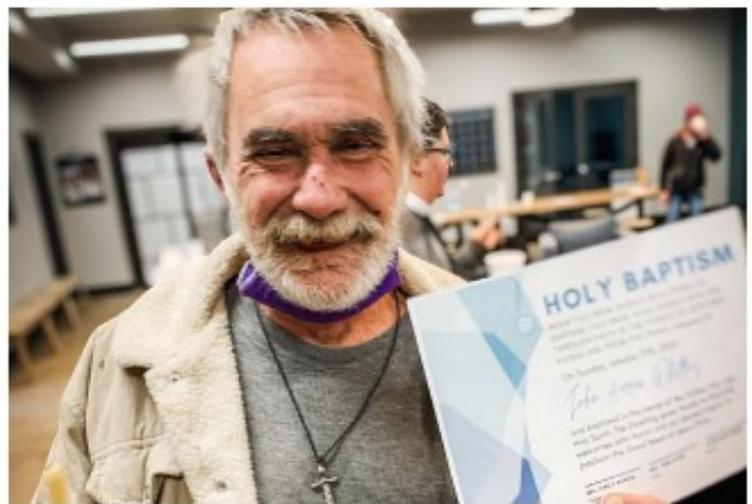


# ANNUAL REPORT

2021



**Evangelical Lutheran Church in America**  
God's work. Our hands.



## A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth  
Eaton*

Dear friends in Christ,

The last year has been one of adapting and learning. In many places we have seen vibrant and vital ministry spring forth from changes made due to the pandemic. Digital worship opportunities have introduced to our congregations people who may never have walked into one of our buildings. Many congregations have found new ways to invite people to share their generosity through online giving. And many ministries have found just how vital they are as they continue to serve alongside people in their communities.

The first chapter of James, verse 17, reminds us that "Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change." Yes, this has been a season of change, but Scripture also reminds us that we serve a generous, steadfast God.

While we stay rooted in God's enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms wider to meet people where they are, living into the reality that we are not defined or confined by the four walls of our buildings.

Through all this, I am so grateful for your generous sharing of creativity, time, talents and resources. All good gifts do come from God, and we are called to share and use those gifts. We have and will continue to answer that call. There is still much change and learning to come, but God's steadfast love energizes us for the work God is still doing in the world through this church.

*Elizabeth A. Eaton*

The Rev. Elizabeth A. Eaton  
Presiding Bishop  
Evangelical Lutheran Church in America

"Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change."

# ANNUAL CONGREGATIONAL MEETING OPENING LITANY

Provided by our ELCA Churchwide Office

Today our congregation gathers in prayer and hope to begin another year of ministry. We bring with us the memory of a year like no other, even as we move into a future that we cannot yet imagine. Yet even now, as in every age, God is our refuge and strength. In times of plenty and want, in times of conflict and peace, in times of growing and pruning, we remember:

**God has called us for such a time as this.**

We remember the past year with lament and gratitude. We have lost so much, and so much still feels uncertain. We have also witnessed God's hand at work in new and unexpected ways. We delight at hidden seeds bearing surprising and wonderful fruit. When our own resources fail, when we cannot predict the future, when we must rely on God alone, we remember:

**God has called us for such a time as this.**

We celebrate this moment and the many ways God has held us together as a community. We give thanks for the gift of our church building and the welcome it provides, even as we bless God for the marvel of technology and the new bonds of connection it makes possible. When our bodies need sanctuary, when our minds need expanding, when your grace must transcend our limitations, we remember:

**God has called us for such a time as this.**

We look ahead to the road we will travel together this year. We anticipate and receive with joy the new gifts God's love has planned. We pray for the grace to let go of what has served its holy purpose. When we are trailblazers or followers, when we are seekers or visionaries, when we must walk by faith and not by sight, we remember:

**God has called us for such a time as this.**

And so, we pray: Grace our meeting, O God, with the gift of your Holy Spirit: the Spirit who has guided the church from the beginning, the Spirit of our risen Lord Jesus, the Spirit who sends us as healers and restorers of your beloved world. You are the source of our life together. You are the rock and cornerstone.

**You have called us for such a time as this.**

O God,  
you have called your servants  
to ventures of which we cannot see the ending,  
by paths as yet untrodden,  
through perils unknown.  
Give us faith to go out with good courage,  
not knowing where we go,  
but only that your hand is leading us  
and your love supporting us;  
through Jesus Christ our Lord.

Amen. (ELW, p. 317)



# MEETING AGENDA: GOOD SHEPHERD ANNUAL REPORT FOR 2021

SUNDAY, FEBRUARY 6, 2022 – 10:45 A.M.

## **Preparing Our Hearts and Minds:**

Opening Litany: Pastor Amy Zalk Larson - pg. 3

Approval of the Agenda - pg. 4

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

Approval of the minutes of the November 21, 2021, Special Congregational Meeting: Hayley Jackson Secretary - pg. 5

Approval of the minutes of the Feb. 7, 2021, Annual Meeting: Hayley Jackson, Secretary - pg. 5-7

## **Current Work of the Pastor and Congregation Council – Please refer to written reports:**

Pastor Amy Zalk Larson's Report - pg. 8

Congregation Council Reports:

President - pg. 9-11

Education Committee - pg. 12-13

Outreach & Hospitality Committee - pg. 14

Stewardship Committee - pg. 14

Worship & Music Committee - pg. 15

Facilities & Grounds Committee - pg. 16-17

Treasurer - pg. 18-21

## **Work of Other Congregation Committees and Representative Groups – Please refer to written reports:**

Anti-Racism Task Force - pg. 22-23

Landscape Subcommittee - pg. 24

Communications Subcommittee - pg. 25

Altar Guild - pg. 26

Prayer Shawl Ministry - pg. 26

Mission Endowment Fund Committee - pg. 27-28

Lutheran Cemetery Association - pg. 29

WELCA and WELCA Treasurer - pg. 30-31

AMMPARO - pg. 32

## **Continuing and Future Work of the Body:**

**Approval of Racial Justice Statement** note, the Congregation Council endorsed the statement at the January 2022 meeting. - pg. 33-34

**Nominating Committee Report and Election** (report and ballot shared at the meeting) - pg. 35

**Proposed Budget for 2022** - pg. 36-39

**Audit Committee** (Report Given at Meeting) - pg. 40

**Membership Report-** Pastor Amy Zalk Larson and Hayley Jackson - pg. 41-42

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

# NOV. 21 2021 - SPECIAL CONGREGATIONAL MEETING

Jonathon Struve led a brief meeting immediately following worship on Sunday November 21, 2021. A quorum was present, both in person and via Zoom. He shared details of the audio-visual upgrades, including new equipment and repairs to the piano, and updated information on financing (a \$10,000 matching donation to the project has already been met, meaning we have raised the needed \$25,000 for the project. The piano repair has been covered by a designated gift). He also invited the congregation to consider increasing their giving to support other financial needs, including expanding and offering raises to staff. Matt Larson moved that we accept the bid of DB Acoustics in Marion, Iowa for replacement and updating of the audio visual system in the church at a total cost of \$24,915, which includes an initial bid of \$22,650 for the project plus a 10% contingency to cover unexpected costs. Ruth Bruce seconded. The only question was to confirm that enough funds had been raised already to cover the costs (yes, they have been). Motion carried.

Meeting was adjourned.

## MINUTES FROM THE FEB. 2021 ANNUAL MEETING

### GOOD SHEPHERD LUTHERAN CHURCH ANNUAL MEETING February 7, 2021, 11:00 AM. VIA ZOOM

#### **Preparing Our Hearts and Minds:**

President Linda Donaghue called the meeting to order at 11:08 AM.

Pr. Amy Larson led devotions.

It was moved and seconded to accept the agenda as printed. Motion passed.

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

It was moved and seconded to approve the minutes of the February 2, 2020 annual meeting. Motion passed.

#### **Current Work of the Pastor and Congregation Council:**

**Pr. Amy Larson's report (p.7):** "I give thanks for all that God has done through us this year. We have faced incredible challenges. Yet God has been so faithful. God has led us to respond in faithful, life-giving ways." Early in the year, Good Shepherd formed a Covid-19 Task Force to address the concerns brought by this new virus. What was initially expected to be an alteration to communion practice turned to a realization that we should not worship in person. The congregation was able to pivot to online worship in 24 hours. Online worship has been successful thanks to several people and committees, including Brooke Joyce, Jenny Werner, Jonathon Struve, and the communications subcommittee.

***Continued on next page***

# CONTINUED: MINUTES FROM THE FEB. 2021 ANNUAL MEETING

Despite its challenges, online worship provided several opportunities for us to reach a broader audience than before. The congregation also found creative ways to gather, such as receiving Holy Communion in the parking lot, drive-by celebrations for graduation, virtual Vacation Bible School, outdoor services, and outdoor Sunday School and Youth Forum. Good Shepherd also worked to uplift the community during this challenging time by supporting the food pantry, raising over \$10,000 for the Northeast Iowa Mutual Aid Fund, and both sewing and donating masks for medical centers. Looking ahead to the future of worship, Vicar Kathryn and Pastor Amy have expanded worship services over Zoom, including family worship options. Pastor Amy hopes to engage with more Luther students through Zoom services this Lent.

Visiting Pastor Marion Pruitt Jefferson and the Social Justice Subcommittee were instrumental in creating our shepherd and flock system to help ensure members stayed connected to the congregation and each other. A new Anti-Racism Task Force has been created as part of our work to serve and work for God's justice. The congregation is supporting six students preparing for public ministry: Amalia Vagts, Daniel Grainger, Menzi Nkambule, Joseph Tiegen, Angie Sadler and Kathryn Thompson.

Good Shepherd has continued to partner with LUther College to assist with the formation of Vicar Kathryn Thompson and to strengthen our relationship with Luther College students, Good Shepherd youth, children, and families. This will need to be adjusted due to the pandemic and Pr. Anne Edison-Albright being elected bishop of the East Central Synod of Wisconsin. The partnership will continue with the College's interim pastor and are thankful for Vicar Kathryn's patience, creativity, and flexibility.

**The President's Report (p. 9) and Committee Reports (pp. 10-17) were received as written.**

**Worship and Music Report (p. 13):** One member asked what the church would do with the copies of *With One Voice when All Creation Sings* hymnals were purchased. The copies of *With One Voice* will continue to be used. Another member asked if the \$1500 budgeted for assistant musicians was used to compensate Jonathan Struve for cantoring online worship. Yes, he was given about \$100 per service. The budget was over-drawn this year, but will be more appropriately budgeted next year.

**Treasurer's Report (p. 18-22):** John Moeller shared that we ended 2020 with a surplus of \$27,025. Good Shepherd received a Paycheck Protection Program (PPP) loan to help cover salaries that were affected by the pandemic. As we did not need all these funds to cover salaries, we chose to donate \$10,000 to the Mutual Aid Network and \$1,000 to Aase Haugen. A motion to accept the treasurer's annual report was made, seconded, and passed.

**Work of Other Congregation Committees and Groups (pp. 18-27) were received as written.**

Members offered no comments and there were no questions.

**Continuing and Future Work of the Body:**

**Proposed By-Law Change (p. 31)**

The Congregation Council voted to recommend that the congregation amend by-law C14.01.02 to state: "There shall be two Lutheran Cemetery Association Representatives. These representatives shall be voting members of the congregation and shall be elected at the Annual Meeting for staggered three-year terms." A motion to amend the by-law was made, seconded, and carried.

**Proposed Constitution Amendments (p. 31)**

The Congregation Council recommends that the congregation amend our constitution to bring it into compliance with required changes to the ELCA Model Constitution for Congregations that were adopted by the 2016 and 2019 Churchwide Assemblies. It was noted these changes uphold the importance of deacons in the church. A motion to amend the Constitution was made, seconded, and carried.

*Continued on next page*

# CONTINUED: MINUTES FROM THE FEB. 2021 ANNUAL MEETING

## **Nominating Committee Report and Election (p. 28)**

The Nominating Committee consisted of Linda Donaghue, Jonathon Struve, Jutta Anderson, Krista Holland, Pr. Amy Larson, Connie Buresh, and Kerry Johnson. The Congregation Council appoints the Audit Committee, the Building Committee, two members of the Nominating Committee and the Depot Outlet representatives.

There were no nominations from the floor. One member offered a correction that John Jefferson's term on the Mission Endowment Fund expires in 2022, not 2023. Ruth Bruce moved to suspend the rules and allow a voice approval vote of the entire ballot, seconded by Jerry Bruce. Motion passed. A motion to accept the slate of officers for 2021 passed.

## **Proposed Budget for 2021 (p. 34-38):** John Moeller

A motion to approve the budget for 2021 was made, seconded, and passed.

## **Audit Committee Report:** Ed Epperly

The Audit Committee comprised of Ed Epperly, Jon Schroeder, and Steve Holland met with treasurer John Moeller on Tuesday, February 4, 2021 to review 2020 transactions related to reconciling receipts with monthly budget reports for church business. The committee divided the year into 4 month tracks, fully reconciling one month and sampling the rest. They found no problems and that everything was accounted for correctly. They shared that the number of handwritten receipts was minimal this year, and that our bank auditor suggested we continue to avoid those situations as much as possible.

A motion was made by Lyle Otte and seconded by Brooke Joyce to approve the report of the audit committee; motion passed.

## **Membership Report (pp. 39):** Pr. Amy Larson

In 2020, there was an increase of 9 baptized members and 6 confirmed members. This brings the total baptized membership to 308 and the total confirmed membership to 268.

A comment was offered about how the congregation is continuing to grow and reach new people despite the challenges presented by the pandemic. A question was asked regarding how many memorials were held and they were directed to the bottom of the membership report. 5 memorials were held. A correction was offered to the membership tabulation table - 5 members left by transfer and 3 by request, with a total of 8 departing the congregation in a way besides death.

The membership report was received with above corrections.

## **Adjournment and Closing Prayer**

Carol Hasvold made a comment to acknowledge all the wonderful work done by Pr. Amy, Jonathon Struve, Jon Ailabouni, Brooke Joyce, Jenny Werner, and all our congregational Shepherds to make us feel like we are still part of the body of Christ.

Jon Ailabouni performed the piece he composed called "You Are Not Alone."

Pr. Amy closed the meeting with prayer.

The meeting was adjourned at 12:05 PM.

Submitted,

Hayley Jackson, Congregation Secretary

# PASTOR'S REPORT

The Apostle Paul says, “Now you are the body of Christ and individually members of it.” (1 Corinthians 12:27). This is the identity given to the whole church and to each of us. Certainly, we can, and do, ignore our collective and personal identities but when we do, we cut ourselves off from the source of our life and our ability to be most fully who we are. Since we have been joined together with Christ and with one another, how will we live well together in this body? How will we care for this body so that it can be healthy and do the work it was created to do?

During 2021, Good Shepherd lived well together as Christ’s body. We were creative and resilient. We honored one another. We provided beautiful worship services. We offered many outdoor communion opportunities, even when it was six degrees outside! We held a joyful Easter Vigil service, and three youth affirmed their baptisms that night. We moved back to full in person worship services in the backyard and inside starting in mid-April. Shepherds continued caring for their flocks during the first half of the year. We held outdoor Sunday School, Youth Forum, and Vacation Bible School for our youth who couldn’t be vaccinated yet. We reconnected with one another during summer get togethers with ice cream. We wrestled with racism and white supremacy together as we discussed the draft Racial Justice Statement. We shared in jazz worship. We welcomed many new members. We created Lutheran World Relief baby care, health, and school supply kits as well as Welcome Boxes for Afghan Refugees.

We did this all while undergoing many staff changes. I am grateful for departing staff members Jenny Werner and Kathryn Thompson, and for all they offered to our life as the body of Christ Good Shepherd. I am grateful for our talented, committed, and hardworking new staff members Erica Yaneff, Ministry Support Coordinator; Kelli Gapinski, Director of Children, Youth and Family Ministry; and Dave Haugen, Facilities Caretaker. Finally, I continue to be incredibly grateful for Brooke Joyce. He is so talented, dedicated, creative, kind, and flexible. We are so fortunate to have him serving as Music Director.

I am also grateful that Good Shepherd has a sabbatical policy and that the Congregation Council and NE IA Synod have approved my application for sabbatical. I will be on sabbatical April 24-July 24. My focus for sabbatical is bodies and trauma. I will explore recent psychological and theological literature focused on tending to bodies in relation to trauma, racialized trauma, the body of Christ, and the body in worship. I am especially interested in how the church can be part of the healing from the racialized trauma that impacts everyone in the US. During my sabbatical, you will be blessed by the preaching, leadership, and care of other rostered ministers. Good Shepherd member and retired pastor, Rev. Rolf Svanoë, will lead a sermon series on the book of Revelation during the Easter season. He is also developing and partially leading a summer preaching and ministry focus on the theme of *Traveling with the Spirit—A Summer Travelogue Through the Book of Acts*. This summer, I will travel to the National Youth Gathering with our youth. I have also been elected to serve as a voting member to the ELCA Churchwide Assembly in August. My son, Nathan, is a young adult voting member as well. These two things happen right after sabbatical. Pr. Rolf will continue to provide coverage in my absence.

# PRESIDENT'S REPORT

As I reflect on the past year serving as Congregation Council President, an often quoted passage of scripture keeps surfacing in my thoughts. Jeremiah 29:11-14: “For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope. Then when you call upon me and come and pray to me, I will hear you. When you search for me, you will find me; if you seek me with all your heart...” This year has been a challenging one as we continue to navigate our way through COVID and do our best in situations that are often less than ideal. The verses from Jeremiah were a message for people who were in exile in Babylon. They were forced from their homes and living in a foreign land, they experienced great hardship and distress, and many did not see the possibility of a time when their exile would end. In the midst of this calamity, the people had a hard time seeing God’s presence among them. And yet, this text from Jeremiah is an assurance to those experiencing turbulence and struggle that God is indeed with them, and that even in the midst of a forced exile, there is reason to live in hope and faith. God is there in the midst of it all, working plans of blessing, even when it might be hard to see it.

I am so grateful to the community of Good Shepherd for a year of faithful witness as we find a way through our own turbulent present. I am grateful for the things that we have accomplished together, and I am grateful for the blessings of those who serve, give, worship, and lead this community of faith. First of all, I want to thank everyone for their flexibility, thoughtful leadership, and willingness to respond to COVID in ways that help us live out our faith and be good neighbors to one another. Thanks especially to those who served on the COVID task force and to the congregation council for thoughtful recommendations and conversations about how we should proceed in our response as we worked to keep people as safe as possible in our lives together. And, thank you to all who worship in person and through our online presence. I’m grateful that we are able to gather together and that we can help keep those who are not able to gather connected through technology.

This has been a time of discernment and transition at Good Shepherd. Jenny Werner retired as our administrative assistant, and we give thanks for her years of service to Good Shepherd. As we have increased our online presence and more of our volunteer coordination happens online, members of the executive committee and the organizational support committee saw a need to redefine the staff position of administrative assistant to become a ministry support coordinator. We are grateful to have hired Erica Yaneff to fulfill this crucial role. Kathryn Thompson discerned that it was time for her to step down as the Director of Children Youth and Family Ministry as she continues her seminary education. In her time serving in this capacity at Good Shepherd, Kathryn has been a wonderful spiritual presence ...*Continued on next page...*

# CONTINUED: PRESIDENT'S REPORT

not only for the children and youth, but for the entire congregation. We are fortunate to have been able to hire Kelli Gapinski as the Director of Children, Youth, and Family Ministry, and that programs for our children and youth have seen continued growth this year. Thanks also to all members of the congregation who serve as volunteers working with our young people and to the education committee who oversees this programming. It is exciting to see. Finally, following the recommendation of the Facilities and Grounds committee, the custodial position at Good Shepherd was expanded to include additional responsibilities related to the care and maintenance of our facility and grounds. The new Facilities Caretaker position is meant to take some of the burden off the Facilities and Grounds committee and ensure that there is continuity in the care and maintenance of our building and property. Dave and Sharyl Haugen, who were already sharing the responsibilities as custodian of Good Shepherd, have agreed to jointly fill this expanded position. Thank you to all who were involved in the conversations surrounding these important decisions. I am grateful that in the midst of these changes in personnel and staffing, the transitions have happened smoothly and have not led to any interruption in our work as a congregation.

I am grateful for the continued support of the ministry of Good Shepherd and the generosity of this community of faith. As we approached our Stewardship Campaign, the congregation council, in conversation with the stewardship and facilities and grounds committees, discerned that there was interest in raising funds to replace our existing sound system with a new one that will enhance our ability to hear the spoken word in our sanctuary, bring sound and video capabilities to other parts of the building, and improve the quality of our recorded worship services. Through the generosity of the congregation, we were able to raise the funds needed for this project, which will be installed as soon as the components arrive this coming year. Thanks especially to the facilities and grounds committee, the stewardship committee, Pastor Amy, Brooke Joyce, and Robert Fitton for making this project and the fundraising efforts successful. I am so excited that we will be able to “Hear the Good News” even more distinctly both in our building and online.

Finally, I'm grateful to everyone who has given of their time to further the mission of this congregation. While recognizing everyone who's given of their time and talents would take more space than I have for this report, I'd especially like to recognize the members of the Anti-Racism Task Force, who worked diligently to craft a racial justice statement that is deeply grounded in scripture, repentance, and faith. I've appreciated their faithful leadership through conversations with members of the congregation and the council as we move to adopt this statement as a church. As we've returned to in-person worship, I appreciate the members of the Altar Guild who prepare elements for worship; ...*Continued on next page...*

# CONTINUED: PRESIDENT'S REPORT

Brooke Joyce, Jon Ailiabouni, and all members who enhance the music in worship; and all those who volunteer to serve as ushers, greeters, readers, cantors, and assistant ministers. Thanks also to those who care for our buildings and grounds, including our volunteer mowers, the landscape committee, and those who plant and tend the garden. This is only a small sampling of the many people who deserve recognition for the faithful work that is happening here. It is a joy to serve as president of a congregation with so many people who give faithfully of themselves with their gifts, talents, and time.

We look to the future with hope, and we know that our work is not done. What we have had to endure in the last year has not been easy, and many of us have dealt with pain, loss, hardship, and uncertainty. And yet, in the wake of our distress, I can't help but think of the people in exile in Babylon. In the verses before the passage quoted above, the people of Israel are directed to build homes, to invest in the foreign land they inhabit, to raise their families, and to live in hope and faith in spite of their current difficulties. When it might be easy to despair, we are called to live in hope. Even when we cannot see the path before us clearly, we can be confident that God is there, and we can act boldly, trusting in God's abundant love and mercy. It has been a pleasure to serve Good Shepherd this year, and I am grateful for this community of faith. Thanks be to God.

- *Jonathon Struve: President*



# EDUCATION COMMITTEE

## January - March 2021

- Sunday School and Youth Forum classes were held virtually due to the pandemic. Kathryn led the Sunday School class. The Youth Forum was led by Megan Buckingham. A Family Worship was added every 3rd Sunday as well.

- This year's annual Lenten Project was ELCA's World Hunger which was combined with the congregational appeal during Lent. Families and congregation members were encouraged to start their own "Giving Jar". The jar funds were collected during Palm Sunday, outdoors and participants were able to go through the Stations of the Cross. Funds raised were \$9,500, nearly double the goal of \$5,000.

-Spring retreats were canceled.

## April - July 2021

- Confirmation of Mason, Brenna, and Maggie was held April 3rd, outdoors during the Easter Vigil service. Sunday School and Youth Forum classes moved to in-person, outdoors. The end of year celebration was held May 16th.

- An Intergenerational Summer Fun Day was planned for June 26th with fishing, biking, hiking and a picnic with smores'. This event was canceled once again due to weather.

- Vacation Bible School (VBS) was held July 12-14. We paid \$500 to have Luther student Marshall Laidlaw coordinate and lead VBS since Kathryn was going to be unavailable during VBS due to her studies. Bob and Ann hosted a dinner with Marshall, the Ed Committee and their families prior to VBS (thank you Ann & Bob!) Congregation members were asked to provide noon meals and breakfast gift cards for Marshall and Gail and David hosted Marshall during his stay. Brown bag dinners were provided to the VBS attendees. The theme was "Go and Do Likewise" with a focus on parables.

-Kathryn resigned as Director of Children, Youth and Family Ministry. We began advertising and looking for her replacement. *(continued on next page)*



# CONTINUED: EDUCATION COMMITTEE

## August - December 2021

- Kelli Gapinski was hired to replace Kathryn. She is a Luther grad who will be teaching special education at the Decorah Middle School. She has office hours every Thursday from 4:30 -6:30 pm.
- Backpack blessings were August 22nd and Rally Sunday was September 12th.
- We had an exceptionally large group of youth register for Sunday School and Youth Forum classes. It was decided to split the group into 3 classes (we previously had 2). The youngest group would be taught by Laurie Biedermann. The other 2 classes would be taught by Luther students with Kelli rotating between classes each Sunday and helping with the curriculum. Because we increased the classes we also had to call on more people to volunteer to be the 2nd adult in the classrooms. Each Sunday, 3 adults are needed to help in the classes. Classes were held outdoors if at all possible and if indoors, youth and adults were asked to mask. All adults were also expected to be fully vaccinated for Covid 19.
- We chose not to do fall retreats due to the pandemic.
- The National Youth Gathering will be held July 24-28, 2022. 9 youths from GS are attending with Pr. Amy and Kelli also. Each of the 9 youth will receive \$215 from GS toward the cost of the trip. They have begun fundraising for the remaining cost.
- The annual Christmas program was held December 19th. A brown bag (take-and-go) dinner was provided to participants and attendees due to Covid considerations. Children and youth enjoyed bringing the story to life for our congregation. We also had several young musicians showcase their talents as part of the event.

Thank you to all the adults, youth and children in the congregation who have helped make our activities possible during another unprecedented year!

*- Submitted by Bridget Parker on behalf of the Education Committee*  
*Bridget Parker, Ann Naslund, Kris Peterson*



# OUTREACH & HOSPITALITY

During 2021 the Outreach and Hospitality Committee helped organize materials for “treat bags” delivered by Pastor or other congregation members to visitors who attended Good Shepherd worship services. The materials give information about Good Shepherd congregation and Pastor’s contact information.

We asked for families and individuals interested in delivering the “treat bags” and/or being a “Shepherd Family” for new members to contact Pastor so she would have a list for future reference. We thank the members who answered our call.

On August 27, we assisted at a Jazz concert given by Jon Ailabouni and band at the church. The concert was to have taken place at Phelps Park, but had to be moved after severe afternoon thunderstorms came through the area. However, the concert went on and donations of \$1339.00 were collected and forwarded to NE Iowa Path to Citizenship.

In the fall, the committee determined it was not a good time to hold our Annual Friends and Neighbors Picnic because of the ongoing pandemic. Hopefully by fall 2022 another picnic can be planned.

We were able to hold an informational meeting in October for prospective new members. Pastor Amy had sent out invitations to at least 12 household units and 9 household units joined Good Shepherd during 2021. Each family was paired with a “Shepherd Family” to assist during the service receiving them as new members and to answer any questions they might have in the future. Welcome bags of goodies were put together along with a prayer shawl for each family unit. However, again we decided it was not a good time to have a dinner to welcome our new members.

As in the past, Christmas care packages were sent to our seminarians.

We greatly appreciate the help of Jeri Laursen and Connie Buresh of the Prayer Shawl Ministry and Carrie Solberg for the yarn sheep and lambs given in the new member bags. In addition, a big thank you goes to the Communications Committee of Kathy Buzza, Jane Kemp, Anna Norris and Elizabeth Kaschins for all their work in keeping the congregation informed of our current events, and taking and posting photos of them for all to enjoy.

*- Respectively submitted,*

*Marie Freerking (chair), Kerry Johnson, Ingrid Callaghan and Rebecca Boehm-Shafer*

# STEWARDSHIP REPORT

The fall stewardship campaign theme was **HEAR THE GOOD NEWS**. We invited giving to achieve these four goals: 1) Upgrade the audio/video system 2) Repair the grand piano in the sanctuary 3) Invest in staff 4) Continue our strong giving of 26% of operating costs to ministry beyond the congregation. Good Shepherd responded with incredible generosity! We received commitments for \$34,425 in one-time gifts. The projected regular giving has also increased by another \$23,000. Thank you, Good Shepherd!

# WORSHIP & MUSIC



The Worship & Music Committee met as needed during 2021 to again meet the challenges of navigating our church worship life during COVID 19. We met as a committee via zoom, eventually outside in person, and then inside with masks. Stephanie Hoff was our new addition to Worship and Music, and took on the role of recording the minutes. Members included Pastor Amy, Brooke Joyce, Tom Buresh, Stephanie Hoff, Elizabeth Kaschins, and Martha Monson Lowe

Our year started with online services only, and continued through April, adding a zoom coffee hour. Decisions regarding worship were made, keeping in mind recommendations from the health department, our facilities, and our level of comfort and safety. Special accommodations for Holy Week were planned, with an in-person outdoor Palm procession and communion service, as well as self-guided outdoor stations of the cross. An Easter vigil bonfire and online Easter service completed the celebration. Outdoor worship was added in the spring in the backyard, weather permitting, masked and distanced, with three communion stations. In the case of inclement weather, distanced masked indoor worship took place with no congregational singing. Communion was served in individual cups, and communing took place once seated. At this point, online worship became more simple and shorter.

Amalia Vagts and Vicar Kathryn assisted Pastor Amy with worship in the summer. In June, worship was moved inside. By this time, over 95% of the congregation was vaccinated. The congregation participated fully in singing, always masked. In the fall, services were indoors and live-streamed. Communion transitioned to real bread and individual wine cups. The congregation participated fully in singing, always masked. Funds were reallocated for musicians in the fall. Toward the end of the year, communion reverted back to individual servings, due to the rise of the omicron variant of COVID. In-person midweek advent services were able to be held, along with the children's Christmas program. Christmas services were also held in person and live streamed.

This year, 2021, has been so unique and challenging, as we have worked to be safe and continue to worship in the context of this global pandemic of covid 19. We have had to be flexible and creative in this endeavor. Our decisions often had to be revised, due to ever-changing circumstances. Now, we forge ahead, looking to God most of all, and to each other, for guidance. Thanks be to God!

# FACILITIES AND GROUNDS

Robert Fitton (chair – finished term) '22; Gary Hildebrandt '22 (fulfilled term, extending); Dave Peterson '23

*This report is submitted with thanks to all who helped with the stewardship of our Church*

## **Restructuring Property and Management to the Facilities and Grounds Committee:**

Council approved a year-long trial to remove management and budget responsibilities from the Property and Management committee and port those responsibilities to a newly formed Operations Support Committee (OSC). We are now at the end of that year-long trial. Facilities and Grounds committee members view this as a successful trial.

## **Facilities Manager Position:**

In October of 2021, a proposal was made to the Executive Committee by F&G that a facilities manager position be created to provide care and continuity to the physical condition of our facility. This was approved and a job description finalized. Staffing this position is currently underway for approximately 10-15 hours per week.

## **Audio and video system:**

In October, the need for an upgrade to our audio and video systems was advanced to a primary need over other capital projects that were currently being researched (dishwasher, HVAC, Fellowship Hall windows). A computer modeled audio and video system designed for the spoken word was presented by DB Acoustics to F&G, Pastor Amy and Brooke Joyce and approved by the Congregation. The system is expected to be installed in the Spring of 2022. Fund raising for the systems went well and fully funded the systems that are estimated to cost \$25,000.

## **Sanctuary Windows repair replacement:**

The south and west facing banks of sanctuary windows that were 35 years old were replaced in the Spring of 2021 with thermopane low-emissivity glass that will both limit ultraviolet and infrared light, thus reducing damage and heat gain and loss. An anonymous gift funded half of the cost of this \$6,000 project.



*Continued on next page*

# FACILITIES AND GROUNDS

## **Small stuff:**

- Programed exterior lights for better operation and reduce electrical consumption
- Switched contractor for snow removal from sidewalks and parking lot
- Replaced two exterior ground fault interrupter (GFI) outlets on the NW corner and by the bell
- Provided a GFI equipped extension cord for outside worship events
- Repaired a power cord on amplifier
- Adjusted amplifier to fix failed pulpit microphone
- Put a new upgraded aerator on the Sacristy sink
- Replaced two toilet flush valves
- Replaced a failed ceiling light in the Sanctuary
- Removed a large pile of soil in the southwest corner of the property and planted to grass
- Replaced door closer that was faulty
- Purchased CO detector and installed fire alarm for the Annex
- Installed the Kittelson benches and erected memorial signage
- Repaired one Kittelson memorial sign that got crunched from the white pine that fell
- Cleaned up the debris from the white pine
- Installed MERV 13 filters in the HVAC that serves the Sanctuary, offices, library, nursery, Sacristy and bathrooms to decrease airborne particles that typically cause disease
- Purchased an electric blower to help clean the entrances and be useful for other tasks
- Assisted in cleaning entrances in preparation for a funeral
- Took ownership of solar system mounted on the Annex roof

## **Grounds:**

The committee would like to thank the 24 volunteers who helped keep the lawn looking good and maintained the equipment. It takes about 4.5 hours of labor to complete the job and is no small task.

Four trees were removed during 2021; The Linden that was located adjacent to the bell was removed due to a severe insect infestation. The two Maples in the courtyard were removed due to root strangulation and poor structure that put the building in danger. A White Pine on the boulevard of Iowa Avenue fell due to interior rot. Two white pines on Iowa Avenue were fitted with Cobra support systems that will hopefully lengthen their lifespan. Five trees were added by the Landscape Committee (details in their report)

# TREASURER'S REPORT

Income & Expenses from 2021 are outlined on this and the following page. There are accompanying written reports and explanations on the pages following.

		TOTAL	
		Jan - Dec 21	Budget
<b>ORDINARY INCOME &amp; EXPENSE</b>			
<b>INCOME</b>			
<b>380 Offerings</b>			
	381 Miscellaneous Budget Income	6,154.41	
	382 Envelope Offering	164,338.83	
	383 Offering for Benevolence	1,500.00	
	386 ACH Offerings	130,345.97	
	<b>Total 380 Offerings</b>	<b>302,339.21</b>	
<b>390 Non-Budget Income</b>			
	391 A Thrivent Offering	1,845.00	
	391B Youth Director	8,018.48	
	391C Amazon Smile	5.00	
	393 Interest Income	53.63	
	394 Rental Income	6,335.00	
	399a Special Projects Income	3,000.00	
	399B Partial Use of 2020 surplus	1,284.82	
	<b>Total 390 Non-Budget Income</b>	<b>20,541.93</b>	
	<b>TOTAL INCOME</b>	<b>322,881.14</b>	

<b>EXPENSE</b>			
<b>400 Benevolence</b>			
	401 Synodical Budget	33,000.00	33,000.00
	402 Seminary Assistance	7,500.00	7,500.00
	403 Lutheran Services in Iowa	8,000.00	8,000.00
	404 Missionary Support	1,000.00	1,000.00
	404A YAGM	2,000.00	2,000.00
	405 Aase Haugen Home	3,500.00	3,500.00
	406 EWALU	1,000.00	1,000.00
	408B Reconciling Works	125.00	125.00
	409 Path to Citizenship	700.00	700.00
	409A Extra. Lutheran Ministries	100.00	100.00
	409B AMMPARO	200.00	200.00
	409C Kid's Lunch/Food Ministry	825.00	825.00
	<b>Total 400 Benevolence</b>	<b>57,950.00</b>	<b>57,950.00</b>

<b>410 Education</b>			
	411 Confirmation	558.98	200.00
	412 Church Schools		
	412(a) Sunday School	1,003.06	500.00
	412(b) Adult Education	0.00	100.00
	412(c) Antiracism Task Force	90.99	500.00
	<b>Total 412 Church Schools</b>	<b>1,094.05</b>	<b>1,100.00</b>
	413 EWALU Camperships		
	413 EWALU Camperships - Other	100.00	1,000.00
	<b>Total 413 EWALU Camperships</b>	<b>100.00</b>	<b>1,000.00</b>
	414 VBS	545.14	100.00
	415B Background/Boundaries	192.84	500.00
	416 Youth Director Salary	7,821.22	7,500.00
	416A Youth Director SS	197.26	
	417 Youth Programming	749.69	2,000.00
	417A National Youth Gathering	600.00	600.00
	<b>Total 410 Education</b>	<b>11,859.18</b>	<b>13,000.00</b>
<b>420 Worship &amp; Music</b>			
	421 Altar Guild/Communion	1,504.27	1,000.00
	422 Video Editor	3,135.00	2,500.00
	423 Choir & Band Supplies	100.00	200.00
	424 Worship Committee	936.12	650.00
	425 Guest Pastors	600.00	900.00
	426 a Music Director	18,306.24	18,306.00
	426 b Music Director Subs	150.00	500.00
	426 c Assisting Musicians	5,650.00	8,700.00
	426 d Music Dir. SS/Med. Taxes	1,510.22	1,400.00
	427(b) Organ Tuning	447.90	500.00
	427(c) Piano Tuning	170.00	150.00
	428 Worship Supplies	1,234.40	600.00
	429 Devotional Guides	360.83	150.00
	<b>Total 420 Worship &amp; Music</b>	<b>34,104.98</b>	<b>35,556.00</b>
<b>430 Outreach &amp; Hospitality</b>			
	431 Living Lutheran	340.10	400.00
	432 WELCA	250.00	250.00
	433 Outreach/Hospitality Comm	393.59	400.00
	434 Mission Assistance Fund	296.44	300.00
	436 Communications	383.86	900.00
	<b>Total 430 Outreach &amp; Hospitality</b>	<b>1,663.99</b>	<b>2,250.00</b>
<b>450 Stewardship</b>			
	451 Stewardship Committee	512.64	1,000.00
	452 Social Justice Committee	0.00	50.00
	<b>Total 450 Stewardship</b>	<b>512.64</b>	<b>1,050.00</b>
<b>460 Property &amp; Manage - Office</b>			
	461 Office & Facility Supplies	5,248.15	3,040.00
	462 Postage	710.70	1,000.00
	463 Telephone & Computer	4,782.21	4,250.00
	464 Adm. Assistant Salary	17,499.07	16,892.00
	465 Adm. Assistant Soc Sec	1,447.14	1,292.00
	468 Safe Deposit Box Rent	0.00	30.00
	460 Property & Manage - Office - Other	0.00	
	<b>Total 460 Property &amp; Manage - Office</b>	<b>29,687.27</b>	<b>26,504.00</b>

# TREASURER'S REPORT

	<b>470 Prop &amp; Man - Build &amp; Ground</b>		
	470a Landscaping	1,761.95	1,500.00
	471 Insurance	6,443.00	6,500.00
	472 Electricity	6,355.63	3,800.00
	473 Gas	958.85	2,000.00
	474 Water, Sewer, Trash	2,442.24	1,400.00
	475 Custodial Supplies	27.81	
	478 Salaries		
	478(a) Custodian	3,949.54	3,937.00
	478(b) Lawn & Snow	904.09	1,800.00
	478(c) Security	1,175.00	1,140.00
	478(d)Custodian Social Security	324.86	301.00
	<b>Total 478 Salaries</b>	<b>6,353.49</b>	<b>7,178.00</b>
	479A Facilities and Grounds	9,400.39	12,500.00
	479B Kitchen Operation	0.00	500.00
	<b>Total 470 Prop &amp; Man - Build &amp; Ground</b>	<b>33,743.36</b>	<b>35,378.00</b>
	<b>480 Pastor</b>		
	481 Pastor's Compensation	73,592.88	73,593.00
	482 Pastors Pension & Insurance	24,402.12	24,500.00
	483 Pastor's Car	3,000.00	3,000.00
	483A Pastor's Phone/Internet	900.00	900.00
	484 Pastor's Continuing Educ		
	484 Pastor's Continuing Educ - Other	727.17	1,200.00
	<b>Total 484 Pastor's Continuing Educ</b>	<b>727.17</b>	<b>1,200.00</b>
	485 Pastor's Professional Exp	372.49	600.00
	486 Pastor's Medical Reimburse	500.00	500.00
	487 Pymt to Sabbat. Res Fund	600.00	600.00
	488A Visitation Pastor	250.00	3,000.00
	<b>Total 480 Pastor</b>	<b>104,344.66</b>	<b>107,893.00</b>
	<b>490 Miscellaneous Expense</b>		
	491 Contingency Funds	1,040.69	2,000.00
	493 Synod Assembly Fees	482.00	800.00
	494 Cemetery Fund	3,500.00	3,500.00
	495 Coffee for Fellowship	300.00	650.00
	496A Special Building Repair	200.00	
	497 Neighborhood Picnic	600.00	800.00
	497A Endowment Committee	142.37	
	<b>Total 490 Miscellaneous Expense</b>	<b>6,265.06</b>	<b>7,750.00</b>
	<b>500 Debt Retirement</b>		
	501A Debt Retirement - Renovate	34,036.02	33,262.80
	501B Debt Retirement - HVAC	1,500.00	2,906.40
	502 Debt Retirement - Interest	7,213.98	5,830.80
	<b>Total 500 Debt Retirement</b>	<b>42,750.00</b>	<b>42,000.00</b>
	<b>TOTAL EXPENSE</b>	<b>322,881.14</b>	<b>329,331.00</b>
	<b>NET ORDINARY INCOME</b>	<b>0.00</b>	<b>-329,331.00</b>

# TREASURER'S REPORT

1. Total income for the year was \$313,577.84. Total expenses were \$322,881.14. We avoided a deficit because (a) we had outside funds totaling \$8,018.48, which paid for the youth director salary and (b) we used \$1,284.82 of our 2020 surplus. With those two transfers our income and expenses are the same.
2. The statements of intent for 2021 were \$296,000. Our offering income was 296,184.80. In sum, our offerings were almost exactly what we hoped to receive. As an aside, this past year 44% of the offering was via automatic payment.
3. Note that our total expenses were about \$6,450 less than we budgeted.

**Under budget:** *We budgeted \$3,000 for a visitation pastor in case we might need that. We did not know how long we would be doing remote services, so we built in provisions for the entire year. Obviously, we did not need all of those funds. We did not spend as much on youth camperships (EWALU applied last year's unused payments, and the pandemic limited youth programming.*

**Over budget:** *The line between office supplies and computer is not always clear but as a total those areas were more expensive than we anticipated. Electricity costs were significantly higher than we budgeted. The water bill also was high, but we hope that was a one-time occurrence reflecting the combination of heat and newly planted trees.*

4. We ended the year in good financial shape, with most of our 2020 surplus intact.

**MISSION ASSISTANCE FUND :** In 2020 a Mutual Aid Network developed with the intent of serving persons in our community who needed financial support as a result of the pandemic. We made a decision at Good Shepherd to work with the Mutual Aid Network, referring persons who normally might have sought out Pastor Amy for financial support to the Mutual Aid Network. As a result, in 2021 Pastor Amy distributed a total of \$796 to three persons, considerably less than in the past. Now that the church offices are open and the Mutual Aid Network has disbanded, we will return to using the Mission Assistance Fund. Recall that in the past we received much of our financial support from contributions given during Fellowship Hour. Because we currently are not meeting for fellowship the fund is not as large as usual; we hope, therefore, you will consider writing a check to the Mission Assistance Fund in support of this important dimension of our ministry.

*Report continued on next page*

# CONTINUED: TREASURER'S REPORT

## NON-BUDGET BENEVOLENCE 2021

Throughout the year there are opportunities for supporting needs beyond our budgeted commitments. These include regular appeals during Lent/Easter (ELCA World Hunger this year), Advent/Christmas (we divide the gifts between a local need--Sunflower Building Project--and a national/global need--Victoria Augusta Hospital), an offering as part of the annual Christmas program (this year that supported Decorah Food Pantry). The offering accompanying the summer jazz concert went to Path to Citizenship and Amalia asked that the offering accompanying her ordination service be divided among Extraordinary Lutheran Ministries, Path to Citizenship, and the Norman Dixon parade. There also are special appeals, often related to natural disasters, and some members simply prefer to support causes and appeals by going through Good Shepherd rather than giving directly to the organization.

Augusta Victoria Hospital \$815.00

Decorah Food Pantry \$596.37 (\$316 of this was from garden contributions)

ELCA Fund for Leaders \$309.00

ELCA World Hunger \$10,127.51

Extraordinary Lutheran Ministries \$345.00

LSS-WI (Afghan refugees) \$1,400.00

Lutheran Disaster Response \$1,097.35

Lutheran World Relief \$3,600.00

Mosaic \$500.00

Mutual Aid Network \$125.00

Norman Dixon Parade \$346.00

Path to Citizenship \$1,740.00

Sunflower Building Project \$815.00

WELCA projects \$475.00

**TOTAL \$22,290.88**

Thanks again to Clara Knudson for continuing to serve as the unofficial treasurer. Without her, we might not have any idea how much money we have and how we spent what we did.

- Submitted by John Moeller

# ANTIRACISM TASKFORCE

In July 2020, the church council approved the formation of an Antiracism Task Force with the following charge: **To draft a racial justice statement and to make specific antiracist policy, advocacy, and action recommendations for the church council to consider and adopt.**

The Taskforce includes Megan Buckingham and Jon Ailabouni (co-chairs), Jennifer Self, Erin Anderson, Bob Naslund, Bob Felde, and Pastor Amy Larson. The group's first meeting was in November, 2020 and has since met monthly via Zoom and in person as vaccines and conditions allowed. Our work so far has included the following steps:

- Read Layla Saad's [\*Me and White Supremacy\*](#), which helped the group to examine 28 expressions of white supremacy and how these expressions intersect with our own lived experiences. The book includes journal prompts that facilitated discussion and allowed for mutual vulnerability and trust building within our group.
- Began to brainstorm and prioritize antiracist action steps specific to Good Shepherd and our context in Dec- orah.
- Drafted the [Good Shepherd Racial Justice Statement](#)
- Facilitated congregational gatherings surrounding the statement:
  - **September 19** - Congregational conversation about racial justice focused on sharing stories, unpacking key terms, talking with one another about our own lived experiences as it relates to race and racism.
  - **September 26** - Introduction of Good Shepherd's Draft Racial Justice Statement. Facilitated encounter and processing of initial reactions to the statement.
  - **Listening sessions** for congregational feedback on the statement. (Oct. 12 - Via Zoom, Oct. 19 - Church Council, Oct. 21 - Thursday Bible Study group, Oct. 31 - In person in the GS sanctuary)
- Issued a [Report](#) in the December 2021 newsletter based on the collected feedback to Draft Racial Justice Statement.
- January 9, 2022 - held an adult forum in the run up to the annual meeting to answer questions based on the final draft of the Racial Justice Statement.
- January 18, 2022 - the task force will ask the Church Council to endorse the final draft of the Racial Justice Statement and renew its call for the Antiracism Task Force to continue their work focused on actionable goals at the congregational level that enable GS to live into the commitments made in the statement.
- February 6, 2022, - the task force will invite the congregation to vote at the Annual Meeting to adopt the final draft of the Good Shepherd Racial Justice Statement. *(Continued on next page)*

# CONTINUED: ANTIRACISM TASKFORCE

We are grateful to everyone who participated in the congregational gatherings this year. Your presence and contributions were crucial and inspiring for the work of this task force. We envision the work of antiracism to be a collective, ongoing and evolving part of our congregation's identity, policy, and practice. As a task force, we are committed to emphasize quality over quantity in our work, learn from our failures, and be accountable to one another and BIPOC in our community.

We are grateful for the preaching and leadership of Pastor Amy in worship to address racism and white supremacy. These are acute spiritual issues. Pastor Amy's centering of the Gospel message of liberation in the face of racism and white supremacy has been life-giving and challenging. Her leadership and presence has been instrumental to our efforts this year.

We are also grateful to each of the members of the taskforce for their faithful deliberation and collaboration this year. It has been a privilege to walk together amidst the beautiful, messy, open-hearted, zig-zag, shared, ongoing, liberating path of this work.

The Antiracism Task Force will continue its work in 2022. We are looking for new members to join the effort. Please prayerfully consider if you are called to serve with this group. The task force will be focusing our energy on creating opportunities for the congregation to confront and unpack white supremacy in our individual lives and amidst the familiar patterns of community at Good Shepherd. This work needs a variety of strengths and gifts from the body of Christ. You don't need to consider yourself a social justice activist to be effective on this task force.

We'll end this message with the prayer that has closed all of our meetings this year.

***Lord God, you have called your servants  
to ventures of which we cannot see the ending,  
by paths as yet untrodden,  
through perils unknown.  
Give us faith to go out with good courage, not knowing where we go,  
but only that your hand is leading us,  
and your love supporting us;  
through Jesus Christ our Lord. Amen.***

- Submitted by Jon Ailabouni and Megan Buckingham

# LANDSCAPE SUBCOMMITTEE

## The Landscape Subcommittee is a part of the Facilities and Grounds Committee

*Elizabeth Kaschins, Jane Kemp (report submission), Harley and Norma Refsal*

This was the year of extensive watering because of the drought. The John Bale memorial fund paid for the planting on May 10, 2021 by Stevenson Tree Care of an Exclamation Sycamore, two Fall Fiesta Sugar Maples, and one Amur Maple around the periphery of the Good Shepherd back property. Upon the advice of Drew Stevenson, the trees were watered a minimum of three times a week. The Subcommittee also watered the perennials and outdoor pots. A total of 17 hoses (soaker and regular) were used to keep the trees and perennials alive. Northeast Iowa Lawn Care was hired to prune perennials and apply mulch. Scott Hervey of Pine Tree Landscapes replaced a dead white pine with an identical tree. An ornamental Redbud tree was ordered from Stevenson Tree Care for planting in 2022 which will complete the plans for acquiring new trees utilizing John Bale memorial funds.

Routine work continued with a vinegar/salt solution sprayed on sidewalk and parking lot cracks to kill noxious weeds. Perennial beds were weeded. Four large outdoor pots were planted with Easter lilies for Easter and with annuals for the summer months. Spruce trees adorned with yellow stars and red cardinals carved by Harley Refsal were placed in the pots for winter. Throughout the growing season, the Good Shepherd cutting garden of flowers was utilized to provide arrangements for the altar/pulpit area and bouquets for members.



# COMMUNICATIONS SUBCOMMITTEE

*The Communications Subcommittee, a subcommittee of the Outreach & Hospitality Committee, members are Elizabeth Kaschins (co-convener), Jane Kemp (co-convener), Kathy Buzza, and Anna Norris*

**Good Shepherd's website** (goodshepherddecorah.org) – Attention is continually given to reviewing content and updating information and publicizing the congregation's work and worship services. Slider photos and text on the homepage are regularly changed to publicize Good Shepherd activities. A quarterly fee of \$90 is sent to New Digital to secure WordPress hosting and maintenance. Toward the end of 2021, the Ministry Support Coordinator transitioned to become the primary webmaster for the website.

**Social Media sites – Facebook, flickr and Instagram** – These sites are regularly updated. An annual fee of \$64.19 was paid to flickr to continue to use their services for photo storage.

**Church Directory** – The Subcommittee updated the print directory at the end of 2021. A total of 55 were printed and distributed in January 2022 for a cost of \$174.90 to those without internet access and those who request them. The directory is provided by Courtyard.

**The Shepherd's Voice: Weekly News and Events** – This weekly newsletter is sent via MailChimp every Thursday (Wednesdays during Advent and Lent) to everyone with email addresses. No print version is prepared or distributed. **Mailchimp** was used to email monthly and weekly newsletters as well as other messages to the congregation.

**Radio and Television Access** - The Subcommittee continued to work with Luther College's radio station KWLC to provide access to Good Shepherd's Sunday online worship services, both on 1240 AM and on KWLC's website <http://luther.edu/kwlc/> The Decorah Public Library broadcasts our Sunday services each Friday on Mediacom's Public Access Channels 15 and 79-2.

**Sermons** – Weekly sermons are posted on YouTube as part of the worship services and on the website and Facebook with audio supplied by SoundCloud.

## Special Projects

- Publicized the Virtual Lenten Music Series on Wednesdays, March 10,17,24, and 31 and the Jazz Concert in Phelps Park with the Jon Ailabouni Quintet on Friday, August 27. Information posted on the website, Facebook, and SVWNE and publicized in the Decorah newspapers, decorahnews.com and DecorahNow.
- Provided information about the ELCA World Hunger's 40 Days of Giving and sent out the daily devotional cards, AgainandAgain via MailChimp during Lent 2021.
- Publicized the free Jazz Concert (in lieu of the annual Welcome Neighbors Picnic) in the Decorah newspapers, [decorahnews.com](http://decorahnews.com), Decorah Now, and also put up posters for the Jazz Concert. Information posted on the website, Facebook, and SVWNE.
- Provided extensive editing and photos for the 2022 Stewardship Appeal "Hear the Good News" pamphlet and 2 bulletin inserts, as well as communication with graphic designer Deb Paulson.
- Assisted the Mission Endowment Committee in creating the pamphlet "Supporting Future Leaders" to promote the Mission Endowment Fund.
- Revised the insert in the red hospitality books to reflect staffing changes.

**NOTE:** *Many communications responsibilities were transitioned toward the end of 2021 to the Ministry Support Coordinator.*

*- Report prepared by Jane Kemp, co-convener.*

# ALTAR GUILD

Altar Guild's mission is to support Pastor Amy and our leaders in providing worship whenever and wherever it occurs. During 2021, in response to the congregation's COVID Plan and Alert Levels, Altar Guild continued to adjust to changes in the way we serve Holy Communion, the location of worship services and midweek communion, and sanctuary arrangements. Commercially available, disposable individual sealed cups of wine/bread and grape juice/G-F bread were used at outdoor services and at the altar rail once we returned to in-person worship in the sanctuary. For a brief time at the end of the year we transitioned to serving our gluten-free bread and wine and white grape juice in disposable pre-filled plastic cups at the altar rail. With the return to in-sanctuary worship, we arranged for remembrance candle lighting on All Saints Sunday, and candle lighting (with battery operated and flame candles) at the Christmas Eve Service. Altar Guild coordinated our traditional projects of providing poinsettias for the sanctuary during the Season of Christmas and Luminaries for Christmas Eve. In addition, sets of items used by Pastor Amy and others to serve communion at our local care homes and to homebound individuals were prepared.

Altar Guild's and the Bread Baking Crew's traditional monthly schedules have been replaced during this time of COVID by calls for member volunteers as needed. We extend grateful thanks to our faithful members and Reg Laursen, who changes the gates in the weavings when liturgical seasons and colors change.

*- Submitted by Elizabeth Kaschins, Altar Guild Chair - Ex Officio Member of the Worship and Music Committee*

# PRAYER SHAWL MINISTRY

The Good Shepherd Prayer Shawl Ministry began meeting again in September 2021. We are now meeting at the Church Adult Forum area and gather at 1:00 on the third Wednesday of the month. All are welcome.

In 2021 we gave away 56 shawls: 9 to new member families, 1 baptism, 1 baby, 45 to other friends and family. We also provided 8+ Prayer Squares to first time Sunday School children. We receive many warm and kind thank you notes which makes us realize that our ministry is a valuable asset to our community. Thank you to all of our members who crochet and knit such beautiful gifts.

*- Jeri Laursen, Chair*

# MISSION ENDOWMENT FUND

The Mission Endowment Fund Committee is responsible for managing the three invested accounts that make up the Good Shepherd Mission Endowment Fund. The purpose of this fund is to provide scholarships and grants to financially assist Good Shepherd members attending ELCA colleges and universities.

In addition to awarding the scholarships and grants, the committee's activities in 2021 were primarily centered around growing the fund. According to the MEF Continuing Resolution, the committee is restricted to utilizing only 4% of the total value of the fund annually for awards. Based on that formula, the 2021 amount available for scholarships/grants was \$3600. Three individuals received a total of \$2500 for the 2021-2022 academic year. Hallie Johnson received a \$1000 EPIC (Educational Partners in Covenant) scholarship for her junior year at Luther College, as did Ava Holland for her sophomore year. EPIC scholarships are matched 100% at Luther which resulted in Hallie and Ava experiencing a \$2000 reduction in their tuition. Angie Sadler was awarded a \$500 MEF grant to continue her diaconal studies through Valparaiso University.

The committee is using the Stewardship for All Seasons strategy to establish growth of the fund. SAS emphasizes providing on-going information to the congregation regarding its ministries - in this case, the ministry of awarding scholarships to Good Shepherd members. To that end, an Adult Forum was presented in April regarding the functions of the MEF. Due to Covid-19 protocols the forum was held virtually and stimulated the first-ever gifts and donations to the fund. Since then nearly \$16,000 has been received. A second forum is planned for the spring of 2022 and hopefully will be held in-person. (continued on next page)



Hallie Johnson



Ava Holland



Angie Sadler

# CONTINUED: MISSION ENDOWMENT FUND

...The Mission Endowment Fund (MEF) Continuing Resolution also requires the committee to report to the Congregation Council twice a year. A written report was submitted in June and an in-person discussion was held in September. The committee agrees this is a good format to follow in future years; the face-to-face meeting allows council members to ask questions and have input into the ministry.

In October Good Shepherd Director of Children, Youth and Family Ministry Kelli Gapinski provided the committee with data related to membership numbers of Good Shepherd children and youth. This information was requested to assist the committee with long-range planning for meeting scholarship requests. The committee has chosen to focus the planning in five- year segments.

The next five years are going to be crucial for the future of the ministry. The data provided by Kelli indicates that the committee will need six to eight \$1000 scholarships annually. With the 4% limitation, the fund will need to achieve a balance of \$150,000 to \$200,000 since each \$1000 scholarship requires \$25,000 to satisfy the fund's 4% restriction. The accumulated balance of the fund is currently at approximately \$110,000, providing for only four scholarships. The committee is in the process of discussing a range of options to assist with growing the fund and your suggestions for keeping this ministry vibrant are most welcome.

*Submitted by Jerry Bruce for the MEF Committee:  
Brian Solberg - Jerry Bruce- John Jefferson - Dick Wuest*

Bank of the West	
<b>1/1/2021 Account Balance:</b>	<b>\$ 5,066.84</b>
<b>Deposits</b>	
2/1/2021	\$ 150.00
3/1/2021	\$ 300.00
	\$ 450.00
Interest	\$ 0.08
4/7/2021 Funds Available	<b>\$ 5,516.92</b>
<b>Disbursement:</b>	
03/30/2011 Transfer to Decorah Bank and Trust Account	<b>\$ (5,516.92)</b>
<b>8/24/2021 Account Balance</b>	<b>\$ -</b>

Decorah Bank and Trust Account	
4/7/2021 Opening Deposit (Transferred fr. Bank of the West)	\$ 5,516.92
<b>Deposits:</b>	
4/30/2021	\$ 25.00
4/30/2021	\$ 5,000.00
5/7/2021	\$ 2,000.00
6/21/2021	\$ 25.00
7/6/2021	\$ 635.00
7/15/2021	\$ 594.25
10/27/2021	\$ 1,000.00
12/22/2021	\$ 5,000.00
12/28/2021	<u>\$ 1,000.00</u>
<b>Total Deposits:</b>	<b>\$ 15,279.25</b>
<b>Interest Income:</b>	<b>\$ 3.16</b>
<b>Funds available in Account:</b>	<b>\$ 20,799.33</b>
<b>Disbursements:</b>	
Check #1001 7/3/21 Luther College	\$ 2,000.00
Check 1002 7/3/21 Angela Sadler	\$ 500.00
Check 1003 7/30/2021 Thrivent Mutual Fund	\$ 5,000.00
Dec. Bank check order cost	\$ 30.50
CK# 1004 11/10/2021 Thrivent Mutual Fund	\$ 1,000.00
C# 1005 12/23/2021 Thrivent Mutual Fund	\$ 5,000.00
Ck# 1006 12/28/2021 Thrivent Mutual Fund	<u>\$ 1,000.00</u>
<b>Total Disbursements:</b>	<b>\$ (14,530.50)</b>
<b>12/31/2021 Account Balance:</b>	<b>\$ 6,268.83</b>
<b>Thrivent Mutual Fund</b>	
<b>1/1/2021 Account Balance:</b>	<b>\$ 68,438.61</b>
7/30/2021 Deposit (Transferred fr. Dec. Bank & Trust Acc.)	\$ 5,000.00
11/16/2021 Deposit (Transferred fr. Dec. Bank & Trust Acc.)	\$ 1,000.00
12/23/2021 Deposit (Transferred fr. Dec. Bank & Trust Acc.)	\$ 5,000.00
12/28/2021 Deposit (Transferred Fr. Dec. Bank & Trust Acc.)	\$ 1,000.00
Gain from 1/1/21 to 12/31/21	<u>\$ 8,029.25</u>
<b>12/31/2021 Account Balance:</b>	<b>\$ 88,467.86</b>
<b>Mission Investment Fund</b>	
Evangelical Lutheran Church in America	
<b>1/1/2021 Account Balance:</b>	<b>\$ 17,990.44</b>
Interest Income	<u>\$ 157.14</u>
<b>12/31/2021 Account balance:</b>	<b>\$ 18,147.58</b>
<b>12/31/2021 Total Endowment Fund</b>	<b>\$ 112,884.27</b>

# LUTHERAN CEMETERY ASSOCIATION

<b>Operating Account</b>	<b><u>2021</u></b>	<b><u>2020</u></b>
<b>Receipts</b>		
Grave openings	\$ 8,700.00	\$ 13,950.00
Lot Sales	7,425.00	4,900.00
Transfer from Perpetual Care	-	2,500.00
Columbarium Niche Sales - Portion to Operating Fund	3,700.00	3,750.00
Congregational Support		
Decorah Lutheran	13,916.67	12,916.67
First Lutheran	11,170.00	10,500.00
Good Shepherd Lutheran	3,500.00	3,000.00
Additional Donations & Interest	9,838.12	259.75
Veterans' Graves Compensation	1,215.00	1,194.00
	<u>\$ 59,464.79</u>	<u>\$ 52,970.42</u>
<b>Total Receipts</b>		
<b>Disbursements</b>		
Payroll Costs	26,820.17	\$ 30,106.19
Transfers to Perpetual Care Account	17,000.00	
Grave Openings	1,808.33	7,493.58
Supplies	2,031.76	2,695.16
Utilities	383.86	439.78
Insurance	4,299.00	4,106.00
Lot Buy Backs	175.00	-
Building Improvement/Repairs/Plumbing	5,543.18	1,357.51
Equipment Costs	4,000.00	4,000.00
	<u>\$ 62,061.30</u>	<u>\$ 50,198.22</u>
<b>Total Disbursements</b>		
<b>Receipts in Excess/(Short) of Disbursements</b>	<u><u>\$ (2,596.51)</u></u>	<u><u>\$ 2,772.20</u></u>
<b>Perpetual Care Account:</b>		
<b>Balance, January 1, 2021 and 2020</b>	<b>\$ 99,491.28</b>	<b>\$ 99,946.90</b>
Lot Sales - Portion to Perpetual Care Fund	3,712.50	
Other Transfers (to)/from Operating Account	12,292.50	(2,500.00)
Estate Gifts and Memorials	995.00	
Investment Income (Loss), net of fees	11,414.75	2,044.38
<b>Balance, December 31, 2021 and 2020</b>	<u><b>\$ 127,906.03</b></u>	<u><b>\$ 99,491.28</b></u>
<b>Account Balances Consist of:</b>		
Checking Account - Operations - Decorah Bank & Trust Co.	\$ 11,733.09	13,162.94
Trusteed Account - Decorah Bank & Trust Co.	127,906.03	99,491.28
<b>Total</b>	<u><b>\$ 139,639.12</b></u>	<u><b>\$ 112,654.22</b></u>
<b>Columbarium Funds:</b>		
<b>Balance, January 1, 2021 and 2020</b>	<b>\$ 24,114.13</b>	<b>\$ 15,633.03</b>
<b>Receipts</b>		
Sale of Niches/Urns	11,900.00	13,400.00
Door Engraving Receipts & Memorials	100.00	135.00
Interest Earned	14.12	17.10
<b>Total</b>	<u><b>\$ 36,128.25</b></u>	<u><b>\$ 29,185.13</b></u>
<b>Disbursements</b>		
Cost of door engraving & urn purchases	\$ 854.00	\$ 1,321.00
Support to operating account	3,700.00	3,750.00
<b>Total</b>	<u><b>\$ 4,554.00</b></u>	<u><b>\$ 5,071.00</b></u>
<b>Balance, December 31, 2021 and 2020</b>	<u><b>\$ 31,574.25</b></u>	<u><b>\$ 24,114.13</b></u>

Submitted by Tim Stoddard, Treasurer

# WELCA

## 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, engaged in ministry and action, and promote healing and wholeness in the church, the society, and the world.”*

In 2021 we continued to celebrate the 75<sup>th</sup> anniversary of LWR by asking congregation members to help restock our depleted resources following our 2020 fall contributions. We used monies from our Christmas offerings, Thrivent Cards and some personal shoppers to collect items for our kits. Collections boxes were set up at the church. Thank you to everyone who donated to our LWR kits. We completed 54 personal care kits, 96 baby care kits and 52 school kits that were sent to the LWR warehouse in St Paul in May and November.

Our annual meeting was held on Saturday, January 23, 2021 via zoom. Fifteen women attended the meeting-bringing their own coffee and bakery treat if they desired. We were able to distribute monies to the same groups as other years-only in smaller amounts. Bev Sheridan gave the program on the “Joy of Angels” using the article on “Soap angels” from the Jan/Feb Gather magazine. Everyone was encouraged to share a story about their favorite angel.

Gather Bible study was held via zoom through May and then was moved to the church first on picnic tables in the back yard and then in the library when the weather turned colder. It was nice to be able to meet in person again.

Northeast Iowa Synodical Women’s Organization held their 33rd annual gathering June 19 at St Pauls Lutheran Church in Waverly with in person and virtual options available. Interim Bishop Andrea DeGroot-Nesdahl lead the Bible Study and Pastor Kyle Barton from LSI presided at the worship service.

And then there was Nordic Fest and KRUMKAKE in July! After much discussion we decided to participate in the annual Nordic Fest activities. We made batter and baked krumkake at the church. We tried to include the entire congregation with the project, from providing ingredients, mixing, baking, labeling, transporting, selling and clean-up. We had nine baking days and also made gluten free krumkake again this year. After expenses, we grossed over \$3,200. We applied for a \$250 Thrivent action card and a \$30 Walmart gift card to help purchase supplies for the Fest as well as asking members to donate baking supplies and monetary donations. Thank you to everyone who helped with this activity. Ann Naslund, Bev Sheridan, Carrie Solberg and Doris Barnaal were the coordinators of this event. We are also looking for new members to expand our committee.

We served lunch following funeral/memorial services for three Good Shepherd members. The families really do appreciate the lunch and fellowship after the service.

Good Shepherd hosted the fall gathering of the Upper Iowa Cluster on October 16th. Ginny Olson, Pastor of St. Peter’s in Eldorado spoke on the 50th Anniversary of Women’s Ordination in the ELCA.

As you can see we tried to adapt to the new “normal” in our activities. Thank you to all for your help and participation.

- Beverly Sheridan, chairperson

# Continued: WELCA

WELCA Financial Report 2021	
<b>Starting Balance</b>	<b>3637.13</b>
<b>Income</b>	
Advent/Christmas offerings for LWR kits	1079.5
Other LWR kit donations	720
GS General Fund	250
Funerals	350
Nordic Fest sales and donations	3834.76
<b>Total Income</b>	<b>6234.26</b>
<b>Expenses</b>	
Gather subscription	19.95
Aase Haugen	100
GS CNA scholar.	200
GS Sem scholar.	200
GS Mission Assist	200
GS P2Citizenship	200
Missionary Support	100
YAGM	100
Dec. Free Clinic	200
Dec. Food Pantry	200
EWALU	200
Help Svcs	200
LSI	200
LSI spec. appeal	100
LWR (from kit don.)	225
WELCA churchwide	300
Olson Explosives	40
Baby kit supplies	686.19
Conference offering	50
Cluster offering	40
Nordic Fest	
Inspect/Appeal	50
Change	100
Supplies	75.05
Board	336
<b>Total Expenses</b>	<b>4122.19</b>
<b>Balance</b>	<b>5749.20</b>
<b>Reserve for tables</b>	<b>500</b>
<b>Reserve for LWR kits</b>	<b>888.31</b>
<b>Funds available</b>	<b>4360.89</b>



Loading created boxes for the LWR Truck



Krumkake making and assembling



# AMMPARO

Although the pandemic has limited some of our in person activities, we have continued to work to support our area's immigrant friends. We led an online fund raising effort to pay for transportation for 7 immigrant children to Headstart and continued to assist with recruitment of furniture donations for newly arrived families. Two Good Shepherd members regularly participate in the Immigration Working Group at the Peace and Justice Center, representing AMMPARO and Pathway to Citizenship. In that context, locally donated monies are used to provide crisis relief with rent and utilities, transportation to legal appointments, and other urgent needs. Members of Good Shepherd have begun volunteering to transport immigrants to legal meetings once again. We have continued to spend monies from ELCA grants and gifts from congregation members and their families on medical and dental needs of immigrants (those funds are now nearly gone) and to purchase phone cards for young people to stay connected with lawyers and family. We wrote Christmas cards for the LIRS effort Hope for the Holidays and used a memorial gift to cover costs to mail both our cards and First Lutheran's. Members created an astounding number of Welcome Kits that will be transported to LIRS offices for distribution state wide (as seen below).

Good Shepherd is the site for hosting immigration legal clinics held by Iowa Migrant Movement for Justice (formerly held by Justice for our Neighbors). We had a very full clinic in November with hospitality and a meal provided by Good Shepherd members; it was Decorah's 20th clinic and the 5th held at Good Shepherd. Another clinic will occur in February. We continue to stay connected to the national AMMPARO folks through quarterly conference calls. One member continues as sponsor to a young Guatemalan man who is finally making progress toward his green card now that restrictions have lightened somewhat.

THANK YOU to all who have given of time, resources and prayer for this important work!

- *Martha Steele, AMMPARO representative*



# RACIAL JUSTICE STATEMENT

## Final Draft Racial Justice Statement Good Shepherd Lutheran Church, Decorah, IA

**We proclaim** that God has created the diversity of humankind in God's image and we are all equal and beloved children of God. Racism and white supremacy are evils that estrange us from one another, from God, and from the fullness of our humanity. (*Genesis 1:27a*)

**We are in need** of liberation from the sins of racism and white supremacy. (*Romans 3:23*)

**We confess** by what we have done and left undone that we have perpetuated systems of racial injustice and violence. (*Micah 6:8*)

**We acknowledge** that Good Shepherd Lutheran Church is built on land that was home to the Ioway, Otoe-Missouria, Eastern Dakota, Sac, Fox, Winnebago and Ho-Chunk tribes. In 1848, over two thousand Winnebago were forcibly displaced from here by the U.S. military to make way for European-American settlers. ([2016 Assembly Action CA16.02.04 Repudiation of the Doctrine of Discovery](#))

**We lament** that the white Church in the United States, through its dominant place in our country's culture and history, has actively constructed, justified, and sustained systems of racial injustice and violence. The Evangelical Lutheran Church in America has marginalized Lutheran Black, Indigenous, and People of Color leaders and communities and perpetuated a patriarchal, monocultural and racially segregated status quo. ([From Declaration of the ELCA to Peoples of African Descent issued by ELCA Church Council, June 27, 2019](#))

**We trust** in the new life made possible through Christ's resurrection and we are hopeful that the Church is an ideal place to engage in the lifelong and transformative work of racial justice. Fostering antiracist ideas and actions is one way that we can follow Jesus' example of love for our neighbor. When we fail, we will rely on God's grace, that God might work in and through our broken humanity and that we might be sustained to learn from our mistakes and continue to show up for the work of antiracism. (*2 Corinthians 5:17-18*)

**We commit** to listen, learn, and act with courage, kindness, respect, and humility as we practice antiracism both individually and as a congregation. (*Galatians 5:22*)

**We publicly declare** that we will actively pursue racial justice in all aspects of our congregational life and make changes to adopt antiracist policies and practices around worship, education, advocacy, stewardship, governance, and through our community partnerships and relationships. (*Ephesians 2: 14-15, Isaiah 56: 6*)  
Grounding Scriptures<sup>1</sup> and ELCA Statements

**We proclaim...** "God created humankind in God's image, in the image of God, God created them," (*Genesis 1:27a*)

**We are in need...** "since all have sinned and fall short of the glory of God," (*Romans 3:23*)

**We confess...** "He has told you, O mortal, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?" (*Micah 6:8*) **continued on next page**

# CONTINUED: RACIAL JUSTICE STATEMENT

**We acknowledge...** our ELCA 2016 churchwide assembly, voted to “repudiate explicitly and clearly the European-derived doctrine of discovery as an example of the ‘improper mixing of the power of the church and the power of the sword’ (Augsburg Confession Article XXVIII), and acknowledge and repent from this church’s complicity in the evils of colonialism in the Americas, which continue to harm tribal governments and individual tribal Members.” ([2016 Assembly Action CA16.02.04 Repudiation of the Doctrine of Discovery](#))

**We lament...** The ELCA Church Council, In 2019, issued a declaration to Peoples of African Descent which recognizes that “Institutional racism currently exists in the ELCA through discriminatory treatment within the call process; inequitable compensation of clergy of color; racial segregation; divestment from black communities and congregations; systemic policies and organizational practices; and failure to fully include the gifts of leadership and worship styles of people of African descent.” ([From Declaration of the ELCA to Peoples of African Descent issued by ELCA Church Council, June 27, 2019](#))

**We trust...** “So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new! All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation.” (2 Corinthians 5:17-18)

**We commit...** “the fruit of the Spirit is love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control” (Galatians 5:22)

**We publicly declare...** “For [Christ] is our peace; in his flesh he has made both groups into one and has broken down the dividing wall, that is, the hostility between us...so that he might create in himself one new humanity in place of the two, thus making peace,” (Ephesians 2: 14-15)

“Is not this the fast that I choose: to loose the bonds of injustice, to undo the thongs of the yoke, to let the oppressed go free, and to break every yoke?” (Isaiah 56: 6)



<sup>1</sup> Scripture quotations are from New Revised Standard Version Bible, copyright © 1989 National Council of the Churches of Christ in the United States of America. Used by permission. All rights reserved worldwide.

## GOOD SHEPHERD LUTHERAN CHURCH

2022-23 Congregation Officers, Council, Committees and Subcommittees (Feb. 2022-Jan. 2023)

Church Staff And Music & Worship Leaders

**CONGREGATION COUNCIL:** *Made up of the executive committee; a representative of each standing committee; a youth representative.*

**2022 Congregation Council:** Cynthia Ernst, Tim Lecander, Hayley Jackson, John Moeller, Ann Naslund, Ingrid Callaghan, Bob Naslund, Chris Johnson, Tom Buresh

### **EXECUTIVE COMMITTEE:**

**Pastor** - Pastor Amy Zalk Larson; **President** - Cynthia Ernst '23; **Vice President** – Tim Lecander '23; **Secretary** – Hayley Jackson '23; **Treasurer** - John Moeller '23

### **STANDING COMMITTEES:**

*\*-denotes committee chair*

#### **EDUCATION:**

\*Kris Peterson '23 - Ann Naslund '23  
Melissa Bills '25 - Laurie Biedermann '25  
*(Education Committee fills the responsibilities of the Youth Committee.)*

**Youth Representative:** *open*

**Adult Forum Subcommittee:** *on pause*

#### **OUTREACH AND HOSPITALITY:**

Ingrid Callaghan '23 - \*Rebecca Boehm Shaffer '24  
Bonnie Johnson '25

#### **Communications Subcommittee:**

Elizabeth Kaschins - Jane Kemp - Kathy Buzza

#### **FACILITIES AND GROUNDS:**

Gary Hildebrandt '23 *(communications liaison)*  
Dave Peterson '23 *(communications liaison)*  
\*Jim Fritz '25 - Bob Naslund '25

#### **Landscape Subcommittee:**

Elizabeth Kaschins, Jane Kemp, Norma & Harley Refsal, Cheryl Donlon

#### **STEWARDSHIP COMMITTEE:**

\*Chris Johnson '24 - Jerry Bruce '25  
Luther Snow '25

**Social Justice Subcommittee:** Kate Narveson, Lyle Otte, Marty Steele, George Lowe, Martha Monson-Lowe, Harland Nelson, Karen McLean, Marilyn Rue

#### **WORSHIP & MUSIC COMMITTEE:**

\*Tom Buresh '23 - Stephanie Hoff '24  
Boby Vrtis '25  
ex officio: Brooke Joyce (Music Director) Elizabeth Kaschins (altar guild)  
**Ad Hoc Art at Good Shepherd Subcommittee:** *on pause*

### **ADDITIONAL COMMITTEES & REPRESENTATIVES**

#### ***Aase Haugen Senior Services Representatives:***

Donna Bahr '25, Kathy Buzza '25, Cindy Ernst '25

#### ***Organizational Support Committee:***

Linda Donoghue, John Schroeder, Steve Holland  
*(serving until Oct. 2022 through trial period of the committee)*

#### ***Depot Outlet, Inc., Voting Representatives:***

Glendalu Wuest, Bonnie Flora

#### ***Governing Documents Committee:***

Elizabeth Kaschins, Jane Kemp

#### ***Lutheran Cemetery Association Representative:***

Richard Wuest '23, Glendalu Wuest '24

#### ***Mission Assistance Fund:***

Pastor Amy, John Moeller, Hayley Jackson

#### ***Mission Endowment Fund Committee:***

Jerry Bruce '23, Dick Wuest '24, Jim Buzza '25,  
John Jefferson '25, Brian Solberg '25

#### ***Nominating Committee:***

Cynthia Ernst, Tim Lecander, Naomi Craft, Sue Luzum, Pastor Amy, two out-going Council members elected by Council in Fall 2022

#### ***Northeastern Iowa Synod/Upper Iowa River***

#### ***Conference Voting Members:***

Cynthia Ernst, Tim Lecander, Pastor Amy

### **CHURCH STAFF**

#### **MUSIC & WORSHIP LEADERS**

**Pastor:** Amy Zalk Larson

**Music Director:** Brooke Joyce

**Director of Children, Youth and**

**Family Ministry:** Kelli Gapinski

**Ministry Support Coordinator:** Erica Yaneff

**Altar Guild Co-Chair:** Elizabeth Kaschins, *another to be determined*

**Custodian:** Sharyl Haugen

**Facilities Caretaker:** Dave Haugen

**Financial Secretary:** Marie Freerking

**Security:** Erik Berg

# 2022 PROPOSED BUDGET

An outline of the budget is on the following 2 pages, remarks and explanations follow.

	2021 Budget	2021 expenses	2022 Budget	Change
<b>Projected regular giving</b>	<b>\$296,000.00</b>		<b>\$329,482.00</b>	<b>\$22,242.00</b>
<b>Offering plate, rent, and other income</b>	<b>\$15,300.00</b>		<b>\$15,300.00</b>	<b>\$0.00</b>
<b>Projected total income</b>	<b>\$311,300.00</b>		<b>\$345,082.00</b>	<b>\$22,242.00</b>
<b>Actual total income</b>	<b>\$313,577.84</b>			
<b>400 Benevolence</b>				
401 Synodical Budget	\$33,000.00	\$33,000.00	\$35,000.00	\$2,000.00
402 Seminary Assistance	\$7,500.00	\$7,500.00	\$5,000.00	-\$2,500.00
403 Lutheran Services in IA	\$8,000.00	\$8,000.00	\$8,770.00	\$770.00
404 Missionary Support	\$1,000.00	\$1,000.00	\$1,000.00	\$0.00
404A YAGM	\$2,000.00	\$2,000.00	\$2,000.00	\$0.00
405 Aase Haugen Home	\$3,500.00	\$3,500.00	\$4,500.00	\$1,000.00
406 EWALU	\$1,000.00	\$1,000.00	\$1,000.00	\$0.00
408B Reconciling Works	\$125.00	\$125.00	\$250.00	\$125.00
409 Path to Citizenship	\$700.00	\$700.00	\$1,000.00	\$300.00
409A Extra Luth Ministries	\$100.00	\$100.00	\$100.00	\$0.00
409B AMMPARO	\$200.00	\$200.00	\$500.00	\$300.00
409C Kid's Food Ministry			\$600.00	\$600.00
409D Decorah Food Pantry	\$825.00	\$825.00	\$600.00	-\$225.00
<b>TOTAL 400 Benevolence</b>	<b>\$57,950.00</b>	<b>\$57,950.00</b>	<b>\$60,320.00</b>	<b>\$2,370.00</b>
<b>410 Education</b>				
411 Confirmation	200.00	\$558.98	\$300.00	\$100.00
412 (a) Sunday School	500.00	\$1,003.06	\$600.00	\$100.00
412 (b) Adult Education	100.00	\$0.00	\$100.00	\$0.00
412 ©Antiracism Task Force	500.00	\$90.99	\$500.00	\$0.00
413 EWALU Camperships/other	1,000.00	\$100.00	\$1,000.00	\$0.00
414 VBS	100.00	\$545.14	\$600.00	\$500.00
415B Background Check/Boundaries Training	500.00	\$192.84	\$300.00	-\$200.00
416 Youth Director Salary	7,500.00	\$7,821.22	\$8,840.00	\$1,340.00
416A Youth Director SS	0.00	\$197.26	\$677.00	\$677.00
417 Youth Programming	2,000.00	\$749.69	\$2,000.00	\$0.00
417A Natl Youth Gathering	600.00	\$600.00	\$600.00	\$0.00
<b>TOTAL Education</b>	<b>13,000.00</b>	<b>\$11,859.18</b>	<b>\$15,517.00</b>	<b>\$2,517.00</b>
<b>420 Worship &amp; Music</b>				
421 Altar Guild/Communion	\$1,000.00	\$1,504.27	\$1,200.00	\$200.00
422 Video Editor	\$2,500.00	\$3,135.00	\$1,200.00	-\$1,300.00
423 Choir/Band Supplies	\$200.00	\$100.00	\$200.00	\$0.00
424 Worship Committee	\$650.00	\$936.12	\$650.00	\$0.00
425 Guest Pastors	\$900.00	\$600.00	\$900.00	\$0.00
426 a Music Director	\$18,306.00	\$18,306.24	\$18,856.00	\$550.00
426 b Music Director Sub	\$500.00	\$150.00	\$1,000.00	\$500.00
426 c Assisting Musicians	\$8,700.00	\$5,650.00	\$4,700.00	-\$4,000.00
426 d Music Director SS	\$1,400.00	\$1,510.22	\$1,443.00	\$43.00
427 b Organ Tuning	\$500.00	\$447.50	\$750.00	\$250.00
427 c Piano Tuning	\$150.00	\$170.00	\$200.00	\$50.00
428 Worship Supplies	\$600.00	\$1,234.40	\$600.00	\$0.00
429 Devotion Guides	\$150.00	\$360.83	\$175.00	\$25.00
<b>TOTAL 420 Worship/Music</b>	<b>\$35,556.00</b>	<b>\$34,104.58</b>	<b>\$31,874.00</b>	<b>-\$3,682.00</b>

# CONTINUED: 2022 PROPOSED BUDGET

<b>430 Outreach and Hospitality</b>				
431 Living Lutheran	\$400.00	\$340.10	\$400.00	\$0.00
432 WELCA	\$250.00	\$250.00	\$250.00	\$0.00
433 Outreach/Hospitality	\$400.00	\$393.59	\$400.00	\$0.00
434 Mission Assistance Fund	\$300.00	\$296.44	\$300.00	\$0.00
436 Communications	\$900.00	\$383.86	\$900.00	\$0.00
<b>TOTAL 430 Evangelism/Hospitality</b>	<b>\$2,250.00</b>	<b>\$1,663.99</b>	<b>\$2,250.00</b>	<b>\$0.00</b>
<b>450 Stewardship</b>				
451 Stewardship Committee	\$1,000.00	\$512.64	\$1,000.00	\$0.00
452 Social Justice Committee	\$50.00	\$0.00	\$50.00	\$0.00
<b>TOTAL 450 Stewardship</b>	<b>\$1,050.00</b>	<b>\$512.64</b>	<b>\$1,050.00</b>	<b>\$0.00</b>
<b>460 Office Operations</b>				
461 Office & Facility Supplies	\$3,040.00	\$5,248.15	\$3,500.00	\$460.00
462 Postage	\$1,000.00	\$710.70	\$1,000.00	\$0.00
463 Telephone/Computer	\$4,250.00	\$4,782.21	\$5,450.00	\$1,200.00
464 Ministry Support Coordinator	\$16,892.00	\$17,499.07	\$17,680.00	\$788.00
465 Ministry Support Coordinator SS	\$1,292.00	\$1,447.14	\$1,353.00	\$61.00
468 Safe Deposit Box Rental	\$30.00	\$0.00	\$30.00	\$0.00
<b>Total 460 Office Operations</b>	<b>\$26,504.00</b>	<b>\$29,687.27</b>	<b>\$29,013.00</b>	<b>\$2,509.00</b>
<b>470 Facilities and Grounds</b>				
470 a Landscaping	\$1,500.00	\$1,761.95	\$2,000.00	\$500.00
471 Insurance	\$6,500.00	\$6,443.00	\$6,500.00	\$0.00
472 Electricity	\$3,800.00	\$6,355.63	\$5,000.00	\$1,200.00
472a Gosolar			\$1,092.00	\$1,092.00
473 Gas	\$2,000.00	\$958.85	\$2,000.00	\$0.00
474 Water. Sewer. Trash	\$1,400.00	\$2,442.24	\$2,400.00	\$1,000.00
475 Custodial Supplies	\$0.00	\$27.81	\$0.00	\$0.00
478a Custodian/Facilities Caretaker Salary	\$3,937.00	\$3,954.54	\$8,840.00	\$4,903.00
478 b Lawn and Snow	\$1,800.00	\$904.09	\$1,800.00	\$0.00
478 c Security	\$1,140.00	\$1,175.00	\$1,335.00	\$260.00
478d Custodian/Facilities Caretaker SS	\$301.00	\$324.86	\$675.00	\$374.00
479A Facilities and Grounds	\$12,500.00	\$9,400.39	\$4,000.00	-\$8,500.00
479B Kitchen Operation	\$500.00	\$0.00	\$500.00	\$0.00
<b>TOTAL 470 Facilities and Grounds</b>	<b>\$35,378.00</b>	<b>\$33,748.36</b>	<b>\$36,142.00</b>	<b>\$829.00</b>
<b>480 Pastor</b>				
481 Pastor Salary	\$73,593.00	\$73,592.58	\$59,521.00	\$2,169.00
482A Pastor's Housing Allowance			\$16,241.10	
482B Pastor Pension/Insurance	\$24,500.00	\$24,402.12	\$25,228.00	\$728.00
483 Pastor's Car	\$3,000.00	\$3,000.00	\$3,000.00	\$0.00
483A Pastor's Phone/Internet	\$900.00	\$900.00	\$900.00	\$0.00
484 Pastor Continuing Ed	\$1,200.00	\$727.17	\$1,200.00	\$0.00
485 Pastor Professional Exp	\$600.00	\$372.49	\$600.00	\$0.00
486 Pastor Med Reimburse	\$500.00	\$500.00	\$500.00	\$0.00
487 Sabbatical Reserve Fund	\$600.00	\$600.00	\$600.00	\$0.00
488 Visitation Pastor	\$3,000.00	\$250.00	\$0.00	-\$3,000.00
<b>TOTAL 480 Pastor</b>	<b>\$107,893.00</b>	<b>\$104,344.36</b>	<b>\$107,790.10</b>	<b>-\$103.00</b>

# CONTINUED: 2022 PROPOSED BUDGET

<b>490 Miscellaneous Expense</b>				
491 Contingency Funds	\$2,000.00	\$1,040.69	\$2,000.00	\$0.00
493 Synod Assembly Fees	\$800.00	\$482.00	\$800.00	\$0.00
493a Rostered Minister Gathering			\$75.00	\$75.00
494 Cemetery Fund	\$3,500.00	\$3,500.00	\$3,500.00	\$0.00
495 Coffee for Fellowship	\$650.00	\$300.00	\$1,000.00	\$350.00
497 Neighborhood Picnic	\$800.00	\$600.00	\$800.00	\$0.00
497A Endowment Committee	\$125.00	\$142.37	\$125.00	\$0.00
498 Facilities Renovation	\$0.00			\$0.00
498A Facilities 2018 Surplus	\$0.00			<b>\$0.00</b>
498B Facilities HVAC	\$0.00			<b>\$0.00</b>
<b>TOTAL 490 Miscellaneous</b>	<b>\$7,875.00</b>	<b>\$6,065.06</b>	<b>\$8,300.00</b>	<b>\$425.00</b>
<b>500 Debt Retirement</b>				
<b>501A Renovation Repayment</b>	\$33,262.80	\$34,036.02		
<b>501B HVAC Repayment</b>	\$2,906.40	\$1,500.00		
<b>502 Interest</b>	\$5,830.80	\$7,213.98		
<b>Total 500 Debt Retirement</b>	<b>\$42,000.00</b>	<b>\$42,750.00</b>	<b>\$42,000.00</b>	<b>\$0.00</b>
<b>TOTAL BUDGET</b>	<b>329,456.00</b>	<b>\$322,881.14</b>	<b>\$334,256.10</b>	<b>\$1,527.00</b>

## GENERAL REMARKS

If you look at the spread sheet you will see that the projected income for 2022 is \$345,082.00 and the projected expenses are \$334,256. The budget this year is tighter than previous years but as is evident projected income is significantly larger than what we have budgeted. Recall, too, we still have a significant surplus from 2020.

The increase in statements of intent is impressive, especially when one considers that we already have enough pledged funds to pay for both the piano improvements and the upgraded sound and audio systems. If you add the approximately \$30,000 for the piano and sound/audio systems to the statements of intent the generosity of Good Shepherd members is stunning.

## EXPLANATION FOR CHANGES IN THE BUDGET

**Benevolence:** Recall that after we determine the operating costs for the year (not including loan payments), we allocate 26% of that amount to benevolence. As usual, we have increased the synodical budget and have acknowledged the important work of Lutheran Services of Iowa and Aase Haugen Home by increasing our giving to both of them. We have increased our contribution to food issues by creating a separate line for the Decorah Food Pantry and increasing the amount for supporting children. We also have increased our support for AMMPARO and Path to Citizenship.

**Education:** The most significant change here is that we now are paying for the Youth Director out of congregational giving (two anonymous gifts have paid this salary up to this point).

*Continued on next page*

# CONTINUED: 2022 PROPOSED BUDGET

**Worship and Music:** The decline in assisting musicians reflects funds we allocated last year related to doing services online.

**Office Operations:** If one compares to the 2019 budget the increase in office supplies and telephone/communications has been significant. Much of this change is a result of the costs involved in technology: zoom, enhanced internet, a more complex phone system, and the printing of an expanded bulletin intended to make it easier for visitors to follow the service, all contribute to these increases.

**Facilities and Grounds:** the cost of electricity has grown for reasons that require a fuller explanation than this short paragraph allows. The past two summers we also have increased our water usage due to a combination of hot summers and more extensive landscaping (particularly the planting of new trees and keeping the Reformation Grove healthy).

Note, too, the \$1,092 budgeted for Gosolar. In the past we paid Gosolar for the amount of electricity the solar panels generated. The original agreement was to purchase the panels after a number of years but we agreed early last year to buy them now, with the payments spread out until November 2025. The difference between the purchase payments and electricity payments is not significant.

The other increase is in the custodian salary. We are combining the custodial position with a building caretaker position; this combined position calls for increasing the work hours from 5 hours per week to 10 hours per week; that is, we are doubling the number of hours worked.

**A word on salaries:** Recall that we follow synod guidelines, based on the number of years since ordination, in setting the pastor's salary. We typically increase other salaries by 3%, which is what we did for the music director. For each of the other three positions, we increased the hourly wage to \$17 per hour.

**Debt Retirement:** We will continue paying off the renovation and HVAC debt at \$3,500 per month. The two loans now are combined and we are paying 4.5% interest. If we continue at \$3,500 per month we will be debt free in April 2026. Having seen the success of the stewardship campaign, we probably should consider increasing the proposed monthly payments (in 2020 we paid \$4,000 per month).

**Update:** Since some of the projected giving is not confirmed by Statements of Intent, the Congregation Council recommends that we keep the loan payment at \$3,500. If there is a surplus in November, the Congregation Council has voted to make a \$10,000 payment to the loan at that time. The Congregation Council also voted at the January 2022 meeting to use \$10,000 of the 2020 surplus to make an additional payment to the loan.

# AUDIT COMMITTEE

The Audit Committee comprised of Steve Holland and John Schroeder met on January 25, 2022. We reviewed a sample of 2021 transactions and reconciled the receipts with monthly financial reports and bank statements for church business. Overall, the committee found clarity and thoroughness in the financial records maintained by the treasurer, John Moeller, and the financial secretary. The committee recognized that positive changes were made from prior years towards receiving formal invoices and receipts for all transactions. The committee feels the current system is working effectively. The Audit Committee also reviewed the Mission Endowment transactions and statements and found them in good order. They would also like to thank treasurer, John Moeller, for his time and energy.

*- Submitted by John Schroeder*



# MEMBERSHIP REPORT FOR 2021

<b>ADDITIONS &amp; LOSSES TO MEMBERSHIP</b>			
<b>ADDITIONS...</b>	<b>Baptized Membership</b>	<b>Confirmed Membership</b>	<b>Voting Membership</b>
..by baptism	3	0	0
..by transfer	22	14	14
..by confirmation	0	3	3
..by affirmation of faith	0	0	0
..by associate membership	0	0	0
..by administrative adjustment	0	0	0
<b>LOSSES...</b>			
..by death	-3	-3	-3
..by transfer	0	0	0
..by request	-2	-2	-2
..by associate membership	0	0	-2
..by administrative adjustment	0	0	0
<b>TOTAL INCREASE/DECREASE</b>	<b>+20</b>	<b>+12</b>	<b>+10</b>
<b>Membership Total</b> <i>As of December 31, 2021</i>	<b>328 Baptized Members</b>	<b>280 Confirmed Members</b>	<b>274 Voting Members</b>



# Continued: MEMBERSHIP REPORT FOR 2021

New Households in 2021
Matt, Melissa, Sam and Eleanor Bills
David, Kirsten, John and Henry Burrett
Bonnie Flora
Tim and Melanie Folkerts
Kelli Gapinski
Jason, Karin, Gabriel and Mikayla Martin-Hiner
Doug, Stacey, Aidan, Keaton and Logan Nalean-Carlson
Rolf and Kimberly Svanoe

Members Who Left the Congregation in 2021
<b>Through Death:</b>
Donald Berg 1/10/2021
Sharon Rendack 3/10/2021
Beverly Tangen 4/9/2021
<b>Through Transfer/Resignation:</b>
Mike & Laurie Tallman; resignation
<b>Other Membership Status Changes</b>
Amalia Vagts & David Lester; associate members

PASTORAL ACTS IN 2021		
<b>Baptisms (3)</b>		
Mary Margaret Norris - 4/3/2021	Greta Renee Thompson - 6/20/2021	Henry David Burrett - 10/8/2021
<b>Confirmation (3) - April 3, 2021</b>		
Mason Cote	Maggie Norris	Brenna Parker
<b>Marriages (1)</b>		
Angie Sadler and Barry Robison 12/11/2021		
<b>Funeral/Memorials/Graveside Services (5)</b>		
Donald Berg 6/19/2021	Beverly Tangen 4/16/2021	Sharon Rendack 5/17/2021
Connie Bolson 8/28/2021 (COVID delayed memorial)	Mary Fritz 9/1/2021 (COVID delayed memorial)	

