



Regular Meeting of the Congregation March 30, 2025

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B5.02 The Regular Meeting of the Congregation shall be held in the Spring of each year, wherein reports from all the Committees, Councils and Board of Trustees of the Congregation shall be given.

Love God

Love Others

Make Disciples



The Great Commandment: Mark 12:28-34

The Great Commission: Matthew 28:16-20

1) Scripture Reading and/or Prayer

Pastor Jeff

2) Determination of Quorum

Office Staff

C10.05. Ten percent (10%) of voting Members shall constitute a quorum.

As of 4/5/24, GSLC has 301 Voting Members. Quorum = 30.

Voting Members are those Members who:

- a. are at least sixteen (16) years of age and are received or confirmed, and
- b. profess Jesus Christ as their Lord and Savior, and
- c. are baptized in the Christian faith, and
- d. attend Good Shepherd Lutheran Church regularly, and
- e. give proportionally, and
- f. appear on the Congregational Roll, and
- g. declare themselves a Member of Good Shepherd Lutheran Church.

Amended 04/28/2019 Ratified 11/3/2019

3) Minutes of Previous Meeting

Annual Meeting of the Congregation - November 3, 2024

The meeting was called to order at 12:30 pm by President Yvonne Krause. The president stated that the meeting last only 2 hours. If our business is not done at that time, a special Congregation Meeting for finish business.

Pastor Jeff read a scripture from 1 Col 2: 6-10. It was determined that we have a quorum. 85 voting Members present.

Minutes: Hugh Cawthorne moved and Mike Cena seconded to ratify the minutes from April 7 Regular Meeting of the Congregation as presented. Debate ensued about the Congregation not having a copy to read before the meeting. Hugh withdrew the motion, Mike agreed. Doug Tapking moved that the minutes of the last congregation meeting be postponed until the next Congregation Meeting and have ratification at that time. Donna Thompson seconded. Mike spoke against the motion that the congregation should have confidence in the BoT to do the right thing. Motion to approve the April 7 minutes carried.

Pastor Jeff gave the measurements and growth report. See Attached

Doug Tapking, chairman of the Call Committee introduced the candidates to fulfill the openings in the Board of Trustees (BoT) including John Ashton Facilities, Edd Johnson At-Large, Doug Johnson, Human Resources Bob Scott Legal, and Linda Casteel Secretary. See Attached

The BoT introduced the 3 members to be voted in for the Call Committee. They are: Courtney Clark, Kirubadoss Devadoss and Tiffani Martin. See Attached

The Financial Review Committee composed of Bob Scott, Leon Shaeffer, and Gary and Jill McGee reported that the review went smoothly and nothing is out of place.

New Business – Shamber and Roman Brown visited Good Shepherd. Shamber is interested in filling the position of Youth and Family Minister. If we approve of the Survive Budget, we will not be able to afford her. The Call Committee suggested we call Jeff Stevenson (Ffej) as a contract Associate Pastor. The BoT pointed out that the position of Associate Pastor is not in the Mid Case Budget but could be added. Conversation ensued about both positions. The Youth and Family Minister will be hired by the BoT. A motion was made by Jennifer Wollesen to accept the Mid Case Budget with additional funds for the Associate Pastor. Hugh Cawthorne seconded. Motion passed. A special Congregation Meeting will be held for the Congregation to vote on offering Ffej the Associate Pastor contract position. The Staff Compensation Committee passed out a paper setting the staff responsibilities. See attached.

Two motions about the Constitution and Bylaws can be voted on at the next Annual Meeting. These have been presented in writing to the BoT and were presented in writing to this Congregation today. (Attached)

Adjourned 2:30 p.m.

Jennifer Wollesen, Secretary

4) Unfinished Business

5) Reports of Board of Trustees

President of the Board of Trustees Remarks

Bob Scott

Many of you know me from when I served as Financial Trustee of the church many years ago, and I felt the Call to come serve again as your Legal Trustee and as your President. The challenges that we as a church body face today are different from the past. As Society comes out of the Covid Isolation, we the Church need to also come out of isolation.

For the year 2025, we need to focus on three objectives. One, Grow the Church with new members. Two, get people to come back to church, breaking the isolation that Covid forced on us. Three, give to Church, both Financially and in terms of Volunteering.

I encourage people to invite others to come visit our church and see what Good Shepherd has to offer. Our newly revitalized children's Ministry has much to offer young families with children.

There are many ways to Volunteer here at Church. Please talk with our Pastors, our Board of Trustees members, and our Church office on the opportunities to Volunteer. One example is our bimonthly food distribution of food from the Utah Food bank, in which I personally volunteer as a member of the car routing crew, in which we route the incoming cars into eight lanes for further channeling into two channels and then pass onto the distribution lanes for our food distribution crew to disburse the food out. While it's early Saturday morning to do this, you do get a great deal of satisfaction from helping those who are in need.

Facilities Trustee Report

John Ashton

If you have an opportunity, please take a moment to thank the following people who have made a significant contribution to the upkeep and maintenance of our Church Property. The Women of the Word (W.O.W.) continue to raise funds to support facility improvements. Pam and Bob Scott have spent many hours working to improve the visual appeal of our landscaping. Eric Wollesen has spent many hours performing numerous tasks related to the irrigation systems, electrical systems, lawn care and equipment maintenance. Many others have helped with cleaning and facilities maintenance Thank you all.

During the past year, the parking lot has been resealed and stripes have been repainted. Landscaping work has continued as part of our beautification efforts, with some dramatic changes along the south side of our building. Safety issues were addressed and new conduit/wiring were installed for the lighting of our church sign and the lighting of the cross on the south side of the building. Many thanks to Pam and Bob Scott for working these lighting issues. A new vent fan was installed in the first-floor women's restroom and the HVAC unit for the Quad was replaced. Patch and paint repair work has been completed for several rooms in the daycare area.

During the next year, we will focus on several key projects. These include the following.

1. Work on replacing the failed backup water pump for the boiler system that heats the sanctuary.
2. Repair roofing over the chair room by jacking up the air unit and inspect and seal.
3. Maintain the irrigation system. Identify improvement opportunities to reduce water usage.
4. Updating the security camera system.
5. Repairing the sound system for the bell tower.
6. Repair/Upgrade Fellowship Hall lighting to LED
7. Replacing the flooring in the kitchen area.
8. Removing the storage structure that was built over the gas meter (west playground area) and replacing it with a cage over the meter to allow easy, visible access to the gas shutoff.
9. New basement flooring.
10. Repair / replace deteriorated wood trim around north side sanctuary windows facing the courtyard

We recognize that the next year will bring some challenges. Funding for maintenance and improvements are a delicate balancing act. More volunteers will be needed for lawn care and irrigation system maintenance this year.

Human Resources Trustee Report

Doug Johnson

Fall Congregation Meeting 2023

The discussion by church members voiced concerns of low staff compensation and positions, especially as it affects and is affected by future growth. The Board of Trustees (BOT) tasked our ad hoc subcommittee with examining staff compensation.

Subcommittee

The subcommittee initially included Pastor Jeff Talley, Chris Knoch, Kim Russell, and Tom Krause. In Spring 2024, the Human Resources Trustee and Chris Knoch resigned for personal reasons. About the same time, Douglas Johnson was appointed to the subcommittee as the BOT representative.

By May 2024, the committee identified four challenges and proposed solutions as an action plan:

Challenge #1: Staffing Not Fully Aligned with Church Needs.

Proposed Solution: Comprehensive Staffing vs Needs Review - Job Descriptions.

Challenge #2: Compensation Discrepancies.

Proposed Solutions: Align Compensation with Market Standards with Regular Compensation and Performance Reviews.

Challenge #3: Rapidly Rising Costs of Living.

Proposed Solutions: Increase Clergy House Allowance for Pastors and Utilization of Church-Owned Properties.

Challenge #4: Unexpected Financial Challenges (Medical in Particular).

Proposed Solutions: "Rainy Day Fund" for Staff Emergencies and Evaluate our current Health Insurance and other Benefits.

Church Needs

We undertook a holistic, top-down evaluation of staff roles versus church needs for Good Shepherd.

An underlying systemic issue is that staff are doing many tasks that are outside their functional areas. This was necessitated by COVID restrictions, when staff were often the only ones available. GSLC has a mission to love God, love others, and make disciples, and it requires all of us, you and we, hands, feet, ears, eyes, and more, to join together to meet this important challenge.

Staff Position Descriptions

Job descriptions were updated prioritizing essential duties and discerning between key growth areas and secondary tasks.

Compensation Comparison

We discovered a significant gap as our compensation packages fall well below the standard for a church of our size and budget. Additionally, we identified potential root causes, such as occasional charitable hiring practices, or hasty decisions based on immediate needs instead of more strategic planning, which may inadvertently compromise our church's overarching mission. GSLC experienced a decreased budget with COVID, as we all stayed home and membership dropped. During this time, we did not have the financial latitude to keep up with the market and rapidly rising inflation. Despite having a top-line budget (meaning the total cost of the budget from top-down), and financial stability exceeding churches of similar size, our compensation falls short and fails to account for the evolving landscape of housing and medical costs.

“Rainy Day Fund” for Staff Emergencies

Our church staff can encounter unforeseen hardships, such as the senior pastor's wife's recent battle with cancer. Insurance is not what it was 20 years ago, and our current compensation packages do not account for these experiences. This can severely strain the financial stability of our staff families when combined with the challenges listed above.

Recommendations

Encourage members to exercise their gifts as part of the body of Christ in our mission to the world.

We propose a more disciplined and strategic approach to hiring and planning, aligning staff roles with the church's top priorities, and implementing annual compensation reviews to ensure alignment with market rates.

Continue to compensate the paid body members (staff) as merited by performance reviews and in keeping with inflation.

Develop and sustain a “Rainy Day Fund” to care for staff hardships.

Current church staff positions are as follows:

- Senior Pastor: Jeff Tally
- Assistant Pastor: Jeff Stephenson
- Family Ministry Director: Shamber Brown
- Music and Worship Minister: Barb Nelson
- Contract Accountant: Mel Wilczek
- Office Manager, Facilities, Grounds and Maintenance, Events: Kathy Edwards
 - Office Assistant, Social Media, A/V and Technical Assistant: Rick Johnson
 - Custodian: Open Position
 - Event Coordinator: Volunteer Kim Russell

At-Large Trustee Report

Edd Johnson

We are experiencing the rebirth of an active Stewardship program within the Good Shepherd Lutheran Church congregation. There has been no official stewardship effort for many years. That, plus Covid keeping members home and watching service(s) online, has resulted in giving numbers that are significantly lower than what is needed for a vibrant congregation to function and grow.

Since our original mailout campaign requesting members to submit a “pledge” for next year’s giving, we have seen an increase in giving numbers – small increase but increase never-the-less.

This next year we will see monthly presentations by Board of Trustee members to help keep the goal of fiscal responsibility in people’s minds.

Legal Trustee Report

Bob Scott

Currently Good Shepherd Church has no adverse legal issue before it, nor does it appear that one will be known. If any member of the Church sees an issue, please report it to me or the office.

Marketing Trustee Report

Vaness Gonzalez

Key Initiatives & Accomplishments

Staff Recognition

- Meet Our Staff features introduce our team to the congregation, fostering a stronger sense of community.

Digital Outreach & Website Visibility

- We collaborate with Visitor Reach to enhance our website's visibility on Google.
- Regular updates are made to our website and social media platforms to keep our congregation informed about upcoming events.

Social Media & Content Creation

- In partnership with Rick, Ffej, Shamber, and Kathy, we actively manage our social media presence.
- Storytelling and testimonials are used to share impactful moments from church events, making our content more relatable and engaging.

Event Promotion & Community Engagement

- We create video promos and photo galleries to highlight key events such as youth gatherings, Vacation Bible School (VBS), and special services.
- Featured promotions include major church events like Ffej's ordination and volunteer appreciation initiatives such as the Volunteer Brunch.

Interactive & Behind-the-Scenes Content

- We share behind-the-scenes footage of event preparations and marketing efforts to add a personal touch and encourage involvement.

SEO & Communication Strategy

- We focus on SEO optimization to improve search rankings and ensure our church is easily found online.
- We create visually appealing and informative digital and print materials to support church initiatives.

New Initiative: Tuesday Testimonial

We would love to incorporate a Tuesday Testimonial, where members share stories of how God has worked in their lives. These short video testimonies would be posted on our social media every Tuesday.

Volunteer & Staff Recognition

- We have introduced a "Volunteer of the Month" spotlight to recognize the dedication of our volunteers and encourage greater participation.

Thank you for your continued support as we grow our church's outreach and engagement!

Ministry and Missions Trustee Report

Larry Larson

Mission Committee Report

Dennis Dickerson

The Mission Committee is charged with the responsibility of distributing the funds allocated for benevolence by the congregation. To accomplish this the committee works with those dedicated to spreading the Good News of Christ and caring for the needs of His people.

Report

Scheduled funds distributed to organizations:

2024 Benevolence Disbursements

Benevolence Contingency for 2024 (†) \$ 3,956.92

Belarus Mission – Valery \$ 2,400.00

Children of Peace Intl (COPI) \$ 4,200.00

Christian Motorcycle Association \$ 3,600.00

Epiphany Fellowship \$ 3,000.00

Family Promise \$ 1,200.00

FCCCS Utah-Samoan Church \$ 4,200.00

Good News Jail & Prison Ministry \$ 3,600.00

Good Samaritan † \$ 2,400.00

InterVarsity Christian Fellowship \$ 4,200.00

LCMC - Intermountain \$ 1,200.00

LCMC - National \$ 7,200.00

Pregnancy Resource Center \$ 4,200.00

Rescue Mission \$ 4,800.00

Utah Royal Kids \$ 4,200.00

Standing Together \$ 1,200.00

Vine Institute \$ 4,800.00

Total Benevolence \$61,450.90

† - Transferred to dedicated fund for future disbursement.

Highlights:

The above distributions emphasize the Missions Committee's emphasis on funding organizations that are actively in mission for Christ. We were blessed to have dedicated funds accumulated over the past years to help meet emergency needs of people, support mission efforts and assist in other Christian outreach events. In all, another \$13,950 was invested in ministries. Once again, we were able to partner with Samaritan's Purse relief in tornado relief in the U.S. We are constantly looking to where God would lead us to help relieve suffering and strengthen those working to advance the kingdom.

The committee is grateful for the great generosity of the congregation that allows us to impact so many lives with the love of Christ. We are honored to be able to serve the church as members of the Mission Committee.

Mission Committee Information (Members)

Dave Bogumil
Nick Daniel
Dennis Dickerson
Trudi Kesler
Ryan McBride

Mick McCaslin
Eileen Wolff
Ad Hoc Member: Pastor Jeff Tally
Chair: Dennis Dickerson
Board of Trustees Liaison: Larry Larson

Board of Trustee Secretary

Linda Casteel

Nothing to report.

6) Report of the Pastoral Office

Senior Pastor's Report

Pastor Jeff Tally

Isaiah 40:28-31

²⁸ Do you not know?

Have you not heard?

The Lord is the everlasting God,
the Creator of the ends of the earth.
He will not grow tired or weary,
and his understanding no one can fathom.

²⁹ He gives strength to the weary
and increases the power of the weak.

³⁰ Even youths grow tired and weary,
and young men stumble and fall;

³¹ but those who hope in the Lord
will renew their strength.

They will soar on wings like eagles;
they will run and not grow weary,
they will walk and not be faint.

Last year at this time I committed to taking seriously the concept of making our lives a living sacrifice, Holy, and acceptable to the Lord. Engaging in daily spiritual worship and offering myself daily and nightly to the service of my Lord and Savior Jesus Christ was the highest priority. I feel that God strengthened me for that difficult season. He also put several people in my life that wanted to help me and see Good Shepherd thrive. We definitely had a year where we were “too busy not to pray.” Along with the extra reserve strength to serve, the Lord gave me very helpful revelation for my life, my family, and His church (not only Good Shepherd, but His whole church). Prayer 3:16 was a perfect pause in the middle of the day to focus on God’s love for Good Shepherd and it is during these prayer times that He confirmed our need to focus on a culture of invitation and evangelism. Adding Prayer 12:29 during this season of Lent in 2025, along with this season of fasting has really helped me keep focused on the Spirit. I feel that the prayers for unity are being answered, and Good Shepherd is becoming an even more Christ focused, loving, welcoming place for Christ followers seeking a church, and seekers, looking to encounter Jesus.

In 2024 we had an enormous amount of volunteer help throughout the year and I want to stop and say thank you to everyone who was involved, contributed, or prayed for church beautification, the Milestone Project and the Parade of Homes, the many all church fellowship events, all of our serving events and opportunities, all who helped with worship both on regular Sundays and at our major high holy worship services. Thank you for serving, caring, and leading, and consistently praying for one another.

I want to thank Jolyn Dickerson for continuing her service at Good Shepherd through the end of 2024. She is incredible and helped make a smooth transition. I am overjoyed that we were able to call Shamber as our new Youth and Family Minister and receive Shamber and Ramon as part of the Good Shepherd Lutheran Church family. Ffej embraced his new responsibilities and in January 2025 we all had the joy of ordaining him so he could officially begin his call as Associate Pastor at Good Shepherd and continue his work supervising youth and family, and leading the core care and compassion ministries at Good Shepherd. He is doing a fantastic job. I feel that I can trust and rely upon Him, and I am finally beginning to decrease my workload to a more reasonable level.

I want to thank the Board Members who served faithfully and provided excellent leadership. Thank you, Call Committee, for your diligence and care in calling Pastor Ffej and surveying the congregation. Thank you to the compensation committee for accomplishing a very laborious task and for transitioning into a committee that continues to work on behalf of our current staff. Many things we have needed have happened with your hard work and the grace and provision of God.

Finally, I want to thank the whole staff, our current Board of Trustees, our congregational leaders, and their families for your devotion to Christ and leadership of His church. Bob Scott, our current BoT president has called us to focus on growth (both numerically and in discipleship). This is in alignment with our “Why” which is to Love God, Love Others, and Make Disciples. It is also in alignment with our long-term trajectory of developing Good Shepherd into a congregation with a strong culture of “Invitation” and “Evangelism.” We want to measure growth in more than attendance numbers. We need to measure it in conversions, baptisms, and in disciples making new or renewed commitments to love and serve the Lord. I am very appreciative of our leadership’s willingness to share monthly updates with the congregation which includes their “Jesus story.” If we’re saved, we all have a “Jesus Story” that we need to share, and I love that they are modeling that for us. Thank you.

In 2024 I averaged 270 hours per month (63 hours per week/1200 volunteer hours). Mentoring and Counseling 114 sessions, 197 teaching/preaching opportunities, 304 hours of administrative tasks, 164 visits with members (at hospitals, in home, over phone, or in office), sent around 650 birthday and anniversary cards, and facilitated or led small groups, Ecumenical relations, BoT, funerals, baptisms, missions, outreach and evangelism.

Associate Pastor's Report

Pastor Jeff Stephenson

Dear Good Shepherd Family,

The past year has been an exciting journey filled with twists and turns, ups and downs, and many wonderful opportunities in ministry. On Sunday, December 1, Good Shepherd Lutheran Church held a Special Meeting of the Congregation, where it was voted to extend a Pastoral Call to me. My heart was, and is, full of gratitude. On January 12, 2025, I was officially ordained and installed as Associate Pastor, and I have hit the ground running. Good Shepherd truly is my church family, and I consider it a daily blessing to serve alongside you. The Lord is doing amazing things in our midst, and my prayer is that we all walk in obedience to Him and serve Him with our whole hearts.

Before being called as Associate Pastor, I continued to serve our youth by providing opportunities to deepen their faith and live in response to the Good News of Jesus. Our Junior and Senior High students had the chance to gather weekly for Bible study on Sunday mornings, as well as mid-week sessions. They also served our community in various ways, built relationships with other Christian youth through multi-church events, and participated in an incredible week of Summer Camp and a mission trip during their summer break. Here is a simple snapshot (by the numbers) of some of the youth ministry activities in 2024:

- 5 students confirmed in 2024
- 19 students and adults served on a mission trip in Denver, Colorado
- 23 students and leaders attended Summer Camp 2024 at Big Canyon (Wanship, UT) with 7 other churches from the Salt Lake Valley

In November 2024, Good Shepherd officially welcomed Shamber Brown to the staff to take on the role of Youth & Family Ministry Minister. I could not be more excited! Shamber brings tremendous gifts to the table and has a heart for ministry with children, students, and families. I am privileged to work alongside such a talented individual, and I look forward to seeing how God will bless the Good Shepherd Family moving forward. As your Associate Pastor, I am focusing on the Ministry of Word and Sacrament. Every Sunday morning, I am deeply humbled as we worship our Lord together. In addition to my sacred call to Word and Sacrament, I am dedicating much of my time to the following areas:

- Member Care
- Evangelism
- Community Service and Outreach
- Church Communication

Since January 12, I have completed the following pastoral tasks (all of which are part of my role as Associate Pastor):

- 70 ministry phone calls (to pray with and for congregation members)
- 12 onsite meetings (not regularly scheduled weekly meetings)
- 4 offsite meetings

- 2 online meetings
- 9 pastoral visits (home and hospital)
- 2 events (funerals, weddings, community events hosted at GSLC, etc.)
- 95 birthday and anniversary cards sent

In terms of Community Service and Outreach, the Good Shepherd Food Distribution Ministry continues to serve our community on Saturday mornings. Currently, we average over 180 families receiving food and 38 volunteers at each distribution. We've also been able to give away hundreds of warm coats and blankets to families through our annual Warm Clothing Drive. Our monthly Sandwich Ministry continues to serve the homeless population of Salt Lake City on the third Sunday of each month. We also have many volunteers involved in the Bread Ministry, which collects unsold bread from Kneaders and delivers it to various ministry facilities throughout the valley.

To care for our congregation in the best way possible, we are thoroughly evaluating our database of individuals and families. Our goal is to ensure we have current contact information, assess attendance and participation trends, and develop strategies for effective communication and care for both members and visitors.

I cannot emphasize enough what a privilege it is to serve at Good Shepherd Lutheran Church. I am excited about continuing this journey with such an amazing church family. May we all continue to honor our Lord with our lives and share His love with the world—more of Him and less of us.

Your servant in Christ, Jeff “Ffej” Stephenson

7) Special Reports

Call Committee Report

Doug Tapking

The Call Committee has begun the process of seeking candidates for the following BOT positions: Treasurer and Facilities

Please reach out to any member of the BOT or the Call Committee for additional information.

Family Ministry Report

Shamber Brown

2024 was one of growth, learning and fresh beginnings. Many events and ministerial events were accomplished- to name a few of the larger events:

Children's Ministry:

- Breakfast with Santa- roughly 150 participants
- Communion Class
- Mother's Day Tea Party
- VBS- roughly 60 kids, 80 volunteers
- RFK Camp- 50 kids, 100 volunteers

Youth Ministry:

- Mission Trip (14 students)
- Summer Camp
- Confirmation (5 students confirmed)

With Shamber getting hired in November, we are excited for 2025.

Currently Shamber is going through the Gospel Project with Sunday School. Sunday mornings contain, as of January 2025, the following elements:

- Worship/Dance
- Bible verse memorization/dance moves
- Games
- Teaching/Scripture
- Discussion Time
- Crafts

The latest high for children attendance was 18!

With the youth, she is going through the same 10 commandment series with the youth on Sunday's and on Wednesday's she is going through a series on tough topics teens often face (Darkroom Faith). Youth time contains, as of January 2025, the following:

- Worship
- Teaching
- Games
- Extra-Curricular events
- Discussion
- Additional resources
- Journaling
- Sermon reviewing/Application

The latest high for youth attendance was 19!

Here are some upcoming events, along with some of the vision and tact she intends to use with family retention/growth strategy/etc.

Upcoming Events:

- End of School Party- the goal would be to target our existing youth, but also to push to invite friends and to invite other local church youth)
- Mother's Day Tea
- Worship Circle- this is a CHURCH WIDE/Multi-Church function. The intention is to incorporate our youth and young adults into participation/leading. This will also include our other sister churches and their youth/young adults/families for the sake of corporate worship, community and diversity.
- VBS- This year's focus is getting the event to be known by the community and family retention. Shamber will be striving this year to equip the volunteers as best as she can to bring the energy to the children and build momentum, with the hope, that families would want to become a part of Good Shepherd community.
- Summer Camp
- Mission Trip

- RFK Camp- Shamber's goal is to develop these relationships and figure out a bridge from RFK to Good Shepherd and to equip these foster parents with tools and support as they practice being foster parents. Her past experience as a Foster Care Advocate will come into play as she purposes to bring these families into community with Good Shepherd.

Goals/Ideas/ for 2025:

- Young Adults- Shamber began this ministry a few weeks back, their first meetup was over coffee. This had 7 attendees, with the expectation of this growing rather quickly. Shamber has been plugging into local communities/Facebook pages to connect with local young adults, age 18-35. There are many hungry YA who are looking for a place to call HOME, and Shamber believes that by providing a safe place to offer community, fun and spiritual formation, that we can truly cultivate this generation which is the current gap at present at Good Shepherd. Some following events may include, but not limited to, coffee meet ups, bible studies, retreats, recreational outings, one-on-ones, plugging them into existing church events, etc.
- Redoing the Sunday School room- This will be tackled THIS SUMMER- this includes, though not limited to, painting, adding murals/verses, revamping the stage, etc. This will help with retention and creating a colorful place for children to come.
- Creating a Girls Youth Room- This will be tackled THIS SUMMER- providing a space for the girls, while the boys use The Trench.
- Honing in on marketing tactics- Shamber believes that by forming a congruent way of communication for the children and youth and creating attractive ways of presenting information, that this will help with retention. This includes, though not limited to, better signage, posting in local community forums, word of mouth/flyers, social media utilization, ads, etc.
- Reinstalling mentors/Shepherd leaders for youth. -Fall time is the goal.
- Brainstorming and implementing ways to plug in youth and young adults into the service. - worship, ushering, tech team, greeting, etc.
- Reworking ways of retention of families- Shamber has been working on re-working the way we approach greeting/lobby working so as to retain those who pass through/incorporating youth into setting the culture and energy/etc.
- After school program- This is something that looks like the Boys and Girls Club... maybe a once a week hang that includes spiritual formation for kids, fun/sports, coffee, games, etc. provides a safe place that people can come to find community OUTSIDE of Sunday morning.
- Trying to find ways to rework the budget/utilize our finances in the best way/save.
- Develop "Key-Chain Leaders"- noticing a child's talent and seeing how they can use it for the church, so they feel like they are PART of the community of Good Shepherd. Some ways Shamber intends to do that is having youth start greeting, take photos of events, be a part of the worship team, help with the traditional aspects of 8am service, serving opportunities, etc.
- Classes/Workshops for parents on tough topics/equipping with resources for discipling their children/etc.

Worship Ministry

Barbara Nelson & Tess Tally – Worship & Music Ministers

The focus of our services is first and foremost to worship God in Spirit and in Truth (John 4:23). We are to give Him our "first fruits" (Exodus 23:19). This means that what we offer to Him in our worship services and our lives needs to be with excellence. Not perfection, just our best. Hence the choirs, worship teams, instrumental ensembles, dance groups, drama troupes, etc., practice to "show themselves approved" (2 Titus 2:15). We are blessed with an abundance of giftedness at Good Shepherd and a willingness to use those gifts and talents.

Past Accomplishments

In August 2025, the Worship & Music Minister position changed with Barb Nelson working $\frac{3}{4}$ time hourly and Tess Tally working $\frac{1}{4}$ time hourly. Barb Nelson had a change of plans and decided to stay on after May 31, 2024.

During this past year from, April 2024 to March 2025, the Adult Choir (directed by Barb Nelson & Tess Tally; and, accompanied by Karl Schriewer), sang a couple times a month, except for during the summer months. Kate McGuire continued to play the organ and piano for the 8:00 services and Karl Schriewer plays the piano for the 9:30 services as well as an occasional 11:00 service. The Bell Choir (directed by Kate McGuire) has been meeting every Monday except during the summer. The Bell Choir has blessed Good Shepherd with beautiful music at Christmas, and Holy Week, as well as a few other times during the year.

The Dance Ministry is currently not active weekly, however, there were five ladies who blessed the Christmas Eve services with a candle dance. Palm Sunday is in April 2025 and the plan is to have a couple of the former Dance Ministry ladies lead the children with palm branches, around the sanctuary during the Adult Choir special music. The plan also includes dancers helping "strip the Altar" on Maundy Thursday.

We are blessed with many Worship Assistants who help coordinate different areas of our worship services. Readers (coordinated by Dana Hulse), Ushers (8:00 coordinated by Donna Kay Lipsey, 9:30 coordinated by Gladys Waggerby), Communion Servers (coordinated by Donna Kay & Gladys), Liturgical Arts people (Denise & Russ Edens, Denise Dubek, Carol Rice, Connie Anderson), Pastor Assistants, (coordinated by Barb Nelson) and Altar Guild (coordinated by Candace Hockett).

Thanksgiving of 2024 was an "Eve Eve" service so instead of the Wednesday night before Thanksgiving, it was the Tuesday night before Thanksgiving. The service was filled with prayer & praise. Pastor Jim Nelson gave the message and presided over the service. We even had our Children's Church kids sing a special song. We had four services on Christmas Eve, two of them featured our Bell and Adult Choirs. Two of the services featured our Dance Ministry. The Family Service at 4:00 was filled with children. The 11:00 Worship Team led the Christmas Carols with lessons interspersed. Our new Youth & Family Minister, Shamber Brown, gave the message. Also, on the fourth Sunday of Advent, the Children's Church kids presented a Christmas song for the congregation. Our Ash Wednesday service featured special music from the Adult Choir, Pastor Ffej presided over the service and a message from Pastor Jeff along with the distribution of Ashes and Communion.

MINISTRY REPORTS

ADULT CHOIR/ORCHESTRA: The Adult Choir blessed Good Shepherd in the Spring of 2024 by singing on Palm Sunday, Good Friday, Easter and Pentecost. They started practice in October of 2024 for the upcoming season of 2024-2025. They sang at least twice a month and blessed our congregation on Reformation Sunday, two services on Christmas Eve, Ash Wednesday, Palm Sunday, Maundy Thursday, Good Friday, & Resurrection Sunday. We are blessed every year by new members and welcome any singers, from 16 years old to the 90s.

BELL CHOIR: Our Handbell Choir was established many years ago here at Good Shepherd. Starting out with the standard of three octaves, through donations and gifts we now have five octaves of bells, ranging from bass to high treble. We also have five octaves of chimes, which incorporate a softer, more muted touch to the hymns. Over time, the number of ringers has changed as groups do, from a complete choir of twelve to smaller ensembles. But our dedication to lifting up our congregation in worship and praise has never wavered. We meet on Mondays, rehearsing from 6 -7:15 pm. In addition to Christmas and Easter, the goal is to serve musically each month.

We're currently recruiting ringers for our bell choir. Have you ever considered ringing? Maybe you're just curious. Your musical ability is a great way to express your love of Christ and bring others to Him. Our only requirements are that you read music and are willing to commit your time. And If you're a "retired" handbell musician, consider lending a helping hand or two now and then. Please call Kate McGuire at (925) 435-0096, or let the office know you're interested! There's a place at our bell tables for you!

DANCE MINISTRY: This ministry is on hold waiting for a leader to rise up and volunteer to lead this wonderful Dance Ministry that has been together for over 30 years. The ministry has included young and old, male and female, and folks of all abilities who have a heart to bless the congregation using dance, flags, and drama. We have ministered to the congregation throughout the years with the notable dance being the Christmas Eve Candle Dance.

8:00 WORSHIP TEAM: We are blessed to have such wonderful singers to lead our congregation in the music of this traditional service when the Choir is not singing. This team consists of members of the choir who sing all the Sunday mornings at the 8:00 service when the choir is not singing. This service is live-streamed.

9:30 WORSHIP TEAM: The 9:30 Worship Team members are part of a pool of musicians who are trained in worship leading. We have drummers, bass players, guitar players, piano players, ukulele, mandolin, vocalists, violinists, etc., who supply great Spirit-led worship on Sundays. This service is live-streamed.

11:00 WORSHIP TEAM: The 11:00 Worship Team members are part of a pool of musicians who are trained in worship leading. We have drummers, bass players, guitar players, piano players, etc., who supply Spirit-led worship on Sundays. This service is not usually live-streamed and is led by Jeremy Gonzalez, and is our casual, contemporary worship service.

DRAMA MINISTRY: This ministry is led by Tess Tally and provides creative comedic sketches and interactive story telling that enhances our worship services.

TECH TEAM: There are many more volunteers doing a fantastic job with our “Live-Streaming” every Sunday. We are continuing to add equipment to enhance our services over the airwaves. Thanks to all the wonderful volunteers who serve every Sunday and at special services in our tech area!

FUTURE PLANNING: The vision for the Celebration Arts at Good Shepherd is to continue presenting our gifts and talents with excellence. Overall, I want to offer more opportunities for instrumentalists, vocalists, actors, dancers, etc. to present their gifts to God.

CONCLUSION: I want to thank all the leaders for their wonderful service. I also want to thank all those who participated in any of the worship services this past year. It has been my pleasure to serve the Lord at Good Shepherd. I love you all and I pray that you will continue to grow in your relationship with Jesus. Last of all, I want to thank my incredible husband, Jim, for his support. In His service, Barbara Nelson

Office Staff

Office Manager

Kathy Edwards

With the church office being the hub of most church activity planning, the Office Manager’s job is to handle scheduling and communications for the congregation and groups as well as manage business necessities such as human resources, insurance, budget management, building management (inspections and the like) while overseeing, facilities, grounds, and maintenance needs such as cleaning, repairs, bids. Etc.

Kathy is the main contact for St. John’s Daycare and the Milestone houses and acts as supervisor to Rick Johnson (Technology/Office Assistant) and the Facilities, Grounds and Maintenance staff member and volunteers. She also supplies support/direction to Kim Russell as Kim acts in the role of Events Coordinator.

The largest need in this area is a new custodian and volunteers. With the recent vacancy of the paid custodian position, (which handles cleaning, basic maintenance and basic grounds care) skilled and unskilled helping hands are needed in many areas as a new person is hired and after. While Pam and Bob Scott have taken on the grounds care as volunteer leaders, more hands are needed for mowing, roof gutter clearing and similar tasks.

Office/Technology Assistant

Rick Johnson

We currently have 21 volunteers doing a fantastic job with our “Live-Streaming” every Sunday. We could always use more. Thanks to all the wonderful volunteers who serve every Sunday and at special services in our tech area!

We are still actively recruiting volunteers for our live stream team. Available needs are camera people, sound people and “switchers”, who are in essence the directors. Also

needed are people who run ProPresenter. ProPresenter is the tool that is used to display the text on the big screens.

In the Office Assistant role, Rick handles phone calls, visitors and ordering office and kitchen supplies and maintaining the church database.

Events Coordinator

Kim Russell

Good Shepherd will focus on Church Wide events to celebrate the community within our church. Our goal is to bring God's people together in fellowship to form strong unions across ages and services so that we may go out more boldly into the world and make disciples.

Events

April 2024 - March 2025

Event	# Volunteers	# Attendees
Regular Spring Meeting	4	55
May Chili Cookoff Potluck & Game night	6	45
June Praise on the Lawn/Lunch	5	90 Meals
July Praise on the Lawn/Lunch	5	45 Meals
July Milestone Banquet	15	114
July Milestone Breakfast	10	40
Aug Praise on the Lawn/Lunch	4	43
Outdoor Christmas	12	50
Reformation Day Potluck	6	55
Annual Fall Meeting	4	70
Dec. Celebrate Jolyn	9	95
Christmas Eve Hot Cocoa	Cancelled	
Cinnamon Roll Sunday	4	98
Jan. Pastor Ffej Ordination	12	140
Feb. Shamber Welcome Breakfast	8	45
Volunteer Appreciation Gifts	4	180
Feb. Bell and Choir Guest Breakfast and Lunch	6	35
New Member Class Lunch	2	14

Women Of The Word

Donna Kay Lipsey

Women of the Word Allocation of Funds

W.O.W Allocation of Funds: April 1, 2024 to March 31, 2025		
Fund/Event	Purpose/Entity	Amount
Church Women United	Shares	\$75.00
Least Coin	Women & Children Worldwide	\$125.00
Christmas Stocking	Help for GSLC Members	\$1,247.60
Holiday & Fall Boutique (Nov 2024)	W.O.W Scholarship to Avari Smith	\$1,000

Thank Offering Sunday 2024 (50%)	Midvale Boys and Girls Club	\$1,019.50
Thank Offering Sunday 2024 (50%)	North American Lutheran Disaster Relief	\$1,019.50
Holiday and Fall Boutique 2024	2025 Youth Mission Trip	\$1,500.00
Lenton Soup Suppers (April 2024)	Thanksgiving Turkey Boxes	\$895.55
Lenton Soup Suppers (April 2024)	Thanksgiving Turkey Boxes (2024 Shortage)	\$536.00
The Potato Bar Auction & Bingo (Feb 2025) (60%)	Church Project: Facilities Improvement	\$1,947.05
The Potato Bar Auction & Bingo (Feb 2025) (40%)	Mission Outreach: Undecided	\$1,298.03
	Total Given	\$10,663.23

*In January of 2024 it was decided to always be open to giving a scholarship to a woman at Good Shepherd rather she be young or more mature. However, on the years when we do not have any applicants, we will donate the money to a group or need here at Good Shepherd.

None of this would be possible if we didn't have all of your support and help. We thank God for each and every one of you.

In God's Service: Donna Kay Lipsey, Yvonne Krause, Edwina Green, Judy Seifert, Delores Allison, Candace Hockett, Eileen Wolff, Kerri Ziegelgruber.

2025 Events:

February: Potato Bar, Auction & Bingo

March to April: Lenten Soup Supper

May to End of June: Receive Scholarship applications

June: Ladies Night Out

October 11, 2025: Holiday Boutique

November: Thank Offering Sunday

December 6: Annual Advent Tea

8) New Business

9) Treasurer's Report



**Good Shepherd Lutheran
 Church
 Financial Report**

 Mar 30, 2025



Financial Report

Income vs. Expenses

	2023 YTD	2024 YTD	2025 YTD
Total Offerings	\$ 91,198	\$72,762	\$103,935
Total Income	\$ 108,896	\$96,102	\$125,635
Expenses	<u>- \$ 137,318</u>	<u>- \$ 144,334</u>	<u>- \$132,201</u>
Net Inc/(Deficit) -	-\$ (28,422)	-\$ (48,232)	- \$ 6,566

* 2024 shortfall in Giving and large expenses (Boilers & Grinder pumps)
 * Large Year End gifts have typically help to close YTD deficits.



Financial Report

Balance Sheet

	Feb 28, <u>2023</u>	Feb 28, <u>2024</u>	Feb 28, 2025
Total Cash	\$ 628,905	\$ 562,830	\$ 605,835
Dedicated Funds	<u>\$ 393,742</u>	<u>\$ 369,149</u>	<u>\$ 371,886</u>
Unallocated Cash	\$ 235,164 *	\$ 193,680	\$ 233,949

* Includes One Time Payroll Tax reimbursements for keeping employees throughout pandemic.



Financial Report

- EOY 2024 giving was very strong
 - Has positioned us to be able to cover the budgeted deficit for 2025
 - If strong giving continues will allow us to not draw down our surplus
- Have continued to bless others via member giving
 - \$61,500 given from GSLC tithe to Missions & LCMC in 2024
 - Continued to invest in technology and facilities for improved experience in the sanctuary and online church services
- Still maintaining a strong balance sheet
 - No debt
 - A large total in Dedicated funds to invest in church and bless others
 - Unallocated cash balance that can be used for emergencies or to cover ongoing deficits



Spirit of Titus

Balance in Spirit of Titus at YE 2024	\$ 53,625.00
Gifts given in 2024 currently in Savings Account	\$ 12,544.32
Current Spirit of Titus Total	\$ 66,169.32
10% of annual giving (in 2024)	\$ 1,254.43
Remaining Value	\$ 64,914.89
15% of Remaining Value	\$ 9,737.23
Total to be used	\$ 10,991.67
Max 50% for Capital improvements	\$ 5,495.83
Min 15% for Local Missions projects	\$ 1,648.75
Min 15% for US Missions projects	\$ 1,648.75
Min 15% for International Missions projects	\$ 1,648.75
Extra 5% to one Mission category or another purpose, not Capital Improvements	\$ 549.58
	Total (check)
	\$ 10,991.67
Balance in Spirit of Titus Endowment Account (Thrivent)	\$ 55,177.65



Financial Report

Questions?

10) Adjournment