



# ANNUAL REPORT 2022



Evangelical  
Lutheran Church  
in America

# A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON

***Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God (Hebrews 13:16).***



Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked,

"Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

In Christ,

The Rev. Elizabeth A. Eaton

Presiding Bishop

Evangelical Lutheran Church in America

# ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

*Offered by the ELCA Churchwide Office*

Recognizing that our faith is a living, busy, active, and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

**And also with you.**

Teach us to love you with all our heart, soul, mind, and strength.

**Receive our prayer, O God.**

Descend on our hearts, that we may love others in the ways Jesus loves us. **Receive our prayer, O God.**

Empower us to be enthusiastic in pursuing your vision for our congregation.

**Receive our prayer, O God.**

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

**Receive our prayer, O God.**

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

**Receive our prayer, O God.**

Give us the ability to adapt to the cultural, economic, and social changes that occur in the neighborhoods we serve.

**Receive our prayer, O God.**

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

**Receive our prayer, O God.**

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other, and those we serve in the world.

**Amen.**



# MEETING AGENDA: GOOD SHEPHERD ANNUAL REPORT FOR 2022

Sunday, February 5, 2023 - 11:00 am

**Preparing Our Hearts and Minds:** Opening Litany: Pastor Amy Zalk Larson, Approval of the Agenda - pg. 3

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

Approval of the minutes of the 2 Special Congregational Meetings: Hayley Jackson Secretary - pg. 5

Approval of the minutes of the Feb. 6, 2023, Annual Meeting: Hayley Jackson, Secretary - pg.6-8

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

Pastor Amy Zalk Larson’s Report - pg. 9

President- pg.10

Education Committee - pg.11

Outreach & Hospitality Committee - pg.12

Stewardship Committee- pg.13

Worship & Music Committee - pg.14

Facilities & Grounds Committee - pg.14

Treasurer - *see separate packet*

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

Anti-Racism Task Force - pg.15

Landscape Subcommittee- pg.16

Altar Guild - pg.16

Communications Subcommittee - pg.17

Mission Endowment Fund Committee & Financial Report - pg.18-19

W/ELCA and W/ELCA Financial Report - pg.20-21

AAMPARO- pg.22

Prayer Shawl Ministry- pg.22

Mission Green- pg.23

Lutheran Cemetery Association - pg.24

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

Pg. 25 - **Approval of required and recommended changes to the constitution** following ELCA Churchwide Assembly

Pg. 28- **Reparation Royalties Proposal** from Worship and Music Committee

Pg. 30 - **Flock Ministry Teams Proposal** from Stewardship Committee

Pg. 31 - **Nominating Committee Report and Election** (report and ballot shared at the meeting)

Pg. 32 -**Proposed Budget for 2023, including vote on Housing Allowance Designation**

Pg. 35 - **Audit Committee**

Pg. 36 - **Membership Report-** Pastor Amy Zalk Larson and Hayley Jackson

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

## Minutes of the Congregational Meeting, June 5, 2022

The meeting was called to order by Congregational Council President Cynthia Ernst immediately following worship. Secretary Hayley Jackson confirmed that a quorum was present in person and others joined virtually. Ernst referred members to the packets of information. Jim and Liz Fritz of Mission Green LLC presented the proposal to the congregation. In summary, the carbon neutral initiative would replace the current furnace with heat pumps, add additional arrays of solar panels which Good Shepherd would lease for seven years through a Purchase Power Agreement (PPA), at the end of which Good Shepherd would then own the array, and installing a French drain to replace the fuel barrel that would assist with runoff. Much of the cost would be covered by grants that Mission Green would apply for.

Ernst opened the floor for feedback. Member Erik Berg spoke in support of the project.

A member motioned that the carbon neutral initiative as proposed by Mission Green be adopted. The motion was seconded. The motion carried.

Meeting adjourned.

## Minutes of the Congregational Meeting, November 6, 2022

Congregational Council President Cynthia Ernst called the meeting to order immediately following worship. Secretary Hayley Jackson confirmed there was a quorum present in person. Others joined virtually. Handouts detailing the governance and ministry proposal and the reparations proposal were handed out.

Ernst reviewed the governance and ministry proposal. Proposed changes included restructuring congregational council membership to the president, vice-president, past-president, secretary, pastor, and five at-large members who would liaise with a specified committee, although they would not be a member of those committees. The treasurer would no longer be a member of council. Council members would serve 3-year terms of service with a 2-term limit. For those elected vice-president, the term service would be a year as vice-president, a year as president, and a year as past-president. Other changes include the discontinuation of the Organizational Support Committee (OSC), with facilities use and insurance issues being given back to Facilities and Grounds Committee. A Personnel Committee of 3 people with staggered terms would be established, under the authority of the Council, to assist the pastor with evaluating lay staff. The Council would evaluate the pastor. The Personnel Committee would liaise with Council through the vice-president. Finally, the annual budget process would be altered to allow committees, groups, and staff the opportunity to send funding requests to the treasurer, and the treasurer would work with the pastor to construct a budget. The December Council meeting would be a budget meeting with the Council and the Treasurer.

These proposed changes would be made for a trial basis of two years and reevaluated in fall 2024.

It was moved and seconded to accept the changes as proposed in the handout. Motion carried.

Brooke Joyce and Robert Vrtis reviewed the contents of the reparations proposal and answered questions from the congregation. This item was brought forward as an informational item, not to be acted on today. A formal vote on the proposal will be taken when the 2023 budget is constructed later in the year.

The meeting was adjourned.

# MINUTES FROM THE FEB. 2022 ANNUAL MEETING

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

President Jonathon Stuve called the meeting to order at 10:51 AM. 83 were present in person and 61 present over Zoom. Struve walked through the technological order of the meeting to ensure procedures were clear.

Pr. Amy Larson led devotions. "We are made for a time such as this."

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:**

Ruth Bruce moved to accept the minutes of the November 21, 2021 Special Congregational Meeting (pg. 5). Naomi Craft seconded, motion carried.

Jerry Bruce moved to approve the minutes of the February 7, 2021 annual meeting (pg. 5-7). Ruth Bruce seconded. Motion carried, and the minutes were adopted.

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

### **Pr. Amy Larson's report (pg. 8):**

Pr. Amy opened her remarks with her gratitude for the congregation and all that Good Shepherd has done while navigating the Covid-19 pandemic, including online and outdoor worship, the response to Matt Larson's accident, and all that was accomplished. Despite the pandemic and its challenges, Good Shepherd members continued to put together supply kits for Lutheran World Relief, took steps with our Racial Justice Task Force, held outdoor Sunday School, Youth Forum, and Vacation Bible School. She expressed gratitude for departing staff members Jenny Werner and Kathryn Thompson, new staff members Erica Yaneff, Kelli Gapinski, and Dave Haugen, and continuing staff member Brooke Joyce.

Pr. Amy shared her sabbatical plans for the year, which would last from April 24 through July 24. Rev. Rolf Svano will handle much of the preaching during her sabbatical, including a sermon series on the book of Revelation during the Easter season and "Traveling with the Spirit: A Summer Travelogue through the Book of Acts," for the summer. Pr. Amy also will serve as a voting member in the ELCA Churchwide Assembly in August. The ELCA chose to cancel the 2022 annual youth gathering, but new director of Children, Youth, and Family Ministry Kelli Gapinski and Pr. Amy are working with other youth directors to create a smaller event in the Twin Cities for Good Shepherd Youth to attend.

Pr. Amy also shared that the new sound system installation project was moving forward, with a goal of completion in March.

### **The President's Report (pg. 9-11) and Committee Reports (pg. 12-21) were received as written.**

Members offered no comments and had no questions.

**Treasurer's Report (pg. 13):** John Moeller shared that \$1,000 from the 2020 surplus was used, but otherwise Good Shepherd is in good financial shape. Costs that increased were unsurprising, primarily technology and utilities. Less money was spent on pandemic expenses than anticipated, but this year had fewer needs for video editing and online cantoring. The Statements of Intent seemed to match giving well.

Luther Snow thanked John Moeller for his work and explanations, which translate financial numbers very clearly for the congregation. The transparency is appreciated.

A motion to accept the treasurer's report was made and seconded. Motion carried, the report was received.

# MINUTES FROM THE FEB. 2022 ANNUAL MEETING

## Work of Other Congregation Committees and Groups (pg. 22-32) were received as written.

Members offered no comments and had no questions.

## Continuing and Future Work of the Body:

### Approval of Racial Justice Statement (pg. 33-34)

Meghan Buckingham thanked the congregation for all their help in shaping and honing the Racial Justice Statement, and Council for endorsing it. One thing that was made clear in all the conversations that were held is that this congregation is ready to take action. The task force will focus in the next phase on active steps the congregation can take as we continue our racial healing journey. She opened the floor for comments and concerns from members.

Harland Nelson moved to adopt the Racial Justice Statement. Brooke Joyce seconded. There was no discussion. Motion carried. The Racial Justice Statement was adopted.

Brad Hanson asked what changes this statement might engender in the congregation and how congregational life might change. This statement opens the path to changes, but itself is more of a visionary statement. The next step will be creating an action plan that is built into our congregational life.

Pr. Marion Jefferson thanked Brooke Joyce for starting the work to be more inclusive through music, including diverse music selections during worship, which can help us on this antiracism path. She also brought up that some congregations are donating to African-American music groups to help compensate for music that was never put into copyright.

### Nominating Committee Report and Election (pg. 35) Lise Kildegaard

The Nominating Committee consisted of [names]. Lise Kildegaard presented the Nominating Committee's ballot and thanked all who responded to invitations to serve with discernment, care, and enthusiasm.

A question about when Bob Naslund's service on the Facilities and Grounds Committee ends, as the presented ballot had no end date. It ends in 2025. Ruth Bruce shared that on pg. 35, the ballot has Bobby Vrtis's name spelled with one "B". This will be corrected.

No nominations were presented from the floor. Jerry Bruce moved to suspend the rules and accept the Nominating committee's slate of candidates. Chris Johnson seconded. Motion carried, the slate of candidates were accepted.

### Proposed Budget for 2021 (pg. 36-39): John Moeller

John Moeller presented the proposed budget for 2022, then opened the floor for questions. Gail Judisch observed that there were no changes to budget line 425, but we would have Pr. Rolf Svanoe there to cover for Pr. Amy while she is on sabbatical. Will this be enough? Yes, Pr. Rolf will be compensated using sabbatical funds.

A motion to adopt the budget was made and seconded. Motion carried, the budget was adopted.

### Audit Committee Report (pg. 40): Steve Holland

The Audit Committee consisted of Steve Holland and John Schroeher. Steve Holland shared that his and John's review of the financial records went well and all seemed in order. He thanked John Moeller and Clara Knutson for all their work. Tom Buresh moved to approve the report of the Audit Committee. Naomi Craft seconded, motion carried.

# MINUTES FROM THE FEB. 2022 ANNUAL MEETING

## **Membership Report (pp. 41-42):** Pr. Amy Larson and Hayley Jackson

In 2021 there was an increase in 20 baptized members, 12 confirmed members, and 10 voting members. This brings our totals to 328 baptized members, 280 confirmed members, and 274 voting members. 3 members left due to death, 2 resigned, and 2 were made associate members.

Pr. Amy shared that given the high requirements for quorum, it is important to keep track of the numbers of voting members. In the future, we may want to revisit the quorum requirements in the bylaws, especially as we navigate with hybrid meetings.

The membership report was received as written.

## **Adjournment and Closing Prayer**

Gail Judisch shared her comments on her excitement for the future work of the Racial Justice Task Force.

Carol Hasvold thanked Jonathon Struve for shepherding the congregation through the meeting and Robert Fitton for all his A/V work during the meeting.

Pr. Amy led everyone in the Lord's Prayer.

Jonathon Struve adjourned the meeting at 11:37am

*Submitted, Hayley Jackson, Congregation Secretary*



# PASTOR'S REPORT

## A Year of Holy Disruption

Our theme for Advent 2022 was "Holy Disruption". Yet as I reflect back on all of 2022, it feels like a good description of the whole year! There were lots of interruptions to "the usual" but God worked in them to bring new life.

- We adopted the Racial Justice Statement. This is a needed and important disruption to the ways we are all shaped by White Supremacy Culture.
- At the beginning of 2022, we suspended Fellowship Hour and regular Sunday School programming due to the high number of COVID cases. Instead, we did **Faith5** in the Fellowship Hour following worship. People of all ages came together to **share** highs and lows, **read** a Bible story, **talk** about what they noticed, **pray** for each other, and **bless** each other. It was beautiful!
- The long-awaited new audio/video system was installed in the week before Holy Week. This was not an ideal time to have the building disrupted! Some big sound issues interrupted the beautiful Good Friday jazz worship service reflecting on Jesus' crucifixion and the lynching tree. (We will reprise that powerful service this Good Friday!) However, after the learning curve and some tweaks, our audio/video system is helping people to hear the good news in the sanctuary and via YouTube, the radio, and the public access channel. Thank you, Good Shepherd, for all your gifts to make this possible!
- The spring and summer were definitely not "the usual" for the congregation or for me as you gifted me with a 13-week sabbatical. I'm so grateful for the time to be renewed and to reflect deeply on the topic of bodies and trauma. I'm so grateful that Rev. Rolf Svanoe and Rev. Karla Wildberger led worship, preached and provided pastoral care during this time. The two worship series that Rev. Svanoe led on Revelation and Travels with the Spirit were such a gift.
- The ELCA National Youth Gathering was cancelled due to the pandemic. However, the NE IA Synod still offered a smaller youth gathering in Minneapolis this summer. Seven Good Shepherd youth, Kelli, and I attended this gathering. We worshipped, played, and shared in small group time. We did two service projects focused on creation care and those who are hungry. We were very fortunate to be able to do a pilgrimage at the George Floyd Global Memorial.
- This fall we began considering, in earnest, a proposed change to our Governance and Ministry structure. It is a joy to see how many people have responded to invitations to serve with this new model. We have a wonderful group of leaders and servants for 2023 and beyond! This change feels like a most holy disruption.
- In November our building was disrupted yet again as Mission Green work began. I am so grateful for how flexible and accommodating you have been to these interruptions in the building during the holy seasons of Advent and Christmas. Soon we will have a carbon neutral building!

There are changes yet to come in 2023 as we continue to discover how to be church and live as community in this time. I am grateful for the ways this congregation adapts to change. I am grateful for the ways that you welcome others, pray, learn, care for one another and me, and serve in God's world. I am grateful for our incredible staff. I am grateful to be your pastor.



# PRESIDENT'S REPORT

2022 has been a year of change and renewal. We traveled the world through the book of Acts as congregation members shared personal travel stories.

Many thanks to all council members who I had the privilege to work with this year. I will always remember your acts of kindness as we navigated the issues and policies brought before us.

While the council provided leadership there were innumerable members of staff and volunteers that united and accomplished many things to celebrate. The following pages are full of reports written by committee and subcommittee chairs who offered their time and talents to keep us moving forward on our journey.

I participated in quarterly meetings led by Bishop Kevin Jones. The sessions were invaluable to me and provided insight as to what is happening in other congregations in our Synod. Our congregation stands out with attendance and giving. We lead the flock on this part of our journey.

In June we voted unanimously to accept a solar proposal from Mission Green. Our goal is to be carbon neutral. Contracts were signed and the work continues. We are one of the first in our synod to take on a project of this magnitude. A great example for our community and the ELCA as a whole. Thanks to Jim and Liz Fritz for their time, talent and funding as we reach for the rays.

In late Spring our beloved Pastor Amy took a sabbatical. This amazing woman took some time for renewal and study. We thank Erica Yaneff and Brooke Joyce for filling in where necessary during this time.

Below I will summarize some of the proposals that the council discussed and passed. Please refer to committee reports for detailed information. These items are not in any particular order.

We approved and will operate under a different ministry and governance model.

- We updated our Reconciling in Christ Statement.
- We entered into another 3 year rental contract with Kinderhaus. It fills me with hope to see and hear little voices and laughter.
- We have a dishwasher and did a kitchen upgrade.
- We continue to refine our live streaming worship services.
- The Racial Justice Task Force continues planning for next steps.
- We endorsed a Royalties and Reparations proposal and added a line item to our budget.
- We added a line item to our budget for the Prayer Shawl Ministry. They will now serve as a subcommittee of Outreach and Hospitality.

We will valiantly journey into 2023 with a "Renewal of the Flocks" program that was designed by our Stewardship Committee. The idea is to revive the Shepherds and Flock model that we used throughout the pandemic to create relationships, provide outreach and support and create diverse ways to serve and contribute to our congregation. Peace to all I have had the pleasure of working with this year. Thank you for the opportunity to serve as president of Good Shepherd Lutheran Church.

-Cindy Ernst: President

*So that times of refreshing may come from the presence of the Lord, and that he may send the Messiah appointed for you.*

*Acts 3:20*

# EDUCATION COMMITTEE

The Education Committee of Good Shepherd met monthly during 2022, along with Pastor Amy and Kelli Gapinski, our Director for Children, Youth, and Family Ministry. Our work each month was focused on discerning, visioning, planning, and supporting our children, youth, and families in faith-growth and support opportunities, as well as opportunities of fun, fellowship, and service.. Strong positives in our year, from our families, church, and committee: the flexibility, responsiveness, and creativity in navigation of the months when community health concerns and responding patterns of participation impacted our Sunday School classes and programming. Gradually, in response to family needs and the changing public health dynamic, we were able provide restored scheduled and more predictable rhythms of class programming and fellowship opportunities for our children, youth, and families. Following is an overview of our year, through the lens of the 2022 Education Committee.

## **2022 Children, Youth, Family Ministry Highlights:**

- 2022' annual Lenten Project was to benefit the LSI campaign to help with the resettlement of Iowa's guests from Afghanistan. LSI staff worked with us to provide information and Lenten temple talks for the youth to share during services. Our goal was to raise \$5000, using a globe for donations. The decision was made to use the extra funds, to support human service needs in Ukraine.
- In April, we celebrated 2 first communions, and 3 confirmands during the Easter season.
- In May, we celebrated 3 high school seniors graduating from high school!
- In July, 7 youth had the opportunity to learn and serve the community of Minneapolis for the youth trip. There was lots of singing, games, service, and worship. God's love is boundless!
- In August, Compassion Camp VBS was a great success! Children shared a meal, music, and God's love with each other during this time.
- In December, many children and youth participated in the annual Christmas program.
- Throughout the year, children and youth participated in game nights, confirmation classes, outdoor adventures, and craft days. We are looking forward to more opportunities to connect with one another, make memories, and learn and know more of God's grace, love, and beauty.

We of the Education Committee say Thank you to all of the adults, youth and children in the congregation who have helped make our faith formation classes and activities possible during this past year! We especially thank Pastor Amy and Kelli for their leadership as we work on behalf of children, youth, and families.

*- Submitted by Kris Peterson, chair, on behalf of the Education Committee  
Laurie Biederman, Melissa Bills, Ann Naslund*



## OUTREACH & HOSPITALITY

During 2022 the Outreach and Hospitality Committee continued to make Welcome Bags for new members. These bags include materials about Good Shepherd and contact information for Pastor Amy and the Good Shepherd office. Additionally, we include Prayer Shawls made by the Prayer Shawl Committee and yarn sheep made by Carrie Solberg. Various other “treats” are included and are given to the new members on New Member Sundays by Shepherd Families (volunteer members) who welcome the new members on that Sunday. Many thanks to all for their help with this important ministry.

We have included in our 2023 budget request the Prayer Shawl Ministry. We greatly appreciate all who create the shawls. Additionally, many thanks to Carrie Solberg for her yarn sheep.

In September we were excited to be able to hold our Annual (except during the pandemic) Friends and Neighbors Picnic. The committee worked with the amazing Erica Yaneff to organize this event. There are so many helping hands to thank. Pr. Amy, Erica Yaneff, the Communications Committee, Grounds Committee and the many volunteers who brought food, washed dishes, brought folks to the picnic, set up and took down chairs, tables, food, flowers, a tent and more. We were entertained by members of the Good Shepherd Band and the Slim Whimsy. All helping hands were important but we want to give an extra big shout out to Erica Yaneff who was the Committee’s Shepherd. Thanks to Erica, the Picnic is now completely organized and set up in the Good Shepherd computer. We look forward to the 2023 Picnic.

Christmas care packages were made and sent to our 3 seminarians.

We are currently discussing additional ways we can encourage outreach and welcoming.

We are grateful to all who contribute to this ministry and are looking forward to expanding our work.

Respectfully submitted,

*Rebecca Boehm Shaffer (chair), Bonnie Johnson, Ingrid Callaghan and Sue Blom.*



# STEWARDSHIP REPORT

The Stewardship Committee centered its work in 2022 around the idea that it was important to recognize and celebrate the many ministries that happen at Good Shepherd on a day-to-day basis. Added to this were the goals of supporting Good Shepherd's initiative that its facilities become carbon neutral by the end of 2023, strengthening our ministry and faith community, supporting our staff, and continuing the goal of supporting ministries beyond the work of the congregation.

To raise awareness, throughout the spring and summer, the committee wrote articles in The Shepherd's Voice newsletter celebrating some of Good Shepherd's various ministries including the Sunday School students and their work to raise funds for Afghan guests, Women of the ECLC (WELCA), the Good Shepherd Gardening Ministry.

The committee brainstormed the best approach to recognize the many gifts that people give in service to the congregation and were inspired by Galatians 5:22-23 "But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control; against such there is no law." This led to the development of an overall fall campaign theme, **FRUIT OF THE SPIRIT: GATHERING AND SHARING GOD'S ABUNDANCE**. This theme was used in the fall campaign materials and as a basis for temple talks held in October and November.

In addition to work on the campaign, the committee also worked on how it could help congregation members become more engaged. There were two approaches that were discussed and implemented. The first was to change the time and talent form to something that also tried to get at what people were seeking in this faith community, and how they feel compelled to contribute. This Blessed Together survey was sent out this fall and yielded good responses. The second approach was to look at reviving a form of ministry teams called Shepherds and Flocks. Please see this proposal on page 30 of the annual report packet. This proposal will be considered at the annual meeting.

We exceeded our goal of 100 households making a Statement of Intent with 103 Intents received. We had hoped for \$10,000 in new giving for 2023. The total dollar amount of intended giving for 2023 is \$15,000 higher for a total of \$25,000 in new giving!



## WORSHIP & MUSIC

The committee meets monthly to discuss and help plan the worship and music for Good Shepherd services. Members were Bobby Vrtis, Stephanie Hoff, Pastor Amy and Chairman Tom Buresh. Ex-officio members were Elizabeth Kaschins and Brooke Joyce.

We started each meeting with members taking turns telling us some joys and concerns in their lives. It was a great way to get to know each other better and help us to work with each other. We would recommend doing this to any of the other committees in 2023.

We spent time planning for Lenten and Advent services for 2022. Themes for Wednesday services were discussed and decided upon for both events. For Advent, we planned Christmas activities including Christmas tree set up and decorations, preparing and setting up luminaries among other things.

We took part of our meeting time to begin discussing “White Supremacy in our Culture”. We have focused on two characteristics so far; they were perfectionism and sense of urgency. In 2023, the committee will begin by discussing the characteristic defensiveness.

Much time was spent putting together and discussing the proposal for Reparation and Royalties. This is an attempt for Good Shepherd to engage in the ongoing work of reparations and royalties by meaningfully engaging in the history of slavery in the United States and its lasting impact today. The committee has moved forward on this proposal and will be open to its revision as time goes by. At this point the committee allocated \$500 to be added to the 2023 worship and music committee budget. It is hoped that individual gifts might be contributed as time goes on. There will be more time for discussion and questions at the budget forum on January 29.

Good Shepherd is very fortunate to have the wonderful leadership of Pastor Amy and Brooke for our worship and music. We thank them and the rest of the committee for a joyful and meaningful time of worship in 2022!

## FACILITIES & GROUNDS

Members: Bob Naslund, Dave Peterson, Gary Hildebrandt, and Jim Fritz, chair

2022 accomplishments: all mowing and snow removal organized and completed, helped transition and train new maintenance/custodial personnel, organized successful St. Grubbies day, coordinated and installed new kitchen dishwasher/sink/faucets/cabinetry, cleared Buckthorn and invasives from south lot line, updated Facilities Use and Fees documents, finalized completion of sound/video systems in Sanctuary, replaced faulty handicap door opener, organized sheetrock repairs and repainting in Sanctuary, Gather Space, Fellowship Hall, and kitchen, new gutter on south side of Education Wing (preparation for French Drain), installed new chair rail behind choir, provided AED up-keep and CPR training planning, and coordinated with Mission Green.

Many thanks to outgoing board members: Dave Peterson (3 years), Gary Hildebrandt (9 years) and Bob Naslund (decades and decades!!) The entire congregation owes these gentlemen a debt of gratitude!!

Welcome to new committee members: Lance Wood and Bob Wilson

Respectfully submitted

Jim Fritz, Facilities and Grounds chair

# ANTIRACISM TASKFORCE/TEAM

On February 6, 2022, the congregation unanimously approved the Racial Justice Statement at its annual meeting. This was the culmination of work that began in July 2020 when the church council approved the formation of an Antiracism Taskforce and charged it to draft a racial justice statement and to make specific antiracist policy, advocacy, and action recommendations for the church council to consider and adopt. After the statement was adopted, the Taskforce gathered ideas from the congregation about action and policy steps. Thank you to those who served on the Taskforce for this groundbreaking work: co-chairs Jon Ailabouni and Megan Buckingham, and members Erin Anderson, Bob Felde, Bob Naslund, Jennifer Self, and Pastor Amy.

In June 2022, the church's antiracism work transitioned from a task force with a specific charge to an Antiracism Team that is moving forward to make antiracism work an ongoing part of the Good Shepherd congregation. As of February 2023, members include: Laura Barlament, Sandhya Caton, Kelly Gapinski, Gabe Hiner, Jane Jakoubek, Bob Larson, Germano Streese, and Pastor Amy.

The Antiracism Team's actions include:

1. Working with Pr. Rolf Svanoe to include the Racial Justice statement in worship during the summer and inviting feedback from congregation members about how they experienced this;
2. Partnering with the Communications Subcommittee to have the Racial Justice Statement, along with the RIC and AAMPARO statements, printed, framed, and posted in the building;
3. With help from Erica Yaneff and Elizabeth Kaschins, making our commitment to Racial Justice visible and accessible on our website;
4. With help from Pastor Amy and Erica Yaneff, making our commitment visible and accessible in the Sunday bulletin;
5. Sending a recommendation to Council that it remind itself of our commitment to racial justice by reading the following as it makes decisions: "As we deliberate, let us affirm our congregation's commitment to pursue racial justice, advocate for migrant families, and support the LGBTQIA community," which was approved;
6. Committing to devoting time at each meeting to learn about the characteristics of white supremacy culture and ways to act more inclusively;
7. Inviting congregational committees to include similar learning time in their meetings, which has been adopted so far by Worship and Music, Education, and Stewardship;
8. Exploring ways for other congregational groups to learn about and engage in Antiracism work through scripture or faith-based study;
9. Writing "Spotlight on Antiracism" for the monthly newsletter to inform and invite reflection;
10. Supporting Pastor Amy in partnering with First Lutheran and Decorah Lutheran in offering the Now is the Time ELCA Study for interested participants over five evenings in October and November;
11. Working on a racial justice logo (to be used in ways like the RIC logo is used);
12. Connecting with the ELCA and others on antiracism work by attending webinars from groups within the ELCA committed to antiracism and sharing Good Shepherd's work on antiracism (particularly the process of adopting our statement and the reparations work for spirituals that the Worship and Music Committee is pursuing);
13. Starting to work on antiracism devotional materials for interested individuals or groups.

Our overarching goal is to help the congregation see how racism seeps into and affects our ideas and actions, understand how our ideas and actions affect others, and take steps to act justly so that all of God's beloved ones can thrive. It is also worth noting that the antiracism work at Good Shepherd is inspiring others who hear about it and contact the church for more information. One pastor from a location south of here said, "Good Shepherd was serving as a light from the North" for other churches interested in antiracism work. May the Spirit continue to guide us all as we continue this work together.

~submitted by Jane Jakoubek

## LANDSCAPE SUBCOMMITTEE

*The Landscape Subcommittee, a subcommittee of the Facilities & Grounds Committee, was composed of Elizabeth Kaschins, Jane Kemp, Harley and Norma Refsal.*

One new tree was planted this year, paid for from the John Bale memorial fund. An American Redbud was planted by Stevenson Tree Care in September 2022 on the periphery of the Good Shepherd back property. The tree was watered according to Stevenson's instructions until late fall. Northeast Iowa Lawn Care was hired to prune perennials and apply mulch in spring 2022. The replacement white pine planted by Scott Hervey of Pine Tree Landscapes in 2021, died and was removed and added to the Easter Vigil bonfire. There are no plans to replace the white pines planted in that location as part of the Reformation Grove initiative in 2017.

Two work days were held, April 30, 2022 (St. Grubby's Day) and October 15, 2022 (landscape work day). At the spring work day, weeding of all the beds and the mulched areas around the trees was done before the application of mulch later in the spring. At the fall work day, which included help by student volunteers from Luther, leaves were raked and perennials were cut off in preparation for winter.

Routine work continued during the growing season 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.

*- Submitted by: Jane Kemp*

## ALTAR GUILD

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

Altar Guild's mission is to support Pastor Amy, our worship leaders, and worshippers whenever and wherever our services occur. During 2022, in response to the congregation's COVID Plan and CDC county Alert Levels, Altar Guild continued to adjust to changes in the way we serve Holy Communion. Throughout most of the year and confirmed by the Congregation Council in December, Communion currently is served using our G-F bread and pre-poured plastic cups of wine and white grape juice; individual sealed cups remain as an available alternative for those who prefer. In addition to preparing the elements, setting the altar, and serving trays of wine and grape juice for Communion, Altar Guild participates in the arrangements for special occasions in our worship life - remembrance candle lighting on All Saints Sunday, candle lighting (with battery operated and flame candles) at the Christmas Eve Service, the procession at the Easter Vigil, confirmation, baptisms, memorial services, and preparing sets of Communion items for Pastor Amy and others who serve at our local care centers and homebound individuals. Altar Guild continued to coordinate our traditional congregational projects of providing poinsettias for the sanctuary during the Season of Christmas, Luminaries for Christmas Eve, and flowers for Easter.

Altar Guild's and the Bread Baking Crew's traditional monthly schedules continued to be disrupted during the pandemic. Grateful thanks to all who have so frequently and faithfully served! In 2023, we plan to re-activate and add to Altar Guild's and our Bread Bakers' membership and explore establishing a group to provide flowers for our sanctuary. As an ex officio member of the Worship and Music Committee, it is a distinct privilege to participate in discussions and decisions about Good Shepherd's worship and music life.

# COMMUNICATIONS SUBCOMMITTEE

**NOTE:** As mentioned in 2021, many communications responsibilities continued to be transitioned this year to the Ministry Support Coordinator.

**Good Shepherd's website** ([goodshepherddecorah.org](http://goodshepherddecorah.org)) –The Ministry Support Coordinator transitioned to become the primary webmaster for the website. A member of the Communications Subcommittee continues to add photos to Flickr and the website as needed. The website is monitored by Nathan Breitenbach-Dirks at Driftless Design.

**Social Media sites – Facebook, flickr and Instagram** – These sites are regularly updated by the Ministry Support Coordinator and a member of the Communications Subcommittee.

**Church Directory** –A total of 55 print directories were printed and distributed in January 2022 for a cost of \$174.90 to those without internet access and those who request them. The intention is to print a revised version in January 2023 after the Good Shepherd membership list is updated.

**The Shepherd's Voice: Weekly News and Events** – *This weekly newsletter, prepared by the Communications Subcommittee, is sent via MailChimp every Wednesday to everyone with email addresses. Over 60% of the recipients open the newsletter. No print version is prepared or distributed.*

**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, formatted by a member of the Communications Subcommittee, are posted on the website and Facebook by the Ministry Support Coordinator.

**Mailchimp** was used to email monthly and weekly newsletters as well as other messages to the congregation.

## Special Projects

- Publicized Good Shepherd's Welcome Kits created for Lutheran Services in Iowa's Immigrant and Refugee Community Services in [decorahnews.com](http://decorahnews.com) (January 19, 2022).
- Hung "Me and White Supremacy" Book Discussion posters on area bulletin boards.
- Publicized the Good Shepherd Lenten Recital Series in the *Driftless Journal*, March 15, 2022 and in [decorahnews.com](http://decorahnews.com) prior to each of the two recitals (March 21, 2022 and April 5, 2022), in addition to entries on *DecorahNow*.
- Publicized the Welcome Friends & Neighbors Community Picnic 2022 in the *Decorah Public Opinion*, September 1, 2022, in [decorahnews.com](http://decorahnews.com) (September 8, 2022), and on *DecorahNow*, as well as hung posters about the event on area bulletin boards.
- Prepared and updated the RIC Statement, the AMMPARO statement, and the Racial Justice Statement for framing to be hung in the Good Shepherd library and hallway post building construction.

- Report prepared by Jane Kemp, co-convener

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

# MISSION ENDOWMENT FUND

The Good Shepherd Mission Endowment Fund, established approximately thirty years ago, has the purpose of providing financial assistance to members of the congregation attending ELCA colleges or universities. The fund consists of three separate investment accounts with a current total value of approximately \$115,000. Of that total, 4% can be used annually to provide scholarships or grants.

The Mission Endowment Fund (MEF) Committee consists of five members elected by the congregation to manage the investments and make the annual scholarship awards. The committee's activities are governed by the MEF Continuing Resolution which is approved by the Congregation Council. The committee reports its work to the council twice a year.

In the past couple of years an additional responsibility of the committee has surfaced: growing the fund. To date the MEF Committee has been able to award \$1000 scholarships to every member of the congregation attending a qualifying college or university, typically three or four annual awards. However, the number of new members in the congregation has created stress on the fund's ability to keep up with the growth. Thus, the committee spent a significant amount of time in 2022 attempting to develop a plan to grow the fund.

In researching the increasing number of youth in the congregation by age and grade level, the committee has determined that six to eight annual scholarships will be needed in the near future. Factoring those numbers with the 4% annual limitation indicates there will be a need for \$150,000 to \$200,000 of value in the MEF. The committee is reaching out to the congregation for guidance to keep this ministry alive and functioning as it is currently.

This year four \$1000 scholarships were awarded. As EPIC (Educational Partners in Covenant) scholarships, the qualifying institutions provided a match to Good Shepherd funds. The recipients of the scholarships were Hallie Johnson (Luther senior studying in Norway), Ava Holland (Luther senior), Mara Holland (Gustavus Adolphus freshman), and Nate Larson (Wartburg freshman).

2023 is going to be a critical year for the future of this ministry. The MEF Committee will be reaching out in several directions in an attempt to continue to assist our young people with educational funding.

The MEF Committee

*Jerry Bruce, Jim Buzza, John Jefferson. Brian Solberg, Dick Wuest*



# MISSION ENDOWMENT FUND FINANCIAL REPORT

## Decorah Bank and Trust Account

<b>1/1/2022 Balance</b>		\$	<b>6,268.83</b>
<b>Deposits:</b>			
2/7/2022	\$		1,000.00
2/8/2022	\$		500.00
3/7/2022	\$		250.00
7/15/2022	\$		200.00
9/6/2022	\$		100.00
12/12/2022	\$		3,000.00
12/19/2022	\$		1,100.00
1/3/2023 for year 2022	<u>\$</u>		<u>2,000.00</u>
<b>Total Deposits:</b>	<b>\$ 8,150.00</b>	<b>\$</b>	<b>8,150.00</b>
<b>Interest Income:</b>		<u>\$</u>	<u>15.81</u>
<b>Funds available in Account:</b>		<b>\$</b>	<b>14,434.64</b>
<b>Disbursements:</b>			
Check #1007 2/16/2022 Thrivent Mutual Fund	\$		(1,500.00)
Check #1008 4/19/2022 Hallie Johnson	\$		(1,000.00)
Check #1009 5/10/22 Luther College Epic Scholarship -Ava Holland	\$		(1,000.00)
Check # 1010 5/10/2022 Gustavus Adolphus College Epic Scholarship- Mara Holland	\$		(1,000.00)
Check # 1011 5/10/2022 Wartburg College Epic Scholarship- Nathan Larson	<u>\$</u>		<u>(1,000.00)</u>
<b>Total Disbursements:</b>	<b>\$ (5,500.00)</b>	<b>\$</b>	<b>(5,500.00)</b>
<b>12/31/2022 Account Balance:</b>		<b>\$</b>	<b>8,934.64</b>

## Thrivent Mutual Fund

1/1/2022 Account Balance:		\$	88,467.86
2/16/2022 (Transferred fr. Dec. Bank & Trust Acc.)		\$	1,500.00
Loss from 1/1/2022 to 12/31/2022		<u>\$</u>	<u>(12,480.95)</u>
<b>12/31/2022 Account Balance:</b>		<b>\$</b>	<b>77,486.91</b>

## Mission Investment Fund

### Evangelical Lutheran Church in America

1/1/2022 Account Balance:		\$	18,147.58
Interest Income		<u>\$</u>	<u>95.32</u>
<b>12/31/2022 Account balance:</b>		<b>\$</b>	<b>18,242.90</b>
<b>12/31/2022 Total Endowment Fund</b>		<b>\$</b>	<b>104,664.45</b>

# 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.”*

Our 2022 annual meeting was held on February 26 (after having to reschedule due to Covid). After a lovely brunch provided by our members, Kelly Gapinski and several youth described their interest in the upcoming summer event in Minneapolis. Special music was provided by Linda Martin and Mikayla Hiner. Disbursements were discussed, we had some additional requests for financial assistance and we decided to give \$250 to Good Shepherd for the summer youth event, \$250 to the Good Shepherd Endowment fund, and \$100 to the Aase Haugen special appeal in addition to our regular disbursements.

We had monthly Gather bible study meetings at the church and served lunch following funeral/memorial services for two of our members. Good Shepherd members attended Cluster D events at Washington Prairie (April 23) and at Burr Oak Lutheran (October 1) and also participated in World Day of Prayer at Decora Lutheran (Mar 22) and May Friendship at the UCC Congregational church (May 6). Ann Naslund and Bev Sheridan are on the planning committee.

Thank you to everyone who helped with the LWR kits (contributing items, dollars and Thrivent Action cards; assembling, packing boxes and cars, and transporting to the truck). We assembled 123 baby care kits, 47 personal care kits and 35 school kits.

The 34<sup>th</sup> annual Gathering of the Northeastern Iowa Synodical Women Organization was held on June 18 at St John Lutheran in Nashua. Beverly Nelson and Beverly Sheridan attended. Bev Sheridan was elected to serve as a delegate to the triennial gathering in Phoenix in September.

Thank you to all who helped to make our Krumkake Demo and Sale a success. Our net income was \$4,228.49. This is after expenses and 10% to the Nordic Fest Board. We applied for a \$250 Thrivent Action card and a \$30 Walmart grant and along with monetary donations were able to purchase paper products and baggies, water for our volunteers and extra baking ingredients. We had approximately 90 workers who put in over 500 hours. This includes everything from moving cans, putting on labels, donating ingredients, making signs, making batter, baking, packaging, working the Fest and cleanup (and anything else that came up). Thank you to everyone who helped: church members, friends, visitors, and family members. It truly takes a wonderful community to make this project work. Ann Naslund, Bev Sheridan and Carrie Solberg were the coordinators of this event. We are looking for new members to expand our committee and carry on the tradition of Good Shepherd participation in the Nordic Fest.

All are welcome. - Beverly Sheridan, chairperson



## WELCA FINANCIAL REPORT

<b>Beginning Balance</b>	<b>\$ 4,360.80</b>		
<b>Expenses</b>		<b>Income</b>	
World Day of Prayer	\$ 25.00	GS Gen Budget	\$ 250.00
GS Youth Trip	\$ 250.00	Funerals (2)	\$ 250.00
GS Endowment	\$ 250.00		
Aase Special Appeal	\$ 100.00		
Aasw	\$ 225.00		
GS CNA Scholarship	\$ 225.00		
GS Seminary Scholarship	\$ 225.00		
GS Mission Assist	\$ 225.00		
GS Path 2 Citizenship	\$ 225.00		
YAGM	\$ 100.00		
LWR	\$ 225.00		
LSI	\$ 225.00		
Gather Pr. Amy	\$ 19.95		
Dec. Free Clinic	\$ 225.00		
Dec. Food Pantry	\$ 225.00		
EWALU	\$ 225.00		
Helping Svcs	\$ 225.00		
Churchwide	\$ 300.00		
Oyebades	\$ 100.00		
Olson Explosives	\$ 40.00		
Cluster Offering	\$ 40.00		
GS Kitchen	\$ 700.00		
LWR Kit supplies	\$ 254.12	Kit donations	\$ 150.00
WELCA Gathering	\$ 40.00		
+ Offering	\$ 50.00		
Depart. Inspect/Appeal	\$ 50.00	NF donations	\$ 75.00
NF Signs	\$ 21.51	NF Sales	\$4,684.00
NF Board	\$ 459.00		
<b>Total Expenses</b>	<b>\$ 5,274.58</b>	<b>Total Income</b>	<b>\$5,409.00</b>
<b>Ending Balance</b>	<b>\$ 4,495.22</b>		
Table Reserve	\$ 500.00		
LWR Reserve	\$ 784.19		

# 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 continue to solicit funds for emergency needs, culturally appropriate food for newly arrived families, and 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; another fund provides microloans. 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. 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 hosted several full clinics this year with hospitality provided by Good Shepherd members; another clinic will occur in February. We continue to stay connected to the national AMMPARO folks through quarterly conference calls. One member has sponsored a young Guatemalan man who recently received his green card, which was a significant blessing. Another congregation member interprets extensively, especially in the schools, and networks to access resources for families. THANK YOU to all who have given of time, resources and prayer for this important work!

Martha Steele, AMMPARO representative

## PRAYER SHAWL MINISTRY

We are so happy to be able to continue the Prayer Shawl Ministry with wonderful women who crochet and knit beautiful creations. We meet 9 months of the year at the church. We welcome new members. Here is a summary of our activity for this past year (2022). We gave away 62 shawls and 4 Prayer Squares.

The 62 shawls were given to the following:

- 5 shawls were given to new member units
- 4 shawls were given to High School graduates
- 3 shawls were given to Luther grads who had been attending Good Shepherd
- 7 shawls were given to NEIA Behavioral Health
- 12 shawls were given to LSI New Refugees Organization
- 12 shawls were given to Helping Services
- 8 shawls were given to Hospice
- 4 Prayer Squares to youth who were baptized in 2022.

*-Jeri Laursen, Chairperson*



# MISSION GREEN

The start of the Good Shepherd Carbon Neutral project was delayed from June to late October due to major electrical components that were backordered and delays caused by supply chain issues. We lost over 2+ weeks of work time during the holidays (short weeks) and due to the severe cold weather which required Vick's Heating and Plumbing to leave our project to answer "no heat calls" and replace heating units that failed due to the extreme conditions. But, overall, progress has been steady and on track.

Project completion to date: Alliant transformer was moved to east lot line, new service entrance was buried to the building, major electrical service entrance upgrades were installed, new solar electrical service was installed, 21 kW (52 panels) of solar panels were installed on the Education Wing roof (are now functioning), new mini-split was installed in the Annex classroom, 3 heat pumps were installed on outdoor south wall of the Sanctuary, and 15 wall/ceiling cassette "head units" were installed in the hallways, Sanctuary, offices, library, nursery, bathrooms and Sacristy for the new heat pump system.

The new air to air heat pump HVAC system, as well as the back-up heat/air purifier/humidifier system should become operational in early/mid February. At that time Good Shepherd will become a 100% electric facility, consuming no fossil fuels on site. The natural gas connection will be terminated.

The final phase of the project (French Drain, permeable paver courtyard, post and beam pergola, and additional 27 kW solar array) as well as the removal of the old rooftop furnaces, will commence in the spring as soon as the ground thaws so construction may begin. In our "perfect world" we would hope to have this final phase completed by June 1, 2023.

For further information about the Good Shepherd Carbon Neutral project please visit our website at: [www.missiongreen.llc](http://www.missiongreen.llc)

*Jim and Liz Fritz - Mission Green LLC*



# LUTHERAN CEMETERY ASSOCIATION

Prepared by Treasurer Tim Stoddard

Operating Account	<u>2022</u>	<u>2021</u>
<b>Receipts</b>		
Grave openings	\$ 13,900.00	\$ 8,700.00
Lot Sales	7,150.00	7,425.00
Transfer from Perpetual Care	-	-
Columbarium Niche Sales - Portion to Operating Fund	1,000.00	3,700.00
Congregational Support		
Decorah Lutheran	15,166.58	13,916.67
First Lutheran	10,535.00	11,170.00
Good Shepherd Lutheran	3,500.00	3,500.00
Additional Donations & Interest	4,404.93	9,838.12
Veterans' Graves Compensation	1,242.00	1,215.00
	<u>                    </u>	<u>                    </u>
<b>Total Receipts</b>	<b>\$ 56,898.51</b>	<b>\$ 59,464.79</b>
<b>Disbursements</b>		
Payroll Costs	27,311.75	\$ 26,820.17
Transfers to Perpetual Care Account	4,260.00	17,000.00
Grave Openings	5,138.56	1,808.33
Supplies	3,555.25	2,031.76
Utilities	386.49	383.86
Insurance	4,123.00	4,299.00
Lot Buy Backs	-	175.00
Building Improve./Tree Removal/Repairs	9,151.09	5,543.18
Equipment Costs	4,000.00	4,000.00
	<u>                    </u>	<u>                    </u>
<b>Total Disbursements</b>	<b>\$ 57,926.14</b>	<b>\$ 62,061.30</b>
<b>Receipts in Excess/(Short) of Disbursements</b>	<b>\$ (1,027.63)</b>	<b>\$ (2,596.51)</b>
<b>Perpetual Care Account:</b>		
<b>Balance, January 1, 2022 and 2021</b>	<b>\$ 127,906.03</b>	<b>\$ 99,491.28</b>
Lot Sales - Portion to Perpetual Care Fund	3,575.00	3,712.50
Other Transfers (to)/from Operating Account	-	12,292.50
Estate Gifts and Memorials	685.00	995.00
Investment Income (Loss), net of fees	(9,466.64)	11,414.75
	<u>                    </u>	<u>                    </u>
<b>Balance, December 31, 2022 and 2021</b>	<b>\$ 122,699.39</b>	<b>\$ 127,906.03</b>
<b>Account Balances Consist of:</b>		
Checking Account - Operations (Decorah Bank & Trust Co.)	\$ 9,538.80	\$ 11,733.09
Trusteed Account - (Decorah Bank & Trust Co.)	122,699.39	127,906.03
	<u>                    </u>	<u>                    </u>
<b>Total</b>	<b>\$ 132,238.19</b>	<b>\$ 139,639.12</b>
<b>Columbarium Funds:</b>		
<b>Balance, January 1, 2022 and 2021</b>	<b>\$ 31,574.25</b>	<b>\$ 24,114.13</b>
<b>Receipts</b>		
Sale of Niches/Urns	3,200.00	11,900.00
Door Engraving Receipts & Memorials	100.00	100.00
Interest Earned	86.40	14.12
	<u>                    </u>	<u>                    </u>
<b>Total</b>	<b>\$ 3,386.40</b>	<b>\$ 12,014.12</b>
<b>Disbursements</b>		
Cost of door engraving & urn purchases	\$ 405.00	\$ 854.00
Support to operating account	1,000.00	3,700.00
	<u>                    </u>	<u>                    </u>
<b>Total</b>	<b>\$ 1,405.00</b>	<b>\$ 4,554.00</b>
<b>Balance, December 31, 2022 and 2021</b>	<b>\$ 33,555.65</b>	<b>\$ 31,574.25</b>

# AMENDMENTS TO THE GOOD SHEPHERD CONSTITUTION

From: Governing Documents Committee - Elizabeth Kaschins and Jane Kemp

At its December, 2022 meeting, the Congregation Council approved the following changes to Good Shepherd's Constitution and recommends approval by the congregation. **Additions are underlined.** Deletions have been removed by the Governing Documents Committee.

**Items marked with an asterisk\* are required** and must be adopted without change. They go into effect immediately upon a majority vote of voting members present at the annual meeting. Items not marked with an asterisk are not required but recommended by the churchwide assembly. If these changes are adopted as presented, they also require a majority vote.

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## Chapter 4: STATEMENT OF PURPOSE

**\*C4.02.** To participate in God's mission, this congregation as a part of the Church shall:

d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and oppressed and committing itself to their needs.

## Chapter 6: CHURCH AFFILIATION

**\*C6.05.** This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:

- a. A resolution indicating the intent to terminate its relationship must be adopted at two legally called and conducted special meetings of this congregation by a two-thirds vote of the voting members present at each meeting. The first such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time this congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless the bishop and/or the bishop's designees are voting members of this congregation, they shall have voice but not vote at the first meeting.
- d. If this congregation, after such consultation, is still considering termination of its relationship with this church, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the second meeting shall be sent to all voting members and to the bishop at least 10 days in advance of the meeting. Unless the bishop and/or the bishop's designees are voting members of this congregation, they shall have voice but not vote at the second meeting.

## Chapter 9: ROSTERED MINISTER

**\*C9.03.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,

a. Every minister of Word and Sacrament shall:

8) speak publicly to the world in solidarity with the poor and oppressed, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.

**\*C9.05.** The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:

1. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for any of the following reasons:

# AMENDMENTS TO THE GOOD SHEPHERD CONSTITUTION

4) inability to conduct the pastoral office effectively in view of disability or incapacity of the pastor;

**B.** When allegations of disability or incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,

1) the bishop, who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or

**C.** In case of alleged disability or incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon resumption of the ability to conduct the office effectively the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.

**\*C9.14.** The records of this congregation shall be maintained by the pastor and shall remain the property of this congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in the secretary's hands in good order by a departing pastor before the installation of that pastor in another call or approval of a request for change in roster status.

**\*C9.23.** Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

c. Speak publicly to the world in solidarity with the poor and oppressed, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;

**\*C9.25.** The provisions for termination of the mutual relationship between a minister of Word and Service and this congregation shall be as follows:

a. The call of this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for any of the following reasons:

4) inability to conduct the office effectively in view of disability or incapacity of the deacon;

**B.** When allegations of disability or incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,

1) the bishop, who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or

**C.** In case of alleged disability or incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon resumption of the ability to conduct the office effectively, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.

## Chapter 10: CONGREGATION MEETING

**C10.08.** This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication or its equivalent. To the extent permitted by state law, notice of all meetings may be provided electronically.

# AMENDMENTS TO THE GOOD SHEPHERD CONSTITUTION

**C10.09.** “Ex officio” as used herein means membership with full rights of voice and vote unless otherwise expressly limited. (This is an addition to C.10.09. which has to do with Robert’s Rules being the parliamentary authority and the confusion about what ex officio means.)

## **Chapter 12: CONGREGATION COUNCIL**

**C12.13.** The Congregation Council and its committees may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication or its equivalent. To the extent permitted by state law, notice of all meetings may be provided electronically.

## **Chapter 15: DISCIPLINE OF MEMBERS AND ADJUDICATION**

**\*C15.02.** The process for discipline of a member of this congregation shall be governed as prescribed by the chapter on discipline in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. *If the counseling, censure, and admonitions pursuant to \*C15.01. do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod’s Consultation Committee a panel of five members (three laypersons and two rostered ministers). A copy of the written charges shall be provided to the consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the charges from the accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate. The panel’s efforts to reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.*

## **Chapter 16: AMENDMENTS**

**\*C16.02.** An amendment to this constitution, proposed under \*C16.01., shall:

- A. be approved at any legally called meeting of this congregation by a majority vote of those voting members present and voting; and
- B. be ratified without change at the next regular meeting of this congregation by a two-thirds vote of those voting members present and voting.

**\*C16.04.** This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America as most recently amended by the Churchwide Assembly*. *Such amendments may be approved by a majority vote of those voting members present and voting at any legally called meeting of this congregation without presentation at a prior meeting of this congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to this congregation of such an amendment or amendments, together with the council’s recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) voting members of this congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of this congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following the congregation’s vote of approval.*

# REPARATION ROYALTIES PROPOSAL

The Worship and Music Committee of Good Shepherd proposes that we create a budget line for sustained giving that would be a form of reparations given for the historical and future use of “Negro Spirituals” as part of our weekly services. This proposal takes its cue from the Reparations Royalties Pilot Program set forth by the Center for Congregational Song, and is structured off of their work which can be found [here](#). They have provided guidance for “faith communities who would like to find a way to pay reparations by way of their music ministry or larger church body’s congregational song,” and their goals and recommendations will be referenced throughout.

## ***Proposal in Brief***

“What is needed is an airing of family secrets, a settling with old ghosts. What is needed is a healing of the American psyche and the banishment of white guilt. What I’m talking about is more than recompense for past injustices—more than a handout, a payoff, hush money, or a reluctant bribe. What I’m talking about is a national reckoning that would lead to spiritual renewal.” ~Ta-Nehisi Coates, “The Case for Reparations”

## **Summary:**

- “Negro Spirituals” are regularly used by congregations like ours to enhance weekly services. We currently pay two annual fees for the use of the other hymns/songs and liturgical pieces we use, which are copyrighted materials. Those fees in turn reimburse songwriters, arrangers, composers, etc. for their work. Negro Spirituals cannot be attributed to a single writer, but they can be attributed broadly to enslaved black people who were not reimbursed for their labors.
- We propose that Good Shepherd pay a form of reparations for the use of this music which has enriched our community but which we have neither paid for nor could identify a party to recompense in the way we would for other songs. This should take the form of annual budgeted giving and voluntary additional giving. We propose a line in the budget so that this is a shared commitment by the whole congregation and because budgets are moral documents that publicly express our values.
- Good Shepherd should identify a group to make this reparation to that is engaged with the work of keeping these spirituals alive in our culture or that could otherwise be agreed on as an appropriate recipient for this giving. For 2023, we propose the [Fisk Jubilee Singers](#).
- This giving should be paired with regular learnings around the subjects of reparations, the legacy of slavery, and racism in the United States.

**The Proposal:** We propose that the community of Good Shepherd engage in the ongoing work of reparations by meaningfully engaging in the history of slavery in the United States and its lasting impact today while also making a financial contribution that could directly benefit the descendants of enslaved persons.

By acknowledging one of the ways in which our community currently benefits from the historic wrongs done to Black people within the United States, specifically through our use of “Negro Spirituals” or songs derived from them, we can open up a conversation about the lasting impacts of slavery with a specific example. We can demonstrate that our community has been enriched by this music, but that no one has been recompensed for this music in return. We can acknowledge our inability to directly pay any specific original composer or their direct descendants for these works, while also finding a way to pay reparations in a manner that benefits the ancestors of enslaved people.

## ***Scope***

**Participants:** The congregation of Good Shepherd Lutheran Church. It is important that this is a project taken up by all. The conversation about why we choose to make these reparations should be open for all. The conversation and giving should be subject to regular review.

**Specific forums each year:** We need dedicated moments to come together in community and talk about whether and why we believe that this is important to us. The work of reparations is not financial alone, that isn’t sufficient to our needs. Rather, the work calls us to come together and talk about our shared and painful history, to acknowledge historical wrongs, and to ask ourselves how to redress those wrongs. This is a topic we’ll need to come back to repeatedly if our work is to be meaningful.

# REPARATION ROYALTIES PROPOSAL

**The Music:** The music which forms the heart of our particular action is that music which could fit under the broad category of “Negro Spiritual” including work written by white composers in the style of spirituals or black gospel.

**The Administration:** This ongoing work must primarily be attended to and overseen by the Worship and Music Committee. It will be the responsibility of those individuals to hold the community accountable for the long term with respect to both our giving and our ongoing learning.

**Financial Implications:** A budget line item dedicated to Reparations Royalties serves the purpose of expressing that this action is a priority for our congregation while providing a minimum annual contribution. Additional givings should be arranged and the congregation notified so that individual members can choose to contribute additional funds.

- A budget line item termed “Reparations Royalties” for \$500, evaluated annually. We determined this number by considering the two annual fees we pay for copyrighted material. We pay \$405 to copyrighted hymns. We pay \$429 for the ability to print and stream content from Evangelical Lutheran Worship
- An additional collection scheduled in conjunction with a jazz worship service and an adult forum event on topics related to reparations and the legacy of slavery and racism in the United States.

## Implementation and Education

**Acknowledgements:** *Broad credit cited in the weekly bulletin of which songs fit these categories along with a brief note about this congregation’s practice.*

oExample Text “\* Reparations Royalties are voluntarily collected annually for the use of this song by our congregation. We donate those funds to \_\_\_\_\_ as an acknowledgement that our worship services have been enriched by people who could not receive payment for their labor.”

**Resources:** *Generate an easily accessible flier that contains:*

oOur Rationale including the way in which we contribute to “reparations” in this act and why we believe this is important should be public and easily accessible knowledge.

oThe process of collection and donation including who receives our donation and why they were selected should be readily available to our community.

oAdditional resources in the form of websites or articles should be linked to Good Shepherd’s own.

**Persistence:** *Annual reevaluations should be made to ensure that our Reparation Royalties are in line with our usage of “Negro Spirituals” and associated music, and that our donation is going to the most appropriate organization.*

## Allocation and Learnings

**Allocations:** *For each budget year, a recipient should be determined, whether or not they are the recipient of a previous year. For the coming budget, we recommend: Fisk Jubilee Singers.*

**Learnings:** *Forums explaining this initiative which also gives our congregation an opportunity to ask questions, express views of support or dissent, and which draws a direct connection to the lasting effects of slavery in the United States today.*



# FLOCK MINISTRY TEAM PROPOSAL

Good Shepherd Decorah Stewardship Committee, rev. 1/23

This is a proposal for organizing our congregation into a set of seven Flocks for care, connection, and service, especially in regards to service that will strengthen the worship, hospitality and fellowship ministry of the congregation. It is drafted and submitted by the Stewardship Committee in response to the direction of the Church Council.

## Responding to Congregational Gifts and Calls:

This proposal responds to and builds on the gifts and calls expressed by congregation members in the Blessed Together survey. It builds on Good Shepherd traditions of Flocks, Ministry Teams, and Faith Five groups. And as the congregation is growing, it intends to provide a framework to retain the congregation's sense of connection and care between members.

## Two Functions of Flocks.

Flocks would focus on two functions:

1. **Care and connection:** Shepherds would reach out to flock members in some way approximately once a month - conversation after worship, call, email, text, card.. Shepherds would receive support from Pr. Amy and help extend pastoral ministry. As Flocks develop, they could choose social, recreational, spiritual, and/or service activities together.
2. **Worship and fellowship.** Flocks would be responsible for the Sunday and Wednesday ministry service (worship leadership, ushering, Fellowship Hour) for a month at a time, on a rotating basis.

## Structure

1. **Seven Flocks.** The Church Council and its designees would organize the congregation into Seven Flocks of about 15-25 household units each. Each congregational member would serve on a Flock, and non-members could participate if they choose to do so. New participants would be added over time as appropriate.
2. **Shepherds:** Each flock would be led by Shepherds. Couples or individuals could be Shepherds. Shepherds will periodically call members to reach out, check in, and share highs and lows, blessings and challenges together. Shepherds may call Flocks together for mutual care and connection. Shepherds would not have to facilitate the sign ups for the monthly service. Shepherds would ask a flock member to facilitate that coordination,
3. **Rotating Worship and Fellowship.** Each Flock would organize service in worship, and fellowship for a month at a time (like the previous Mission/Ministry Teams did).
  - With 7 Flocks, there should be enough people to go around,
  - Because each rotation would come at a different time of year, we should be covered for folks who are out of town for part of the year, and
  - Each Flock would get a different month each rotation, so months with greater or lesser activity would be spread around.



# GOOD SHEPHERD LUTHERAN CHURCH

2023-24 Congregation Officers, Council, Committees and Subcommittees (Feb. 2023-Jan. 2024)

Church Staff And Music & Worship Leaders

## CONGREGATION COUNCIL:

### **2023 Congregation Council:**

**Officers- President:** Tim Lecander '25 ; **Vice President:** Kris Peterson '26; **Past President:** Cindy Ernst '24 **Secretary:** Anne Clausen Jacobsen '26,

**At Large Members:** Chris Johnson '24, Brian Caton '25, Karin Martin-Hiner '25, Lise Kildegaard '26, Marilyn Rue '26

**The work of the council is also facilitated by the: Treasurer:** John Moeller '24

**Personnel Committee:** Doug Nalean-Carlson '24, Wes Anderson '25, Matt Bills '26

## STANDING COMMITTEES:

*\*-denotes committee chair*

### **EDUCATION:**

\*Melissa Bills '25 - Laurie Biedermann '25 - Harriet Hayes '26

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

### **OUTREACH AND HOSPITALITY:**

\*Rebecca Boehm Shaffer '24 , Bonnie Johnson '25 Sue Blom '26

### **Communications Subcommittee:**

Elizabeth Kaschins, Jane Kemp, Kathy Buzza

### **FACILITIES AND GROUNDS:**

\*Jim Fritz '25, Bob Wilson '26,

Lance Wood '26

### **Landscape Subcommittee:**

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

### **STEWARDSHIP COMMITTEE:**

\*Jerry Bruce '25, Luther Snow '25, Ginny Olson '26

### **Social Justice Subcommittee:** Marion

Pruitt-Jefferson, Kate Narveson, Lyle Otte, Marty Steele, George Lowe, Martha Monson-Lowe, Harland Nelson, Karen McLean, Marilyn Rue

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

Stephanie Hoff '24, \*Bobby Vrtis '25, Rolf Svanoe '26, 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

### **Audit Committee:**

John Schroeder, Steve Holland, Jason Martin-Hiner,

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

Glendalu Wuest, Bonnie Flora, Bev Sheridan

### **Governing Documents Committee:**

Elizabeth Kaschins, Jane Kemp

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

Richard Wuest, Glendalu Wuest

### **Mission Assistance Fund:**

Pastor Amy, John Moeller, Matt Tapscott

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

Jerry Bruce '26, Jim Buzza '25, John Jefferson '25, Brian Solberg '25, Erin Anderson '26

### **Nominating Committee:**

Matt Tapscott, Marty Steele, Pastor Amy, two out-going Council members elected by Council in Fall 2023

### **Northeastern Iowa Synod/Upper Iowa River Conference Voting Members:**

Tim Lecander, Kris Peterson, Pastor Amy

**Anti-Racism Task Force:** Sandhya Purohit Caton, Laura Barlament, Kelli Gapinski, Gabe Hiner, Bob Larson, Germano Stresse, Pr. Amy Zalk Larson, Jane Jakoubek\* *\*Convener*

## 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 Chair:** Elizabeth Kaschins

**Facilities Caretaker:** Mike Sammons

**Financial Secretary:** Marie Freerking

**Security:** Erik Berg

# 2023 PROPOSED BUDGET: Notes

## Personnel

- *Pastor Amy:* Good Shepherd follows the Synod Guidelines, which are based on years of service since ordination.
- *Music Director and Youth Director:* As we have done for the past few years, the budget proposes a 3% increase, with Kelli continuing to work 10 hours/week.
- *Ministry Support Coordinator:* Because of the quality of Erica's work and the role she plays in assisting Pastor Amy, the Council proposes increasing her salary from \$17/hour to \$18/hour (continuing at 20 hours/week).
- *Custodian/Caretaker:* Because our current custodian/caretaker is fairly new, we propose continuing to pay him \$17/hour and for up to ten hours a week.
- *Security:* Erik Berg now is responsible for unlocking and locking every day, which is why we propose raising his salary to \$150/ month.
- *Video Editor:* We now know enough about what is required to put the service online that we do not want to rely on volunteers nor do we want to add to the already stretched workloads of Brooke, Erica, or Pastor Amy. The proposed budget, therefore, makes this a paid position (\$50 per week) .

## Operating Costs

The two major operating costs, over which we have little control, are utilities and office costs. In each area the proposals reflect 2022 expenses. When looking at the office costs it is hard to distinguish computer costs from standard office costs and it is best to total those for each year to compare last year to proposed.

*Mission Green:* The Mission Green payments (for electricity generated and for leasing the heat exchange units) is the amount agreed upon when voting to approve the proposal. Because the solar project is not yet complete we will continue to rely on Alliant for a significant part of our electricity for a number of months. The amount in the budget is a best guess. Recall that the Mission Green proposal included \$800 of income per month from outside sources; that amount will show on the income side of the budget, meaning that the electricity costs will be covered in part by increased income. As reported recently after January there will be no need for a natural gas line.

## Committee requests

The numbers for various committees reflect last year's expenses and committee requests.

*New lines:* You will notice some new lines being requested by committees (youth director continuing education, worship committee/reparations, worship licensing, prayer shawl ministry) and some renaming (altar guild now communion and candles).

## Benevolence

Recall that after determining the proposed expenses we multiply that number by 26% to determine how much money to allocate to benevolence. Because that number is higher than last year, the council decided which lines should be raised.

## Other matters to keep in mind

*2022 surplus:* For various reasons we ended 2022 with a surplus. The Council chose to make two \$5,000 payments on the renovation loan (one in December and one in January. The remaining surplus will be carried over to be used next year as needed.

*The Adult Forum Curtain:* When we renovated the building, there were plans to put a folding curtain where the Adult Forum (and other activities) meet. An anonymous donor contributed a significant amount toward that project. When we realized we needed to redo the sidewalk in front of the church that donor recommended we use some of the curtain money to defray the sidewalk cost. Now that we have been using that space again, the feeling is that we need the curtain to make that space more private and therefore more usable. We still have \$14,000 in the fund for the curtain but that will be significantly less than the cost of a curtain. If the Council chooses to proceed with the curtain, the 2022 surplus is one possible source of income.

## 2023 PROPOSED BUDGET: Notes & Budget

**French Drain:** Part of the Mission Green proposal included the installation of a drainage system in the area where the solar panels will go. The estimated cost of that is \$18,000. The budget proposal assumes that the \$17,000+ we still have from our PPP funds will be used to pay for that (we already have used \$1,000 of that money for new rain gutters).

**Organ Humidity Control:** The Facilities and Grounds committee recommended that because moisture control is essential for our organ it would make sense while we are doing the solar project to install a permanent humidity control system. The estimated cost is \$1,000. The Council has proposed using money in the organ fund to pay for the humidity control and then to budget \$300 each year to rebuild the organ fund to its current level.

**Renovation Loan:** The budget proposes continuing to pay \$42,000 per year on the loan.

	2022 Budget			2023 Budget	Change
<b>Projected regular giving</b>	<b>\$318,242.00</b>			<b>\$330,000.00</b>	<b>\$11,758.00</b>
<b>Offering plate, rent, and other income</b>	<b>\$15,300.00</b>			<b>\$15,000.00</b>	<b>-\$300.00</b>
<b>Mission Green Income</b>				<b>\$11,000.00</b>	<b>\$11,000.00</b>
<b>Mission Green Grant</b>				<b>\$12,500.00</b>	<b>\$12,500.00</b>
<b>Projected total income</b>	<b>\$333,542.00</b>			<b>\$368,500.00</b>	<b>\$34,958.00</b>
<b>Actual total income</b>	(10/1) <b>\$241,047,</b> (12/1) <b>\$311,424</b>				
	2021 expenses	11/31/2022	2022 Budget	2023 Budget	Change
<b>400 Benevolence</b>					
401 Synodical Budget	\$33,000.00	\$35,000.00	\$35,000.00	\$38,762.00	\$3,762.00
402 Seminary Assistance	\$7,500.00	\$4,172.81	\$5,000.00	\$3,250.00	-\$1,750.00
403 Lutheran Services in IA	\$8,000.00	\$8,770.00	\$8,770.00	\$9,500.00	\$730.00
404 Missionary Support	\$1,000.00	\$1,100.00	\$1,000.00	\$1,000.00	\$0.00
404A YAGM	\$2,000.00	\$2,000.00	\$2,000.00	\$3,000.00	\$1,000.00
405 Aase Haugen Home	\$3,500.00	\$4,500.00	\$4,500.00	\$5,000.00	\$500.00
406 EWALU	\$1,000.00	\$1,000.00	\$1,000.00	\$2,000.00	\$1,000.00
408B Reconciling Works	\$125.00	\$250.00	\$250.00	\$350.00	\$100.00
409 Path to Citizenship	\$700.00	\$1,000.00	\$1,000.00	\$1,000.00	\$0.00
409A Extra Luth Ministries	\$100.00	\$100.00	\$100.00	\$0.00	-\$100.00
409B AMMPARO	\$200.00	\$500.00	\$500.00	\$1,090.00	\$590.00
409C Kid's Food Ministry	\$825.00	\$600.00	\$600.00	\$600.00	\$0.00
409D Decorah Food Pantry		\$600.00	\$600.00	\$1,500.00	\$900.00
<b>TOTAL 400 Benevolence</b>	<b>\$57,950.00</b>	<b>\$59,592.81</b>	<b>\$60,320.00</b>	<b>\$67,052.00</b>	<b>\$6,732.00</b>
<b>410 Education</b>					
411 Confirmation	\$558.98	\$736.11	\$300.00	\$400.00	\$100.00
412 (a) Sunday School	\$1,003.06	\$687.56	\$600.00	\$400.00	-\$200.00
412 (b) Adult Education	\$0.00	\$0.00	\$100.00	\$100.00	\$0.00
412 ©Antiracism Task Force	\$90.99	\$59.57	\$500.00	\$100.00	-\$400.00
413 EWALU Camperships/other	\$100.00	\$500.00	\$1,000.00	\$1,000.00	\$0.00
414 VBS	\$545.14	\$628.38	\$600.00	\$600.00	\$0.00
415B Background Check/Boundaries Training	\$192.84	\$68.25	\$300.00	\$200.00	-\$100.00
416 Youth Director Salary	\$7,821.22	\$8,103.26	\$8,840.00	\$9,105.00	\$265.00
416A Youth Director SS	\$197.26	\$619.95	\$677.00	\$696.53	\$19.53
416B Youth Director Continuing Education				\$1,560.00	\$1,560.00
417 Youth Programming	\$749.69	\$442.32	\$2,000.00	\$1,000.00	-\$1,000.00
417A Natl Youth Gathering	600.00	\$57.15	\$600.00	\$600.00	\$0.00
<b>TOTAL Education</b>	<b>11,859.18</b>	<b>\$11,902.55</b>	<b>\$15,517.00</b>	<b>\$15,761.53</b>	<b>\$244.53</b>
<b>420 Worship &amp; Music</b>					
421 Communion and Candles	\$1,504.27	\$175.62	\$1,200.00	\$1,000.00	-\$200.00
422 Video Editor	\$3,135.00	\$324.96	\$1,200.00	\$2,800.00	\$1,600.00
423 Choir/Band Supplies	\$100.00	\$0.00	\$200.00	\$200.00	\$0.00
424 Worship Committee/Reparations	\$936.12	\$20.29	\$650.00	\$500.00	-\$150.00

425 Guest Pastors	\$600.00	\$750.00	\$900.00	\$900.00	\$0.00
426 a Music Director	\$18,306.24	\$17,284.08	\$18,856.00	\$19,421.00	\$565.00
426 b Music Director Sub	\$150.00	\$700.00	\$1,000.00	\$1,000.00	\$0.00
426 c Assisting Musicians	\$5,650.00	\$5,075.00	\$4,700.00	\$4,200.00	-\$500.00
426 d Music Director SS	\$1,510.22	\$1,318.70	\$1,443.00	\$1,486.00	\$43.00
427 b Organ Tuning	\$447.50	\$0.00	\$750.00	\$1,500.00	\$750.00
427 c Piano Tuning	\$170.00	\$130.00	\$200.00	\$500.00	\$300.00
427 d Organ Fund				\$300.00	\$300.00
428 Worship Supplies	\$1,234.40	\$941.05	\$600.00	\$200.00	-\$400.00
428a Worship Supplies: Licenses				\$835.00	\$835.00
428b Worship Supplies: Flowers				\$200.00	\$200.00
429 Devotion Guides	\$360.83	\$162.34	\$175.00	\$175.00	\$0.00
<b>TOTAL 420 Worship/Music</b>	<b>\$34,104.58</b>	<b>\$26,882.04</b>	<b>\$31,874.00</b>	<b>\$35,217.00</b>	<b>\$3,343.00</b>
<b>430 Outreach and Hospitality</b>					
431 Living Lutheran	\$340.10	\$0.00	\$400.00	\$400.00	\$0.00
432 WELCA	\$250.00	\$250.00	\$250.00	\$250.00	\$0.00
433 Outreach/Hospitality	\$393.59	\$198.69	\$400.00	\$400.00	\$0.00
434 Mission Assistance Fund	\$296.44	\$218.99	\$300.00	\$300.00	\$0.00
435 Neighborhood Picnic	\$600.00	\$1,099.84	\$800.00	\$1,200.00	\$400.00
436 Communications	\$169.34	\$931.82	\$900.00	\$600.00	-\$300.00
437 Prayer Shawl Ministry				\$1,000.00	\$1,000.00
<b>TOTAL 430 Evangelism/Hospitality</b>	<b>\$2,250.00</b>	<b>\$2,699.34</b>	<b>\$3,050.00</b>	<b>\$4,150.00</b>	<b>\$1,100.00</b>
<b>450 Stewardship</b>					
451 Stewardship Committee	\$512.64	\$297.82	\$1,000.00	\$500.00	-\$500.00
452 Social Justice Committee	\$0.00	\$0.00	\$50.00	\$300.00	\$250.00
<b>TOTAL 450 Stewardship</b>	<b>\$512.64</b>	<b>\$297.82</b>	<b>\$1,050.00</b>	<b>\$800.00</b>	<b>-\$250.00</b>
<b>460 Office Operations</b>					
461 Office & Facility Supplies	\$5,149.72	\$5,339.43	\$3,500.00	\$6,500.00	\$3,000.00
462 Postage	\$710.70	\$742.94	\$1,000.00	\$800.00	-\$200.00
463 Telephone/Computer	\$4,782.21	\$3,588.50	\$5,450.00	\$3,750.00	-\$1,700.00
464 Ministry Support Coordinator	\$17,499.07	\$16,206.74	\$17,680.00	\$18,720.00	\$1,040.00
465 Ministry Support Coordinator SS	\$1,447.14	\$1,275.67	\$1,353.00	\$1,432.00	\$79.00
468 Safe Deposit Box Rental	\$30.00	\$0.00	\$30.00	\$30.00	\$0.00
<b>Total 460 Office Operations</b>	<b>\$29,618.84</b>	<b>\$27,153.28</b>	<b>\$29,013.00</b>	<b>\$31,232.00</b>	<b>\$2,219.00</b>
<b>470 Facilities and Grounds</b>					
470 a Landscaping	\$1,761.95	\$1,870.70	\$2,000.00	\$2,000.00	\$0.00
471 Insurance	\$6,443.00	\$4,986.25	\$6,500.00	\$5,000.00	-\$1,500.00
472 Alliant Electricity	\$6,355.63	\$4,266.42	\$5,000.00	\$5,000.00	\$0.00
472a Gosolar		\$1,001.00	\$1,092.00	\$1,092.00	\$0.00
472b Mission Green Electricity				\$5,066.00	\$5,066.00
472c Mission Green Heat Pump Lease				\$16,044.00	\$16,044.00
473 Gas	\$958.85	\$1,784.63	\$2,000.00	\$0.00	-\$2,000.00
474 Water. Sewer. Trash	\$2,442.24	\$1,070.43	\$2,400.00	\$1,700.00	-\$700.00
475 Custodial Supplies	\$27.81	\$0.00	\$0.00	\$0.00	\$0.00
478a Custodian/Facilities Caretaker Salary	\$3,954.54	\$2,641.75	\$8,840.00	\$5,304.00	-\$3,536.00
478 b Lawn and Snow	\$904.09	\$1,200.00	\$1,800.00	\$1,500.00	-\$300.00
478 c Security	\$1,175.00	\$1,340.00	\$1,335.00	\$1,800.00	\$465.00
478d Custodian/Facilities Caretaker SS	\$324.86	\$182.26	\$675.00	\$405.00	-\$270.00

479A Facilities and Grounds	\$9,400.39	\$4,034.47	\$4,000.00	\$4,000.00	\$0.00
479B Kitchen Operation	\$0.00	\$468.18	\$500.00	\$500.00	\$0.00
<b>TOTAL 470 Facilities and Grounds</b>	<b>\$33,748.36</b>	<b>\$24,846.09</b>	<b>\$36,142.00</b>	<b>\$49,411.00</b>	<b>\$13,269.00</b>
<b>480 Pastor</b>					
Pastor Compensation	\$73,592.58				\$0.00
481 Pastor Salary		\$54,560.88	\$59,521.00	\$61,513.00	\$1,992.00
482A Pastor Housing Allowance		\$14,887.62	\$16,241.10	\$18,454.00	\$2,212.90
482B Pastor Pension/Insurance	\$24,402.12	\$23,342.00	\$25,228.00	\$27,628.00	\$2,400.00
483 Pastor's Car	\$3,000.00	\$2,816.00	\$3,000.00	\$3,000.00	\$0.00
483A Pastor's Phone/Internet	\$900.00	\$750.00	\$900.00	\$900.00	\$0.00
484 Pastor Continuing Ed	\$727.17	\$1,200.00	\$1,200.00	\$1,000.00	-\$200.00
485 Pastor Professional Exp	\$372.49	479.32	\$600.00	\$500.00	-\$100.00
486 Pastor Med Reimburse	\$500.00	\$500.00	\$500.00	\$500.00	\$0.00
487 Sabbatical Reserve Fund	\$600.00	\$600.00	\$600.00	\$600.00	\$0.00
488 Visitation Pastor	\$250.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>TOTAL 480 Pastor</b>	<b>\$104,344.36</b>	<b>\$99,135.82</b>	<b>\$107,790.10</b>	<b>\$114,095.00</b>	<b>\$6,304.90</b>
<b>490 Miscellaneous Expense</b>					
491 Contingency Funds	\$1,040.69	\$892.26	\$2,000.00	\$2,000.00	\$0.00
493 Synod Assembly/Fall Theological	\$482.00	\$680.34	\$800.00	\$700.00	-\$100.00
493a Rostered Minister Gathering		\$124.77	\$75.00	\$150.00	\$75.00
494 Cemetery Fund	\$3,500.00	\$3,500.00	\$3,500.00	\$3,500.00	\$0.00
495 Coffee for Fellowship	\$300.00	\$638.90	\$1,000.00	\$750.00	-\$250.00
497A Endowment Committee	\$142.37	\$0.00	\$125.00	\$125.00	\$0.00
<b>TOTAL 490 Miscellaneous</b>	<b>\$5,465.06</b>	<b>\$5,836.27</b>	<b>\$7,500.00</b>	<b>\$7,225.00</b>	<b>-\$275.00</b>
<b>TOTAL OPERATING EXPENSES</b>				<b>\$257,891.53</b>	<b>\$257,891.53</b>
<b>500 Debt Retirement</b>					
501A Renovation Repayment	\$34,036.02	\$32,594.32			
501B HVAC Repayment	\$1,500.00				
502 Interest	\$7,213.98	\$5,905.68			
<b>Total 500 Debt Retirement</b>	<b>\$42,750.00</b>	<b>\$38,500.00</b>	<b>\$42,000.00</b>	<b>\$42,000.00</b>	
<b>TOTAL BUDGET</b>	<b>322,603.02</b>	<b>\$322,881.14</b>	<b>\$334,256.10</b>	<b>\$366,943.53</b>	<b>\$32,687.43</b>

## AUDIT COMMITTEE

The Audit Committee comprised of Steve Holland, Jason Martin-Hiner and John Schroeher met on January 17, 2023. We reviewed a sample of 2022 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 the work involved in gathering the appropriate documentation for all church 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 diligence maintaining financials records for the church.

- prepared by John Schroeher

# MEMBERSHIP REPORT FOR 2022

## ADDITIONS & LOSSES TO MEMBERSHIP

ADDITIONS...	Baptized Membership	Confirmed Membership	Voting Membership
...by baptism	3	0	0
...by transfer	2	2	2
...by affirmation of faith	17	13	13
...by associate membership	4	4	0
<b>LOSSES...</b>			
...by death	4	4	4
...by transfer	7	6	6
...by request	9	9	9
...by associate membership	0	0	0
...by administrative adjustment	27	22	22
<b>TOTAL INCREASE/DECREASE</b>	<b>+26 -47 = -21</b>	<b>+19 - 41 = -22</b>	<b>+15-41= -26</b>
<i>Every 5 years we do a full review of the membership roster</i>			
<b>Membership Total</b> <i>As of Dec. 31st 2022</i>	<b>293</b>	<b>256</b>	<b>248</b>



# MEMBERSHIP REPORT FOR 2022

Pastoral Acts in 2022		
<b>Baptisms (3)</b>		
Oliver Bollinger	Adeline Bollinger	Dorothy Carstens
<b>Confirmation (7)</b>		
<b>4/26/22</b> - Brayden Bakke, Leah Holland, Gabe Hiner	<b>10/30/22</b> - Mikayla Hiner, Keaton Nalean-Carlson, Abby Larson, Oliver Bollinger	
<b>Marriages (1)</b>		
Megan Buckingham & Brian Hester married at Good Shepherd by Vicar Kathryn Thompson		
<b>Funeral/Memorials/Graveside Services</b>		
Linda Lambert	Richard Dinger	

Members Who Left the Congregation in 2022
<b>Through Death:</b>
Haldis Kaasa - 1/5/22
Linda Lambert - 7/5/22
Richard Dinger - 7/15/22
Verne Koenig - 12/16/22
<b>Through Transfer/Resignation (16)</b>
Alex Smith - Andy & Julie Wyckoff - KJ Rebarcak - Menzi Nkambule - Rae Jeam Rathje - Tanya & Eli Bishman-Gertz - Tim & Jennifer Cantine - Amalia Vagts & David Lester - Daniel & Allie Grainger - Dean & Theresa McCabe

New Households in 2022
Randy Kittelson
Rebecca Hanna
Ginny Olson
Jan & Dave Siefken - <i>associate members</i>
Miriam, Paul, Annalise, Daniel Skrade
Laura Barlament
Jill, Lance, Owen, Theo Wood
Betty & Larry Danielson - <i>associate members</i>

