperation with the Youth and Family Ministry Coordinator, supports and aids in the implementation of the Youth and Family Ministry of the congregation.

If I had one word to describe this year for our youth and family ministry, it would be CHANGE. After a year of trial by fire with new formats and configurations in this ministry, I can confidently say that each opportunity presented allowed us to think, grow, and evaluate on the specific needs of these youth and this congregation.

To fit all of what we did onto one page would be nearly impossible, so I will try my best to recap some big highlights from the year.

- January: We started the year off strong! We met at the YMCA in Canton to participate in an MLK day of service. We did our Soles for Souls collection here at the church and had some wonderful participation in our Chili Cook Off!
- February: We participated in our quarterly Trivia Nights, organized a Care Package Day, where all the kits we made went to different places in the Cobb and Cherokee County community.
- March: The bunny made a surprise visit to Woodstock! We had our first annual Breakfast with the Bunny where we fed our community neighbors delicious pancakes and all kinds of toppings. We hope to continue this tradition in the years to come!
- April: This month was a rather busy one with Spring Break, Palm Sunday, and Easter all landing within the same two weeks of each other. Nevertheless, we planned a Bingo Fundraiser to collect some last-minute donations for our youth who planned on going on the service trip at the beginning of the summer.
- May: Trivia night was upon us again, but so was the end of the Sunday School Year and Confirmation! We spent time with our 8th grade Confirmands and decorated their stoles with their mentors, heard their Faith Statements, and then celebrated them with the rest of our teachers, youth, and adult bible studies with a hot dog lunch. It was a wonderful way to end the educational year!
- June: Time for the summer fun to begin! We hosted roughly 40 children for Vacation Bible School this year and with a great group of volunteers, it was a huge success! We did a quick turn around and sent one youth off to the University of West Alabama for a week with the Southeastern Synod at AFFIRM! With a small break in between, we gathered and prepared for our Service trip to North Carolina with 10 youth and 4 chaperones. This was a phenomenal experience that both the adults and youth gained so much knowledge and love from.
- July: After a crazy June, we took it easy in July by doing a lot of the behind-the-scenes planning and preparing for our upcoming Sunday School year!
- August: We met with the parents and youth to plan out our year ahead and brainstorm for our fundraisers, and of course had our trivia night. You can never have too much trivia!
- September: With rally day and the tail end of August, we kicked off Sunday School very shortly after God's Work. Our Hands. We also introduced the new 8th graders to their mentors over a lovely dinner. We finished the month with a group of our confirmation students at Lutheranch to learn about the sacraments!
- October: Our big festivities for this month include our Talent Show Fundraiser, which is bound to be a success, and our annual Trunk or Treat, which Youth and Family has offered to set up a few tables to have some crafts and treats at!

Like I mentioned, there was a lot of change this year, but we made do with what we were handed! There is so much to look forward to in the new year like: Fundraising, the ELCA Youth Gathering, Summer Camp, Sunday School, Cookie Walks, Christmas Pageants, and so much more!

I also want to thank the committee and the youth and their families for continuing to show up. With y'all, my job isn't as fun. So, thank you for emphasizing the importance of fellowship and connectedness through these activities and groups within the church. I am grateful to have spent another year here with my Good Shepherd family and I look forward to the year ahead!

Appendix A

Minutes from Bi-Annual Congregational Meeting

Congregational Meeting Minutes

Sunday, May 21, 2023

- I. Call to order – Holly Jones The meeting was called to order at 11:35 am
 - A. Reading of the Mission Statement-- All

"We are called, gathered, and blessed to be a community and instrument of grace for all sheep of the Good Shepherd."
- II. Opening prayer- Pr. Rosy
- III. Approval of Agenda ALL Motion to approve was made, seconded, and approved.
- IV. Approval of 11/13/22 Congregational Meeting Minutes- Holly Jones Motion was made, seconded, and approved.
- V. Budget Presentation and Vote- Holly Jones Council President Holly Jones presented the proposed she asked for and received a motion to approve and a second to the motion. Discussion was opened with a statement from Holly. She noted that no one was happy about the proposed cut to the Synod pledge and other line item freezes, including staff raises. She explained that the significant decline in pledged giving led the Finance committee to recommend these cuts. She then opened the floor for discussion from the congregation. Several members rose to voice their objections to the cut to the Synod pledge. Some members suggested a targeted fundraiser for the pledge. Others noted that any member can contribute to the Synod pledge anytime by designating funds to it. After much discussion, Holly called the question. The budget was approved by voice vote. Holly closed the discussion by thanking those who spoke for their passion and willingness to speak. She also thanked the entire congregation for their faithfulness to Good Shepherd.
- VI. Closing prayer- Pr. Rosy
- VII. Adjournment Motion to adjourn was made, seconded, and approved. Meeting was adjourned at 12:02 pm.

Appendix B 2023 Church Leadership

Rostered Staff

Interim Pastor.....Rev. Karen Boda

Staff

Director of Music Ministry Thomas Eisnor
 Church Custodian Aaron Frink
 Media Coordinator Donna Garges
 Office Coordinator Melina Thurmond
 Praise Team Coordinator..... Pam Weinelt
 Youth and Family Ministry Coordinator..... Melina Thurmond

Council Members

President Holly Jones
 Vice-President.....Matt Provost
 Treasurer Rob Homer
 Financial SecretarySharron Ryan
 Secretary Gordon Swordsma
 Council Member.....Barb Kidder
 Council Member..... Clint Gruwell
 Council Member.....Melinda Mundis
 Council Member..... Scott Panhorst
 Council Member..... Craig Stichtenoth
 Youth Council Member.....Anna Louise Panhorst

Committee Chairpersons

Congregational Care..... Kelly Burleson
 Facilities and Maintenance..... Ken Eggers
 Faith Formation..... Deborah Ezell/Kristin Freeman
 Fellowship..... Cathy Mattocks
 Finance Carrie Escamilla
 Mission Endowment..... Open
 Mutual Ministry..... Gina Crittenden/Cathy Mattocks
 Outreach..... Jenny Truesdale
 Personnel..... Jenny Champion
 Stewardship Valerie Whiteman
 Worship and Music..... Ben Setzer

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