

**GOOD SHEPHERD LUTHERAN CHURCH
2016 - ANNUAL REPORT
ANNUAL CONGREGATION MEETING
SUNDAY, JANUARY 29, 2017 – 10:45 A.M.
DRAFT MEETING AGENDA (Final available at the meeting)**

Preparing Our Hearts and Minds:

Devotions: Pastor Amy Larson

Approval of the Agenda

Reminders of the Past Work of the Body of Christ at Good Shepherd Lutheran Christ:

Approval of the minutes of the Jan. 24, 2016, Congregational Meeting: Jeri Laursen, Secretary

Current Work of the Pastor and Congregation Council

Pastor Amy Larson's Report (page 4)

Congregation Council Reports:

President (page 5)

Education Committee (page 5-6)

Evangelism Committee (page 7-8)

Worship & Music Committee (page 8-10)

Property & Management Committee (page 11)

Stewardship Committee (page 11-12)

Youth Committee- no report

Treasurer Report (see separate financial packet)

Work of Other Congregation Committees and Groups

Adult Forum Subcommittee (page 13)

Aase Haugen Home Representative (page 13)

Communications Subcommittee (page 14)

Landscape Subcommittee (page 15)

Social Justice Subcommittee (page 16)

Ministerial Support Committee- no report

Altar Guild (page 16)

Mission Endowment Fund Committee (page 16)

Lutheran Cemetery Association (not available)

Men's Fellowship / CROP WALK (page 17)

Prayer Shawl Ministry (page 18)

W/ELCA (page 18-19)

W/ELCA Financials (page 19-20)

Coffee Committee (page 21)

Governing Documents Committee (page 21)

Continuing and Future Work of the Body:

Nominating Committee Report and Election (page 22)

Proposed Budget for 2017 (see financial packet)

Audit Committee (Report Given at Meeting)

Membership Report- Pastor Amy Larson and Jeri Laursen (page 23)

Proposed change to constitution (page 24)

Proposed enactment of continuing resolutions (page 24)

Proposed bylaw change (page 24)

Survey- Congregational Vitality and Building Needs

Adjournment – Closing Prayer: Go In Peace to Love and Serve the Lord – Trust In God to Guide Us

GOOD SHEPHERD LUTHERAN CHURCH ANNUAL MEETING

January 24, 2016, 11:50 a.m.

Preparing Our Hearts and Minds:

Pr. Amy Larson opened the annual meeting with prayer.

There were additions or corrections to the agenda. Naomi Craft moved, Elizabeth Kaschins seconded to approve the agenda. Passed.

Reminders of the Past Work of the Body of Christ at Good Shepherd Lutheran Church:

Drew Duffy moved, Jerry Aulwes seconded to approve the January 18, 2015 annual meeting minutes. Passed.

Current Work of the Pastor and Congregation Council:

Pr. Amy Larson's report: (p. 4 of annual report) Pr. Amy reviewed from her report the four questions she has for the year ahead. She also gave some new ideas for the mailing of the annual report. The current way is expensive (cost of paper, copier use, time from the AA, mailing). She proposed that we mail the 1) agenda, 2) the treasurer's report, 3) the proposed budget, and 4) the nominations to the congregation prior to the meeting and have the committee reports available for pick up the Sunday before the annual meeting. They could possibly be emailed as well and could be put on the website.

President's Report: (p. 5) Jim Fritz thanked the congregation and council for their support in 2015 for the many projects that were accomplished.

Education Committee: (p. 6) The Education Committee and Youth Committee have been combined for the present.

Evangelism Committee: Matt Tapscott had not turned in his report but will do so. He stated that attendance is up on Sunday mornings, the Friends and Neighbor's Picnic has been well received, and we need to continue the communication with visitors and members on Sunday mornings.

Worship Committee: (p. 7-9) Jonathon Struve emphasized the staff position for Brooke Joyce as Music Director. The will be a salaried position and will include taxes and 2 weeks' vacation.

Property and Management Committee: Drew Duffy reported that the roof has been redone and renewed and two new water heaters have been installed. There was an \$8000 loan to the congregation for the roof from a member family that will need to be repaid. \$4000 has been budgeted for repayment in both the 2016 and 2017 budget but donations are welcome from members to repay this loan.

Stewardship Committee: John Jefferson spoke briefly about the trial upgrade of the Ministry Team set up. Sign-up sheets will be available beginning January 31. Members are asked to fill out form and the committee will complete a tally. The Ministry Team's areas will include Liturgy, Fellowship and Ushering. The four seasons will be used for setting up the teams. This will begin after Easter. (The new system was explained at the January 10 and 17 Adult Forum times).

Jutta Anderson asked that the issue of increased funding from the Endowment Fund for summer camperships be kept alive.

Treasurer's Report: Clara Knudson reported that Don Berg was not paid fully for the year so an additional \$108 was paid to him. Clara thanked the congregation for contributions to projects throughout the year. LED lighting project was \$14,724.75. This was paid as follows: \$4625 from donations, \$5100 from Paul Hasvold memorial fund, \$2000 from a Depot Outlet grand, \$2282. From an Alliant rebate, \$500 from WELCA and \$217.75 from our general fund. The cost of the roof was \$25,422. \$7000 was from undesignated memorial, \$1000 from equipment reserve, \$9422 from the general fund and an \$8000 loan from a member family. The water heater project was \$3474 making the total for the two projects \$28,896.

Pastor April Ulring Larson donated two Worship Leader binders in memory of Pastor Hasvold. The Seminary Assistance line item is \$3000 for 2016. It was \$1500 in 2015 because Nathan Wicks didn't begin Seminary until the fall.

Work of Other Congregation Committees and Groups:

Other committee reports are on pages 11-20 in the annual report.

The Ministerial Support Committee has been suspended and replaced by the Executive Board.

Continuing and Future Work of the Body:

Nominating Committee: The list of nominations for 2016 was handed out to the members. Harland Nelson moved, Naomi Craft seconded that a unanimous ballot be cast. Megan Buckingham moved and David Lester seconded that the ballot be verbal. Passed. Nominations ballot passed. Non-Council members for the Nominating Committee are Pam Torresdal and Marion Pruitt Jefferson.

Audit Committee: Jon Christy reported that the financial review of all records (\$\$ amounts and deposits) have been compared to the monthly bank statements and all is in order. John Moeller will take Clara Knudson's place as Treasurer for 2016. Don Berg, Jerry Bruce and Bob Larson will be on the Audit Committee for 2016.

Membership Report (p. 22): Pr. Amy noted that Pr. Mau transferred to First Lutheran in May 2015 so one additional loss is noted totaling 8. Pr. Joan Mau and James Bakke didn't have services at Good Shepherd but should be noted.

Proposed Budget: (Two Adult Forums on January 10 and 17 were held to field questions about the proposed budget.) Reg Laursen noted that the projected income for 2016 is \$215,000 to 216,000 and that is what the proposed budget was based on. Sarah Wicks has discerned a call to diaconal ministry (ministry of word and service) and will begin a master's degree (2-year program) at Wartburg Seminary. She has requested that we do the congregational registration for her so that she can begin the candidacy process with the ELCA to be approved for diaconal ministry. Reg Laursen made a friendly amendment to the budget to add an additional \$500 to line 402 to help support her. Line 479 reflects the need for a new copier. Once we pay off the roof we will begin budgeting for new furnaces. They are currently at 85% efficiency.

Clara Knudson noted that the IRS requires a housing allowance (line 481). This is already in the proposed budget at \$14,601. This will be approved by adopting the 2016 budget. Ray Torresdal moved, Amalia Vagts seconded to approve the 2016 Proposed Budget. Motion passed. Amalia noted that it was very helpful to have the two Adult Forums prior to the annual meeting to answer questions and concerns.

Adjournment: The meeting was adjourned at 12:00. Pastor Amy offered prayer.

Pastor: Go In Peace to Love and Serve the Lord

Members: Trust in God to Guide Us

Respectfully submitted,
Jeri Laursen, Council Secretary

Current Work of the Pastor and Congregation Council

PASTOR'S ANNUAL REPORT FOR 2016

Beloved of God,

In my report for 2015, I shared four main questions to guide our prayer and work together. The first part of my report for 2016 focuses on how we responded to these questions. The second part of my report outlines the strategy we will be using at the annual meeting and with the council to guide our work as a congregation in 2017.

1) How can we deepen our prayer lives as individuals and as community? The Lenten Midweek Worship services focused on praying with our bodies and we developed a daily Lenten Devotional with prayers for each of our senses. We shared a Prayers for Healing and Hope worship service on November 1. Our Advent prayer services on the theme "Hope is Born in the Dark" invited prayerful reflection. The Worship and Music Committee helped Jane Jakoubek and me develop an Epiphany Prayer Journey for January 2017. Sunday worship and musical offerings, the Prayer Shawl Ministry, Mary Circle, and prayers during Adult Bible Study also continued to deepen our prayer life. In 2017 we will draw from Martin Luther's prayers, and prayers inspired by him, as we commemorate the Reformation. The Worship and Music committee will continue to offer contemplative worship services.

2) How will we best live out our mission to "welcome all, offering trust and respect while sharing God's unconditional love" - especially, how will we show welcome and God's unconditional love to those most in need, including Syrian refugees? We learned that helping to resettle Syrian refugees is not an option right now. We focused on working with the northeast Iowa's Path to Citizenship program. We have welcomed NICC Certified Nurse Aide students into the building and have celebrated as they graduate. (We need a contact person for this class, let me know if you can help). We learned more about our Muslim Neighbors in classes during April and May. In an Adult Forum in December many expressed interest in volunteering with Path to Citizenship and we will work on helping people connect with opportunities to volunteer. We were part of the Kids' Lunch Club program that welcomed children from low-income families to have a meal in the summer. This year we'll be part of looking at White Privilege and how it diminishes our capacity to be in relationship with all God's people. We welcomed eight new members and welcomed many guests. We had a great Bring Friends to Worship Sunday. In the year ahead we will focus on the ways we can all welcome people into worship and coffee hour and provide welcome and care for those most in need.

3) How will we nurture faith in our children and youth; how will the whole congregation share in this work? We had Confirmation Mentors working with youth during Lent. Three of our youth attended Ewalu. We offered Vacation Bible School in 2016 with the help of many congregation members. We got the annex ready for the kids to use for Sunday School. Congregation members volunteered to do the Faith5 practice with Sunday School children periodically. In 2017 we hope to involve more congregation members as teachers and helpers with Sunday School and Vacation Bible School. We also hope to offer weekend youth trips and gear up for the 2018 ELCA Youth Gathering.

4) How will we encourage participation in the life of the congregation while also encouraging people to discern where God is calling them? We revamped the Ministry Team structure. There have been a few glitches, but this is mostly working well. In terms of leadership, we have many young adults willing to serve on committees and council in 2017. We need to continue to nurture and support committee members and council members and encourage people to answer the call to lead.

As we enter 2017, I want to hear from all of you as we set our goals for the year ahead. We will be doing a survey of the congregation at the annual meeting. This survey was developed by the Congregational Vitality

Project. All ELCA congregations are being asked to do this as part of our annual report to the churchwide office. This survey will give us information about our current strengths and opportunities. We will also seek input about upcoming building expenditures.

The new council will also be engaging in an Appreciative Inquire planning process.

Submitted by Pastor Amy Larson

CONGREGATIONAL PRESIDENT 2016

Dear friends in Christ,

I write this from Stratford, and will be brief. This year new energy has flushed the cheeks and brightened the eyes of Good Shepherd. In part, members have done a useful administrative house-cleaning, bringing the membership rolls up to date, using online tools such as SignUp Genius to coordinate our work together, instituting annual staff reviews, and shifting to electronic publication of the newsletter for those who use the internet. The addition of handbells through a generous gift and the consummate musicality of Brooke Joyce make music a central ministry, and this past year has seen growth in our youth ministry, especially with the addition of Vacation Bible School, culminating in the unforgettable story of the mean Ninevites, Jonah, and the whale. Martin and Katie Luther visited worship and provided one among our many delicious fellowship feasts, and a tree-planting subcommittee has convened, both efforts readying us for the 500th anniversary of the start of the Reformation.

Fiscally, the congregation is on solid ground as we enter a year that will call for a sizeable financial outlay on a new roof at the sanctuary end of the building. Plans are in place for a solar electric installation on the roof of the Annex. We continue to be a synod leader in our financial giving beyond the congregation and in our social justice work. And members support each other, as we saw especially during the flooding late last summer.

Above all, we have new energy thanks to the pastoral leadership of Amy Larson. She began the year attending all committee meetings to learn about their work and somehow she also managed to find the time to feed our hunger for God's Word in clear-eyed, sensitive preaching and bible study, and to provide pastoral care to individual members. In conducting her review, I heard from members their appreciation of her rare combination of strength and empathy, organizational acumen and deep contemplative insight.

It has been an honor to serve this congregation. I thank God for being among you all.

Kate Narveson

EDUCATION COMMITTEE 2016

In 2016, Megan Buckingham, Heather Cote served on the Education Committee. Kate Blair served January-April, and Anna Norris served throughout 2016 as an unelected member.

Winter-Spring 2016

Through the winter/spring semester of the 2015/2016 school year, Good Shepherd's all-age Sunday School met weekly. The Sunday School class tried new curricula and structures: focusing each week on a different Bible story, reading and acting it out, and practicing music more regularly as part of the weekly routine.

The annual Lenten Project donations were split between local service, the Decorah Area Food Pantry, and a global service, Lutheran Disaster Response serving the Syrian Refugee Crisis. The youth and Sunday School kids learned about the refugee crisis, made weekly announcements inviting the Congregation to contribute to the project. The kids also helped make soup out of a Soup for Syrians cookbook for a Lenten soup supper.

As in past years, the Sunday School kids and youth helped with the annual St. Grubby's Day work projects. This year kids and youth were especially excited to help clean up in the Annex building to ready it for Sunday School.

Summer 2016

In August, Good Shepherd held a Vacation Bible School (VBS) program for kids ages 5-12, with the help of youth shepherds 12-18. In total, 11 Sunday School-aged kids participated and 4 middle and high school students participated as youth shepherds.

There was an enormous outpouring of support from the church, with volunteers helping to do crafts, games, music, create an amazing "Jonah and the Big Fish" drama, and provide the kids with food. The kids had a blast and learned a lot. On the final evening, the kids put on a performance of their "Jonah and the Big Fish" drama and hosted an ice cream social for the congregation.

Fall 2016

We kicked-off the new school year by setting up a new Sunday School classroom in the Annex. The kids loved decorating their new space and celebrating our theme "There is a Place for Us Here." Huge thanks to the congregation, and especially the Property and Management Committee, for making the space open for Sunday School use.

In the fall, the Sunday School started using the Spark curriculum and Spark Story Bible to set monthly story themes for Sunday School. So far in the 2016 school year the kids have learned about The Last Supper, The Lord's Prayer, Jesus Feeding the 5,000 and the Christmas Story.

The congregation has again been very supportive of a new initiative and has helped with a monthly "Faith Five" mentoring session during Sunday School. On the last Sunday of the monthly rotation, adult volunteers have been working with the students to break into small groups and reflect more deeply on the story. In addition to the reflection, the adults and students have been doing simple faith practice that includes sharing highs and lows, praying together and blessing each other.

To kick-off the Advent and Christmas season, the students got to hear the Christmas Story so beautifully told by Lise Kildegaard. Sunday School and youth also got together to select gifts for a local family in need, donated through Northeast Iowa Community Action. The rest of December was spent preparing for the annual Christmas Program, in which the kids did a fantastic job reading, praying, and acting out the story of Jesus' birth.

It has been an eventful and exciting year for the kids and youth at Good Shepherd—from soup-making and VBS to the new Sunday School room. Thank you to all the adults, youth and kids in the congregation who have helped make our activities possible!

Submitted by Megan Buckingham

EVANGELISM COMMITTEE 2016

Evangelism Committee: Gail Judisch, Lise Kildegaard, Sharon Rendack

The mission of the Evangelism Committee is to help make Good Shepherd a welcoming and inviting congregation: for potential members, new members, and long time members; for old and young and everyone in between.

This year, we focused on hospitality as we undertook several projects and initiatives.

Ongoing efforts include:

1. Perhaps the most significant development this year is that Pastor Amy has shared with the committee her google doc of visitors and outreach contacts. This has been extremely helpful as we work to follow up with people who visit our church. We have consulted this list when we have sent out invitations to special church events, and when we have made our subtle and low- key visits and phone calls to people in the community who have shown interest in the congregation. The list also helps the committee keep aware of guests in our midst on Sundays. It's a particular pleasure to report that Pastor Amy keeps this crucial information all at her fingertips (all the names of the visitors, their children, their distant relatives, etc) and has herself been a wonderful model of welcoming people to Good Shepherd.
2. We were delighted to welcome 8 new members into the church this year. The committee put together gift bags with small gifts and with useful church information (how to get on the social media sites and the directory), and helped to plan the New Member Sundays.
3. We worked with the Communications Subcommittee to create written materials—pew cards, bookmarks for display in downtown racks, and other materials that would support “passive” outreach efforts. We continue to think and strategize about how we share information within the church and in the broader community.
4. After reflecting a lot about how it feels to enter the church as a new visitor (one of us has recent experience with this), we suggested name tags for the ushers, and a new role of “greeter” to help people get oriented as they arrive. Jeri Laursen helps with the calligraphy. This small adjustment to our customary practices seems to be working well.
5. We also have been discussing how to encourage members to sit further up front in church, so there would be just a little room in back for visitors, late comers, families, and random shy people. Efforts have been met with only minor success, and this is an ongoing concern.

Special ministries:

1. Gail Judisch, who can do more good in an afternoon than many people do all year, maintained an active card ministry with our shut in members. At Easter, Thanksgiving, and Christmas, cards were sent to all members who are unable to join us Sunday mornings.
2. For Valentine's Day, Sunday School children made cards for the members in assisted living and nursing home care, and members of the congregation delivered them.
3. Sharon Rendack assisted with the Herculean task of going through the old member lists, and sending letters to inactive members. We now have a more accurate membership list.
4. Lise Kildegaard worked with Vacation Bible School to create and perform a drama based on the bible story of Jonah and the Big Fish. Will those children ever become active members of a congregation? Well, they're active right now!

Special events hosted by the committee:

1. One of the Wednesday night potluck dinners
2. "Bring a guest to church" Sunday, May 1, 2016. With a special brunch following (May baskets!)
3. "Welcome Friends and Neighbors Picnic," Sunday, September 11, 2016. While responsibility for this annual event has now been shifted to the council as a whole, the Evangelism Committee participated enthusiastically. Once again, we were fabulously lucky with the weather, and the event seemed very successful to us.
4. "Katie's Table," Sunday, October 30, 2016. To kick off the year-long celebration of the 500th anniversary of Luther's 95 theses, often considered to be the inaugurating event of the Reformation, the Reverend Martin Luther and his highly capable wife Katie Von Bora came to visit our church. They spoke with the children at the children's sermon in what was widely recognized as a "surprisingly life-like" and "100% historically accurate" performance, and thereafter they hosted a fellowship hour with German-themed treats. In a brief program, Gail shared educational materials about the lives of Martin and Katie, and guests were invited to participate in samples of Martin's "table talk."

Respectfully submitted, Lise Kildegaard

WORSHIP AND MUSIC COMMITTEE 2016

The worship and music committee ended an exciting year of work with Pastor Amy and members of the congregation as we built upon our strong traditions and experimented with new patterns of worship and implemented some new elements to our worship celebration. In January, we marked Epiphany with a midweek evening worship. During Lent, the Worship and Music committee organized the soup suppers and worship services. The theme for these services was "Coming to our senses," with reflections and elements of the service focusing on one of our five senses each week (hearing, taste, sight, touch, and smell). We used Holden Evening Prayer for our worship pattern, and we were blessed to have Luther music ensembles participate in worship. This year, in an effort to diversify the personnel who were taking on the work of hosting and working in the kitchen, we asked members of our standing committees (Worship and Music, Property and Management, Evangelism, Education, and Stewardship) to serve as the primary hosts for one week. We then asked for volunteers in a manner similar to other years. This was successful in making sure that the same people were not feeling obligated to work every single week in the kitchen. Attendance at our Lenten services was quite strong this year.

During Holy week, the choir, instrumentalists primarily from the congregation, and soloists Andrew Last and Jonathon Struve presented *Seven Last Words* by Heinrich Schutz on Good Friday. Incorporating a musical work for the Good Friday service may become a tradition at Good Shepherd. Good Shepherd once again participated in a community Easter Vigil service on the Saturday before Easter, with First Lutheran hosting and members of Good Shepherd assisting with the service. Good Shepherd will host the Easter Vigil once again in 2017.

After experimenting with Wednesday evening services in the Fall of 2015, the decision was made to have midweek services on a seasonal basis. Wednesday services will be held during Lent, Advent, and in June and July. Other special evening services will also be offered occasionally. This will allow time on Wednesday evenings to incorporate some alternative educational activities at Good Shepherd. These include the "My Neighbor is Muslim" educational series that occurred during the Easter season of 2016, the Epiphany Prayer Journey, which is occurring in January and February 2017, and the upcoming sessions on race. In 2016, the summer midweek worship consisted of an informal hymn-based service incorporating the Faith5 dialogue and prayer practice and Holy Communion. Outdoor services were planned in conjunction with potluck cookouts, which were well received. A small, but regular subset of members attended these services, with more coming to the services that included food.

In conjunction with Nordic Fest, the Worship and Music assisted Evangelism in organizing a Scandinavian themed worship. Members of the congregation read blessings and prayers in Norwegian, Swedish, and Danish, and the hymns and other musical selections were taken from Scandinavian sources. Some members also wore traditional Norwegian clothing, and Scandinavian treats were served at coffee hour.

In the fall, Pastor Amy and the Worship Committee decided to return to a more traditional format for our bulletin. The main reason for this was so that there would be more space to include texts within each service that could then change from week to week. The Sunday service now includes a confession and forgiveness or a remembrance of baptism at the beginning of the service. Flexibility in the liturgy was also discussed so that there is some variability in the worship due to time constraints and/or particular offerings each week, including longer musical offerings, baptisms, blessings, etc.

Good Shepherd celebrated the Reformation in 2016 with visits by Katie and Martin Luther and a fellowship hour including items from "Katie's table." A special midweek worship was held on November 1, 2016 in observance of All Saints Day. This prayer service included songs lead by Liz Rog, who leads a community sing program in Decorah. Congregants lit candles in memory of loved ones who have passed away and in thanksgiving of new life coming into the world. We also observed All Saints Sunday, offering another formal opportunity to remember the saints who have gone before and celebrate new life. This year, the bulletin cover included a list of names to be lifted up created by Good Shepherd members.

In Advent, we held three Wednesday evening worship services using Holden Evening Prayer, with a theme emphasizing the role of darkness and light. After each of these services, those in attendance were invited to share a meal at a local establishment - BA Burrito, Pizza Ranch, and Culvers. These were fun events of fellowship for several members. Attendance at the Advent services was steady and an increase from last year.

For the second year, we prepared our sanctuary for Christmas during Advent by progressively adding to our decoration of the church, beginning with the wreath, paraments and empty tree. Lights were then added, followed by decorations, which were put on the tree by the children with assistance of adults. A special thanks to Brooke Joyce for choosing the Christmas tree and to Jerry and Kris Frank for providing our beautiful tree. A new method for giving poinsettias for the church was implemented, and these beautiful plants decorated our sanctuary through the end of the Christmas season. Thanks to all who gave a poinsettia.

Last fall, member Jane Jacobek presented a proposal for an educational prayer retreat where members would learn and implement a particular prayer practice. After several meetings with the committee, the Epiphany Prayer Journey is occurring in January this year on Wednesday evenings at 6:00 pm. These sessions began with an Epiphany Service of Light on January 5, 2017, incorporating Holden Evening Prayer. The Prayer Journey will focus on Lexio Divina.

The choir, band and handbells were all actively engaged in worship this year. It is exciting to have these musical offerings and to see so many members willing to assist in worship using their musical talents. The handbells now meet regularly provide music during the service. Deep thanks to all those who share their musical gifts with us. In an effort to deepen and vary our experience of the psalms, the Choir has frequently been singing the psalms on alternate verses with the congregation. We will continue to look for opportunities to be inventive in our worship.

Pastor Amy and the Worship and music committee are committed to actively engaging our children in worship. Including a brief message for children, having them do actions along with the greeting and the communion blessing, and having students participate in playing handbells are examples of things within our regular worship that are happening today.

In Worship and Music, this has been a year of evaluating what we are doing in worship, experimenting with some new ideas, and evaluating some of the new things we incorporated the previous year. Further work will be done in the coming year to invigorate our worship while maintaining and deepening our traditions as well.

Brooke Joyce completed his first year as a salaried employee of the church, and the year ran smoothly. However, the 2017 budget includes some alterations meant to accommodate the music director. The

committee and the council proposed a salary increase that will move us closer to the average compensation recommended by the ELCA. The current budget also includes a bit more money that may be allocated for hiring musicians during his vacations and as necessary for music presented by the choir.

Other items received the attention of the worship and music committee in 2016. Jane Kemp graciously offered to refurbish and refinish the baptismal font that had been used in the original sanctuary (now the fellowship hall). The baptismal font, along with the original cross, were found in the annex. The worship and music committee decided that the old baptismal font should be placed in the fellowship hall.

The ad hoc art committee, which reports to the worship and music committee, was engaged in planning, designing, and approving a commission for a processional cross. Processional crosses, as the name suggest, are used to lead processions into a worship space at the beginning of the service. Processional crosses are sometimes present in the front of the worship space even when no procession occurs. This is the only piece of liturgical furnishing that Good Shepherd does not have, and the church has had to borrow from Luther College in the past. After several planning meetings, during which the art committee suggested that we find a local artist who can work with materials found locally. The art committee approached David Faldet to design a processional cross, which he agreed to do. The group then approved his design with minor alterations. Both the worship and music committee and the church council approved the design and commission near the end of this year. Harley Refsal and David Faldet will build the cross, and have offered to donate labor and materials for the cross as a gift to the congregation. Good Shepherd incorporates a procession occasionally for festival worship. Prominent among these are Palm Sunday, Easter, Pentecost, Reformation, and Christmas. The processional cross may also be placed at the front of the church during worship (perhaps seasonally) and the cross may be used for outdoor services. The cross, which will include red cedar, burr oak, a ceramic inset depicting water, and a locally found fossil, is a design that will fit the environment and the congregation at Good Shepherd. Many thanks to the members of the art committee and to Harley Refsal and David Faldet for their work on this project. The cross should be completed in time to be used on Easter Sunday.

The worship and music committee would like to thank the members of the altar guild for their important work in making sure that worship runs smoothly. Members of this committee prepare elements for communion, take care of dressing the sanctuary (paraments, gates in the front tapestry), and work with flowers and candles, among other things. The committee would also like to thank everyone who has volunteered to be involved in worship; this includes members of the choir, band, and handbells and those who serve as ushers, assistant ministers, and cantors. Finally, since this is the end of my term on the worship and music committee, I want to thank the congregation for all your support, your input, and your participation. It has been an honor to serve on this committee for the past four years and to be the committee chair for two years.

Yours in Christ, Jonathon

Submitted by Jonathon Struve

PROPERTY AND MANAGEMENT COMMITTEE 2016

Property and Management committee members: Marty Steele, Jerry Frank, Reg Laursen and Pastor Amy.

The Property and Management Committee had a busy year. In addition to seeing to minor repairs and being on the Budget Committee we highlight the following.

Developed, Reviewed or Monitored: Guidelines for a Kinderhaus sign, St. Grubby's Day, lawn mowing schedule, Facilities Rental Use Guidelines and fees, Kitchen Rental Use checklist, GS insurance coverage, custodial job description and cleaning check list, and Task Force to explore refurbishment of the Sanctuary.

Purchased: Special Allergy Pure air filters for office wing, air purifiers for the pastor's office and the rest of our facility, new vacuums, an Admin Assistant desk lift, an emergency exit sign outside the Fellowship Hall, a keyless lock for the Church office, and removal of two trees.

Non Routine Construction or Repair: Mounted GS's original sanctuary cross in the Fellowship Hall, hung the "Hands of SS Members" quilt given to Pr. Mau in hallway to offices, constructed a garbage can screen and platform pallet; cleaned out the main room of Annex for Sunday School use, including installing new blinds (donated by Elizabeth Kaschins); moved the thermostat in the Annex; installed new doors, new front steps, glass, and bottom edge of the exterior siding before painted the exterior of the Annex; repaired and painting the exterior of the mower shed; repaired the ends of the beams on the east side of the Fellowship Hall; and mounted a projector screen in the Fellowship Hall.

Roof: Finally understood the design flaw that is the root cause of why the roof sheeting under the rubber roof above the hallways around the Sanctuary has deteriorated. (Major repair needed next year.)

Many people do many things at Good Shepherd. This committee gives special thanks for the kitchen committee members, our plant waterers, our resident gardener, our snow removers, our security person, our lawn care crew and our Landscape Committee members. I marvel every time I bike past GS how great our grounds look. Some super special thanks go to the members who helped with the Annex and Mower Shed refurbishment projects. I so value your willingness to help.

It was helpful to have Pr. Amy attend most of our meetings. Thank you Pastor!

Finally, my heartfelt thanks to Marty Steele and Jerry Frank for being awesome committee members.

Submitted by Reg Laursen on behalf of P/M

STEWARDSHIP COMMITTEE 2016

Ed Epperly, Kris Frank, Amalia Vagts

This year, the Stewardship Committee focused on implementing the new Ministry Team structure and encouraging conversation throughout the year about giving as an intentional faith practice. We met monthly to pray together, become better known to each other and to help plan these conversations for Good Shepherd.

Ministry Teams

Instead of being assigned to one month of concentrated service in a year, each member chooses to serve twice in a specific area (liturgy, fellowship, or ushering) during two quarters of the year. The minimum expectation of members is to serve four times total each year. All members are invited to serve as often as they would like and none are expected to fill burdened by service. We've made minor adjustments throughout the year, expecting that we will continue to live into this new approach. We support new staff initiatives such "Sign-Up Genius," in order to coordinate membership involvement with Ministry Teams. At the suggestion of the Evangelism Committee, we held a New Member Orientation, which we found to be helpful and plan to continue.

Intentional Giving

We invited and supported conversation about intentional giving, including looking at one's own household budget and setting a goal percentage of income to give away as a faith practice. We supported our pastor's preaching and teaching on this. In October, we hosted a synod-wide intergenerational gathering about generosity, sponsored by the ELCA's Generosity Project. About 50 people attended. We encouraged members to make an intentional pledge for our life as a congregation in 2017. We incorporated a council member's suggestion to invite members to offer up a unique non-monetary gift they can share with Good Shepherd.

This year, 81 total families, pledged a total of \$195,771 for 2017.

Submitted by Amalia Vagts

TREASURER'S REPORT (See separate financial packet)

2017 SPECIAL BENEVOLENCE OFFERINGS

LWR Syria: \$3,357.03

LWR Disaster Relief: \$1,000.00

God's Global Barnyard: \$150.00

First Lutheran Food Pantry: \$1,413.83

Kid's Lunch Backpack Program: \$1,305.75

EWALU: \$1,031.00

Path to Citizenship: \$492.56

Reformation Tree Project: \$492.56

Flood Relief: \$6,761.00

Exceptional Lutheran Ministries: \$282.00

Total: **\$16,285.73**

WORK OF OTHER CONGREGATION COMMITTEES AND GROUPS

ADULT FORUM SUBCOMMITTEE

This year the Adult Education Committee facilitated a variety of programs. A majority of the topics and organizations featured had connections to Good Shepherd and its members. Several programs introduced new outreach programs worthy of support.

January 2017 (once again) began with a pair of sessions informing and preparing for the annual meeting. Positive feedback was received: the sessions were found to help expedite the meeting proper. Similar sessions were used to solicit feedback on the new Mission Team structure.

Members Jane Kemp and Marilyn Anderson discussed their recent travels to the Holy Land. Catherine Moeller gave an overview of her year of mission work in Mexico. New Member, John Ailabouni, discussed his family's native Palestine-with a personal perspective of the ongoing conflict there. Good Shepherd's resident weaver Barbara Berg discussed design, with emphasis on the history of the liturgical colors.

In a year of heightened Islamophobia, globally and nationally; Todd Green hosted the lead-off session for "My Neighbor is a Muslim" (a seven-part group study which he co-wrote). The remaining 6 sessions were led by Good Shepherd members, and our intern, Makayla Marinack.

There were several sessions co-sponsored with the Social Justice Committee: Lutheran Social Services of Iowa, and "Pathway to Citizenship". Good Shepherd has a continuing relationship with these organizations.

Special music presented by Good Shepherd (Good Friday), Schutz's "Seven Last Words of Christ", had an introductory discussion by Daniel Raney.

There were several programs preparing for the Reformation anniversary in 2017. Two sessions initiated our review of Luther's Small Catechism: Prayer, led by Brad Hanson; and the Ten Commandments, led by Marion Pruitt-Jefferson. Catechism review to continue in 2017. In addition, there was special food and activities at "Katy Luther's Table" to celebrate Reformation Sunday.

We also heard from Luther professor Jim Martin Schram (Climate Change), and Luther students Mustafa Muhammadi and Ali Yazandi (Project for Peace).

A Social Media Sunday was held to introducing members to Good Shepherd's growing presence online.

Submitted by Daniel Raney

AASE HAUGEN HOME REPRESENTATIVE

Aase Haugen Representatives were Ann Naslund, Bev Nelson and Midge Kjome

We attended the annual meeting. We heard from the board about the physical structure finances and operations.

The Executive Director shared plans for new training opportunities being made available to staff. He shared plans for the future. We were given a handout of changes and a vote was taken.

We attended coffees with other committee members. It was a chance to learn more about what was going on in the day to day activities. We shared ideas and experiences with others.

Submitted by Bev Nelson

COMMUNICATION SUB-COMMITTEE 2016

The Communications Subcommittee, a subcommittee of the Evangelism Committee, was composed of Elizabeth Kaschins (co-convener), Jane Kemp (co-convener), Kathy Buzza, Anna Norris and Pastor Amy.

This is the second year that the Communications Subcommittee has been an official subcommittee of the Evangelism Committee. The subcommittee requested a budget line of \$800.00 for 2017.

Good Shepherd's website (goodshepherddecorah.org) – Attention is continually given to reviewing content and updating information; 'publicizing' the congregation's work and worship services; and maintaining the online calendar as a go-to source for information. The most significant addition to our website in 2016 is the posting of Pastor Amy's sermons accompanied by an audio recording. An Olympus voice recorder was purchased and SoundCloud account created for that purpose.

Social Media sites – Facebook, Google+, flickr and Instagram – These sites are regularly updated. Instagram was installed in 2016.

Church Directory – Maintaining the online and print church directory is the responsibility of Jenny Werner. Payment to Courtyard for the directory is part of the Communications Subcommittee budget line.

The Shepherd's Voice – The monthly newsletter was given a name. Subscriptions to the digital version were inaugurated via MailChimp. Every-member distribution of the print version will be discontinued in 2017 but will be mailed to those members who have no email addresses or request a paper copy. Print copies will be available in the church cubbies.

Weekly News Update – A digital weekly news update to be sent to all members with email addresses will be launched in February 2017 using MailChimp.

Print Products –

- Good Shepherd stationery – A new supply of Good Shepherd note cards, with minor edits, was printed. Letterhead stationery was redesigned and printed.
- Bookmarks – Informational bookmarks were designed by Deb Paulson with content provided by the subcommittee for distribution to area lodging establishments and the Chamber office.
- Business cards – Business cards for Pastor Amy's use were designed by Deb Paulson with content provided by the subcommittee.
- Pew cards – Pew cards were designed by the Evangelism Committee and revised by the subcommittee as needed.
- Advent Devotions – Advent Devotions provided by the ELCA were printed and distributed the first Sunday of Advent before the worship service. They were also posted on the website.

Online Products –

- SignUpGenius was installed with a link under the "Ministries" tab for members to sign up for worship leadership and ministry team responsibilities.
- Lenten Devotions – Daily Lenten devotions, "Coming to Our Senses." were posted on Facebook using Hootsuite.
- NE Iowa Synod Verse of the Day – These memes provided by the NE Iowa Synod were posted on Facebook, Mondays through Fridays.

Publicity – Articles about Good Shepherd initiatives were regularly printed in the Decorah newspapers, DecorahNews, and distributed to local radio outlets. The subcommittee developed a process for distributing church cancellation notices to local and area radio and TV outlets.

Education – Social Media Sunday (September 25) and a Technology Roundtable (February 21) provided opportunities to assist members with technology questions.

Report prepared by Jane Kemp, co-convener

LANDSCAPE COMMITTEE 2016

The Landscape Subcommittee, a subcommittee of the Property and Management Committee, was composed of Elizabeth Kaschins, Jane Kemp, and Norma Refsal.

This was a good year for landscaping at Good Shepherd with mostly excellent weather. However, several perennials will need to be replaced. The Compact European Viburnum shrubs to the right of the Fellowship Hall entrance were pulled out with the assistance of Jerry Frank and will be replaced in spring 2017. Shane Pinter is providing advice for the replacements. Three Ninebark shrubs in the bed near the parking lot also were removed with Jerry's help and replanted with Limelight Hydrangeas.

The garbage can area was spruced up with a new screen built by Jerry Frank so the garbage cans are out of sight from the sidewalk. The garbage cans were resituated on a pallet and the ground weeded, mulched and edged with vinyl edging.

The beds in the parking lot and east side of the Fellowship Hall as well as the sign garden, other areas in front of the church, and Lynette's garden were top-dressed with significant amounts of mulch. New Winona Rock was added to the beds which were top-dressed with rock with the help of two wrestlers. Teams of students from the Luther College Congregation Spring and Fall Fling volunteers helped clean up the beds by removing dead vegetation. Our payment for their services contributed to the local and global benevolences chosen by Luther's Campus Ministries.

Watering was regularly done by Norma Refsal with some assistance from subcommittee members. Norma also revitalized Lynette's Garden with many new annuals and a few perennials.

A vinegar/salt solution was sprayed on sidewalk and parking lot cracks to kill noxious weeds. Perennials were pruned and beds weeded as necessary. Five large outdoor pots were planted with annuals for the summer months. Plantings in these pots were exchanged for pumpkins and gourds in the fall and by evergreens, birch logs, and red and yellow dogwood branches for winter. Grapevine wreaths wound with ribbon colored according to the liturgical calendar were placed on the entryway doors beginning in Advent and ending during the Easter season.

A comprehensive plant inventory of all the perennials at Good Shepherd was updated. A photographic account of the changes was made to document the landscaping history for the church archives. Regular reports about the landscaping changes were included in Good Shepherd bulletins and newsletters and shared with the Property and Management Committee.

Future plans include the removal of the mature viburnum next to the Fellowship Hall wall (replaced with other perennials) as well as maintaining plantings, refreshing mulch and Winona Rock where needed, and monitoring all the landscaped areas for necessary pruning, weeding, and replacements. The arrival of Japanese beetles was discovered on the church property so planting shrubs and trees they infest will be avoided. The outdoor pots will again be planted in the spring and a watering brigade of volunteers scheduled.

Submitted by: Jane Kemp

SOCIAL JUSTICE SUB-COMMITTEE 2016

Good Shepherd Lutheran Social Justice Committee members for 2016: Janeen Christy, Dave Judisch, Kate Narveson, Lyle Otte, Jon Ailabouni, and Jaci Wilkinson

Areas of Focus: **Immigration Assistance, Certified Nurse Aid Training Class, Safeguarding God's Creation; My Neighbor is Muslim; Kid's Lunch Club; Flood 2016 Relief:** Activities include: Legal assistance; supplied food; help with specific immigration issues; raise funds; gather household supplies for resettled family; supported CNA students; conversations about environmental issues and what we have done and can do at Good Shepherd to reduce our use of natural gas and electricity; led discussions about Islam; participated in conversations about race and racism. Mission Assistance Fund is coordinated by Pastor Amy, Treasurer John Moeller and Lyle Otte on behalf of the Congregation.

Submitted by Amalia Vagts

ALTAR GUILD 2016

Altar Guild continued its service as Ministers of the Worship Space under the guidance of Pastor Amy, the Worship and Music Committee, and with a team of eighteen members. Guild members prepare the sanctuary for changes in the liturgical seasons and the setting, vessels, and elements for weekly services of Holy Communion. Members have aided Pastor Amy with arrangements for baptisms, funerals and memorial services, and special services such as the community Thanksgiving Eve and All Saints' Day and Christmas Eve candlelight services. Jeri Laursen, one of the co-chairs, continues to organize the team of bakers who supplies the gluten-free communion bread. Linda Wolfs and Kate Ailabouni are new members of this team. New this year, the Guild has formalized preparations of communion materials for Pastor Amy's and Jutta Anderson's services and visitations at Aase Haugen Home and Wellington Place, as well as for a team of congregation members who serve communion to homebound members.

At its December meeting, Altar Guild welcomed two new members, Linda Wolfs and Chris Hick, and recognized Carol Hasvold's 'retirement', leadership, and long service. In 2017, Altar Guild will have nineteen members who will serve on teams of three per month for two months. The list of Altar Guild members and Communion Bread Baking Team will appear on Good Shepherd's website under the WORSHIP tab, Altar Guild link and in the newsletters. We look forward to continuing our support of Pastor Amy and the Worship and Music Committee as we seek to enhance worship experiences and discuss and plan new opportunities for the congregation.

Submitted by Elizabeth, Co-chair and ex officio member of the Worship and Music Committee

MISSION ENDOWMENT FUND COMMITTEE 2016

As of the end of the third quarter, 9/30/16, the fund's assets consisted of the following:

Bank of the West Money Market	\$15,618.24
Thrivent Balanced Fund A	\$51,144.62
Mission Investment Fund	<u>\$16,812.77</u>
Total	\$83575.63

End of the Year figures were not available to meet the deadline for printing this report for the Annual Meeting. All the account totals should be very close except for the Thrivent Fund which is more subject to market fluctuation. The beginning balance for 2016 was \$82,029.48. A total of \$1,800.00 was dispersed in 2016 for EPIC Scholarships.

Submitted by

Tim Schoel for the Endowment Committee

GOOD SHEPHERD MEN'S BREAKFAST / CROP WALK 2016

GOOD SHEPHERD

The Good Shepherd Men's Breakfast is held on most Wednesdays at 7:30 a.m. Many of whom are not members of the church. Don Berg, Brad Hanson, Dan Rasmussen, Ken Melby, Harris Hostager and others comprise the group. We'd like to have more members.

We have shared personal backgrounds about our "organ recitals" (held in the Dec 2015) with recent events in the Dec 2015 sports, concerts and other activities. What is happening in our various areas and 2016 there was much discussion about the election process and results.

We have brought and used pictures to discuss. We have not discussed controversial issues nor taken any action.

Recently we have talked about attending the group. From such discussions a formal agreement. Otherwise we are a support group.

We usually have waffles, soups, juices and coffee. Contributions for the year \$200 was remitted through the "God's Barnyard" program of the International's options. We have a fund for those funds.

We welcome new attendees and discuss on assorted topics and issues, including collective actions.

Submitted by Don Berg, convenor of the "washer."

DECORATION

Due to the extra demands in the area of the floods, Pastor Matt Lalor would be no CROP-Walk held here. Instead local Disaster Relief instead. CROP-Walk will probably be held in October.

Thank you to all who have supported the past.

Submitted by Don Berg

For the past eleven years, members of the Good Shepherd Prayer Shawl Ministry have created and distributed hundreds of shawls, lap blankets, and afghans to church members and others in the wider community who desire this symbol of God's presence in their lives. For several years, we have received a stipend from WELCA to help defray the cost of yarn. Currently those crafting the items bear that expense.

Recently, through the efforts of Sharon Rendack, we earned a \$250 Thrivent Gift Card to be applied to yarn purchases. We appreciate that assistance and look forward to knitting and crocheting many more items. If you know of someone who would benefit from receiving a Prayer Shawl, please share the name with Ruth Bruce or Jenny Werner in the church office.

Submitted by Ruth Bruce

W/ELCA REPORT 2016

Statement of Purpose

"As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world."

The women of Good Shepherd have been involved in four circles this year that focus on Bible Study, prayer and meditation. Circle dates can be found in our W/ELCA booklet and also in the monthly newsletter. All are welcome to attend.

Our January brunch was held on January 23. We disbursed funds raised in 2015 (see attached treasurer's report) and planned for the coming year. Liza Hickens and Julie Jevne gave a presentation on the CNA classes that are being held at Good Shepherd.

Our members had the opportunity to attend the Cluster VIII Spring Convention at Washington Prairie Lutheran Church in April, the World Day of Prayer at Decorah Lutheran Church, May Friendship Day at First United Methodist Church, a Gather Bible study retreat at First Lutheran Church in June and the Cluster VIII Fall Retreat at Highland Lutheran Church in September.

In July, we gathered to make krumkake for our Nordic Fest sale and demonstration. This was the 50th anniversary of Nordic Fest and Good Shepherd has participated all 50 years. Our first project in 1966 was a quilt display at Good Shepherd along with a Konditori (coffee shop) that served sweet soup, a variety of Norwegian cookies and coffee. The quilt display later moved to the high school. Our second project was selling Norwegian cookies at a Fest booth in front of what is now Viking Bank. Later we would move to our current location in front of the Bank of the West. We ask our members to make a double batch of batter and bring to the church for baking. This year we met seven times during the weeks prior to the Fest to bake and enjoy fellowship. We were open Thursday evening, Friday and Saturday at our downtown booth. Our net income for the event was \$2590. Thank you to Ann Naslund and Doris Barnaal for chairing this event. This event involves all our members, male, female, young and young at heart.

We applied for two Thrivent Action Team cards of \$250 each. With one we purchased a dorm size refrigerator (to use at Nordic Fest instead of renting one every year) and material to make aprons to use at the Fest and other functions at our church along with other supplies. Thank you to Ann Naslund, Doris Barnaal, Jeri Laursen and Linda Wolfs for making the aprons and embroidering the Good Shepherd name on them. These are a welcome addition to our Good Shepherd kitchen. Our second Thrivent Action Team Card was used to purchase additional supplies for Health Kits, Fabric Kits, School Kits and Baby Care Kits for Lutheran World Relief. We also collected items for our kits in April (Personal Care) and September (School) by placing collection boxes in the narthex. Our youth helped to assemble the Personal Care Kits during Sunday fellowship hour. In the fall church members helped assemble kits prior to a CLA circle meeting. Church members also donated to the Baby Care Kits by finding items on sale or shopping for suitable items at garage sales and thrift shops. Thanks to all who contributed, packed and took the boxes to the truck.

In August, we provided a light supper on three evenings for the Vacation Bible School. This was a great way for us to interact with the young people of our congregation.

In November, we had our Soup Luncheon and Country Store with a bake sale and attic treasures. \$882 was received on this Sunday. Thank you to all [who](#) donated to the sale-everyone enjoyed finding something special to take home. We will meet in January to disperse funds raised and discuss options for our Soup Luncheon/Country Store for next year.

The Prayer Shawl Ministry will begin its eleventh year this month. They meet on the third Wednesday of each month from 1-3 pm. Prayer shawls, scarfs and squares have been made and given to Winneshiek County Hospice, Services for Abused Women, Scarfs in the Park, congregational members, and friends and relatives in need. New members are always welcome.

Good Shepherd members provided food and helped serve lunch following funeral services for six of our members. This service is greatly appreciated by the family members. Thank you to all who so graciously volunteered to help with this service for our members.

Thank you to everyone who has participated in our W/ELCA programs this year and to Ann Naslund and Marty Steele for their help on the coordinating committee.

Submitted by: Beverly Sheridan, W/ELCA Chairperson

W/ELCA FINANCIALS 2016

Good Shepherd WELCA Financial Report 2016		
Beginning Balance		4203.67
Income	Funerals	700
	Cookbook sale	5
	GS General Fund	250
	LWR Kit Donation	50
	Nordic Fest Donations	190
	Nordic Fest Income	2400.25
	Soup Lunch Donations	517
	Attic Treasure Sales	365.5
Total Income		\$4477.75
Expenses	AHHI	500
	GS Roof Loan	500
	Pastor Mission Assist	250
	Mashiah Foundation	250
	GS Refugee Support	250
	WELCA Churchwide	300
	Dec Free Clinic	250
	1st Lutheran Food Pantry	250
	EWALU	225
	Helping Services	225
	LWR	225
Expenses cont.	LS	225
	GS CNA Scholarship	500

	World Day of Prayer	25
	Aase Haugen Auxiliary	50
	Olson Explosives	30
	WELCA Cluster	70
	NEI Women's Synod Offering	35
	LWR Kits	50
	Checks	93.4
Total Expenses		\$4303.40
Ending Balance		\$4378.02

Good Shepherd WELCA Nordic Fest Detail 2016			
Income			
Donations			190
Sales			2400.25
Expenses			
Department of Inspections			33.5
Change			75
NF Board			22.9
Ending Balance			\$2458.85

Good Shepherd Coffee Project 2016			
Beginning Balance			\$1121.03
Income			
	Fellowship		1077.80
	Sales		1624.90
Total Income			\$2702.70
Expenses			\$3795.12
Ending Balance			\$28.61

W/ELCA COFFEE PROJECT 2016

We continue to sell fairly traded coffee twice a month during fellowship time, and to provide fairly traded coffee for the new coffee pots used during fellowship events. We have a 14-year relationship with Lutheran World Relief and Equal Exchange, organizations that serve farmers in developing areas, making sure they receive a predictable and fair income for their product, plus providing training in good farming practices and supporting community education and infrastructure development. Our coffee comes through LWR from Equal Exchange, and Equal Exchange purchases direct from small farmer cooperatives. Your purchase is truly a social justice activity, one I have been blessed to see in action.

We are hoping to have new members in 2017 as the same few women have been selling coffee for many years. This is not a project open only to women (men drink coffee too!!!) and we urge anyone willing to spend an hour once every few months to sell coffee to be in touch with Marty Steele or Kathy Buzza.

Marty Steele and Kathy Buzza

GOVERNING DOCUMENTS COMMITTEE 2016

Governing Documents Committee members: Elizabeth Kaschins and Jane Kemp

The Governing Documents Committee oversees, provides access to, and responds to questions about the congregation's constitution, bylaws, and continuing resolutions. The current version of our constitution was updated to include amendments made at ELCA's 2013 Triennial Churchwide Assembly at the 2015 Annual Meeting of the congregation. The committee provided advice to Pastor Amy and the Council about preparing the constitutional amendments and bylaws changes that will come before the congregation at the upcoming annual meeting.

In 2017, the committee will review and present to Council the long list of amendments to the *ELCA Model Constitution for Congregations* that were enacted at the 2016 Churchwide Assembly. An approval vote by the congregation at a future special or annual meeting will follow. Most of these amendments affect required chapters, so they must be adopted as they are written. The committee also will confer with Council and committees as they update continuing resolutions and consider additional changes in the constitution and bylaws.

Report submitted by Elizabeth Kaschins

Continuing and Future Work of the Body

Nominating Committee Report and Election

Proposed Budget for 2017

Audit Committee (Report Given at Meeting)

Membership Report- Pastor Amy Larson

Proposed change to constitution

Proposed enactment of continuing resolutions

Proposed bylaw change

Sanctuary Refurbishment/Capital Campaign

2017 CONGREGATION OFFICERS, COUNCIL, COMMITTEES, and SUBCOMMITTEES CHURCH STAFF and MUSIC and WORSHIP LEADERS

CONGREGATION COUNCIL MEMBERSHIP: The pastor; the four congregation officers; a representative of each of the six Standing Committees of the congregation; and a Youth Representative

Lead Pastor - Pastor Amy Zalk Larson – amyzlarson@gmail.com; **President** – Jim Fritz, '18 – jfritz@mac.com; **Vice President** – Megan Buckingham, '18 - meganjbuckingham@gmail.com; **Secretary** – Jeri Laursen, '18 - jeri.laursen@gmail.com; **Treasurer** – John Moeller '18 - moellerj@luther.edu

Education Committee: Heather Cote, '19 - cotecheck@gmail.com; Anna Norris, '20 - amakemp@yahoo.com;
Bob Felde, '20 - feldesteele@msm.com (Education Committee are filling the responsibilities of the youth committee.)
Adult Forum Subcommittee: Don Berg - (382-5727); Dan Raney - grandfathersstorybook@gmail.com;
Midge Kjome - mkjome@hotmail.com;

Evangelism Committee: Lise Kildegaard, '18 - kildegli@luther.edu; Sharon Rendack, '19 – rendack@gmail.com;
Janeen Christy, '20 - chrija02@luther.edu

Communications Subcommittee Elizabeth Kaschins – kascheli@luther.edu; Jane Kemp – kempjane@mchsi.com; Anna Norris - amakemp@yahoo.com, Kathy Buzza - buzzka01@luther.edu

Property & Management Committee: _____ '18, Marty Steele, '19 – feldesteele@msn.com; Bob Naslund, '20 - naslundr@luther.edu

Landscape Subcommittee: Bob Felde – feldesteele@msn.com; Elizabeth Kaschins – kascheli@luther.edu; Jane Kemp - kempjane@mchsi.com; Norma Refsal - refsalno@gmail.com

Stewardship Committee: Amalia Vagts, '18 – vagtsama@gmail.com; _____ '19, Daniel Grainger, '20 - graid86@gmail.com

Social Justice Subcommittee – David Judisch - djudisch@mchsi.com; Kate Narveson - narveska@luther.edu; Lyle Otte - lyleotte@gmail.com; Jon Ailabouni - ailajo01@luther.edu

Worship & Music Committee: Luther Snow, '18 - luthersnow@hotmail.com; Jon Christy, '19 - chrijo01@luther.edu; Kathryn Thompson, '20 – kathryn.susann@gmail.com; ex officio: Brooke Joyce (Music Director), Elizabeth Kaschins- kascheli@luther.edu (altar guild)

Ad Hoc Art At Good Shepherd Subcommittee: Jutta Anderson - juttaf.anderson@mchsi.com; Barbara Berg (382-5727); Erik Berg - erikpberg@gmail.com; David Faldet - faldetda@luther.edu; Harley Refsal - refsalha@gmail.com

Youth Representative: temporarily unfilled

ADDITIONAL COMMITTEES and REPRESENTATIVES

Aase Haugen Homes Representatives: Midge Kjome, '18 - mkjome@hotmail.com; Ann Naslund '19 - aenaslund@gmail.com; Judy Schoel, '20- jschoel3@gmail.com

Audit Committee: Don Berg, '18 - (382-5727); Bob Larson, '19 – larsenrj@luther.edu, Reg Laursen, '20 - laursenr@luther.edu

Budget Committee: Members of Property & Management Committee; Pastor Amy; Treasurer: John Moeller '18

Depot Outlet, Inc., Voting Representatives: Krista Holland – krista.m.holland@gmail.com; Kathy Buzza buzzka01@luther.edu

Governing Documents Committee: Elizabeth Kaschins - kascheli@luther.edu; Jane Kemp - kempjane@mchsi.com

Lutheran Cemetery Association Representative: Dick Ylvisaker - ylvisari@gmail.com

Mission Assistance Fund: Pastor Amy, Treasurer: John Moeller '18, Jennifer Self - selfje01@luther.edu

Mission Endowment Fund Committee: Steve Holland, '18 - hollst03@luther.edu; Jutta Anderson, '19 - juttaf.anderson@mchse.com; Tim Schoel, '19 - tschoel3@gmail.com; Russ Freerking '20 - russfreerking@yahoo.com; _____ Jane Borelli '20 - jnborelli@yahoo.com

Nominating Committee: Jim Fritz, Megan Buckingham, Lyle Otte, Carol Hasvold; Pastor Amy; two out-going Council members elected by council in fall 2018

Northeastern Iowa Synod/Upper Iowa River Conference Delegates: Jim Fritz, Megan Buckingham, Pastor Amy

CHURCH STAFF and MUSIC and WORSHIP LEADERS

Lead Pastor: Amy Larson - amyzlarson@gmail.com;

Assistant Pastor: Marion Pruitt-Jefferson - mpruitt.jefferson58@gmail.com

Administrative Assistant: Jenny Werner - goodshepherddecorah@gmail.com

Financial Secretary: Joyce Epperly - epperej@outlook.com

Security: Don Berg - (382-5727)

Music Director: Brooke Joyce - brooke.joyce@luther.edu

Altar Guild Co-Chairs: Elizabeth Kaschins - kascheli@luther.edu; Jeri Laursen - jeri.laursen@gmail.com

GOOD SHEPHERD LUTHERAN CHURCH

MEMBERSHIP REPORT FOR 2016

ADDITIONS Baptized Membership

Confirmed Membership

By Baptism	1		
By Transfer	9		8
By Confirmation	0		2
By Associate Membership	<u>0</u>		<u>0</u>
	10		10

LOSSES

By Death	6		6
By Transfer	<u>5</u>		<u>5</u>
	11		11

DECREASE/INCREASE -1 -1

MEMBERSHIP TOTALS (December 31, 2016)

Baptized Membership TBA at annual meeting*
Confirmed Membership TBA at annual meeting*
 *pending final roster updates completed in 2016

MEMBERS WHO JOINED IN 2016

Chris Hick and Linda Wolfs
 Wendy Kjome and Kristi Kjome-Johnson
 Betty Rose
 Jon and Kate Ailabouni
 Allie and Daniel Grainger

MEMBERS WHO LEFT THE CONGREGATION IN 2016

By Transfer: Ann Highum, Gerald, Jeff and Kevin Fruend; Jean Swiggum
 Through Death: Don Pilgrim, Ruth Branhagen, Bunice Heidtke, Judy Mikkelsen, Florene Klosterboer, Helen Schweizer

CONFIRMATION- 2

BAPTISM-1

MARRIAGE-0

BAPTISMS

Natalie Tapscott, April 17, 2016

FUNERALS/MEMORIAL SERVICES

Don Pilgrim - 2/26/16
 Janet Lambert - 6/4/16
 Ruth Branhagen - 9/7/16
 Bunice Heidtke - 9/12/16
 Judy Mikkelsen - 10/10/16
 Florene Klosterboer - 11/19/16

The Congregation Council recommends that the congregation vote to remove the following language from the constitution:

C13.04. A *Ministerial Support Committee* of three voting members shall be nominated jointly by the president of the congregation and the pastor and elected by the Congregation Council. The suggested terms of office shall be for three years with the necessary number elected each year. Members may be re-elected at the end of their term.

(This change requires a majority vote of those present and voting at the 2017 annual meeting and ratification by a two-thirds majority of those present and voting at the 2018 annual meeting. It makes official a practice that has been piloted this year.)

The Congregation Council recommends that congregation enact the following two continuing resolutions:

C13.04. #1

The Executive Committee of the Congregation consisting of the Pastor, President, Vice President, Secretary, and Treasurer shall oversee all personnel matters. The committee shall hold conversations with all staff annually, and conduct a formal review of all staff every three years. The Executive Committee shall fulfill the duties of a Mutual Ministry Committee.

C12.01 #1

The Congregation Council may remove a council member by two-thirds vote for good cause, including nonfeasance or malfeasance in office. A Congregation Council member may be temporarily removed if arrested or indicted for an alleged crime involving theft, fraud, or moral turpitude, and such temporary removal can be accomplished by telephone vote if necessary to protect important interests of the church. A Congregation Council member may be permanently removed if adjudicated guilty of such a crime by a judicial authority, or may be removed without a prior conviction if the Congregation Council makes a determination that such criminal proceedings create a significant interference with the proper performance of the Congregation Council member's duties or if removal of the Congregation Council member is necessary to protect the interests of the church or any of its members.

(Continuing resolutions can be enacted by a majority vote of those present and voting at a meeting of the congregation or a two-thirds vote of the Congregation Council.)

Finally, because many members of the congregation travel in January, the Congregation Council recommends a change to the bylaws regarding the date of the annual meeting to read:

C10.01.01 The annual meeting of the congregation shall be held the first Sunday in February.

(A bylaw change requires a majority vote of those present and voting at a congregational meeting.)