

2020 ANNUAL REPORT

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2020 Annual Report from the President – Robert Fingland

The year 2020 will not soon be forgotten! It has not been an easy year, with leadership transitions, working and schooling from home, election controversies, isolation from normal activities, health concerns and often lost incomes due to the pandemic. Thankfully, Good Shepherd has been continuing its mission despite these challenges.

Since I moved into the President role in July of 2020, it has been a year full of surprises and challenges. I want to thank the current Council for their help and support in maneuvering through these challenges. Special thanks to Glenn Kraft who was President the first part of 2020. He has been a great reference and support for me in the balance of this year.

We all miss the in-person worship that many including myself took for granted. When we do head back to in-person worship, I'm confident there will be a renewed appreciation for the special time we spend together as a faith community. Since March and the beginning of the pandemic, we never missed a Sunday where online worship was not available for all. I'm very thankful for the newfound streaming ability, that will allow those not able to attend church to still worship remotely.

A special COVID Task Force was selected in June to develop COVID-19 guidelines for current usage of our facilities along with guidelines for when we return to in-person worship. Although we have met in the Sanctuary for in-person worship only once since March due to the pandemic concerns, we did have outdoor worship services on the hill once every month that were well attended along with streaming services provided.

A special committee has worked with Council to update the GSLC Constitution and Bylaws to bring them up to current ELCA Model Constitution recommendations by the Synod. Additionally, the Church Council added minor updates to the GSLC Constitution and added minor clarifications and Endowment Committee guidelines into the Bylaws.

As you recall, Pastor Richard Wolf our former Lead Pastor retired at the end of May 2020 requiring Good Shepherd to begin a transition and call process for a new Lead Pastor. Council initiated a Transition Team in early July 2020 to develop a Ministry Site Profile (MSP) to be used for the eventual call of a Lead Pastor. The listening process used to complete the MSP provided several opportunities for the congregation to voice their opinions on Good Shepherd's mission as well as clarify the qualities desired in a senior pastor. The transition process as well as the MSP development is required by the ELCA and will help assure a good alignment between Good Shepherd's mission and a future Sr Pastor's gifts and priorities. We anticipate that the MSP will be completed in mid-February. I will be updating the congregation on the remaining process and timetable to call a Senior Pastor for GSLC.

Despite the challenges of 2020, we thank you all for your support, prayers, and feedback. If you are not already active in Good Shepherd's mission, I invite you to get involved. I look forward to partnering with you as together as we follow Christ, grow in faith, and share God's love.

In Christ,
Robert Fingland

Congregational Meeting Agenda
Following Christ, Growing in Faith, Sharing God's Love
January 31, 2021

1. Call to Order and Opening Prayer
2. Verification of Quorum
3. Approval of Mid-Year Congregational Meeting Minutes (June 14, 2020).
4. Review 2020 Highlights and discuss Key Strategies for 2021, including Capital Campaign Progress.
5. New Business:
 - a) Presentation and Approval of 2021 Operating Budget
 - b) Presentation and Approval of the Updates to the GSLC Constitution and Bylaws
 - c) Update on the Transition Plans
6. Closing Prayer and Adjournment

2020/21 Good Shepherd Lutheran Church Council

President: Robert Fingland

Vice President: Sharon Misuraca

Treasurer: Rock Foster

Secretary: Kendra Hines

Council at Large: Jenn Bader, Paul Davis, Gary Klopf, Glenn Kraft, Josh Mensie,
Gene Unverfehrt

Annual Congregational Meeting Minutes
2/9/2020

Call to Order and Opening Prayer

- The meeting was called to order by Glenn Kraft at 12:14pm and verified a quorum of 118 members were present
- Pr. Wolf opened in prayer.

Old Business

- Approval of Mid-Year Congregational Meeting Minutes. Pike Farr moved to approve minutes. Larry Gustafson seconded to approve the minutes. No discussion. Approved unanimously.
- Elect Council Members appointed Fall 2019-Gene Unverfehrt-term ends 2020. David Franz moved to approve, Becky Fingland seconded to approve this appointment. Approved unanimously.
- Review 2019 Highlights, Discuss Key Strategies for 2020 including Capital Campaign progress
 - a. Highlights-approval of Welcoming Statement, 92 new members, Peak year for final GSLC Feed My Starving Children Pack, Pumpkin Patch returns, seamless transition of Children and Family Ministry Director, Building Blocks at full enrollment.
 - b. FMPC Update-Mike Kelley Assumed Leadership, completed North Parking lot, new maintenance system in place with Key systems. Sanctuary redesign committee of 20 continuing on this work.
 - c. Sanctuary Design Update-Key elements-flexible worship space, mosaic and stained glass, enhanced sound system, expand alter area, enhance beauty of the space, alter/stage area for multiple use. Suggest delay of 1 year to stabilize operating budget. Estimated total cost when completed 1,030,000.00
- Goals for 2020
 - a. Continue Healing from Welcoming Statement
 - b. Stabilize Operating Budget
 - c. Discern needs for staffing
 - d. Comply with all areas of the bylaws
 1. Human Resources Committee and related structure
 2. Regular Internal Audits
 3. Full Team for Endowment

New Business

Presentation and Approval of 2020 Operating Budget

- Financial Reports-Rock Foster presented an overview
- No pledge cards were used this year
- Our congregation is changing-key differences this year in how to plan for our budgeted expenses
- Shared information from last 3 quarters of 2019. 2020 budget 1,263,918. This was based on feedback from the Town Hall meetings last week. 2020 Expenditures were shared with the meeting. Return to a relatively constant spending plan. Shared 2020 transfers-from general funds and into specialized funds (i.e., local benevolence, FMSC, Continuing Education, etc.) Reviewed 2019 balance sheet.
- Meeting members asked for council to review non-fixed expenses such as doughnuts, cost of paper, etc. to identify possible areas for cost savings.
- Becky Fingland moved to approve the 2020 budget as presented. Larry Gustafson seconded to approve the 2020 budget as presented.
- Lyle Ziemann moved to call the question and end discussion. Jim Anderson seconded.

2020 Budget was approved as presented

Closing Prayer and Adjournment Ann Hibbard moved, Steve Schilson seconded to adjourn the meeting at 1:34 pm.

Respectfully submitted, Kendra Hines -Congregational Secretary

Annual Congregational Meeting Minutes

6/14/2020

Call to Order and Opening Prayer

- The meeting was called to order by Glenn Kraft at 12:00pm and verified a quorum of 109 members were present
- Pr. Brecht opened in prayer.
- Glenn reviewed virtual meeting logistics-including asking questions or comments via Zoom chat, texting, or email.

Old Business

- Approval of Mid-Year Congregational Meeting Minutes. Bill Talbot moved to approve minutes. Jim Anderson seconded to approve the minutes. No discussion. Approved unanimously.
- Review of officers and other members of council and endowment committee for the main in ballot election-votes have already been sent in. We will work to reconcile votes sent in with those attending this meeting. Only individuals at this meeting need to do this, you can also call the church office if you choose not to email. Glenn Kraft reviewed the names available to vote via ballot. Ballots are due by 6/21 and results will be sent to congregation via email. Positions will be filled, pending the next in person congregational meeting vote to ratify.
 - Council Members to be confirmed are Bob Fingland, Paul Davis, Sharon Misuraca and Jenn Bader
 - Rock Foster, Josh Mensie and Gary Klopf have offered to extend to their second 2-year term
- Financial Reports-Rock Foster reviewed our finances-we have been encouraged by the generosity during the 5-month period.
 - Revenues are 35,000 short of the stretch budget, however this does not include a 2019 contribution that had been designated for the general budget. We are short less than 1 week of contribution. We expect to continue or get stronger even with overall uncertainty.
 - Expenses except salaries are under budget. Less frequent usage of the building has allowed us to save some money. Printing is significantly less than budgeted. Expenses are down more than revenue is.
 - We did apply for a PPP loan for GSLC and Building Blocks that is not in revenue because that is a loan and until we fulfill the requirements, we may have to pay that back.

New Business

- Task force and reopening update plans-Dr. Suzy Davis gave an update from this task force. Medical professionals, staff and council members have been meeting weekly.
 - Working on a plan to minimize risk of infection to church members, community, and staff
 - Working on a 3-stage plan, which will need subsequent attention as the situation evolves. We will move through each phase when we achieve a 14-day decline of the 7-day rolling average of hospital admissions. We are currently in phase 2. We currently project moving into phase 3 on July 12.

- Phase 3-high risk individuals still encouraged to shelter in place. In person worship would be limited to a 25% capacity (100 people) with masks and using social distancing. We will continue to not gather in the narthex and will not serve food or drink. Meetings will resume with social distancing and masks. Online meetings will be encouraged, specifically for business meetings. Youth gatherings may resume with a clear and council approved plan to ensure safety.
- Worship in phase 3-25% capacity limit (100 people), beginning with two services at 9 and 11-adding more as needed. Worship services will encourage advance sign up (online, via app, or call the office) and will have modification to worship to allow for social distancing. Worship will be recorded and available online. Wednesday house church will continue offering communion as needed for those unable to attend worship. Group discussed keeping a waiting list for individuals who cannot attend due to the list filling up so they may attend the following week. Pr. Brecht is going to explore additional options for the waiting list.
- Transition plans following Pr. Rich Wolf's retirement
 - Bob Fingland and Pr. Brecht shared information on the interim staffing plan, which was developed with the synod office. Bob Fingland reviewed information on current staff-with Pr. Brecht serving as the Interim Head of Staff.
 - Transition Team is going to need to be created to develop the Ministry Site Profile (6-12 months). Purpose to guide the church through the pastoral transition process-engage entire congregation and use deep listening to guide the process. Using listening sessions to get comments and feedback from the congregation and discern how we can faithfully connect with God and one another in the world. Draft the MSP. 8 individuals will serve on this team-not council members or staff. Members can be nominated by another member emailing Julie Deay, she will email you a simple form to complete and return. Nominations will not be accepted anonymously. All must be submitted by July 6. Nominations will be kept confidential, and council will select the transition team on July 20. This group will work with Pr. Callista Isabel through this process.
 - Call Committee occurring after the MSP is created for 3-6 months.
- Acknowledgements-Glenn shared thankfulness for people connecting virtually, quality of recorded services, staff who are always available even while working remotely. Some office staff have been coming into the church, while staying safe, to keep the church running. Church members supporting each other while remaining flexible and safe. Involvement with the parade and celebration for Pr. Rich-he and Rachel were touched by the support from the congregation. Thank you to all members for your flexibility if you have ideas or hear of ideas that we need to consider-please reach out to share your thoughts.
- Bob Fingland thanked Glenn Kraft for his efforts leading the council and congregation.

Closing Prayer and Adjournment

- Larry Gustafson moved, Jim Anderson seconded to adjourn the meeting at 1:10 pm.

Respectfully submitted, Kendra Hines -Congregational Secretary

Treasurer's Report: Rock Foster

	2020 Actual	2020 Budget
GENERAL FUND INCOME		
GENERAL FUND CONTRIBUTIONS	\$1,082,931.11	\$1,220,000.00
GENERAL FUND VARIOUS REVENUE	\$22,959.12	\$40,968.00
GENERAL FUND INVESTMENT INCOME	\$3,054.96	\$2,950.00
TOTAL INCOME	\$1,108,945.19	\$1,263,918.00
GENERAL FUND EXPENSES		
SYNOD BENEVOLENCE	\$71,700.00	\$71,700.00
SALARIES & BENEFITS	\$764,946.03	\$807,667.00
PROPERTY	\$126,626.94	\$170,200.00
ADMINISTRATION	\$96,326.31	\$92,250.00
MINISTRY TEAM EXPENSES	\$47,257.83	\$82,050.00
TOTAL EXPENSES	\$1,106,857.11	\$1,223,867.00
GENERAL FUND TRANSFERS		
GF Transfer- Next Yr's Budget	\$18,608.92	\$0.00
GF Transfer- Local Benevolence	-\$29,400.00	-\$29,001.00
GF Transfer- FMSC	-\$15,000.00	-\$15,000.00
GF Transfer- Continuing Ed	-\$591.20	-\$3,050.00
GF Transfer- Hedgewood Property	\$7,000.00	\$7,000.00
TOTAL TRANSFERS	-\$19,382.28	-\$40,051.00
EXCESS INCOME\EXPENSES	-\$17,294.20	\$0.00

2020 Statistics

Membership at end of 2019= 1405 and Membership at end of 2020 =1395 (includes admin adjustments of +19)

Baptisms (+5)

Harrow, Cecilia Georgina
Klick, Elijah John (family non-members)
Ogroski, Liam Russell
Ogroski, Shae
Wesemann, Jacob Jeffrey

Confirmations (+2 new members)

Bloemker, Matthew Eli
Facchin, Noah Eugene ((new member)
Feaster, Benjamin
Gibson, Hope Elizabeth
Holmes, Scott Andrew
Larsen, Greta Jane
McClain, Joshua David
Oswald, Erik Peter
Roberts, Lacy Marie
Steinkoetter, Joshua James (new member)
Stevenson, Nolan Scott
Voss, Andrew William
Galloway, Carina Nicole

Weddings

Erickson, Jim/Andrew, Sharon
Kraft, Amanda/Alrutz, Joe

New Members/Inactive to Active (+36)

Babb, Bettye & Creighton, Sue
Biason, Matt & Michelle
ila
Christiansen, Aaron & Angie
Kennedy; Hayden
Gerardo, Ed & Carrie
Oliver; Harry
Herter, Eric & Casey
Jayne; Claire
Specker, Aaron & Emily
Amelia; Abigail
Steinkamp, Reen & Cathy
Stewart, Bob & Cathy
Haylee; Brogan
Stuhlman, Sarah
Abby Day; Lucas Day; Andrew Stuhlman
Talbot, Shirley
Wesemann, Andrew & Nicky
Wheeler, Chris & Amy
Ryan

Transferred Out/Inactive/Moved) (-65)

Bowker (Schneider), Kasey
Darrah, Bob & Lee

Borchelt, Craig & Sarah
Lauren
Brooks, Jim & Joanna
Brown, Stephen & Pamela
Jacob; Daniel, David
Burkett, Brian
Bynum, Rachel
Clark, Bobby & Inger
Davis, Lindsey
Dennison, Ernest
Dennison, Taylor
Diven, Dawson
Farmer, John & Jill
Maya; Peyton
Griffard, Joe & Julie
Rachel; Patrick
Heinicke, Donna
Hibbard, Greg & Timothy
Hoffman, Richard
Johnson, Emily
Klick, Elijah John (baptized non-member)
Klopf, Brian
Krieger, Christine
Leveritt, Jewel
Martin, Scott & Kristine
Mayer, Lauren
Leila
Molskness, Daryl & Kirstin
Nelson, Bob & Mary
Newbill, Brit & Ashley
Avery; Katelyn
Niebling, Bud & Judy
Riese, Ken & Jan
Ross, Rylie
Stamberger, Dave & Betty
Stewart, Carter
Straub, Steven & Jennifer
Sabrina
White, Nephenee
Winkels, Alexander
Zahller, Dave & Helen

Funerals/Deaths (-7)

Azzarello, Sharon
Dixon, Eugene
Leveritt, John
Meakim, John
Meyer, Roberta (Bobbie)
Mueller, Eric
Spoerle, Thao

Associate Pastor/Staff Lead Pastor - Josh Brecht

A Year to Remember

For the love of Christ urges us on because we are convinced that one has died for all; therefore, all have died. And he died for all, so that those who live might live no longer for themselves, but for him who died and was raised for them. From now on, therefore, we regard no one from a human point of view; even though we once knew Christ from a human point of view, we know him no longer in that way. So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new! – 2 Corinthians 5:14-17

This will *definitely* be a year to remember! 2020. When I look back on this year, it is a roller coaster of ups and downs, joys and struggles, and time feels distorted. This year hit us with tremendous challenges like a surprise gut punch, and there is much for which we mourn. Yet, when I look at the ministry of *Good Shepherd* throughout 2020, we have **so** much to celebrate.

In May, our Senior Pastor, Rich Wolf retired. We gave thanks to God for his many years of pastoral ministry in Christ's church and his years of faithful service at Good Shepherd. Rich's departure set the wheels in motion for a transition process, where we have gathered virtually to remember our past, discern God's work and calling in the present, and look to where God is leading us in the future. We are deeply grateful for the diligent, steadfast, and faithful work of our Transition Team as they have helped us listen for the Holy Spirit.

The most notable event marking our year was, of course, the pandemic. In March, we pivoted from in-person ministries to virtual or outdoor or other creative ways to be the Church. While this disruption has been difficult and we have experienced loss, I have also seen *incredible* ministry happening. The shift to online has forced us to get creative and think outside the box.

- We have been empowering families to do faith formation at home, together.
- We have been creating a small-group model for confirmation with mentors for our youth.
- We have been far more present on Facebook and social media with regular messages, devotions, and daily discipleship reaching beyond just our membership.
- We have all become experts at using Zoom! (Had you even heard of Zoom before this year?!)
- We formed a Caring Callers team, members who have called *every single member* of our congregation this year, many multiple times, to reach out with love.
- We formed a Caring Angels team to get groceries and medication for those who needed to stay home.
- We began gathering virtually every Wednesday for House Church and Holy Communion.

Despite the changes and challenges you continued to be the Church.

We have baptized and confirmed young people. We have commended saints who have died into the everlasting arms of Christ. We have welcomed new members into our community. We have continued to worship, pray, and study God's Word together (even if it is often through a computer screen).

While the world was in crisis, you responded with *phenomenal* generosity.

Every outreach ministry for which we collected money or goods exceeded our expectations! The people of Good Shepherd gave generously to our COVID-19 relief fund, providing support to members experiencing

hardship this year. Many of you *dramatically* increased the number of hours you gave volunteering and serving to help others!

While much of life has been waiting, you have taken action.

I am so incredibly proud of the staff at Good Shepherd. They have been unbelievably flexible, creative, and dedicated to finding ways to continue the mission of Good Shepherd. I am so deeply grateful for the work of our COVID-19 Task Force and our Council leadership helping to craft plans and policies and make difficult decisions about our life together.

While we may be waiting for life to go *back* to normal, God is calling us into the future.

Paul tells us that we no longer live for ourselves, but for the Gospel of Jesus Christ. If we are in Christ, we are a new creation. Don't get me wrong, I am *definitely* excited for many aspects of life to return to normal in the year ahead! However, I cannot wait to see how God uses this experience to teach us and form us for the future. It is a tremendous honor and joy to serve as pastor with you at Good Shepherd. Thank you for the ways you continue to serve God and serve our neighbors. Thank you for being the presence of Christ in the world, especially in 2020.

In Christ,
Pastor Josh Brecht

Director of Youth Ministry – Pastor Amy Stewart

I ended last year's annual report with these words: *"It has been quite a year, and we know that 2020 will have its own ups and downs. We know that changes are ahead, but we also know that the Holy Spirit is at work, and that God is always in the business of life; abundant, new life."*

Wow. I had no idea what was really coming! COVID, has made this year one of the hardest yet. Because of physical distancing, grief and loss have been more painful than ever. Our time of pastoral transition time has coincided with all of this, piling on to the challenges. It's been heartbreaking not to see you, our parishioners, face to face, especially when we know that you're hurting. It's been frustrating for me not to be able to meet in with our youth face to face. It's been jarring to preach in an empty sanctuary. In my own life, it's been a struggle for Marques and I to balance full time jobs while caring for our children, while trying to practice self-care. 2020 has been a rough year. And yet...

It's also been beautiful to see people finding ways to maintain community. People keep serving. People keep giving. People are showing up for each other (metaphorically!). We have found creative and fun ways to offer children's messages and different elements of worship. I created a Holy Week at Home devotional that families throughout the congregation worked through. A few of us started a women's Lectio Divina group that has met every Monday since March! People have joined new virtual small groups and met others in the congregation that they never would have otherwise. We've had a more engaged Facebook presence than ever, which enables us to better inform and encourage folks.

I created a virtual gratitude board with our high school and college students back in March, and they filled it up over the course of the Spring with the big and small things they were still grateful for. We were able to celebrate our graduates with blanket deliveries and an online baccalaureate service. Because it is second nature for folks to jump on a Zoom call now, and because students have more time than usual, I was able to

start a discipleship group with some college students. FLY continued to meet virtually, college mailings went out each month, and two students were awarded our Lutheran College scholarship.

Together with Emily and Pastor Josh, we revamped our Confirmation program to a mentor and small group model, revamped it again for virtual gatherings, and it has gone very well! We were also able to confirm last year's 8th graders at an outdoor worship. I've also loved leading chapel for our youngest friends at Building Blocks Preschool, where my own kiddos attend.

Finally, I led and participated in multiple discussions and forums regarding racism, across our congregation, with our youth, and in our synod. I've been encouraged to see more folks joining the conversation as we seek to acknowledge, repent of, and work against systemic racism in our country, beginning with ourselves.

This year has been hard, but it has also highlighted some of the best parts of ourselves. I want to especially thank you for trusting me to step into some new and increased leadership roles during this pandemic and pastoral transition time. It has felt good and right to lead in these ways. Thank you for the calls, texts, emails, and cards of support and encouragement along the way, too, not just for myself, but for my family. Your many acts of kindness and gratitude have meant more than you will ever know!

Here's to 2021, whatever is in store, because we know that God will continue to walk with us.
-Pastor Amy

Chaplain Suzie Everingham

In 2019, I remember thinking, with anticipation, about 2020 and how it is the perfect year to utilize the age old saying of 20/20 vision. To clearly see the vision of GSLC outlined in worship, witness, and service. Well, as we all know, 2020 was not a "simplistic" vision year. It felt like a year wandering in a desert, as we discerned both how to stay "safe" AND continue focusing on that which was most important to us. For some, it was a year to see God, in ways perhaps we never slowed down enough to even look for and experience prior. We had to learn how to "be church" without being together IN church. We had to learn how to DO ministry without being together doing ministry. We moved to virtual church, and virtual ministry, and sometimes gathering and ministry wherein we were "socially distant." We learned how to be "connected" to our community of faith, our friends and family - in a "socially distant" way. We spent a LOT more time on phone calls and computers. And, painfully, we said goodbye to many friends and family members, in many cases, without being able to literally be with them. Many times, I have personally experienced, and heard many of you state, "Suzie, I couldn't have done this without God, and my church community to lean on."

We made it through this year together. We found new ways to worship together. We found new ways to communicate – we had a group of about 25 people making phone calls, we had a large group of Caring Angels willing to help pick-up food/meds, we made intentional calls to medical personnel, to CG's, to those who live in assisted living homes. I had the pleasure of talking with many of you during the year - averaging over 200 calls a month. So many times, the phone became our lifeline to reach out to those we love, to give a hug over the phone, to support each other as we traveled this strange journey of COVID.

Service Team and Feed the Need STL were busy as we found new ways to do ministry, like drive-by food drives for operation food search (4,787 lbs. of food (\$8,090.03 value) – enough to feed 1,197 people. You

provided funds for Feed My Starving Children for children in such great need (over \$190,000 which provided 792,000 meals so that 2,169 children will be fed for a year). We provided several "health care kits" to Pine Ridge Reservation in South Dakota. The FLY youth and many congregation groups provided hundreds of sandwiches for Trinity Souldard. Groups provided meals (or funds for meals) to Lutheran Campus Ministry. We worked with "The Bridge" to support them via "fair trade items". We provided funds and items for Nurses for Newborns via their Amazon Smile link. We supported "Safe Families for Children". We supported our on-going ministry of ELCA Good Gifts – Good Shepherd Sunday – giving 34 sheep (\$4,255) to that organization. You provided enough funds for Wings to provide Thanksgiving Turkey Dinners to 150 families – PLUS we had extra funding enough to give them \$2,076 more to help with meals. You provided hands on-support with Wings to help with the 4,000 meals they currently provide monthly. Small groups have helped with Parkway Food Bank to provide sandwiches, and items needed for Thanksgiving meals. Your giving for Thanksgiving to Wartburg – allowed us to send a check for \$2,800 to be shared by 4 students – giving each \$700. You provided Christmas Giving to Beyond Housing so that over 200 gifts were received, You gave over 40 laundry baskets to First Step Back Home. Plus, during the year we were able to have 3 blood drives giving about 152 pints total for the Red Cross. Good Shepherd THIS is the outreach we have done in COVID time. Truly, it brings tears to my eyes to witness you being the heart and hands of Christ to so many!

I am so deeply thankful, and amazed as I witnessed Good Shepherd in action. Whatever need there was - it was immediately addressed by a team (or teams). Need masks? Yep, there were many hands quickly making masks. Vicki Haugen's team of neighbors, friends, church members gave away 2,800 masks. Project Boomerang gave away over 8,000 cards, too!

The Welcome Team kept in touch with new members from 2019 and prior. We even had 4 new families join in October 2020. Team members also supported the "outdoor" worship services. Stephen Ministry supported so many this year. I have had the pleasure to see their caring hearts in action - not only for care receivers, but individuals from area assisted living homes that wished to have someone to support them at this time. There are still many Stephen Ministry leaders looking for care receivers - please let me know if YOU are interested in having a Stephen Minister.

All I can say is WOW, Good Shepherd!!! My favorite Bible verse is Philippians 4:13 - paraphrased: "**We can do all things through Christ who strengthens us.**" As I have witnessed ... yes we can!!
Joyfully in Christ, Suzie

Feed My Starving Children/Feed the Need STL – Bob Debolt, Leader

Having completed our 14th year of feeding children around the world, our annual food packing event (now renamed *Feed the Need STL*) has fed more than 18,000 children a hot meal day for a year and has provided an estimated 20,000 local service volunteer opportunities for the St. Louis community. Our local pack has raised more than \$1.5 million dollars to pay for the more than 6.7 million meals that we have packed and provided.

You already know that we did not have a packing event in St. Louis in 2020 due to COVID. We did still fundraise and provided funds for machine-packed meals. Overall, it was a successful year and we released at total of \$190,000 in funds (the majority raised in 2020 and some from prior years) to be packed by machine. These funds provided for 792,000 meals, enough to feed more than 2,169 children for a year. In addition, Feed the Need STL, Good Shepherd and Operation Food Search joined together for a fun, safe and

successful drive by canned food drive in July. Together we collected 4,800 pounds of food valued at more than \$8,000. All of this food went to community food banks in and around St. Louis.

Something you may not know, is that the global viral pandemic has resulted in massive food insecurity in the United States and much worse around the world. It is estimated now that the number of people globally on the brink of starvation has nearly doubled to almost 265 million people. Many people are in desperate need and that is why we continue to raise money and provide for machine packed meals even though we are unable to hand pack the meals locally.

For the future, we have taken the decision against packing by hand again in 2021. COVID limitations on volunteers and staffing make a local pack impractical. Our emphasis this year will again be on fundraising and providing for machine packed meals. For 2022, we already have a weekend reserved at Queeny Park and are expecting that we will be able to return to safe hand packing of meals at that time.

I will again close with Good Shepherd's service mission which has inspired and guided our team for many years...*"To provide opportunities to reach out in love and demonstrate our Christian faith by serving those in need in the local and global community in a way that forms community between those who give and receive, so that the faith of all involved is encouraged and enriched."*

Submitted with sincere thanks on behalf of the Feed the Need STL team, Bob DeBolt, Volunteer Leader

Director of Children & Family Ministry – Emily Harrow

Hear, O Israel: The LORD is our God, the LORD alone.^[a] ⁵You shall love the LORD your God with all your heart, and with all your soul, and with all your might. ⁶Keep these words that I am commanding you today in your heart. ⁷Recite them to your children and talk about them when you are at home and when you are away, when you lie down and when you rise. Deuteronomy 6:4-7 n

We entered 2020 with big plans. I looked forward to getting to know the families of Good Shepherd with the many fellowship and faith formation opportunities we had before us. And I began the beginning of my first full calendar year with Good Shepherd learning the rhythms of the church.

The year started with celebrating First Communion with a group of mostly 1st grade students. Lessons were led by Pastor Rich and Pastor Josh in the weeks prior to the celebration. The milestone occurred while I was away at a continuing education event. I am grateful to The Maley and McCommis families who set up and served a reception following the event.

RiSE enjoyed a weekend of fellowship at their Lock-In late February. They played games, went bowling, and enjoyed a wonderful breakfast. Many thanks to Tim Sorensen, Kristy Raymond, Casey Herter, Susan Miraflores, Sara Oswald, Luanne Holmes, and Michelle Heidorn for your support in making it a fun filled night getting to know one another. That same weekend, parents gathered for fun and conversation at the Breinger home while the kids enjoyed a party of their own at the church. Many thanks to Emily Horning, who helps organize this wonderful ministry.

We put a focus on cross generational fellowship and devotion during Lent. For the portion of Lent we were able to be together in person, we gathered to prayerfully color large posters depicting the Psalms we focused on each week. We also came together for Soup Suppers before mid-week worship. Even though our

time together on Wednesday nights were cut short, it was a joy to see people of all ages to gather in community and devotional worship.

Plans were underway for Rocky Railway VBS, but like so many things, we had to pivot to due to our public health crisis. Thankfully, we had a dedicated VBS Leadership team in place that included Co-Directors, Carrie Santel, Viki Longfield and Gene Longfield, as well as Registrar, Tim Sorensen. Before I began my maternity leave, it became clear that we would need to change our plans. The Team put together a fun filled Backyard VBS week with BOLT! It was a VBS to be done at home while we could not safely gather together. The week included music, crafts, games, and even snacks. So many of the things we love at our traditional VBS.

Siblings, cousins, and some close neighbors got together in their backyards to spend a week growing in faith and learning about Jesus! Thank you to the VBS Leadership Team for your creative thinking and dedication to our kids.

Our hard-working Sunday School teachers were unable to finish up the 2019-20 Sunday school year with our amazing kids. Their efforts and dedication to teaching our young people about Jesus and God's Love are greatly appreciated by all. When it became clear that we would not be able to be to have Sunday School in person as we entered the fall, I worked with Pastor Josh and Pastor Amy on a plan that would bring Faith Formation into homes. This was an exciting opportunity to put effort into a project that equipped the grown-ups in our congregation's households to lead faith filled conversation and dive into a focused activity or two that would be tied to the lesson. That lesson is heard during the children's message. It is a group effort. I write and organize the take home conversations and activities, the pastors, volunteers, and I lead a lesson during the children's message of worship. The grownups lead the conversations in their home, and everyone grows together in faith.

In early March, Pastor Josh, Pastor Amy, and I sat down to reimagine what RiSE (confirmation) would look like in light of Pastor Rich's retirement. RiSE would become small group focused. Little did we know how well that plan would fit into what 2020 would require of us in the fall. We put together a dynamic team of mentors that lead small group discussions following a lesson led by Pastor Amy or me. We have been easily able to do this online and still build relationships with one another. When it is safe to do so, we will maintain the small group model to foster relationship building between peers and with mentors and mentees. I have missed our weekly dinners, but I have really enjoyed having an opportunity to connect with our middle schoolers.

This year we missed out on our Easter Egg Hunt, our traditional Trunk-or-Treat, but we still found opportunities to gather safely, online, or outside in person. Kayla Dye and Madeline Legler continued leading RiSE in the Middle via Zoom through the summer. From a night playing "Among Us" to Pumpkin Glow and Movie on the Hill, we made the most of the year.

2020 has been filled with challenges and disappointments, along with opportunities to try new ideas and learn new things. I have no idea what waits for us in 2021. I do know that we can do it together with God's help.

In Peace,
Emily Harrow
Director of Children and Family Ministry

Director of Music Ministry – Jamie De Geer

2020 began like most any other year in music ministry. After all the hustle and bustle of Advent/Christmas preparations, special programs, worship services and celebrations there was a quiet time quickly followed by the busyness of *“Oh no, it’s almost Lent, we’d better get started with our planning”*. Then came COVID-19 and the world of this Director of Music Ministry was turned upside down along with everyone else’s!

It would be difficult to look back on 2020 without feeling an overwhelming sense of loss! And it would be easy to list all the things that we were not able to do this past year, but I would rather focus on all the new experiences that we were able to share together:

- We developed a great online worship service that has helped us to stay connected with each other during the pandemic. Looking back on that first worship service on March 22nd, thinking that it would be something temporary and we would be back together by Easter, gives me a lot of feels. And looking at the awesome Christmas Eve worship service that we created gives me a lot of different kind of feels. Thanks to Brandon Wade, Andrew Leach, Pastor Josh, and many others who were instrumental in the development of our online worship ministry. It is something that has been lifegiving to many and will serve us well in the future.
- We were able to gather as community outdoors to worship and celebrate communion several times; each time faced with a different set of challenges, but we carried on.
- We were able to celebrate the lives of our dear members, Bobbie Meyer, and Thao Spoerle, with outdoor memorial services and Paul Wittmer via Zoom.
- We gathered on the hillside for Brews & Hymns on a glorious day in October and again for Carols & Cocoa in early December.
- I was able to gather several times with a different groups of choir members for check-in and sing-alongs via zoom which helped us to catch up and stay connected and exercise our vocal chops.
- I participated in the ALCM virtual Christmas Carol which was included in both of our Christmas Eve worship services. That was an interesting experience with technology!
- We celebrated the 12 Days of Christmas with musical offerings from 12 different individuals/groups/families! Thanks to Chris & Susan Pingel, Rachel Griffard, Bob Fingland, The Brecht Family, Lexi Swain & Patrick Jones, The Oswald Family, Mike Kerber, GSFFAM, The Hautekeete Family, Jill Thompson & Donita Bauer, The Kallansrud Family and Marcus De Geer for sharing your amazing talents. If you did not see those offerings, I encourage you to go to our Facebook page or YouTube channel to view them.

Now is the time where I usually thank everyone who participated in the worship/music ministry throughout the year. So, thanks to those who were active before the pandemic, those who were active during the pandemic and those who mourned the loss of ministry because of the pandemic! My heartfelt appreciation goes out to you all for your faithfulness: Gail Brecht (Contemporary Worship Director), Keith Kolander (Organist), Marcus De Geer (Special Music Accompanist & 5:30 Praise Team Pianist), Andrew Leach (A/V Director), Dianne Unverfehrt (Tone Chime Director), Kelly Witt (Hand Bell Director), Larry Gustafson (Four Crossmen Leader), Pike Farr (TOTO Leader), Karen Kallansrud (SHiNE Singers Accompanist) and Julie Griffard (Music Camp Coordinator) and many, many more. Special thanks to all who served in leadership of online and in-person worship services this year including musicians, vocal leaders, ensemble singers, readers, A/V team, greeters, set-up/clean-up helpers and our amazing pastors for their words of hope each week.

In Christ, Jamie De Geer, Director of Music Ministry

Director of Contemporary Worship – Gail Brecht

When I look back on this year, I cannot help but feel a sense of loss for all the changes we have had to make in music and worship for the safety of our community. As many times as we have wanted to gather in our sanctuary, Galatians 6:9-10 comes to mind "So let us not grow weary in doing what is right, for we will reap at harvest time, if we do not give up. So then, whenever we have an opportunity, let us work for the good of all, and especially for those of the family of faith." While this road has been tremendously difficult with countless adjustments and readjustments, I know that we are doing our part to work for the good of all.

Our worship band has been learning and sharing many new songs while we have been holding contemporary virtual worship. I am so grateful for the wonderful musicians and A/V crew who have given and shared their time and talent this year, whether for one service or 20: Andrew Leach, Christian Saia, Jimmie Miller, Jason Fulbright, Amy Kallansrud, Jim McCommis, Josh Brecht, Kathy Irwin, Bethany Dreher, Sophie Smith, Laura Ewald, Tim Thurman, Kirk Fickert, Scott Harrison, Eric Lindgren and Brandon Wade.

2020 was a rough year for our high school band, C+ Harmony. While we rehearsed in 2019 and the beginning of this year, we were unable to have them lead music safely for the 11am worship service for Senior Sunday in May. I am grateful for Andrew Leach, Jason Fulbright and Sarah & Ernst Oswald who have shared their time and talent with these incredible young people. We hope to return and make music together when it is safe for all to do so.

I have taken other staff leadership during our transition time including *Our Neighbors, Our City*, which had tremendous participation over the summer. We read several books, discussed our roles in social justice opportunities, and added some new children's books to our church's library through Thrivent action funds.

This is my third year of participating in First Call Theological Education with other pastors and deacons in our synod serving their first call in ordained ministry. I have been grateful for this additional educational and communal experience with these colleagues, especially during the past few months.

Let us not grow weary. May we trust that God works through all and in all.

Peace to you,
Deacon Gail Brecht

Director of Building Blocks Early Childhood Center – Kathy Rebholz



To nobody's surprise, the year of 2020 has been challenging. However, I have witnessed remarkable patience, positivity, and teamwork throughout every hurdle; and there have been many hurdles! First, I am forever grateful for the support and confidence Good Shepherd Lutheran Church and Church Council has in Building Blocks Preschool. To put it simply, without Good Shepherd's support, Building Blocks would not have been able to open its doors this September. Second, I need to thank everyone who assisted in launching the 2020-2021 school year! The Building Blocks Task Force Team, Church Staff and Building Blocks Teachers were my rock and sounding board. The Good Shepherd Task Force team and several specific church members were reliable resources and supporters during an essential time. A huge thank you to the parents of Building Blocks preschoolers who were diligent in following our health guidelines. Building Blocks ended 2020 with ZERO Covid-19 cases! ~ Kathy Rebholz

The Major Event of 2020 – All Things Covid-19

March - May Covid-19 Hit

- Teachers provided age-appropriate educational tools for children and parents
- Building Blocks provided support to families in need
- Hosted a successful and special *Graduation Parade* and *End-of-School Parade*
- Tuition was not collected in April or May; able families paid tuition

Summer 2020 – December 2020 Major Facts and Highlights

- Building Blocks Task Force Team researched and planned for the reopening of school
- purchased necessary PPE and extra furniture to successfully implement our plan
- Strategically evaluated, communicated, and implemented the *2020-2021 Building Blocks Re-Opening Plan* to address safety, staffing, enrollment, and all preschool logistics
- Enrolled 66 students (ages 1-5) and safely filled classrooms; exceeding enrollment goals
- Teacher Student Ratios are lower than state-regulations and area church preschools
- Creatively Hosted - Meet the Teacher, Outdoor Halloween Parade, Zoom Parent Teacher Conferences, and Virtual Christmas Program
- Creatively Maintained Enrichment Classes – Chapel Time, Music Class, and Lunch Bunch
- Expanded Building Use: every class has a secondary classroom for Chapel Time, Music Class and multipurpose activities; we are spread out throughout the building.
- Adhered to a strict *Disinfecting Plan* – Thank you Stephen Stewart, Jennifer Rieves, and all teachers!
- **Number of Covid-19 Cases on December 31, 2020: ZERO!**

Building Blocks Early Childhood Center and Preschool is a ministry of Good Shepherd Lutheran Church and embraces the mission of this church: Following in Christ, Growing in Faith, and Sharing God's Love. Each day, we teach about God's love for each child, while exposing them to rich, educational experiences. We are a child-centered, play-based preschool that promotes hands-on learning and the development of Christ-centered values and life-long learning. With the support of Good Shepherd Lutheran Church, Building Blocks Preschool has made a powerful impact on children in and outside of the Good Shepherd Church community.

Building Blocks Preschool Summary of Facts

- member of the *Evangelical Lutheran Education Association* and provides rich educational and spiritual experiences
- operates as a *Limited Liability Company* (three years in operation)
- Staff Background Experience:
 - There are 14 degreed staff members; four teachers with Master's and Bachelor's Degrees in Education, specialty certificates and Early Childhood Certifications; one teacher with a background in special education and autism; one certified as a *Parent's As Teacher's* educator one is a licensed professional counselor, one is a licensed social worker; one with a degree in library science, one certified as a reading specialists
 - Staff attends early childhood workshops to maintain and learn up-to-date teaching methods and strategies; monthly staff meetings take place as well.
 - Director initiates and maintains working relationships with outside educational resources to assist Building Blocks families

- Active member of the *West County Preschool Director's Group* that meets monthly for discussion and to plan an annual Curriculum Conference for all preschool teachers in the west county area
 - Collaborates with local school districts and specialists to aide in the identification of students in need of or who may benefit from specialized early intervention
- Blending Building Blocks Preschool and Good Shepherd Lutheran Church
 - Students attend *Chapel Time* with Pastor Amy - All the preschoolers and parents know and love her.
 - Director seeks opportunities for preschool families to participate or interact with other church ministries
 - Director promotes and invites preschool families to participate in church services and all events
- *Peg Metroff Memorial Fund*: A Building Blocks teacher, Peg Metroff, lost her battle to cancer in January 2018. Peg taught many different age levels for over 30 years. After retiring from Parkway School District, Peg taught at Building Blocks for three years. This memorial fund, started in honor of our beloved teacher and friend, continues to aid families who want their child to attend our church preschool.

Strengths that Differentiate Building Blocks from other Programs:

Religious Education: daily devotions are done in the classrooms and weekly "Chapel Time" occurs in the church sanctuary with our Pastor Josh and teachers

Discovery Room and STEM Education: a hands-on science and math class that enriches and supports the daily classroom experience

The Music and Movement Program: a program that supports language development and concepts, pre-reading opportunities and math literacy. Christian songs are used to enhance Bible stories and Christian values. All learning through play.

Lunch Bunch Enrichment Program- Enrichment teachers develop their own creative curriculum surrounding a unit of study. This year theme was construction! Students used various artistic modalities to document and discuss the changes they observed.

Learning Without Tears Curriculum

Our Preschool Four classroom teachers integrate the *Learning Without Tears* program using a multi-sensory approach. *Learning Without Tears* is a readiness curriculum full of developmentally appropriate activities that teaches children about letters, body awareness, numbers, sequencing, and sharing in a fun, engaging, and informal manner. This is extremely popular among children and parents!

Play-Based Curriculum:

The integrated curriculum is designed to encourage the development of the whole child, spiritually, socially, emotionally, cognitively, and physically. The teachers use the children's interests as a focus for developing hands-on activities and creative experiences, such as well-planned learning centers, science experiments, music and art projects. (Continued to next page.)

Spiritual- Through daily Bible lessons, songs, activities, and prayers, the child learns about our loving God and about ways to apply his/her faith to everyday living.

Social- Through large and small group activities, listening to stories, and role-playing the child learns to establish positive relationships, to communicate more effectively, to value others as a child of God, and to name and understand his/her emotions.

Emotional- Through age-appropriate learning experiences in a Christian atmosphere the child develops a positive sense of self-worth as a child of God.

Cognitive- Through a wide variety of hands-on experiences, the child learns to investigate the world, discover science concepts, explore counting and math concepts, and develop and improve verbal and written language skills.

Physical- Through active play, creative movement, and the use of a wide variety of manipulative materials, students develop fine motor and gross motor skills, as well as a better awareness of themselves in relation to the world around him.

Additional Learning Opportunities at Building Blocks Preschool

Family Events: Meet the Teacher, Ice Cream Social, Family Fall Festival, Christmas Program, Grandparent's Day Program, Spring Picnic, Completion Ceremony

On-Site Field Trips: To limit the number of outside guests, all visitors were cancelled this school year

Service Projects: Students and Staff donated to the Giving Tree and items made to church collections.

Welcome Ministry Team – Elliott Haugen, Team Leader

What a year! Your Welcome Team started the year with great enthusiasm, important goals, and wonderful momentum. However, our in-person interactions and everything else changed in March. But that did not diminish our efforts to support Good Shepherd's mission, traditions, and successes by promoting a friendly, inclusive, and supportive atmosphere for members and visitors.

Who We Are:

Our Team consists of Suzie Everingham, Karen and Jon Fatzinger, Vicki and Elliott Haugen, Marilyn Jones, Sandy and Mike King, Sally Kloppe, Pat and Dave Naffziger, Dawn and Scott Schwab, and Linda and John Webb. We are so grateful that Sally joined us this year.

What We Accomplished in 2020

During 2020's first two and half months, we scheduled greeters at the east and north doors for the 9:30 and 11 worship services, followed up with first-time visitors, and shared welcome packets and ceramic cups. We held an information session for those considering membership so they could learn about Good Shepherd and share their background, faith, expectations, and questions. Twenty-two individuals were welcomed into membership on March 8.

Like everyone else, the Welcome Team adjusted to pandemic-related risks and safety precautions. Our initial efforts focused on supporting the return to in-person worship; we helped staff the Narthex check-in process for the first, and only service held (July). We also provided a welcoming presence at the four outdoor worship services by greeting attendees and helping distribute bulletins and communion elements.

Communications efforts included connecting with recent members and past visitors. A “Looking Forward” card was mailed before Easter to those who joined in 2018 and 2019. We also emailed and called visitors who visited frequently in 2019 and 2020. Online worship services attracted some non-member viewers, but only a few provided follow-up contact information; however, one did join. We promoted the Connect app and online worship. Our meetings switched to Zoom.

We held a two-part Zoom information session in October for those interested in joining and on October 25 welcomed nine new members. A total of thirty-one new members joined in 2020; compared to eighty-five who joined in 2019; neither total includes those who joined via baptisms, confirmation, or transfers/activations.

Our Goals for 2021:

Each year our team develops goals to help focus our work. Efforts described above addressed those goals, but we really missed the personal connections with members and visitors. Our 2020 goals are still relevant for 2021. Be assured that the Welcome Team has an enormous reserve of energy, excitement, and commitment ready to support Good Shepherd’s mission, ministries, and members (current and future). We look forward to partnering with you to proactively invite, welcome and involve all in 2021!

Service Ministry Team – Judy Leach, Team Leader

The Service Team Mission is, “To provide opportunities to reach out in love and demonstrate our Christian faith by serving those in need in the local and global community in way that forms community between those who give and receive, so that the faith of all involved is encouraged and enriched.”

The Service team is comprised of a group of committed and enthusiastic members who meet monthly to help coordinate church-wide outreach activities throughout the year and to make decisions about the disbursement of Local Benevolence funds to various charitable organizations which serve populations of needy people both locally and internationally. The congregation at Good Shepherd is both generous and caring. Last year (2020), the operational budget included \$29,400 for Local Benevolence. These funds were used to support a number of non-profit agencies which are listed at the end of this report. The Team uses monthly themes to provide for a diversity of needs:

January: Missions	July: Helping Children/Youth
February: Random Acts of Kindness	August: Health
March: People with Disabilities	September: Affordable Housing
April: International Outreach	October: Assisting our Older Citizens
May: Women’s Concerns	November: Hunger
June: Men’s Concerns	December: Christmas Giving

The Service Team also responds to unforeseen crises and needs in both the local and global community, so the themes are a guide, not a directive.

Before any money is approved for any agency, the Team researches the mission and financial integrity of that agency using annual reports and internet sites such as Charity Navigator and GuideStar to ensure that our contributions will be put to good use. Each member of the Team also has personal contact with one or more of the St. Louis based charities we help support. Many of those organizations send representatives to Good Shepherd to speak to the Team or the adult Sunday School topical class or even the congregation via

temple talks before the weekend services. A goal of the Team has been to establish personal relationships as much as possible with the organizations we choose to support on behalf of the congregation.

Of course, the pandemic disrupted the normal flow of charitable giving opportunities that are typically displayed in the narthex for the congregation to see and participate in. We lost 3 Sundays in Lent for the Reverse Plate offerings but were able to collect items for Trinity Soulard and Project Backpack. Throughout the year, other service opportunities were offered to the congregation in different ways and with great success. For more detail, see Suzie Everingham's annual report!

The non-profit agencies receiving donations (either cash or goods) from Good Shepherd through Local Benevolence in 2020 include:

100 Neediest Cases	Microfinancing in Africa
Missouri Veteran's Endeavor	North Grand Neighborhood Assoc.
ALIVE	Nurses for Newborns
Annie's Hope	Our Ladies Inn
ARC	Parkway Food Pantry
Almost Home	Project Backpack
Beyond Housing	Project Peanut Butter
Casa de Salud	Safe Families for Children
CHAMP Assistance Dogs	Santa's Helpers
Circle of Concern	SPOT Youth Center
Crudum Foundation	St. Louis Crisis Nursery
Delta Gamma Center	St. Patrick's Center
ELCA Disaster Relief	St. Peter and Paul Community Center
ELCA Fund for Leaders	Trinity Soulard
ELCA Good Gifts	USO of Missouri
ELCA Good Samaritan Fund	Village of Hope
First Step Back Home	Volunteers in Medicine
Home Sweet Home	VOYCE
International Institute	Wartburg Seminary
International Partners in Mission	Wings of Hope
Kids in the Middle	Wings of Love and Care (Crisis Aid)
Lafayette Industries	With God's Little Ones
Lutheran Family and Children's Services	World Servants
Mary Ryder Home	Worth Industries
Meals on Wheels STL	

The Team meets on the first Monday evening of every month. New members are welcome! Team members in 2020 were:

Suzie Everingham, David Franz, Dave Hawkins, Melissa Huse, Gary Kallansrud, Karen Kallansrud, Cindy Kraft, Judy Leach, Julie Patthoff, Dennis Mall, Barb Rouse, Janie Wolfangel, Sandy King.

Stewardship Team – Glenn Kraft, Chair

I first want to thank Daryl Molskness and Mike Kerber for leading Stewardship at the beginning of 2020. We began the year with a congregational challenge to expand member giving to the church by over 10% to accommodate the needs of the planned budget. This decision was made at the annual meeting after consideration of budget reductions.

Giving was strong in 2020 in the first quarter and continued to be meet our needs through the second quarter. Pandemic aside, we experienced steady giving, which was inspiring to witness through June 2020. During the summer and into the fall, our giving then contracted. We never precisely know the reasons, but we do see that many members give episodically while others give a certain amount monthly. Of course, the Stewardship Team appreciates all gifts. As we concluded the year, giving was strong in November and December. Although our giving did not meet its goals, expenses were managed to respond to the dramatic changes in operations due to the COVID-19 pandemic.

We are a congregation of many blessings. As a group, we are extremely blessed and very giving. Keep in mind that in addition to giving to our core budget, Good Shepherd is the platform for giving through the church to specific external ministries.

Yet, we remain challenged to expand our giving to the anchor of church, the operating budget. The Stewardship Committee was successful to return to traditional pledging. In total, the pledges and related dollars exceeded the 2019 levels. This is a good step, yet the total pledges of \$675,208 is just 60% of our annual needs. Therefore, expanding the number of members who pledge and give regularly remains our focus for 2021.

We will continue to seek new ways to encourage members to see their abundance and to celebrate it with committed giving.

2020 has been a year we could never have expected. Yet, stewardship has been steady. Our team thanks all members!

Glenn Kraft, Sharon Misuraca, Mike Kerber & Larry Hibbard

Leadership Development Committee, David Franz, Chair

The Leadership Development Committee role is to help (1) identify individuals who have the interest, knowledge, and ability to fill current or future leadership roles; (2) support existing leaders in their leadership roles; and (3) develop and expand the number and diversity of individuals prepared to lead our ministries.

This year the focus was on reassessing ministry leadership needs in light of impacted ministry team engagement and involvement. With evolving staff leadership roles, the team is reassessing its membership, the committee's involvement with the nominating process and its longer-term strategic role to support the leaders of Good Shepherd.

Facilities Management & Planning Committee - Michael Kelley, Chair

After the work and updates were performed during 2019, the physical plant, building and grounds of Good Shepherd were in pretty good shape coming into 2020. The committee looked forward to the congregation overall and the committees and organizations utilizing our facility and enjoying the improvements.

The focus changed dramatically as COVID cancellations set in. Our focus pivoted to reduce costs and maintain everything in anticipation of returning, not knowing when exactly that would be. We took actions such as reducing air conditioning and heating to a minimum, especially in parts of the building which saw no use for months at a time. Power costs went down accordingly. Our cleaning service was cut entirely, relying on Stephen to perform what cleaning and maintenance is necessary. Trash pickup was stopped, with removal only when requested.

Certain functions had to be maintained, such as water service, with fountains and faucets regularly flushed. HVAC for the office space was obviously kept up. We opted to continue the irrigation of the grounds through the summer to preserve our new grass and plantings.

When Building Blocks came back into session in autumn, we worked with our HVAC supplier to install new MERV-13 filters as well as increase the air replacement and movement in the building in alignment with national best practices to prevent viral spread.

We are working to assure that whenever the congregation is again ready to gather at Good Shepherd our building will be ready with the safest HVAC functioning.

Other projects done through the year:

- Gymnasium south backboard suspension system repaired and upgraded. The backboard is slightly cracked on the bottom and will need replacement when it comes back into use.
- Floor vent covers were replaced in the preschool wing as required by state inspectors prior to restart.
- Memorial Garden trimmed and cleaned out with the help of Julie and the Youth Team under Pastor Amy. Sign replaced. Dale Naas has offered that she and her garden club will do some maintenance and additional landscaping in the spring. Memorial Garden funds used.
- Water leak on our backflow preventer was repaired.
- Phones upgraded to SIP so that staff can forward calls to personal phones during COVID and answer remotely when needed. Phones were physically rearranged in the office to maintain social distancing.
- Hedgewood property tenants were lost due to COVID employment issues. The house was brought up to snuff to pass inspection, with minor repairs done plus painting and one bedroom recarpeted. Landscaping was improved and branches trimmed over the roof. New tenants moved in on September 1.
- Several classrooms were repainted.
- Sunday School office was cleaned up and reorganized, with two cabinets installed. This room is also designated as a COVID isolation room for the preschool if needed.
- We experienced flooding from a small water line break overnight in the nursery bathroom. There was widespread water in the nursery area plus under the wall into the offices of Suzie and Emily. Staff and volunteers cleared furniture from the offices to preserve as much as possible. Professional drying, cleaning, and demolding performed by Key People, our cleaning service. Carpeting in one

office had to be replaced as well as the old desk. We also experienced a higher water and sewer bill as a result. We were happy that it happened when it did and that we could quickly act to minimize the damage and costs.

We continue to be grateful that we have a dedicated team that pulls together to accomplish this ongoing work. Julie Deay is our everyday eyes and ears, working with Stephen Stewart to assure daily tasks as well as bigger projects are accomplished.

A special acknowledgement and thanks to Lyle Ziemann for continuing to use his deep knowledge of HVAC systems in general, and to keep us abreast of this still evolving area.

Volunteers work outside the building through the year on landscaping as well as inside as needed. We continue to try to build the FMPC back to full strength with help from the council. Motivated people with experience and/or skills who can help keep Good Shepherd functional and attractive are welcome to assist in completing God's work among us.

Respectfully submitted,
Michael Kelley and Rod Hollenbeck

Endowment Committee – Dan Engle, Chair

Good Shepherd has been richly blessed to have an endowment fund that is administered by the Church Council through the Endowment Committee, which acts to fund grant requests submitted to the Committee, by members of the congregation, for projects having a connection to Good Shepherd and its members.

The current members of the Endowment Committee are Dan Engle, acting Chair; Beth Anderson; Beckie Fingland; Rick Hautekeete; Steve Schilson; and Tim Sorenson. Pastor Josh is the staff liaison.

In September 2020, there was \$28,937.88 (being five percent (5%) of the monies held in the Good Shepherd endowment fund as of 2020) made available by the Church Council to the Committee, to fund grant requests from the Good Shepherd endowment fund.

In 2020, the Committee approved funds for seven (7) grant requests, as set out below:

1. \$3,000 for tuition assistance for Lexi Swain, at Iliff School of Theology
2. \$4,000 for purchase of mattresses for resettlement by Home Sweet Home, a local St. Louis charitable furniture bank
3. \$2,500 to Camp Tomah Shinga to hire additional summer staff to assist in virtual camp experiences
4. \$350 to With God's Little Ones, a Madagascar ministry
5. \$3,000 to assist Lutheran Immigration and Refugee Services
6. \$5,000 to fund audio visual needs at Good Shepherd to improve the virtual services being streamed

The Committee will be considering in 2021 funding for i) the Good Shepherd Guatemala mission trip when that trip is rescheduled, due to the pandemic, from its original date of Summer 2020; and ii) the Women's Retreat, when rescheduled.

The Endowment Committee looks forward to using the available funds at its disposal to further God's work locally, across the nation and internationally in 2021.

Respectfully Submitted,
Dan Engle
Acting Chair - Endowment Committee

Chronologically Gifted – Jane Wagner

For the CG group, the year 2020 was very uneventful and disappointing. Due to the pandemic virus that began in the U. S. In March, the group abruptly stopped making any plans for the year. Our activities for 2020 were as follows:

January- We watched the movie “The Art of Racing in the Rain” and had lunch at The Hearth Room.

February- Tour of the Cathedral Basilica of St. Louis, then enjoyed lunch at Bartolino's on the Hill.

The CG's is a group made up of singles and couples that qualify as “seniors.” We are a very welcoming and open group of people and we encourage the members to take a turn at planning an event. Our goal is to acquaint new members of the congregation to the group. Anyone who had attended any of the activities over the years will agree that the CG's has filled a very important role in the lives of GSLC seniors. We look forward to 2021 praying we will soon be back to normal.