



GOOD SHEPHERD LUTHERAN CHURCH ANNUAL REPORT



A MESSAGE FROM PRESIDING BISHOP
ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation—in preaching and sacraments, in forgiveness and in healing conversations—to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression of this church—your congregation, your synod and your churchwide organization—you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

A handwritten signature in cursive script that reads "Elizabeth A. Eaton".

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

Sunday, February 4, 2024 - 11:00 am

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Minutes from the Feb. 2023 Annual Meeting

Preparing Our Hearts and Minds:

President Cynthia Ernst called the meeting to order at 11:00 AM. Pr. Amy Larson led devotions.

- *Ruth Bruce moved to accept the agenda as printed. Harland Nelson seconded. Motion passed.*

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

- Naomi Craft moved to approve the minutes of the November June 5, 2022 Special Congregational Meeting (pg. 5). Motion seconded and carried.
- Chris Johnson moved to approve the minutes of the November 6, 2022 Special Congregational Meeting (pg. 5). Motion second and carried.
- Melanie Folkerts moved to approve the minutes of the February 5, 2022 annual meeting (pg. 6-8). Joyce Epperly seconded. Motion carried, and the minutes were adopted.

Current Work of the Pastor and Congregation Council:

Pr. Amy Larson's report (pg. 9):

Pr. Amy opened her remarks by sharing that while Holy Disruption was the theme of Advent 2022, it was an apt descriptor for the entire year, as we had many interruptions to the "usual." Many of these disruptions were good, including significant progress by Mission Green on our carbon neutral initiative, adopting the Racial Justice Statement with further plans to disrupt white supremacy, the new A/V system installed just before Holy Week, new programming such as Faith5 gatherings, and new models of ministry and governance. She shared her gratitude for her summer sabbatical, as well as the pastoral ministry of Rolf Svanoe and Karla Wildeburger and staff/congregational leaders for maintaining the congregation during her absence. She shared that in the coming year we will be updating the directory model and need members to take some responsibilities for managing the congregation while Erica has maternity leave in July 2023. Pr. Amy shared her hope that we keep on practicing loving and being in community together, and that "God will disrupt the use of SignUpGenius with the new Shepherd Flock model."

The President's Report (pg. 10) and Committee Reports (pg. 11-14) were received as written.

- Members offered no comments and had no questions.

Treasurer's Report (separate document):

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

Work of Other Congregation Committees and Groups (pg. 15-24) were received as written.

- Members offered no comments and had no questions.

Continuing and Future Work of the Body:

Approval of required and recommended changes to the constitution following ELCA Churchwide Assembly (pg. 25-27) - Elizabeth Kaschins and Jane Kemp

The Governing Documents Committee presented recommended amendments to the Good Shepherd Constitution following the ELCA Churchwide Assembly. There were no comments.

- *Chris Johnson moved to accept the amendments. Reg Laursen seconded. Motion carried.*

Reparation Royalties Proposal from Worship and Music Committee (pg. 28-29) - Bobby Vrtis

Bobby Vrtis reviewed the proposal as discussed at the November Special Congregational meeting – identifying historical black musical groups to provide financial support as part of a way to make reparations for our use of Black spirituals and music in our worship but whose creators were never compensating for them. He also provided answers to questions he anticipated the committee would receive from the congregation. These include why the Fisk Jubilee Singers were selected to receive

funds (The Singers have a history of preserving spirituals), why a budget line item and not a free will donation (free will donations are good for individual services, but a budget line ensures a floor and minimum amount of giving), and if other ELCA congregations are engaged in this work (no, we would be ahead of the curve, but it would give us a chance to share with other congregations what we are doing).

Marion Pruitt-Jefferson shared praise for Brooke Joyce for his work highlighting African-American composers in February, sharing their music and information about them in the bulletin. Reg Laursen asked if there were other groups like the Fisk Jubilee Singers doing similar work. Bobby indicated that based on his research so far, no. They have been very central in preserving this spiritual legacy. Harland Nelson asked if the Blind Boys of Alabama exist as a quartet and if they might not be a suitable option for donations as well. Bobby agreed it was a good idea to investigate.

- *Raymond Torresdal moved to accept the proposal. Bonnie Johnson seconded. Motion carried.*

Flock Ministry Teams Proposal from Stewardship Committee (pg. 30)- Chris Johnson

Chris Johnson presented the Flock Ministry Teams Proposal on behalf of the Stewardship Committee (Chris, Luther Snow, and Jerry Bruce). He emphasized that while stewardship can be about financial gifts, it also is about gifts of time. He thanked Luther Snow for the idea, as well as committee members and Pr. Amy for working very hard on this proposal.

The proposal has two core components. The first is to revitalize sharing of worship and fellowship tasks now that we are back to in-person worship; the second is to revive the pandemic-era flocks to provide care and connection to congregation members. Seven flocks allow us to rotate over the course of the year so a single flock does not always end up taking busier times (for example, one flock will not always be responsible for December). The goal is to implement the proposal after Easter 2023. Marion Pruitt-Jefferson shared she thought it was a great plan.

- *Jeri Laursen moved to accept the proposal. Jane Kemp seconded. Motion carried.*

Nominating Committee Report and Election (pg. 31) - Lyle Otte

The Nominating Committee consisted of [names]. Lyle Otte presented the Nominating Committee's ballot and thanked all who responded to invitations to serve whether the answer was yes or no.

- *No nominations were presented from the floor. Harland Nelson moved to suspend the rules. Jonathon Struve seconded. Motion carried. Melanie Folkerts moved to accept the Nominating Committee's presented slate of candidates. Matt Larson seconded. Motion carried.*

Proposed Budget for 2023 (pg. 32-34): - Pr. Amy

Treasurer John Moeller was absent due to illness, so Pr. Amy gave an overview of the proposed budget. There were no comments or questions.

- *Ray Torresdal moved to accept the proposed budget. Jim Fritz seconded. Motion carried, the budget was adopted.*

Audit Committee Report (pg. 35): - Jason Martin-Hiner

The Audit Committee consisted of Steve Holland, Jason Martin-Schriner, and John Schroeder. Jason shared that the audit committee reviewed financial records on January 17, 2023. It went well and all seemed in order. He thanked John Moeller for his maintenance of the records.

- *Harland Nelson moved to approve the report of the Audit Committee. Reg Laursen seconded, motion carried.*

Membership Report (pp. 36-37): - Pr. Amy Larson and Hayley Jackson

In 2021 there was a decrease in 21 baptized members, 22 confirmed members, and 26 voting members. This brings our totals to 293 baptized members, 256 confirmed members, and 248 voting members. 4 members left due to death, 2 transferred, 9 resigned, and 27 left through administrative adjustment. Most of these changes were brought by an administrative review of congregants conducted during the year in which several families were sent letters to confirm if they wanted to maintain their membership at Good Shepherd. Pr. Amy explained that membership requires individuals to give and partake in Communion once a year. Adjustments to membership were made based on responses to this letter. While membership has an overall decrease, we still welcomed new members.

- *The membership report was received as written.*

Adjournment and Closing Prayer

- Bob Naslund commended the congregation for all the welcoming statements that have been written over the years. He spoke of the original statement passed in January 2007 in conjunction with the Reconciling in Christ statement, reflecting on how powerful the words about God's unconditional love are for people. That first statement passed with 94% approval. The statements (AMMPARO, racial justice) that have followed have all been in keeping with that first statement. He suggested the whole welcome statement should appear in bold on the bulletin.
- Lise Kildegaard thanked Bob for his comments and suggested we conduct an oral history on the passage of that first statement.
- *Jerry Bruce moved that we put the welcome statement in bold on the worship bulletin from now on. Chris Johnson seconded. Motion carried.*
- Elizabeth Kaschins reminded everyone of the framed welcome statements displayed in the church hallway.
- Cynthia Ernst thanked everyone for her year as president and commented how, at a time when other congregations are struggling in attendance, we have such an active community. How lucky we are!

Pr. Amy led everyone in the Lord's Prayer. Cynthia Ernst adjourned the meeting at 11:30am.

- *Submitted, Hayley Jackson, Congregation Secretary*



Pastor's Report

These questions were provided by the ELCA for Pastor Amy's exit Interview. Pr. Amy answered the questions and wished to share her responses with the congregation as a form of Annual Report.

1. Pastor, you have served this congregation for 8.5 years. What were your reasons for coming here? Did you find what you expected?

I had served for ten years as a campus pastor at Luther College. I felt a call back to congregational ministry because I missed elders and children, long term relationships, and the rhythm of the full church year with a congregation. I longed to help a congregation listen for God's leading and follow that together. I felt a call to Good Shepherd because, while serving at Luther, I had admired the charisms¹ of this welcoming, inclusive, justice-focused, generous, thoughtful congregation. I knew the congregation had experienced conflict and pain. I sensed that God was bringing resurrection. I have found this all to be true.



2. Where have you found your greatest fulfillment in your ministry? What has frustrated you the most?

I have found great fulfillment in our worship of God together for these reasons:

- You welcome one another and guests to worship with intentionality and care.
- Brooke Joyce has nurtured an atmosphere where people can joyfully praise God through music with the choir, band, handbells, and incredible congregational singing.
- You value tradition and innovation in ways that allow people to participate and be changed. You are open to new hymns, liturgies, and structures for Sunday worship and midweek worship.
- I've helped people prepare for worship leadership so they lead and worship in a calm, relaxed way. I've modeled grace and laughter when things don't go according to plan.
- You listen to sermons thoughtfully and attentively.
- I've been able to lead through preaching as I've paid attention to where God is leading us and been able to speak that to you in sermons. I've helped to incorporate more time for silent prayer before the Prayer of the Day and following the sermon to help us all listen to God.
- You've affirmed with me that all are welcome at Christ's table, including young children.
- Worship is focused on what God is doing to nourish us for lives of justice, service and generosity.
- You have a wonderful Altar Guild!

I have been frustrated by a lack of functioning structures and systems when I started. We have addressed this with more office staff and changes to the governance and ministry structure. I think a congregation this active and engaged needs more staff time for office and building organization. More staff time for youth ministry would be helpful as well.

I wasn't expecting to spend so much time on the facilities. This was needed and important at this time in the congregation's life. It did take me away from other leadership in terms of faith formation and equipping leaders and staff.

¹ charisms is an unfamiliar word to many. It means gifts of the Spirit.

3. *What is our congregation's greatest strength? In what ways do we need to change and grow?*

Your greatest strength is your openness- openness to God, to others, and to change. You are welcoming, inclusive, justice-focused, generous and thoughtful. You offer your building for the community. Worship is incredible. You are working to live out your commitments to racial justice, inclusion of people who are LGBTQIA+, care of creation, and accompanying migrants.

I hope the congregation can grow through deep listening to God through prayer and study of scripture. Sunday School and Confirmation is very strong. I hope there can be more opportunities for faith formation and leadership for older youth. I hope you will continue to practice gratitude and kindness. Good Shepherd members have strong opinions. Gratitude and listening helps you work together as a congregation.

4. *What is your vision for our congregation 5 years - 10 years from now? What might prevent us from fulfilling that vision?*

You are moving from a pastor sized congregation to a program sized congregation. In a pastor sized congregation, most active members have a meaningful relationship with the pastor. In a program sized congregation, that isn't possible. This means there need to be opportunities for people to connect deeply with other leaders and other groups. The pastor needs to be able to focus on equipping leaders and staff. Having staff oversee the facilities and office systems will allow the pastor the opportunity to provide such equipping leadership.

The Shepherds and Flocks ministry is an important part of this transition to a program sized congregation. There are growing pains with this flock ministry, especially in the usher role. Stay the course. Provide gracious and kind support for ushers to do the important hospitality and financial work involved. A stronger communion visitor ministry is also needed. This would help the homebound members connect with the pastor sometimes and with other members as well. More opportunities for Bible study and spiritual formation are needed.

To live into this, you will need to let go of what you experienced with me as your pastor. You will need to deepen your relationships with each other and support other leaders in providing that care and connection. Look to your shepherds, the council, the staff, and other leaders.

5. *What kind of pastoral leadership do you feel we need to carry out that vision?*

I believe you need a pastor who leads the congregation in listening to God and who has clear boundaries about her/his role of equipping leaders and staff. I hope you will be able to call a pastor who focuses on what God is doing to nurture and equip and support you for your lives of faith, service, justice and advocacy. You already do this work, you don't need to be persuaded or specifically directed towards certain steps in a sermon. You need a pastor who will proclaim the good news and trust the Spirit will work to guide you into faithful action.

6. *How can the congregation(s) support and encourage the ministry of the new pastor?*

Pray for your pastor. Focus on the gifts you see in her/him. Don't ask her/him to be as involved with all the details of the building, finances, systems and structure organization as I've had to be during my time in your life as a congregation. You have staff to do that now so your pastor can lead and equip you.

President's Report

2023 has been a year of completing big tasks and taking on new ones.

I want to thank the dedication and hard work of all Council Committee members, who's input and clarity I value. I also want to thank Pastor Amy for her guidance and understanding. And finally the staff and volunteers who pay attention to the details and do the work that make our church and community what they are.

In the balance of this year's annual report, you will find evidence of the dedicated hard work of the Good Shepherd Committees and Subcommittees, the work that makes Good Shepherd a community of spirit and good work. I am thankful for the depth of talents our congregation possesses.

The Church Council took on a new governance & ministry structure of how members are selected to serve. I feel it was a great success. For example, Cindy Ernst, serving in the new Past President position, was an invaluable resource who provided insight and guidance I would not have had otherwise.

The multi-year effort of Mission Green has come to a conclusion, and Good Shepherd is now carbon neutral! Jim & Liz Fritz have been so dedicated enabling Good Shepherd to be a guiding light for our community. Plus we have enhanced our grounds with the addition of the Courtyard, an asset that will serve many many purposes for years to come.

The Shepherds and Flocks effort, spearheaded by the Stewardship Committee, has helped a broader collection of members to participate in Sunday worship. Of the seven flocks, many have served during these past months. Guiding these flocks with other initiatives such as Lenten Soup Supper is another way members are becoming involved.

The Council was busy with other things as well, including

- Updating our insurance policy
- Racial Justice Task Force work
- Landscaping efforts
- Addition of Office and Building Manager to our church staff

And we cannot forget the departure of Pastor Amy, who served for more than eight years. Good Shepherd has flowered during her tenure, and we thank her deeply. We also look forward to the appointment of the Call Committee in the near future. This will be a great opportunity to reflect on the

past, and to see how we will be enabled to grow together with the selection of our next pastor. Pastor Dave will help guide us during our transition during the next few months. Thank you such much for your help and memories, Pr. Dave. Thank you for the opportunity to serve as president of Good Shepherd Lutheran Church.

-Tim Lecander: President



Facilities and Grounds Committee

Members: Lance Wood, Bob Wilson and Jim Fritz, Chair

2023 included a lot of follow-up on the Carbon Neutral Initiative. Committee members assisted with replacing ceiling tiles, yard repair, pergola & amp; solar installation, and exterior painting.

Other tasks completed in 2023 included: transplanting 3 large oak trees, installing new hose reels, extensive watering of all trees, Sanctuary roof repair, create new shelving storage in Annex, organize St. Grubbies Day, supervise mowing, and snow removal.

Larger projects included: updating AED and organizing CPR/Stop the Bleed training and switching insurance from Church Mutual to Grinnell Mutual. All Mission Green work was supervised and final completion was approved.



Outreach and Hospitality Committee

During 2023 these are some of our highlights:

- Our seminary students received Christmas packages from the congregation to feel our support.
- The new members bags have some new additions of a round loaf of bread and a letter stating the theme of the Good Shepherd using John 10: 1-21.

15 households joined us this year and are assigned to a flock to feel included into their new church. Special thanks to our Prayer Shawl Ministry for their shawls and to Carrie Solberg for her sheep ornaments.

- Our Friends and Neighbors Picnic took place using indoor and our beautiful new outdoor space for seating. Great music and so many volunteers who worked and made food to share.

- The introduction of the blue buckets in the kitchen to collect donations of cookies, crackers, and juice jugs for fellowship hour on Sundays.

- Our last event was to plan for Pastor Amy's farewell. The catering, memory book, pictures, and gift giving.

A special thanks goes to Erica Yaneff who guides, advises, and keeps us all organized! Submitted by, Bonnie Johnson, Sue Blom, Jill Wood



Education Committee

The Good Shepherd Education Committee supports the mission and ministry of the congregation by providing oversight and support for a variety of ministry areas: children's ministry (including Sunday School and Vacation Bible School), confirmation, youth education and fellowship, family events, and partnership in planning and supporting Sunday morning adult education. It is our privilege, as a committee, to work with our dedicated Good Shepherd staff and volunteers as we engage in the important work of faith formation for all ages. We have been able to sustain robust ministry offerings throughout 2023. These ministries include (but are not limited to):

- Weekly Sunday school for our children, which includes a mix of Bible lessons, activities, crafts, and music
- A successful summer Vacation Bible School program that used the *Operation Restoration* curriculum to help participants explore themes of forgiveness, rest, and healing
- Another delightful Christmas program, which offered our children and youth to share their gifts of reading, music, acting, and storytelling
- Confirmation class for our 7th and 8th grade students, as well as celebrating three ninth graders who affirmed their baptisms this fall
- Our annual Lent project, chosen and led by our youth, which this year focused on the issue of housing insecurity, both locally and globally. Funds were split between House of Hope in Waterloo, IA and Lutheran Disaster Response's work in Syria and Turkey. Youth had the opportunity to visit House of Hope as part of a spring service trip
- Youth who traveled to Camp Ewalu for its annual Dirty Feet retreat
- Fundraising and planning assistance for 14 youth who will be attending the 2024 ELCA National Youth Gathering in New Orleans, LA
- Family events, including craft nights, game nights, yard games and s'mores, bike rides, and other food and fellowship events
- Partnering with members and friends of the congregation to offer adult forums on: the Sermon on the Mount, parenting lessons from Martin and Katie Luther, studying the ELCA's proposed social statement on Civic Life and Faith, learning about Native boarding schools, and digging into the history and politics of the conflict in Israel and Palestine

THANK YOU to our Good Shepherd program staff for their investment in our youth and families, and for their tireless efforts to shape and lead our congregation's ministries. THANK YOU to all who have said "yes" to the call to serve as a volunteer on behalf of our education ministries. We are grateful for our Sunday school helpers, VBS leaders, event volunteers, parents, cooks, crafters, and all who share their gifts in support of our young people. The work of our committee relies on the shared gifts, energy, and love of our entire congregation. We are blessed to share in this work with you.

Peace,

The Good Shepherd Education Committee: Melissa Bills (chair), Laurie Biedermann, Harriet Hayes

Stewardship Committee

THANK YOU for being a vital part of Good Shepherd Lutheran Church. Each of us comes to this place for our own unique reasons, whether it be the fellowship of Sunday worship, the joy of serving in youth ministries, advocating for racial and social justice, performing music in praise of God, or helping to keep the church's facilities in tip-top shape. We are grateful the goals of the "Living Stones" 2024 Stewardship Campaign have been met, honoring Pastor Amy Larson's eight years of ministry at Good Shepherd and reflecting on our spirit of giving as we look to call a new Pastor.

This year we launched the Good Shepherd Flocks! Thank you to all Shepherds, and to all as we go through this journey of flock ministry together. The Shepherds and Stewardship Committee had a summarizing and reflective meeting at the end of the year and from our Flock experience so far, we shared many successes and positives small and large, including:

- The relative informality (and "shared ignorance") in the Sunday Roles system, which assures us that we do not have to be perfect but can share in good spirit, humility, and love.
- The diversity of participants in Sunday worship and fellowship roles, including people who might not otherwise come to church that day. This reminds us that our membership connections are wider and stronger than might appear on the surface. It also has provided a visible and tangible reminder to us of our many members and gifts.
- The impact that we have seen outside of Sunday Roles, as people have built relationships in Flocks, gathered in various ways, and started to think of other ways that we might care for each other
- The reassurance that our congregation wants to do Flocks, both in care and connection, and that there's a critical value in this network at this time and in this place.



Worship and Music Committee

Some highlights from the year from the worship & music committee:

- Organized 2023 Simple Lenten Soup Suppers, helped hand off and prepare Stewardship committee to take on with Flocks in 2024
- Letter and funds sent to Fisk Jubilee singers as a part of Reparations Royalties
- Re-upholstered additional seating armchairs for the Sanctuary
- Created reading guide for readers in worship and voted to add scripture text to Sunday bulletins
- Joined in jazz worship

Treasurer

Balance Sheet

1. At year's end we had \$115,075.52 in our checking account. Most of that money is earmarked (Mission Green, Courtyard, Gathering Room Curtain, and so forth).
2. Note the 2023 surplus (128E). At the end of the year we had a net income (total income versus total expenses) of \$4,949.31. We transferred that to an earmarked account from which we can draw if necessary. In 2022 we had a larger surplus, which came in handy on a number of occasions; indeed, the \$2,354.43 you see on the Balance Sheet (128D) was used in January to pay for Pastor Amy's farewell brunch.
3. In the Liabilities and Equity section you can see the progress we have made toward paying off the Renovation Loan (317B). The amount going toward principal continues to grow, so we will see that number drop more quickly. The loan will be repaid fully in 2025.

Profit & Loss Budget v. Actual

1. As you can see, the total income for the year was \$376,391.65 (that is \$29,214.35 more than last year). Our expenses for the year (not including the \$4,949.31 we transferred to the 2023 surplus account) were \$371,442.34. Our 2022 expenses were \$325,930.66. (If you are interested in where the increased spending occurred you can find a comparison of the 2022 budget and the 2023 budget in the chart showing the proposed 2024 budget.)
2. Our income from envelope, designated giving, automatic payment (386 ACH), and Qualified Charitable Distributions (I have added this category mostly out of my own interest in how many persons are using this option) was \$331,815.49. Statements of intent for 2023 were \$330,000. Due to an initial mix-up and a death in the middle of the year the actual intended giving was closer to \$324,000. That means offerings were higher than expected.
3. If you look at the Total Expense line (again, subtracting the approximately \$5,000 surplus), you will see that we spent approximately \$4,500 more than we budgeted. Profit versus Actual, therefore, was almost perfect and the slight overspending did not matter because our total income was more than we anticipated. Nevertheless, some might be interested in the factors that explain what appears to be overspending in certain areas.
 - a. Office operations is one area where we did not budget enough. I think this reflects increases both in the use and costs of the services we use. This has been a difficult category to figure out in recent years but I think we now have a better sense of how much we actually are spending on those items.
 - b. Office operations also reflects the addition of an Office and Building Manager. Note, though, that some of the increased cost in that new position is a consequence of decreased costs in other staff areas (youth director, custodian/caretaker, and the number of hours Erica works). In other words, the net increase in personnel costs is not as great as the Profit & Loss statement suggests.
 - c. We also overspent on 479A Facilities and Grounds. Some of that reflects what we pay for insurance (as you may have noticed in your own bills, insurance costs nationwide have increased). Also, we changed agents (for the better) and feel more comfortable about our coverage. There also were some facilities costs that we have known about and finally addressed, as well as some that grew out of the Mission Green project.
 - d. And then there was the post-Pandemic miscalculation on how much quality coffee we would consume once we got back to normal Fellowship Hours.

Non-Budget Project: French Drain

As part of the Mission Green project, the congregation voted to approve installing a French drain. The total cost for that project was \$25,494.81. Surplus funds from the 2020 PPP funds paid for part of the cost with the remainder funded by individual contributions. The response to the request for additional funds was so great that we currently have \$10,806.06 in a Courtyard fund (114A on the Balance Sheet)..

Non-Budget Benevolence Offerings

Decorah Food Pantry	\$381.56*
House of Hope (Waterloo)	\$3,811.00
Kid's Lunch	\$30.00*
Lutheran Disaster Response	\$8,988.75**
Lutheran World Relief	\$300.00
Path to Citizenship	\$250.00
Support for Monson- Lowe Palestinian work	\$1,000.00
<u>World Hunger</u>	<u>\$745.00</u>
Total	\$15,506.31

*In addition to the budgeted funds for the Food Pantry and Kid's Lunch, proceeds from the garden produce were directed to these two groups.

**Some of this was paid in early January but was part of the Advent/Christmas offering.

Final Thanks

1. Thanks to Marie Freerking for acting as our check-writer. Calling her a check-writer doesn't begin to capture the work she does. I especially appreciate her efficiency and how closely she pays attention to the bills and receipts.
2. And, once again, thank to Clara Knudson. Each January she spends considerable time preparing W-2s and 1099s. She also prepares the final report to the IRS and, most important, continues to patiently explain to me the right way to enter data and correct my errors.

Concluding Remarks

By any standard, we came out of 2023 in good financial shape.

Balance Sheet

Good Shepherd Lutheran Church - As of Dec. 31, 2023

ASSETS		
Current Assets		
Checking/Savings		
100 Cash in Bank		
	102 General Fund	\$29,659.56
	108 Memorial Fund	

	- 108t Mikkelsen Shawls	\$694.85
	- 108u Lionberger AMMPARO	\$75.51
	- 108z Undesignated	\$70.00
	- 108 Memorial Fund - Other	\$3,098.29
	Total 108 Memorial Fund	\$3,938.65
	109 Pastor's Sabbatical Fund	\$600.00
	110 Organ Fund	\$6,017.38
	112 Mission Green	\$29,570.00
	114A Courtyard	\$10,806.06
	116 Sign Maintenance Account	\$1,014.05
	118 Equipment Reserve Fund	\$1,434.00
	118A Adult Forum Curtain	\$15,460.60
	119 AMMPARO	\$1,312.66
	122A National Youth Gathering	\$5,859.80
	124 Pastor's New Office Furnitu	\$738.02
	125D CNA	\$1,361.00
	128D 2022 Surplus	\$2,354.43
	128E 2023 surplus	\$4,949.31
	100 Cash in Bank - Other	-\$150.00
Total 100 Cash in Bank		\$114,925.52
	99 PettymCash	\$150.00
Total Checking/Savings		\$115,075.52
Total Current Assets		\$115,075.52
FIXED ASSETS		
200 Fixed Assets		
	202 Land & Buildings	\$616,593.48
	203 Office Equipment	\$4,080.99
	204 Equipment	\$2,821.20
	205 New Armchairs	\$8,381.07
	206 Hospitality upgrades	\$7,605.40
	207 Pastor's Office Furniture	\$2,750.97
Total 200 Fixed Assets		\$642,233.11

Total Fixed Assets		\$642,233.11
TOTAL ASSETS		\$757,308.63
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
	316 Payroll tax payable	\$3,256.03
	317B Renovation Loan	\$69,768.07
Total Other Current Liabilities		\$73,024.10
Total Current Liabilities		\$73,024.10
Total Liabilities		\$73,024.10
Equity		
	350 Equity	
	355 Opening Bal Equity	\$657,395.49
Total 350 Equity		\$657,395.49
365 Retained Earnings		-\$12,678.83
Net Income		\$39,567.87
Total Equity		\$684,284.53
TOTAL LIABILITIES & EQUITY		\$757,308.63

Profit & Loss Budget vs. Actual

January - December 2023

Ordinary Income/Expense		Jan - Dec 23	Budget
INCOME			
380 Offerings			
	381 Miscellaneous Budget Income	\$8,988.17	
	382 Envelope Offering	\$138,324.00	
	382A Designated Offering	\$870.00	
	384 Mission Green	\$21,680.00	
	386 ACH Offerings	\$132,092.02	
	386A QCD	\$60,529.47	
	387 Thrivent Offering	\$5,188.00	

Total 380 Offerings		\$367,671.66	
390 Non-Budget Income			
	384a MG solar land lease	\$25.00	
	391 A Thrivent Offering	\$620.00	
	391C Amazon Smile	\$21.40	
	393 Interest Income	\$118.59	
	394 Rental Income	\$7,935.00	
Total 390 Non-Budget Income		\$8,719.99	
TOTAL INCOME		\$376,391.65	
EXPENSES			
400 Benevolence			
	401 Synodical Budget	\$38,762.00	\$38,762.00
	402 Seminary Assistance	\$3,250.00	\$3,250.00
	403 Lutheran Services in Iowa	\$9,500.00	\$9,500.00
	404 Missionary Support	\$1,000.00	\$1,000.00
	404A YAGM	\$3,000.00	\$3,000.00
	405 Aase Haugen Home	\$5,000.00	\$5,000.00
	406 EWALU	\$2,000.00	\$2,000.00
	408B Reconciling Works	\$350.00	\$350.00
	409 Path to Citizenship	\$1,000.00	\$1,000.00
	409B AMMPARO	\$395.31	\$1,090.00
	409C Kids Food Ministry	\$600.00	\$600.00
	409E Decorah Food Pantry	\$1,500.00	\$1,500.00
Total 400 Benevolence		\$66,357.31	\$67,052.00
410 Education			
	411 Confirmation	\$257.00	\$400.00
	412 Church Schools		
	- 412(a) Sunday School	\$464.57	\$400.00
	- 412(b) Adult Education	\$58.80	\$100.00
	- 412(c) Racial Justice Task Force	\$566.08	\$100.00
	Total 412 Church Schools	\$1,089.45	\$600.00
	413 (b) EWALU Camperships	\$271.25	\$1,000.00
	414 VBS	\$186.62	\$600.00
	415B Background/Boundaries	\$172.46	\$200.00

	416 Youth Director Salary	\$6,040.77	\$9,105.00
	416A Youth Director SS	\$472.14	\$696.53
	416B Youth Director Continue Ed	\$1,827.00	\$1,560.00
	417 Youth Programming	\$1,031.48	\$1,000.00
	417A National Youth Gathering	\$600.00	\$600.00
Total 410 Education		\$11,948.17	\$15,761.53
420 Worship & Music			
	421 Communion and Candles	\$531.22	\$1,000.00
	422 Video Editor	\$2,155.00	\$2,800.00
	423 Choir & Band Supplies	\$ -	\$200.00
	424 Worship Comm/Reparations	\$500.00	\$500.00
	425 Guest Pastors	\$750.00	\$900.00
	426 a Music Director	\$19,421.04	\$19,421.00
	426 b Music Director Subs	\$600.00	\$1,000.00
	426 c Assisting Musicians	\$3,775.00	\$4,200.00
	426 d Music Dir. SS/Med. Taxes	\$1,361.80	\$1,486.00
	427(b) Organ Tuning	\$451.03	\$1,500.00
	427(c) Piano Tuning	\$200.00	\$500.00
	427d Organ Fund	\$300.00	\$300.00
	428 Worship Supplies	\$456.70	\$200.00
	428a Worship Supplies Licenses	\$854.00	\$835.00
	428c Worship Supplies Flowers	\$120.24	\$200.00
	429 Devotional Guides	\$382.06	\$175.00
Total 420 Worship & Music		\$31,858.09	\$35,217.00
430 Outreach & Hospitality			
	431 Living Lutheran	\$ -	\$400.00
	432 WELCA	\$250.00	\$250.00
	433 Outreach/Hospitality	\$500.45	\$400.00
	434 Mission Assistance Fund	\$520.49	\$300.00
	435 Neighborhood Picnic	\$250.00	\$1,200.00
	436 Communications	\$529.51	\$600.00
	437 Prayer Shawl Ministry	\$997.09	\$1,000.00
Total 430 Outreach & Hospitality		\$3,047.54	\$4,150.00

450 Stewardship			
	451 Stewardship Committee	\$333.50	\$500.00
	452 Social Justice/Pride Parade	\$250.00	\$300.00
Total 450 Stewardship		\$583.50	\$800.00
460 Office Operations			
	461 Office & Facility Supplies	\$7,331.86	\$6,500.00
	462 Postage	\$946.78	\$800.00
	463 Telephone & Computer	\$5,925.35	\$3,750.00
	464 Ministry Support Coordinato	\$14,713.50	\$18,720.00
	464a Office Coordinator	\$8,828.00	
	465 Ministry Support SS	\$1,012.99	\$1,432.00
	465a Office Coordinator SS	\$565.19	
	468 Safe Deposit Box Rent	\$35.00	\$30.00
Total 460 Office Operations		\$39,358.67	\$31,232.00
470 Facilities and Grounds			
	470a Landscaping	\$2,207.29	\$2,000.00
	471 Insurance	\$7,216.25	\$5,000.00
	472 Alliant Electricity	\$4,206.10	\$5,000.00
	472A Gosolar	\$1,092.00	\$1,092.00
	472b Mission Green Electricity	\$5,636.00	\$5,066.00
	472c Missi Gr Heat Pump Lease	\$16,044.00	\$16,044.00
	473 Gas	\$520.89	
	474 Water, Sewer, Trash	\$1,711.34	\$1,700.00
	478 Salaries		
	478(a) Custodian/Caretaker	\$4,071.50	\$5,304.00
	478(b) Lawn & Snow	\$1,950.00	\$1,500.00
	478(c) Security	\$1,800.00	\$1,800.00
	478(d)Custodian/Caretaker SS	\$270.87	\$405.00
	Total 478 Salaries	\$8,092.37	\$9,009.00
	479A Facilities and Grounds	\$7,092.22	\$4,000.00
	479B Kitchen Operation	\$16.98	\$500.00
Total 470 Facilities and Grounds		\$53,835.44	\$49,411.00
480 Pastor			

	481 Pastor's Salary	\$62,824.80	\$62,825.00
	482A Pastor's Housing Allowance	\$17,142.72	\$17,142.00
	482B Pastor's Pension/Insurance	\$27,012.00	\$27,628.00
	483 Pastor's Car	\$3,000.00	\$3,000.00
	483A Pastor's Phone/Internet	\$900.00	\$900.00
	484 Pastor's Continuing Educ	\$998.50	\$1,000.00
	485 Pastor's Professional Exp	\$441.44	\$500.00
	486 Pastor's Medical Reimburse	\$500.00	\$500.00
	487 Pymt to Sabbat. Res Fund	\$600.00	\$600.00
Total 480 Pastor		\$113,419.46	\$114,095.00
490 Miscellaneous Expense			
	491 Contingency Funds	\$3,836.57	\$2,000.00
	493 Synod Assembly/Fall Theol	\$293.44	\$700.00
	493a Rostered Minister Gather	\$ -	\$150.00
	494 Cemetery Fund	\$3,500.00	\$3,500.00
	495 Coffee for Fellowship	\$1,279.15	\$750.00
	497A Mission Endowment Comm	\$125.00	\$125.00
	498E 2023 Expense	\$4,949.31	
Total 490 Miscellaneous Expense		\$13,983.47	\$7,225.00
500 Debt Retirement			
	501A Debt Retirement - Renovate	\$37,843.44	\$35,300.00
	502 Debt Retirement - Interest	\$4,156.56	\$6,700.00
Total 500 Debt Retirement		\$42,000.00	\$42,000.00
TOTAL EXPENSE		\$376,391.65	\$366,943.53
Net Ordinary Income		\$ -	-\$366,943.53
Other Income/Expense			
OTHER INCOME			
690 Other Income			
	691 Memorial Fund Gifts	\$1,640.00	
	694B Renovate loan fund transfer	\$37,843.44	
	694F 2023 Surplus	\$4,949.31	
	695 Sabbatical Fund Transfer	\$600.00	
	695A Natl Youth Fund Trans	\$600.00	

	695B Organ Fund	\$300.00	
	697 Lent. & Easte, SS, Advent	\$8,497.00	
	698 Misc. Other Income	\$76,725.06	
	699c 2022 Contributions	-\$9,634.92	
	699e 2023 Contributions	\$2,884.92	
Total 690 Other Income		\$124,404.81	
699f Mission Green Transfer		-\$21,680.00	
TOTAL OTHER INCOME		\$102,724.81	
OTHER EXPENSES			
708 Misc. Other Expense		\$63,156.94	
TOTAL OTHER EXPENSES		\$63,156.94	
Net Other Income		\$39,567.87	
NET INCOME		\$39,567.87	-\$366,943.53



Racial Justice Team

The Racial Justice Team continues to make antiracism work an ongoing part of Good Shepherd. The decision to use “Racial Justice Team” as the name of this group (previously the Antiracism Taskforce) was based on input from the congregation. “Racial justice” accurately identifies our commitment even as we affirm that being antiracist is essential to achieving our mission, and “team” accurately depicts the reality that this work is ongoing. Members of the Racial Justice team as of February 2024 include: Laura Barlament, Sandhya Caton, Gabe Hiner, Jane Jakoubek, Cheri Lane, and Bob Larson. Pr. Amy participated throughout 2023, and Kelli Gapinski participated through July 2023.

Initiatives in the past year include:

1. Creating a logo, introducing it to the congregation, and reflecting on the logo’s purpose and use. Luther Visual Design major Navia-Ayuna Erbst provided drafts, revised them based on our feedback, and was paid an honorarium of \$200 for her work. The Team recommended the logo to Council, which approved it in March. Subsequent feedback on the logo led the Team to discern that it expresses the commitment of a predominantly white congregation to doing “white people’s work” of learning how our attitudes, values, education, organizational methods, etc. not only negatively impact Black, Indigenous, and People of Color (BIPOC) but also harm white people. Pr. Amy invited us to explore using a “Black Lives Matter” sign in front of the church as a visible sign of welcome to BIPOC individuals. Plans to engage the congregation in considering this were interrupted by Pr. Amy’s announcement about her new call. This remains on our agenda.
2. Identifying a Sunday each year when we would reaffirm our commitment to Racial Justice. April 30th, 2023 was chosen because jazz worship was scheduled. The logo was displayed during worship and the Racial Justice Statement was used for the litany of confession. Feedback on the worship was very positive.
3. Leading an Adult Forum on April 30, with an update on racial justice actions underway, including those led by other groups such as Worship and Music. Participants were invited to reflect on the fruits of and hopes for our racial justice work.
4. Devoting time at each meeting to discussing the characteristics of white supremacy culture and alternative approaches that are more inclusive and welcoming. Continued to invite committees and groups to include learning about racial justice as part of their ongoing work. Nearly all groups have participated in these discussions and most have adopted this practice.
5. Adopted the practice of taking turns writing something for the newsletter to educate the congregation about racial justice and showcase different ways of approaching this work.
6. Supported Pr. Amy in her participation in the summer book series addressing issues of racial justice along with pastors from First Lutheran and Decorah Lutheran and hosting Rev. Kenneth Wheeler’s presentation at Good Shepherd in September on his book *US; The Resurrection of American Terror*.
7. Launched an initiative relating to Indigenous issues, which unfolded in two phases. First, Laura Barlament, Linda Donoghue, and Kelli Gapinski were invited to identify a way to get involved in this work and quickly brought information about ELCA’s Truth and Healing work and webinars. This led to 1) recognizing Missing and Murdered Indigenous Women on April 30th; 2) hosting screenings at church of 5 ELCA webinars on Indian Boarding Schools; 3) participating in September 30th Day of Remembrance for Indian Boarding Schools as part of worship on October 1; 4) inviting Anna Peterson to speak at Adult Forum in December on links between Luther College and Bethany Indian Boarding School in Wisconsin and scheduling Hayley Jackson to present information about materials relating to this in the Luther

College archives in January 2024; 5) ongoing publicity from Communications Sub-committee about opportunities relating to Indigenous people; and 6) our recommendation to Council to appoint a Land Acknowledgement Task Force consisting of Anne Clausen, Linda Donoghue, and Elizabeth Kaschins with authority to work with the congregation to develop and propose a Land Acknowledgement Statement for the congregation, which was approved.

8. Requesting that Council ensure that of the 26% of budget allocated for wider ministries we include appropriate support for our racial justice commitments. Pr. Amy explored options to accomplish this, and based on her report back to us, we will pick this up again in 2024.

At our last meeting with Pr. Amy, we celebrated her pivotal role and leadership in initiating and shepherding the racial justice work at Good Shepherd. Her gifts to this work include recruiting and equipping leadership, using scripture to illuminate justice as inherent to the Gospel, making many changes in worship across the year, guiding this initiative by finding paths through the congregation for action, listening to all sides and bringing pastoral willingness to care for all voices, and being transparent with her own feelings which has fostered humility and openness and a recognition that we need each other, even when we disagree.

After four years of work on racial justice at Good Shepherd, there are three equally important, parallel yet intersecting strands to this work: 1) doing the “white people’s work” of learning about our history and our critical role in dismantling racism; 2) becoming engaged with the Truth and Healing Movement and finding meaningful ways for Good Shepherd to engage in this effort to promote justice for Indigenous people, and 3) building on the congregation’s enthusiastic response to jazz worship and African-American spirituals to continue learning about injustice against Black people throughout the history of this country, up to and including the present, and finding meaningful ways to take action.

We close this report with special thanks to Pr. Amy for the crucial role she played in racial justice work over the last four years and to the Good Shepherd congregation for moving into this difficult work, for asking hard questions, for listening to one another, and for continuing to work to carry out the Gospel on behalf of all God’s beloved people.



Landscape Subcommittee

NOTE: This report summarizes the work of the Landscape Subcommittee, a subcommittee of the Facilities and Grounds Committee. Extensive landscaping was also completed in 2023 by the Facilities and Grounds Committee and Mission Green which will be summarized in their report.

Three donated oak trees were planted at the back of the Good Shepherd property in April 2023.

Two landscape work days were held, April 23, 2023 (St. Grubby's Day) and an informal day in October 2023. 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. Also in the spring, Al Boeckenheuer of Northeast Iowa Lawn Care mulched beds, trimmed perennials, and laid bullet-nosed edgers around the Reformation bed. At the fall work day, leaves and pine needles were raked and perennials were cut off in preparation for winter. 40 bullet-nosed edgers were purchased from Fisk's in October 2023 to complete the edging on the Reformation bed. The installation will be done in spring 2024.

Discussion in September 2023 focused on a potential donation from the Raney family for trees or grasses to memorialize Dan's father. Jim Fritz, chair of the Facilities and Grounds Committee, made a recommendation for plantings but to date no action has been taken.

Discussion later in fall 2023 centered on spring landscaping plans for the Solar Courtyard area in 2024. Various outdoor planter options were discussed but no action was taken.

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



Altar Guild

Submitted by Elizabeth Kaschins, Altar Guild Chair

Ex Officio Member of the Worship and Music Committee

In 2023, Altar Guild continued its mission of supporting Pastor Amy, our worship leaders, and worshippers whenever and wherever our services occur. We continued our practice of serving our member-baked G-F bread and pre-poured plastic cups of wine and white grape juice; individual sealed cups remained an available alternative for those who preferred. In addition to preparing the elements, setting the altar, and serving trays of wine and grape juice to worshippers, Altar Guild also participates in setting the sanctuary for the changing liturgical seasons and special occasions in our worship life - All Saints Sunday, Advent, Christmas Eve Service, Easter Vigil, confirmation, baptisms, memorial services. Sets of Communion items were prepared for Pastor Amy and others who serve at our local care centers and visit homebound individuals.

Two Altar Guild members serve each Sunday by volunteering on a monthly schedule. Communion bread is baked as needed by members. We welcomed some new members and offer grateful thanks to all who so frequently and faithfully served! In 2024, we will support and learn from Pastor David Wrightsman, our Intentional Interim Pastor, and return to using our glass communion cups with the aid of washing racks that can be used in our dish sanitizer. New members are welcome! 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.



Prayer Shawl Ministry

Good Shepherd's Prayer Shawl Ministry continues to be productive. Our monthly meeting on the 3rd Wednesday of each month (except in the summer months) brings 10-15 members together in the Gathering space at the church. All are welcome! In 2023 we gifted 70 shawls to various friends and members, 3 Baptismal shawls (1 baby and 2 youth), 4 Prayer Squares to individuals and Prayer Squares for New Member children. - *Jeri Laursen, PSM Chairperson*



Communications Subcommittee

Good Shepherd's website (goodshepherddecorah.org) – A member of the Communications Subcommittee continues to add some information to the website. 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 and Communications Coordinator, Office and Building Manager and a member of the Communications Subcommittee.

Church Directory – The former online directory, Courtyard, for which the Communications Subcommittee had some responsibility, was discontinued and the new online directory, Breeze, introduced and maintained by the Ministry and Communications Coordinator and Office and Office and Building Manager.

Church Management Systems – The Subcommittee researched potential replacement church management systems by checking with other churches, both locally and nationally.

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.

Photographs – A member of the Communications Subcommittee regularly takes photos of church activities and posts them on Flickr.

Sermons – Weekly sermons, formatted by a member of the Communications Subcommittee, are posted on the website and Facebook by the Ministry and Communications Coordinator and Office and Building Manager.

Special Projects

- Publicized the Good Shepherd Lenten Recital Series (March 15, 22, and 29) in the *Decorah Newspapers*, *Tuesday*, *KVIK*, *KDEC*, *DecorahNow* and *DecorahNews*.
- Helped publicize the Welcome Friends and Neighbors Picnic in the *Decorah Newspapers*, decorahnews.com, *DecorahNow*, the *Tuesday*, and on radio stations *KVIK* and *KDEC*, as well as putting up posters around Decorah.
- Helped publicize the Decorah Pride Festival September 14-16 by putting up posters for the Pride events sponsored by Decorah Christians United in Celebrating Pride.
- Created a PowerPoint slideshow displaying Pastor Amy's eight-year career at Good Shepherd shown during the farewell activities on January 7.

Report prepared by Jane Kemp, co-convener

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

Mission Endowment Fund Committee & Financial Report

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.

In early 2023, with the assistance of members of the congregation providing donations, the value of the fund grew to approximately \$125,000. At the 4% level allowed for scholarships the MEF Committee was able to award five \$1000 scholarships. However, as a result of investment market fluctuations plus the withdrawal of \$5000 for the scholarships, the fund has dropped back to the \$115,000 level. The good news is that by the end of 2023 the market value of the investments was increasing rapidly.

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 qualified college or university, typically three to five 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 2023 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



AVA HOLLAND



MARA HOLLAND



NATHAN LARSON



ANALISE SKRADE



DANIEL SKRADE

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.

This year five \$1000 scholarships were awarded. As EPIC (Educational Partners in Covenant) scholarships, the qualifying institutions provided a match of Good Shepherd funds. The recipients of the scholarships were Ava Holland (Luther senior), Mara Holland (Gustavus Adolphus sophomore), Nathan Larson (Wartburg sophomore), Annalise Skrade (Concordia-Moorhead freshman) and Daniel Skrade (Concordia-Moorhead freshman).

2024 is going to be a critical year for the future of this ministry. Four of the five scholarship recipients in 2023 will be returning to their respective colleges and will continue to be eligible for Good Shepherd scholarships. Additionally, the congregation has five graduating high school seniors who could choose to attend ELCA colleges and therefore become eligible for a scholarship. 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, Erin Anderson, Brian Solberg and John Jefferson*

**Good Shepherd Mission Endowment Fund Financial
Report on the following page.**

Decorah Bank and Trust Account

1/1/2023 Balance		\$	8,934.64
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Deposits:

1/17/2023	\$	1,950.00
1/31/2023	\$	1,500.00
2/8/2023	\$	350.00
4/3/2023	\$	157.19
4/11/2023	\$	1,006.25
4/17/2023	\$	25.55
5/22/2023	\$	60.00
6/5/2023	\$	20.73
6/12/2023	\$	100.00
6/21/2023	\$	730.00
6/26/2023	\$	220.00
7/3/2023	\$	3,500.00
8/29/2023	\$	10.00
10/23/2023	\$	50.00
11/10/2023	\$	20.00

Total Deposits:	\$	9,699.72	\$	9,699.72
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Interest Income:		\$	105.91
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Funds available in Account:		\$	18,740.27
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Disbursements:

EPIC Scholarships	\$	(5,000.00)
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5/14/2023 Transfer to Thrivent Mutual Fund	\$	(7,500.00)
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Total Disbursements:	\$	(12,500.00)	\$	(12,500.00)
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12/31/2023 Account Balance:		\$	6,240.27
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Thrivent Mutual Fund

1/1/2023	\$	77,486.91
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5/14/2023 Transfer fr. Decorah Bank Account	\$	7,500.00
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12/31/2023 Gain	\$	9,786.39
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12/31/2023 Account Balance:	\$	94,773.30	\$	94,773.30
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Mission Investment Fund**Evangelical Lutheran Church in America**

1/1/2023 Account Balance:	\$	18,242.90
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10/13/2023 Interest Income	\$	313.03
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10/13/2023 Account balance:	\$	18,555.93	\$	18,555.93
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12/31/2023 Total Endowment Fund		\$	119,569.50
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Respectfully submitted,

Clara Knudson for Mission Endowment Fund Committee

WELCA Report and Financial Report

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 WELCA annual meeting and mid-winter brunch was held on January 28, 2023. Jason Martin-Hiner with EWALU Camp and Retreat Center was our guest speaker. He updated us on EWALU activities and also told us about Cedar at 60, a program to renovate Cedar Lodge. Disbursements were discussed. We had some additional requests for financial assistance and it was decided to give \$300 to the Sunflower Child Care building fund, \$350 to the Good Shepherd Endowment fund, and \$500 to the EWALU 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 four of our church members. Good Shepherd members attended Cluster D events at Big Canoe Lutheran (April 22) with a program from Riverview Center and at First Lutheran in Cresco (September 23) with a speaker from the Norman Borlaug foundation. We also hosted World Day of Prayer (Mar 3) and participated in May Friendship at Decorah Lutheran (May 5). Ann Naslund and Bev Sheridan are on the planning committee for these two events.

We assembled 154 baby care kits, 53 personal care kits and 66 school kits. The youth helped to assemble the personal care kits and school kits during fellowship hour. Baby care kits were assembled during WELCA meetings. 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.

The 35th annual Gathering of the Northeastern Iowa Synodical Women Organization was held on June 17 at Trinity Lutheran in Belmond. Bev Sheridan served as a delegate to the Twelve Triennial Convention and Gathering of the Women of the ELCA in Phoenix in September. At the Convention resolutions were adopted on Diversity, Equity and Inclusion; Safety of our Children and a Calling for Peace and Unity plus a \$1.9 million budget. Anna Jetson from Highland Lutheran Church rural Decorah was elected to our Church-wide board for a 3 year term. We had inspirational and thought provoking bible studies and reflections on "Just Love, through the lens of human trafficking, migration, and immigration" plus many workshops and servant events. The next triennial will be in Des Moines, Iowa in July of 2026.

Thank you to all who helped to make our Krumkake Demo and Sale a success. Our net income was \$4,194 after expenses and 10% to the Nordic Fest Board. We applied for a \$250 Thrivent Action card and a \$30 Walmart grant along with monetary donations. We had over 125 volunteers who clocked in over 670 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). 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



Beginning Balance	\$4,495.22		
Expenses		Income	
Baby kits	\$66.08	Funerals	\$400.00
Olson Explosives	\$40.00	GS gen budget	\$250.00
Triennial	\$270.00		
Triennial offering	\$100.00		
Synod offering	\$50.00		
Synod registration	\$50.00		
Cluster offering	\$80.00		
World Day of Prayer	\$25.00		
Churchwide offering	\$325.00		
GS Endowment	\$350.00		
Sunflower	\$300.00		
Help Svcs.	\$250.00		
Decorah Food Pantry	\$250.00		
Decorah Free Clinic	\$250.00		
EWALU	\$250.00		
EWALU: <i>special appeal</i>	\$500.00		
LSI	\$250.00		
LWR	\$250.00		
YAGM	\$125.00		
Oyebade	\$125.00		
Aase Haugen	\$250.00		
Nordic Fest:			
- Nordic Fest Board	\$463.00	Nordic Fest Sales	\$4,788.00
- Change	\$100.00	Nordic Fest Donations	\$165.00
- Supplies	\$140.00		
- Dept. I & A	\$50.00		
Good Shepherd			
- Seminary scholarship	\$125.00		
- Mission assist.	\$250.00		
- Path 2 Citizenship	\$250.00		
Total expenses	\$5,534.08	Total income	\$5,603.00
Ending balance	\$4,564.14		
Table reserve	\$500.00		
LWR kit reserve	\$718.11		

AMMPARO

Your AMMPARO representative has continued to work in conjunction with the Immigration Working Group at the Peace and Justice Center this year to amplify our efforts.

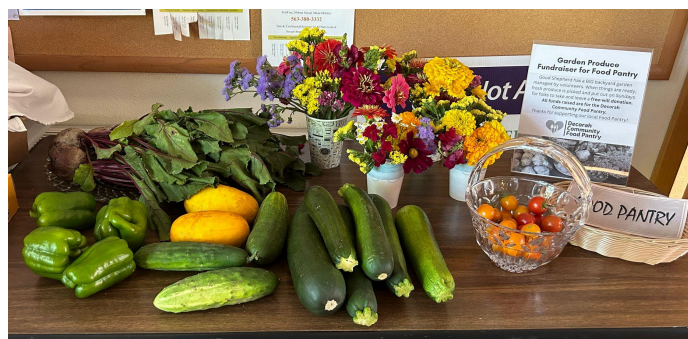
We continue to solicit funds for emergency needs, culturally appropriate food for newly arrived families, and to assist with recruitment of furniture donations for newly arrived families. Two Good Shepherd members regularly participate in the Immigration Working Group, representing AMMPARO and Pathway 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 been volunteering to transport immigrants to legal meetings and medical appointments. We have spent the last of the monies from ELCA grants and gifts from congregation members and their families on medical and dental needs of immigrants and have helped families apply for other financial resources. Good Shepherd is the site for hosting immigration legal clinics held by Iowa Migrant Movement for Justice (formerly Justice for our Neighbors) and funded by Path to Citizenship. We hosted four 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. Several congregation members have provided translation services in the area schools.

Families continue to come to northeast Iowa to join those who are already here and we are so grateful for the help you have given to these who come with nothing much besides the clothes on their backs. When you donate to Neighbors Helping Neighbors or Guatemalan Basics or give furniture or bedding you are welcoming a neighbor to our community. Thanks also to those who drive to appointments, which is an ongoing need. Please let me know if you have any questions.

- *Martha Steele, AMMPARO representative*

Social Justice Team

The Social Justice Team met a handful of times during 2023. During the first half of the year, we hosted opportunities for folks to write postcards to our representatives in the Iowa State Legislature, and Congress. In 2024 we hope to encourage people to participate in advocacy on issues that affect vulnerable Iowans, and vulnerable communities in our country and around the globe. We will prioritize issues such as immigration on our southern border, LGBT+ Youth, education, climate issues, and hunger. We will help the congregation respond to and support the work of the ELCA Advocacy Network, Lutheran Immigration and Refugee Services, Citizens Climate Lobby, and the Iowa Interfaith Alliance.



Mission Green LLC.

Good Shepherd Lutheran Church Achieves Carbon Neutrality in 2023

Mission Green and Good Shepherd Lutheran Church are celebrating a major partnership milestone this year. In 2023, the church achieved carbon neutrality, thanks to the efforts of its Mission Green initiative and the support of the congregation.

The journey to carbon neutrality continued in January, when the church switched to 100% electric power by installing 3 LG heat pumps. These heat pumps were put to the test in February when a 3-day, -17-degree cold snap hit the area. The pumps functioned well even at low temperatures, proving that the church's switch to electric power was a wise decision.

In addition to switching to electric power, the church made a number of other changes to reduce its carbon footprint. In February, the gas meter was removed, further reducing the church's reliance on fossil fuels. The ceiling tile system was replaced, and the vents in the Sanctuary were relocated to improve energy efficiency.

Excavation for the future courtyard began in early spring. A 2000-gallon fuel tank was removed (it was empty), and the old bell foundation was removed. The French drain excavation was completed, footings/piers for the pergola were poured, drainage pipe was laid, and 200 tons of crushed gravel were compacted (every 5") for the French drain.

In July, under grueling hot days, the post and beam pergola was erected, the permeable pavers were laid, and all electrical was installed. The rooftop furnaces were removed, and the siding was repaired.

In August, the solar array was installed, which completed the church's transition to 100% renewable energy. The electrical hookups for the solar were completed in late August, and the 27 kW of solar on the pergola went live on the grid. Good Shepherd was now Carbon Neutral/Net Zero.

The courtyard/pergola/solar array was completed in September with a screen fence over the electrical service entrances. An area adjacent to the courtyard was hydroseeded. Good Shepherd held a dedication of the Solar Courtyard on September 10, 2023.

An application was made, received and awarded, by Interfaith Power and Light to Good Shepherd Lutheran church, to acknowledge attaining 100% Carbon Neutral/Net Zero status. Good Shepherd is now designated as a Cool Congregation Platinum Level. We are only 1 of 3 congregations nationwide to achieve this status in 2023.

In November, the back lawn was leveled, regraded, and hydroseeded. A 4,000 sq. ft. pollinator prairie was also seeded at that time. All of this hydroseeding was a "dormant seeding", meaning the seeds will lay in the snow til spring when they'll germinate and grow. It's supposed to be one of the best times of the year to start lawns and this is the preferred method. It also eliminates the need for extensive watering at first. It may require it later in the year if we experience another dry summer season.

Since April, the church's Alliant Electric bills have averaged approximately \$23 per month, which is a meter hookup charge. When a full year of net metering occurs (2024), the church should achieve 100% net metering, based on current knowledge.

The Mission Green initiative has served as presenters at numerous conferences, Zoom meetings, tours, and presentations of the completed Good Shepherd Carbon Neutral Initiative. Our commitment to the environment has been an inspiration to other organizations and individuals looking to reduce their carbon footprint.

In summary, Good Shepherd Lutheran Church has achieved an impressive feat in 2023 by becoming carbon neutral/net zero energy use. Their journey has been one of hard work, dedication, and a commitment to making a difference in the world. Our efforts serve as a shining example to others looking to reduce their impact on the environment.



Lutheran Cemetery Association

Operating Account	<u>2023</u>	<u>2022</u>
Receipts		
Grave openings	\$ 8,700.00	\$ 13,900.00
Lot Sales	4,950.00	\$ 7,150.00
Columbarium Niche Sales - Portion to Operating Fund	300.00	\$ 1,000.00
Congregational Support		
Decorah Lutheran	13,999.92	\$ 15,166.58
First Lutheran	10,500.00	\$ 10,535.00
Good Shepherd Lutheran	3,500.00	\$ 3,500.00
Additional Donations & Interest	1,441.30	\$ 4,404.93
Veterans' Graves Compensation	1,242.00	\$ 1,242.00
Total Receipts	\$ 44,633.22	\$ 56,898.51
Disbursements		
Payroll Costs	26,979.87	\$ 27,311.75
Transfers to Perpetual Care Account	2,795.00	\$ 4,260.00
Grave Openings	3,794.46	\$ 5,138.56
Supplies	2,411.18	\$ 3,555.25
Utilities	563.39	\$ 386.49
Insurance	4,215.00	\$ 4,123.00
Building Improve./Tree Removal/Repairs	-	\$ 9,151.09
Equipment Costs	843.16	\$ 4,000.00
Total Disbursements	\$ 41,602.06	\$ 57,926.14
Receipts in Excess/(Short) of Disbursements	\$ 3,031.16	\$ (1,027.63)
Perpetual Care Account:		
Balance, January 1, 2023 and 2022	\$ 122,699.39	\$ 127,906.03
Lot Sales - Portion to Perpetual Care Fund	2,475.00	3,575.00
Estate Gifts and Memorials	320.00	685.00
Investment Income (Loss), net of fees	8,016.23	(9,466.64)
Balance, December 31, 2023 and 2022	\$ 133,510.62	\$ 122,699.39
Account Balances Consist of:		
Checking Account - Operations (Decorah Bank & Trust Co.)	\$ 12,569.96	\$ 9,538.80
Trusteed Account - (Decorah Bank & Trust Co.)	130,715.62	122,699.39
Total	\$ 143,285.58	\$ 132,238.19
Columbarium Funds:		
Balance, January 1, 2023 and 2022	\$ 33,555.65	\$ 31,574.25
Receipts		
Sale of Niches/Urns	900.00	3,200.00
Door Engraving Receipts & Memorials	-	100.00
Interest Earned	233.06	86.40
Total	\$ 1,133.06	\$ 3,386.40
Disbursements		
Cost of door engraving & urn purchases	\$ 135.00	\$ 405.00
Support to operating account	-	1,000.00
Total	\$ 135.00	\$ 1,405.00
Balance, December 31, 2023 and 2022	\$ 34,553.71	\$ 33,555.65

2024 GS Constitution and Bylaws chapters

with proposed changes only

The proposed changes are underlined and bolded. Only the chapters and sections that have proposed changes are included.

Chapter 11. - OFFICERS

C11.01. The officers of this congregation shall be a president, vice president, **past president**, secretary, and treasurer.

a. Duties of the officers shall be specified in the bylaws.

C11.01.a.01. *The **President** shall preside at all meetings of this congregation and Congregation Council, unless the meeting decides otherwise.*

C11.01.a.02. *The **Vice President** shall preside in the absence of the President, unless the meeting decides otherwise.*

C11.01.a.03. ***The Past President shall preside in the absence of the Vice President and President, unless the meeting decides otherwise. The Past President shall also serve on the Executive Committee.***

C11.01.a.02.A12. *(Continuing Resolution text attached separately.)*

C11.01.a.03. *The **Secretary** shall keep the minutes of the meetings, shall present an official membership list of this congregation at the annual meeting, and shall preserve the archives of this congregation.*

C11.01.a.04. *The **Treasurer** shall be bonded and shall be the custodian of the funds of this congregation and shall **oversee disbursement of** all funds in accordance with the decisions of the Congregation Council. The Treasurer shall present an audited report to the annual meeting of this congregation and other reports monthly to the Congregation Council.*

b. The officers shall be voting members of this congregation.

c. Officers of this congregation shall serve similar offices of the Congregation Council and, **with the exception of the treasurer**, shall be voting members of the Congregation Council. **The treasurer will be an ex officio member of the Congregation Council.**

C11.02. The congregation shall elect its officers and they shall be the officers of this congregation. The officers shall be elected by written ballot and shall serve for **three year** or until their successors are elected. Their terms shall begin at the close of the annual meeting at which they are elected.

C11.03. No officer shall hold more than one office at a time. Elected officers shall be eligible to serve consecutive terms in the same office.

Chapter 12. - CONGREGATION COUNCIL

C12.01. The voting membership of this Congregation Council shall consist of the pastor(s) the **four (4)** officers of congregation; **five (5)** voting members of this congregation, each **serving as a liaison to one of the standing committees of this congregation, whenever possible, at least one member should be a young adult; and whenever possible, one voting youth member elected by this congregation.** Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from four successive regular meetings of the Congregation Council without cause. Consistent with the laws of the state in which this congregation is incorporated, this congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.

C12.02. The members of the Congregation Council except the pastor(s) shall be elected by written ballot **to serve for three years** or until their successors are elected. Such members shall be eligible to serve no more than two full terms consecutively. Their terms shall begin at the close of the annual meeting at which

they are elected. Newly elected Congregation Council shall be installed at worship at a time appointed by the Congregation Council.

C12.03. Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next annual meeting.

C12.04. The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following:

- a. To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its mission and goals.
- b. To seek to involve all members of this congregation in worship, learning, witness, service, and support.
- c. To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.
- d. To maintain supportive relationships with the rostered minister(s) and staff and help them annually to evaluate the fulfillment of their calling or employment.
- e. To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
- f. To promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding.
- g. To arrange for pastoral service during the sickness or absence of the pastor.
- h. To emphasize support of the synod and churchwide organization of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America.
- i. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
- j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.

C12.05. The Congregation Council shall be responsible for the financial and property matters of this congregation.

- a. The Congregation Council shall be the board of directors of this congregation and, as such, shall be responsible for maintaining and protecting its property and managing its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of Iowa, except as otherwise provided herein.
- b. The Congregation Council shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of this congregation.
- c. The Congregation Council may enter into contracts of up to 2% of the annual budget for items not included in the budget.
- d. The Congregation Council shall prepare an annual budget for adoption by this congregation, shall supervise the expenditure of funds in accordance therewith following its adoption, and may incur obligations of more than 2% in excess of the anticipated receipts only after approval by a Congregation Meeting. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on in collaboration with the synod and churchwide organization.
- e. The Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of mission support monies to the synod.
- f. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.

- C12.06.** The Congregation Council shall see that the provisions of this constitution, its bylaws, and the continuing resolutions are carried out.
- C12.07.** The Congregation Council shall provide for an annual review of the membership roster.
- C12.08.** The Congregation Council shall be responsible for the employment and supervision of the staff of this congregation. Nothing in this provision shall be deemed to affect this congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.
- C12.08.01 The Congregation Council shall authorize a Personnel Committee to oversee the employment and supervision of staff on its behalf. The Vice President shall be the liaison to the Personnel Committee.**
- C12.09.** The Congregation Council shall submit a comprehensive report to this congregation at the annual meeting.
- C12.11.** The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president, and shall be called by the president at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.
- C12.12.** A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the pastor or interim pastor, except when the pastor or interim pastor requests or consents to be absent and has given prior approval to the agenda for a particular regular or special meeting, which shall be the only business considered at that meeting. Chronic or repeated absence of the pastor or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synod bishop.
- 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 13. - CONGREGATION COMMITTEES

- C13.01.** The officers of this congregation and the pastor shall constitute the ***Executive Committee***. .
- C13.01.A18. The Executive Committee will oversee the functioning of the Congregation Council, set the council agenda, lead the review of the pastor, function as the mutual ministry committee for the pastor, and address concerns in the congregation.**
- C13.02.** A ***Nominating Committee*** shall consist of six voting members of this congregation. Two shall be the **current** president and vice president; two shall be (other) members of the Congregation Council, elected by the Council; and two shall be elected from the general membership at the annual meeting to serve for a term of one year. Committee members elected from the general membership are not eligible for consecutive reelection.
- C13.03** An ***Audit Committee*** of three voting members shall be elected by the Congregation Council. Audit Committee members shall not be members of the Congregation Council. Term of office shall be three years, with one member elected each year. Members shall be eligible for re-election.
- C13.04.** (Deleted in 2018. See ***C13.01.A18.***)
- C13.04.** When a vacancy occurs in a position for which this congregation calls a rostered minister, a ***Call Committee*** of six voting members shall be elected by the Congregation Council. Term of office will terminate upon installation of the newly called rostered minister.
- C13.05.** There shall be **five (5) Standing Committees of this congregation named Education and Youth, Outreach and Hospitality, Facilities and Grounds, Stewardship, Worship and Music.** Each committee shall consist of three voting members of the congregation. The staggered terms of office shall be for three years with the necessary number elected at the congregation meeting each year. Each committee shall report its work and make recommendations to the Congregation Council through its **council liaison.**

- C13.06.** A **Mission Endowment Fund Committee** shall consist of five voting members of the congregation. The staggered terms of office shall be for three years with the necessary number elected each year. No member shall serve more than two consecutive three-year terms. After a lapse of one year, a former member may be re-elected.
- C13.07.** Other committees **and teams** of this congregation may be formed, as the need arises, by decision of the Congregation Council.
- C13.08.** Duties of committees of this congregation shall be specified in the Continuing Resolutions.
- C13.09.** The pastor of this congregation shall be *ex officio* a member of all committees and boards of this congregation.

Chapter 14. - ORGANIZATIONS WITHIN THIS CONGREGATION

- C14.01.** All organizations within this congregation shall exist to aid it in ministering to the members of this congregation and to all persons who can be reached with the Gospel of Christ. As outgrowths and expressions of this congregation's life, the organizations are subject to its oversight and direction. This congregation at its meeting shall determine their policies, guide their activities, and receive reports concerning their membership, work, and finances.
- C14.01.01.** *There shall be three **Aase Haugen Home Representatives**, each of whom shall be a voting member of the congregation and elected at the annual meeting for staggered three-year terms.*
- C14.01.02.** *There shall be two **Lutheran Cemetery Association Representatives**, each of whom shall be a voting member of the congregation and shall be elected at the annual meeting for a three-year term.*
- C14.01.03.** *The **Depot Outlet, Inc. Voting Representatives** shall be two voting members of the congregation and the pastor.
The congregation members shall be elected by the Congregation Council and may serve indefinite terms.*
- C14.01.04** *The **Decorah Community Food Pantry Representative** shall be a voting member of the congregation and shall be elected at the annual meeting for a three-year term.*
- C14.02.** Special interest groups, other than those of the official organizations of the Evangelical Lutheran Church in America, may be organized only after authorization has been given by the Congregation Council and specified in a continuing resolution.



Nominating Committee Report and Election

report and ballot shared at the meeting

2024 Proposed Budget & Notes

Personnel

Pastor Dave: As we did with Pastor Amy, we use the Synod Guidelines, which are based on years of service since ordination. Pastor Dave has more years than Pastor Amy, which is why that line is higher.

Music Director: As we have done in the past, the proposed budget reflects a 3% increase in Brooke's salary.

Ministry and Communications Coordinator: Erica received a 3% increase. Note, too, that Erica began 2023 working 20 hours per week and now is working 15 hours per week.

Office and Building Manager: The Council raised Tristan's salary to \$18/hour and increased his hours worked to 20 hours per week.

Custodian: What had been changed to a Custodian/Caretaker position is back to simple custodial work. Mike received a 3% raise and the expectation is he will work 5 hours per week but with more if needed.

Youth Director: Kelli received a 3% increase. As part of the personnel reconfiguring, Kelli will work up to 5 hours per week

Operating Costs

Office and telephone/computer: This year's proposed budget takes into account that last year we spent more than budgeted in these two categories.

Mission Green: The increases in Mission Green reflect the costs we agreed to pay when approving the project. Note that we still have funds from contributions folks have made to the project so that the 2024 increases in Mission Green costs are fully paid for by Mission Green income.

Facilities and Grounds: We have budgeted the same amount for a number of years and the increase in the budget reflects anticipated costs related to seeding the back yard and the reality that we probably have not budgeted enough the past few years.

Committee Requests

In designing the budget we ask committees to take a hard look at their needs and then to propose any requests. My experience is that committees act responsibly and with a good sense of stewardship so rarely (if ever) do we second-guess those requests.

Note that the council has proposed budgeting \$2,000 for EPIC scholarships (this appears in the Education section). The reason for this is that if there are more students attending Lutheran colleges than the Mission Endowment Fund can support, Good Shepherd still can support all of those students.

Benevolence

As you know, we multiply the total operating expenses by 26% to determine how much money to allocate to benevolence. The council then decides which benevolence lines should be raised (assuming the budgeted operating expenses are higher). Note that we do not include the renovation loan, the repayment to Gosolar (the original solar panels on the annex), or the Mission Green heat pump lease in the operating costs because we are treating those as long-term capital projects. Note also that the council has proposed ending our missionary support and in its place contributing to Lutheran World

Relief. *Lutheran World Relief*. The council has proposed ending our missionary support and in its place contributing to Lutheran World Relief.

Synod Contribution. At the Adult Forum the question of how our synod contribution is spent came up. There is a graphic created and shared by the ELCA showing how benevolence is used after the 2024 proposed budget. Pg 46-48.

Renovation Loan

As in the last two years, the council proposes continuing to pay \$42,000 annually toward the building renovation bank loan.

	2023 Budget	2023 Expenses	2024 Budget	Change
Projected regular giving	\$320,000.00		\$346,154	\$26,154.00
Offering plate, rent, and other income	\$15,000.00		\$15,000.00	\$0.00
Mission Green Income	\$11,000.00		\$24,600.00	\$13,600.00
Mission Green Grant	\$12,500.00			(\$12,500.00)
Projected total income	\$368,500.00		\$385,754.00	\$27,254.00
Actual total income	12/1: \$311,424			
	2023 Budget	2023 Expenses	2024 Budget	Change
400 Benevolence				
401 Synodical Budget	\$38,762.00	\$38,761.55	\$40,000.00	\$1,238.00
402 Seminary Assistance	\$3,250.00	\$3,250.00	\$1,500.00	-\$1,750.00
403 Lutheran Services in IA	\$9,500.00	\$9,500.00	\$9,875.00	\$375.00
404 Missionary	\$1,000.00	\$1,000.00	\$0.00	-\$1,000.00
404A YAGM	\$3,000.00	\$3,000.00	\$3,000.00	\$0.00
404 B Lutheran World Relief			\$1,000.00	\$1,000.00
405 Aase Haugen Home	\$5,000.00	\$5,000.00	\$6,000.00	\$1,000.00
406 EWALU	\$2,000.00	\$2,000.00	\$2,000.00	\$0.00
408B Reconciling Works	\$350.00		\$350.00	\$0.00
409 Path to Citizenship	\$1,000.00	\$1,000.00	\$1,000.00	\$0.00
409A Extra Luth Ministries	\$0.00			\$0.00
409B AMMPARO	\$1,090.00	\$393.31	\$1,000.00	-\$90.00
409C Kid's Food Ministry	\$600.00	\$600.00	\$600.00	\$0.00
409D Decorah Food Pantry	\$1,500.00	\$1,500.00	\$1,500.00	\$0.00

TOTAL 400 Benevolence	\$67,052.00	\$66,004.86	\$67,825.00	\$773.00
410 Education				
411 Confirmation	\$400.00	\$105.30	\$250.00	-\$150.00
412 (a) Sunday School	\$400.00	\$209.28	\$400.00	\$0.00
412 (b) Adult Education	\$100.00	\$58.80	\$100.00	\$0.00
412 ©Racial Justice Task Force	\$100.00	\$566.00	\$800.00	\$700.00
413 EWALU Camperships/other	\$1,000.00	\$206.25	\$800.00	-\$200.00
413 (a) Epic Scholarships			\$2,000.00	
414 VBS	\$600.00	\$186.62	\$500.00	-\$100.00
415B Background Check/Boundaries Training	\$200.00	\$172.46	\$200.00	\$0.00
416 Youth Director Salary	\$9,105.00	\$5,559.24	\$4,680.00	-\$4,425.00
416A Youth Director SS	\$696.53	\$340.19	\$358.00	-\$338.53
416B Youth Director Continuing Education	\$1,560.00	\$1,827.00	\$500.00	-\$1,060.00
417 Youth Programming	\$1,000.00	\$951.93	\$1,000.00	\$0.00
417A Natl Youth Gathering	\$600.00	\$600.00	\$600.00	\$0.00
TOTAL Education	\$15,761.53	\$10,783.07	\$12,188.00	-\$5,573.53
420 Worship & Music				
421 Communion and Candles	\$1,000.00	\$284.49	\$800.00	-\$200.00
422 Video Editor	\$2,800.00	\$1,930.00	\$1,500.00	-\$1,300.00
423 Choir/Band Supplies	\$200.00	\$0.00	\$200.00	\$0.00
424 Worship Committee/Reparations	\$500.00	\$500.00	\$500.00	\$0.00
425 Guest Pastors	\$900.00	\$750.00	\$1,050.00	\$150.00
426 a Music Director	\$19,421.00	\$17,802.62	\$20,003.63	\$582.63
426 b Music Director Sub	\$1,000.00	\$600.00	\$800.00	-\$200.00
426 c Assisting Musicians	\$4,200.00	\$3,775.00	\$3,500.00	-\$700.00
426 d Music Director SS	\$1,486.00	\$1,238.00	\$1,530.00	\$44.00
427 b Organ Tuning	\$1,500.00	\$0.00	\$1,500.00	\$0.00
427 c Piano Tuning	\$500.00	\$200.00	\$500.00	\$0.00
427 d Organ Fund	\$300.00	\$0.00	\$300.00	\$0.00

428 Worship Supplies	\$200.00	\$335.68	\$400.00	\$200.00
428a Worship Supplies: Licenses	\$835.00	\$854.00	\$854.00	\$19.00
428b Worship Supplies: Flowers	\$200.00	\$45.00	\$200.00	\$0.00
429 Devotion Guides	\$175.00	\$273.59	\$300.00	\$125.00
TOTAL 420 Worship/Music	\$35,217.00	\$28,588.38	\$33,937.63	-\$1,279.37
430 Outreach and Hospitality				
431 Living Lutheran	\$400.00	\$0.00	\$0.00	-\$400.00
432 WELCA	\$250.00	\$250.00	\$250.00	\$0.00
Prayer Shawl Ministry	\$1,000.00	\$943.99	\$1,000.00	\$0.00
433 Outreach/Hospitality	\$400.00	\$496.45	\$700.00	\$300.00
434 Mission Assistance Fund	\$300.00	\$1,000.00	\$300.00	\$0.00
435 Neighborhood Picnic	\$1,200.00	\$250.00	\$250.00	-\$950.00
436 Communications	\$600.00	\$529.51	\$600.00	\$0.00
TOTAL 430 Evangelism/Hospitality	\$4,150.00	\$3,469.95	\$3,100.00	-\$1,050.00
450 Stewardship				
451 Stewardship Committee	\$500.00	\$333.50	\$500.00	\$0.00
452 Soc Justice Comm/Pride Parade Sponsorship	\$300.00	\$250.00	\$300.00	\$0.00
TOTAL 450 Stewardship	\$800.00	\$583.50	\$800.00	\$0.00
460 Office Operations				
461 Office & Facility Supplies	\$6,500.00	\$6,399.38	\$7,000.00	\$500.00
462 Postage	\$800.00	\$844.78	\$850.00	\$50.00
463 Telephone/Computer	\$3,750.00	\$5,397.97	\$5,000.00	\$1,250.00
464 Ministry/Comm Coordinator	\$18,720.00	\$13,543.50	\$14,461.20	-\$4,258.80
464a Office and Building Manager		\$7,388.00	\$18,720.00	\$18,720.00
465 Ministry/Comm Coordinator SS	\$1,432.00	\$923.49	\$1,074.00	-\$358.00

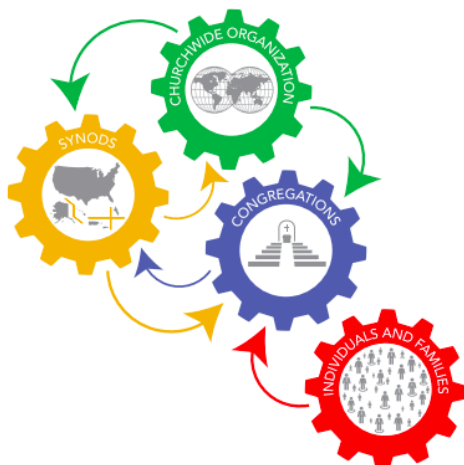
465a Office and Building Manager SS		\$487.16	\$1,432.00	\$1,432.00
468 Safe Deposit Box Rental	\$30.00	\$35.00	\$35.00	\$5.00
Total 460 Office Operations	\$31,232.00	\$35,019.28	\$48,572.20	\$17,340.20
470 Facilities and Grounds				
470 a Landscaping	\$2,000.00	\$2,207.29	\$2,200.00	\$200.00
471 Insurance	\$5,000.00	\$7,216.25	\$7,200.00	\$2,200.00
472 Alliant Electricity	\$5,000.00	\$4,184.35	\$1,000.00	-\$4,000.00
472a Gosolar	\$1,092.00	\$910.00	\$0.00	-\$1,092.00
472b Mission Green Electricity	\$5,066.00	\$5,073.00	\$7,020.00	\$1,954.00
472c Mission Green Heat Pump Lease	\$16,044.00	\$14,707.00	\$0.00	-\$16,044.00
473 Gas	0	\$520.89	\$0.00	\$0.00
474 Water. Sewer. Trash	\$1,700.00	\$1,717.34	\$1,500.00	-\$200.00
475 Custodial Supplies	\$0.00	\$0.00	\$0.00	\$0.00
478a Custodian	\$5,304.00	\$2,694.50	\$4,202.40	-\$1,101.60
478 b Lawn and Snow	\$1,500.00	\$1,950.00	\$1,750.00	\$250.00
478 c Security	\$1,800.00	\$1,650.00	\$1,800.00	\$0.00
478d Custodian SS	\$405.00	\$132.01	\$400.00	-\$5.00
479A Facilities and Grounds	\$4,000.00	\$6,896.05	\$5,500.00	\$1,500.00
479B Kitchen Operation	\$500.00	\$16.98	\$500.00	\$0.00
TOTAL 470 Facilities and Grounds	\$49,411.00	\$49,875.66	\$33,072.40	-\$16,338.60
480 Pastor				
Pastor Compensation				
481 Pastor Salary	\$62,824.77	\$62,825.00	\$74,573.00	\$11,748.23
482A Pastor Housing Allowance	\$17,142.60	\$17,142.00	\$20,348.00	\$3,205.40
482B Pastor Pension/Insurance	\$27,628.00	\$24,696.00	\$24,127.00	-\$3,501.00
483 Pastor's Car	\$3,000.00	\$3,000.00	\$3,000.00	\$0.00
483A Pastor's Phone/Internet	\$900.00	\$900.00	\$900.00	\$0.00
484 Pastor Continuing Ed	\$1,000.00	\$894.64	\$1,000.00	\$0.00
485 Pastor Professional Exp	\$500.00	\$483.30	\$500.00	\$0.00

486 Pastor Med Reimburse	\$500.00	\$500.00	\$500.00	\$0.00
487 Sabbatical Reserve Fund	\$600.00	\$600.00	\$600.00	\$0.00
488 Visitation Pastor	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL 480 Pastor	\$114,095.37	\$111,040.94	\$125,548.00	\$11,452.63
490 Miscellaneous Expense				
491 Contingency Funds	\$2,000.00	\$4,086.57	\$2,000.00	\$0.00
493 Synod Assembly/Fall Theological	\$700.00	\$293.44	\$500.00	-\$200.00
493a Rostered Minister Gathering	\$150.00	\$0.00	\$150.00	\$0.00
494 Cemetery Fund	\$3,500.00	\$3,500.00	\$3,500.00	\$0.00
495 Coffee for Fellowship	\$750.00	\$1,079.15	\$1,000.00	\$250.00
497A Endowment Committee	\$125.00	\$125.00	\$125.00	\$0.00
TOTAL 490 Miscellaneous	\$7,225.00	\$9,084.16	\$7,275.00	\$50.00
TOTAL OPERATING EXPENSES	\$257,891.90	\$248,444.94	\$264,493.23	\$4,601.33
500 Debt Retirement				
501A Renovation Repayment		\$34,617.17		
501B HVAC Repayment		\$3,862.83		
502 Interest				
Total 500 Debt Retirement	\$42,000.00	\$42,000.00	\$42,000.00	\$0.00
GoSolar			\$1,092.00	\$1,092.00
Mission Green Heat Pump Lease			\$17,580.00	\$17,580.00
TOTAL BUDGET	\$366,943.90	\$356,449.80	\$375,261.47	\$18,672.00



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

WHERE DOES MY OFFERING GO?



ELCA members in more than 9,300 congregations in the United States and Caribbean give approximately \$1.75 billion in regular offering to support ELCA ministries in their local communities and worldwide. When members give through their congregations, a percentage of that money is then shared with the local synod and the national churchwide organization.

This unrestricted giving, called Mission Support, gives us both the foundation and the fuel to do God's work in the world and a portion of the gifts circle back to support ministries in synods and local congregations. Of these unrestricted gifts, the churchwide organization receives around 2.6 percent. This represents the largest portion of the ELCA churchwide organization's operating budget.

Your Mission Support helps fund the following churchwide ministries:

Grow the ELCA in the United States

25%



357

Plant and support
357 new congregations.



Enable congregations to renew their ministries and reach out to their surrounding communities.



Work together with our African Descent, American Indian and Alaska Native, Arab and Middle Eastern, Asian and Pacific Islander, and Latino/Latina members to develop networks and resources for ministry.



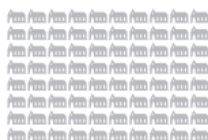
Develop and share resources for faith, discipleship, prayer and worship.

Grow the Lutheran church around the world

18%



As a member of The Lutheran World Federation, we're in communion with 145 member churches and directly connected to 85 companion churches in other countries.



Accompany new Lutheran churches, expand ministries, and train leaders and evangelists.



230

Send 230 missionaries to more than 48 countries, including more than 84 Young Adults in Global Mission in 11 country programs.

Provide **coordination and support** for churchwide ministries

16%

1.1 million

Maintain constituent database, including 1.1 million records of rostered and lay leaders, members, donors and congregations.



Provide office space, equipment and human resources for staff and operations.



Preserve and maintain archives and historic records of the ELCA and its predecessor bodies.

Equip congregations and synods with resources to assist in risk management and legal matters.



Process 150,000 gifts to ELCA ministries.

Support and develop current and future **leaders** in the ELCA

15%



26

Support the work of seven ELCA seminaries and 26 colleges and universities.



9,900

Recruit, prepare and implement a system for the assignment of 9,900 rostered ministers.



Offer events and leadership opportunities for youth and young adults.



Identify, connect and provide ministry resources and opportunities for networking for lay leaders.

Invest in **technology and communications**

8%

Design and maintain communications tools to strengthen our Lutheran identity and grow awareness of our church and its mission and ministries.



Connect members with one another through new technology and systems.

Provide **governance and leadership**

5%

Organize lay and clergy leaders from across the church to serve on the governance boards and committees that provide guidance and oversight for ELCA ministries.

65



Coordinate meetings and support for 65 synodical bishops.

Grow and sustain financial resources

5%



Develop and promote efforts related to stewardship education, financial literacy, mission interpretation and growth in giving to all church ministries.

Address social issues and **work for justice**

4%



Engage in churchwide study and deliberation to create social statements and resources that address social, political, environmental and other public issues.

Equip members and leaders to advocate with lawmakers in order to support policies that promote justice and peace.



1 in 50

Support social ministry organizations, such as Lutheran Services in America, to impact the lives of **1 in 50** Americans.

Your designated gifts to ELCA World Hunger and Lutheran Disaster Response provide additional funds annually to address hunger, poverty and suffering around the world.

Engage in **research** and **strategic planning**

2%

Research and analyze trends that impact the ELCA and develop innovative strategies to improve mission and ministry in the 21st century.



Sustain **ecumenical** and **interfaith relationships**

2%

Facilitate dialogue and common action among communities of other faiths, including the development of resources and communications for ELCA congregations.



Seek unity in faith and life with all Lutherans and six full communion partners.

- *Graphic created and provided by the EL*

Audit Committee

Audit Committee Report: John Schroehler

The Audit Committee comprised of Steve Holland, Paul Skrade and John Schroehler met on January 25, 2024. We reviewed a sample of 2023 transactions and reconciled the receipts with monthly financial reports and bank statements for church business. The Committee found clarity and thoroughness in the financial records maintained by the treasurer, John Moeller, the financial secretary, Marie Freerking, and Clara Knudson. The Committee was pleased with the financial controls established but noted they would like to see receipts or missing receipt documentation for all transactions going forward. The Committee also reviewed the Mission Endowment transactions and statements and found them in good order. Overall, the committee feels the current system is working effectively.

The Committee recognized the work and time involved in gathering the appropriate documentation for all church transactions. The Audit Committee would like to thank treasurer, John Moeller, for his time and diligence maintaining accurate financial records for the church.

Membership Report

Pastoral Acts in 2023			
Baptisms (4)			
Jack Norris	Clara Schroeher	Dain Townsend	Holly Hurst
Confirmation (3)			
Victor Biedermann	Colin Thompson	Lulu Bellrichard	
Weddings (2)			
Kayla Peterson and Kyle Baer			
Annalise Johnson and Andy Todd			
Funerals/Memorial/Graveside Services (5)			
Verne Koenig	Lowell Erdmann	Glenn Nelson	Beth Jones
Marian Brynsaas (at Decorah Lutheran)			



Members who left the Congregation in 2023
Through Death (2)
Lowell Erdmann - 5/26/2023
Glenn Nelson - 7/3/2023
Through Transfer/Resignation (6)
Karen McLean, Carolina Deifelt-Streese, Gabriella Deifelt-Streese, Barbara Berg, Jan & Dave Siefken (Associate Members to Full Members)

New Households that joined in 2023	
<ul style="list-style-type: none"> • Anne Jacobsen Clausen • Susan, Norman, Tristan, Benjamin, Ethan, & Ellen Friedrich • Linda & Mic Martin • Steve & Sara Hopkins • Dave, Sonya, Violet, & Jack Geenen • Brad Hurst, Shelley Hurst, Holly Hurst • William Kurth, Amelia Kurth • Cheryl Lemke, Dwaine Lemke • Dianne Burke • Jon Wendling, Mary Wendling 	<ul style="list-style-type: none"> • Beth Bodensteiner, Michael McCandless, Ian McCandless • Erica Yaneff • Janet Snider • Bill Dotseth, Linda Dotseth • Sarah Wicks, Karl Wicks, Ellis Wicks, Philip Wicks - <i>associate members</i> • Dave Siefken, Jan Siefken (<i>from associate members to full members</i>) • James Ulring, Nancy Ulring • Nancy Roatch, Jeff Roatch - <i>associate members</i>

ADDITIONS AND LOSSES TO MEMBERSHIP			
Additions...	baptized membership	Confirmed membership	Voting Membership
by baptism	4	0	0
by transfer	16	14	14
by affirmation of faith	21	21	21
by associate membership	6	3	0
Losses...			
by death	2	2	2
by transfer	3	3	3
by request	1	1	1
by associate membership	2	2	0
by administrative adjustment	0	0	0
TOTAL INCREASE/DECREASE	+47 / - 8	+38 / -8	+35 / -6
Membership Total			
<i>As of Dec. 31st 2023</i>	332	286	277

Adjournment - Closing Prayer

