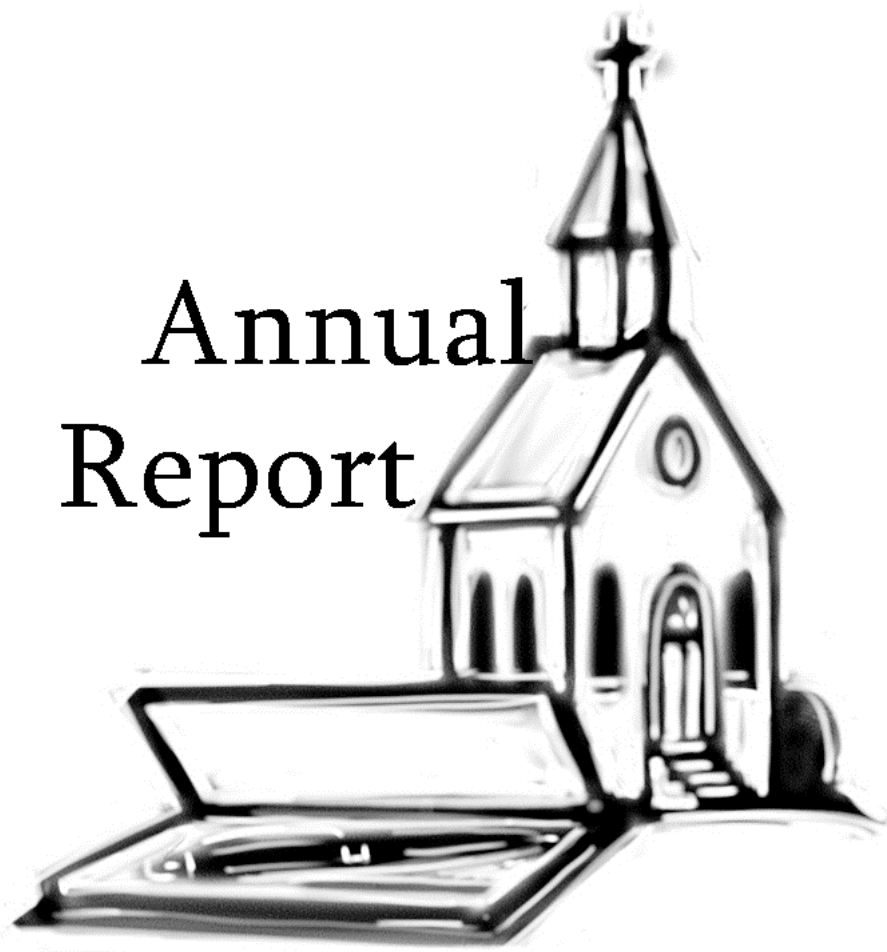


Annual Report



Shepherd of the Bay Lutheran Church
2014

ANNUAL MEETING SHEPHERD OF THE BAY LUTHERAN CHURCH

January 25, 2015

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2013 Shepherd of the Bay Annual Meeting

January 26, 2014

Present: Members of the congregation and council members

Meeting called to order by President, Lawrie Kull at 10:00 a.m.

Pastor Foster opened the meeting in prayer.

The minutes from the January 2012 meeting were approved by Dick Burress, second by George Cobb. Motion carried. These minutes were inadvertently not approved at the 2012 annual meeting.

The minutes from the January 2013 meeting were approved by Greg Casperson, second by Tom MacDonald. Motion carried.

The Treasurer's report was given by Ron Hupe. He reviewed with the congregation the refinancing of the mortgage with Thrivent Financial from 5 ½% down to 4 ½%. This reduced the monthly payment by \$2,000 a month. Giving was up for December and was overall a good financial year with expenses under control. Motion made by Werner Krause to accept the minutes, second by Jim Nelson. Motion carried.

Werner Krause reported on the Endowment fund. He explained how this is a great way to make a long term pledge to the mission of Shepherd of the Bay. The return on investment was over 14% in 11 months. Wally Brand accepted the minutes, second by Sue Daubner. Motion carried.

President Lawrie Kull thanked Ken Bergner & Bill Henning for fulfilling their two 2 year terms on the Church Council. He thanked them for their efforts and time spent serving the church.

Marilyn Peterson, chair of the Nominating committee, presented the nominations for the church council, Audit committee, scholarship committee and endowment committee.

Church Council nominations: Lars Larsen & Grace Rossman elected to their first two year term. Greg Casperson elected to a one year term to fill a resignation spot. Dick Luther made a motion to accept, second by Diane Overby. Motion carried. Judi Nelson & Barb MacDonald elected to their second two year term. Motion made by Dick Burress, second by Werner Krause. Motion carried.

Scholarship committee: Jan Mielke; Audit committee: Scott Schultz & John Skogsbakken; Endowment committee: John Zilavy. Motion was made by Greg Casperson, second by Diane Overby. Motion carried to accept all nominations.

Budget for 2014 was presented by Ron Hupe, treasurer. The \$484,722 budgeted income for 2014 does not include pay raises for staff. Surplus from 2013 was used to give bonuses to staff except Pastor Foster who declined. Proposed expenses are in line from last year with money being saved on the refinance of the mortgage. Motion to accept the 2014 budget made by Scott Schultz, second by Jim Nelson. Motion carried.

The council recommended Mission profit & Beart bequest to be disbursed to Bridges, Crossway camping ministries, Laotian Ministry, Mission trip to Guatemala, Help of Door County, Habitat for Humanity, Katie's Fund, Koinonia Cupboard, Northern Door Child Care & Nor Door Adult Day Care. Motion made by Bill Johnson, second by Barb MacDonald. Motion carried.

Pastor Foster addressed the congregation and expressed his appreciation to his congregation, discussed his upcoming retirement in 2015 and reiterated the importance of giving to the church both monetarily and in volunteering. He also thanked Lawrie Kull for his years of service as President of the Council.

President Lawrie Kull thanked the congregation for closing the 2013 year budget with a positive balance and for the opportunity to serve as President of the Council.

The next council meeting will be February 10th, 2014 where the election of officers will occur.

Pastor Foster led the congregation in the Lord's Prayer.

Motion to adjourn the annual meeting made by Tom Hinnenthal, second by Sue Daubner.

Respectfully submitted,
Alicia Kropuenske, secretary

Pastor's Letter -

A What Does the Lord Require of You?

I had an interesting conversation recently. I was visiting a couple who is new to the community. They have attended church a number of times and I wanted to get to know them better and, of course, find out if they were interested in joining the congregation. After a good conversation about their life and family and how they ended up in Door County, I made the invitation to consider membership in the congregation. The husband asked, "And what is expected of members of the congregation?" Since we were in a very comfortable situation, I responded with a joke, "Do you mean other than taking up your cross daily and following Jesus?" He wasn't offended at all by my comment. Rather he smiled and said, "Of course I mean beyond that."

That really got me thinking. And I said this;

First, we expect members of the congregation to be faithful in worship attendance and participation in the means of grace particularly the Lord's Supper. Worship renews our relationship to God and as a corporate act connects us up to our fellow believers.

Second, we expect members to look at all the gifts that God has given them as opportunities to contribute to the mission of the church - to share the love of God in Christ with everyone they meet. As person experiences the life of the congregation, we hope that they find those places where they can serve using their talents. That includes their financial commitments, but just as vitally, their time and personal abilities.

Third, we expect our members to grow in their personal faith, by daily prayer, Bible reading, and reflection on how God is working in their lives. This personal aspect recognizes that God touches our individual lives very differently and will respond differently.

Fourth, we expect our members to make a public witness to their faith as they participate in their various secular callings as spouses, parents, children, neighbors and citizens. The primary focus of such witness is not formal evangelism but living lives of personal integrity and love.

Of course, much more could be said, but as you look to the year ahead, please consider these four points and how they might shape the way in which you relate to the church.

Then you could just remember one verse from Micah.

He has showed you, O man, what is good. And what does the
LORD require of you? To act justly and to love mercy and to walk
humbly with your God.

Council President's Letter for 2014

I would like to thank the staff and all of the members that have made 2014 another excellent year for Shepherd of the Bay Lutheran Church. I am always amazed as I look through the Annual Report when you see the activities that are conducted by our church and all the people that it takes to organize and commit to helping on them to allow the church to function.

This type of dedication and commitment from all our members will be needed in the next year as we go through a time of transition as the time nears when Pastor Foster will be retiring in August of 2015. I know that for myself and the church it will be a time that we feel a loss and change but it is also a time to look forward and a time for all the membership to step up and handle the operation and outreach of our congregation.

The Church Transition committee is in place and is working on many of the needs that have to be met before August of 2015 and with the Council will be ready to move into the call process.

I am asking each of our members to look around at the opportunities we will all have in 2015 and 2016 to make a positive contribution to our congregation. We the members want to continue to make our church the best it can be for our Church Family, our community and our outreach into our extended ministry. Shepherd of the Bay is never just what it was, or is, but more important what it can be in the future.

Sincerely,
Greg Casperson

Youth and Family Ministry Annual Report for 2014

The Lord is my strength and my shield; my heart leaps for joy, my heart trusts in him, and he helps me. and with my song I praise him. Psalm 28:7 (NIV)

This verse comes to my mind as I think back on the year and all God has provided. My heart is filled with joy for the opportunities God has given me in this ministry and for the people God has placed along my path. God has provided strength (especially on the out of town trips, when sleep was at a minimum) and protection throughout the year, as all ages participated in a variety of activities. God has answered many prayers as I've put my trust in Him to guide me in this ministry. My heart overflows with gratitude to God and to each of you, who in your own way have blessed this ministry with your prayers, gifts of time, talent, and money. Praise be to God. Your generosity is appreciated and vital to keep this ministry going. Please keep this ministry in your prayers.

Family and Youth Programs that meet on a regular basis:

- ☒ Little Lambs Story Hour for infants, toddlers and preschoolers (weekly)
- ☒ Wonderful Wednesday after school program for 1-6 grades (monthly)
- ☒ Wonderful Wednesday six-week summer program for ages 3-4 through 6th grades
- ☒ Confirmation Classes and Fellowship for 7-8th grade (weekly during school year)
- ☒ Senior High Youth Dinner and Devotions 9-12 grade (twice a month during school year)
- ☒ Friends in Faith Mentor Program for high school youth (four group gatherings a year)
- ☒ Family Activities (hayride, Operation Christmas, pancake breakfast,)

Other Activities in 2014

- ☒ Junior High Synod Youth Gathering in Neenah
- ☒ Summer Camp for Confirmation youth at Imago Dei
- ☒ Senior High Synod Youth Gathering in Manitowoc
- ☒ Senior High adventure trip to the Apostle Islands
- ☒ Wonderful Wednesday Activities: Sleep over, camp weekend at Imago Dei, Journey to the Cross, visit to The Farm
- ☒ Senior High Youth Activities: Summer get together, Scavenger Hunt,
- ☒ Confirmation Activities: Scavenger hunt, bowling, pizza party

Fundraisers:

- ☒ Pancake breakfast: \$728
- ☒ Easter breakfast: \$819.00
- ☒ Camp Fund: \$825.00
- ☒ Thrivent Funds: \$250 gift card for Easter breakfast supplies
- ☒ Pastor Foster's Bread making kit: \$1890

Outreach and Service Projects in the church, community, and beyond:

Pre school age: Fall party, Birthday party for Jesus, Beach Party

Elementary age children:

- ☒ Continued sponsorship of a Compassion child in Rwanda
- ☒ 48 boxes to Operation Christmas Child, along with \$7.00 per box for shipping.
- ☒ 4 quilts were made for the senior high 2014 graduates
- ☒ Swing a Thon raised \$1000 for Northern Door Childrens Center and \$847.28 for a shoe factory in Guatemala
- ☒ Four quilts were made for families in Guatemala
- ☒ Snacks for Habitat for Humanity workers,
- ☒ Cards for a Cause: \$500 given to the Gaddes Family
- ☒ Assisted WELCA with putting together health kits

Confirmation youth:

- ☒ Helped with the Gaddes Benefit
- ☒ Served and cleaned up for Lenten meals
- ☒ Helped with children's programs at church
- ☒ Spring clean up at Scand

Senior High Youth:

- ☒ 30 Hour Famine for World Hunger \$6,781.85
- ☒ Help with children's programs at church
- ☒ Volunteered for VBS and worked on craft preparations for pre-school
- ☒ Supported the Swing-a-thon
- ☒ Volunteered at Bargains Unlimited and cleaned the church nursery
- ☒ Volunteered at the Peninsula School of Arts SOUP event
- ☒ Volunteered in Manitowoc at the Salvation Army

Milestone Ministry:

- ☒ Baptismal Birthday cards and folder of information for Parents and Godparents.
- ☒ Baptismal Birthday celebration for 1st and 2nd year (gift of a book or DVD)
- ☒ Prayer pillows for 3-4 year olds beginning Sunday school
- ☒ Blessing of the backpacks for the beginning of the school year
- ☒ Book on the Lord's Prayer for new readers in 1st grade
- ☒ Giving banks for 2nd graders to teach them about stewardship
- ☒ New Bibles for 3rd and 7th graders
- ☒ Instruction and celebration meal for 5th grade First Communion
- ☒ Confirmation Sunday
- ☒ Blessing of new drivers
- ☒ Graduation Sunday
- ☒ Care packages to college freshman

The nursery is staffed with a childcare provider. Activity bags are provided for preschoolers during both services. Monthly visits to school with a treat and attendance at extra curricular events continue. Birthday and baptismal birthday cards are sent to all Sunday school age children. I attended a youth workers retreat. Angela Foster and Ed/Marilyn Stone received the Pencil Award for their dedication to the children and youth of our congregation. A Faith Formation website geared towards newborns-18 years old and parents is updated monthly (www.shepherdofthebayfaithformation.weebly.com) and a Facebook page for adults and teens is used for communication weekly.

Submitted with Praise and Thanksgiving,

Jane Burress/Youth Minister

Sunday School

Angels sang and we will sing, 'Glory to the newborn King!'

Sunday school had a very good year in 2014. We finished the spring quarter on a high note with teachers Angela Foster, Kristi Appel, Kendall Koehler, Jan Stromen and Fawn Fitzgerald. Jennifer Dahl supervised the computer lab each Sunday.

Sunday school resumed again in the fall after the summer vacation. Teachers for the fall and winter quarters were Angela Foster, Kristi Appel, Elizabeth Foster, Bryan Birnschein, Fawn Fitzgerald and Ed Stone in the lesson related computer experience.

Sharon Gall led all opening devotion times with lessons about the church year, scripture for the day and songs related to the church year.

Again in 2014, the children's Christmas message, "Hark The Herald Angels Sing" which told the story of Jesus' birth centered around the famous words by Charles Wesley was the highlight of the year.

Our focus for mission was to support the ELCA's Malaria Campaign through our weekly offerings. Sunday school weekly offering totaled \$82.28. There were additional contributions of \$300.00 so total to ELCA's Malaria Campaign was \$382.28.

Sunday school meets from 10:15-11:30 each Sunday with exceptions for school holidays. We are using Concordia Publishing House material "Growing In Christ" which is lectionary based.

STATISTICAL REPORT:

Preschool-Angela Foster-6 students

Kindergarten-Second Grade-Kristi Appel-14 students

Third/Fourth Grade-Kendall Koehler/Elizabeth Foster-12 students

Fifth/Sixth Grade-Jan Stromen/Bryan Birnschein & Fawn Fitzgerald-8 students

I wish to thank the following people for our year: Teachers Angela Foster, Kristi Appel, Kendall Koehler, Elizabeth Foster, Jan Stromen, Bryan Birnschein, Fawn Fitzgerald, Jennifer Dahl, Ed Stone; Pastor Foster for his support, Gladys Austgen, Carl Jackson, Judy Jackson, Scott Henry, John Fitzgerald, Elizabeth and Evan Henry, Juan Casanas, and John Henz. Also thanks to Carol Omernick and Cheri Boock. A very special thanks to the congregation for prayers and support.

In Christ's service, Sharon Gall <>> Education Coordinator

Vacation Bible School Report

This year the theme of our community Vacation Bible School was Parables. Some of the parables we studied were the Prodigal Son, the Great Feast, the Pearl of Great Price, the Sower and the Seed and the Good Samaritan. This week is one of the busiest and most rewarding weeks of the entire year.

We had 113 kids from all over the community coming each day to First Baptist Church to learn about the love of God. Not only did this include kids from all the Christian churches in Northern Door County and many non-churched youth in our community, but many people arrange to have their grandkids visit during this week. It works out to be a very good fit.

VBS works on so many different levels. Of course the kids come first. I have noticed over the years that the stories that the kids learn in VBS are the ones that they remember much later. That's the power of skits, games, crafts, songs and lessons all reinforcing the same point.

VBS also works on the people who work to make it happen, leaders and helpers. The teens that work with me to put on the skits have many chances to really reflect on the story. We often get into deep discussions concerning the meaning of the stories.

The adults also learn. They learn the stories too. But they also learn the promise and rewards of working with people from different common Christian traditions. Sometimes we have disagreements, but far more often we find great joy and support for each other.

VBS is worth all the effort!
Bruce Foster

Bridges Annual Report

The Year in Review - 2014

Good Things

- Carol and Jim Mooney attended the CCI Conference in October as **BRIDGES** representatives.
- Two gatherings of American Connection host families were held for encouragement and sharing ideas.
- After Charlene took her to the hospital, Busra (Turkey), said “**BRIDGES** is my family. I have felt so loved.”
- The donation of an enclosed trailer for the storage of chairs and sound equipment for **BRIDGES**.
- Jane Olson volunteered to be the new ESL Coordinator. Jim Kinney managed the Facebook page.

New Things

- Four small touch-screen computers enabled online registration for students.
- The acquisition of light-weight green chairs which stack easily in the trailer.
- Four women from SOTB managed the leaf printing activity, replacing Judy Rheberg.
- The Ephraim Moravian Church invited **BRIDGES** to participate in their Job Fair this fall.
- Two representatives from the CCI agency attended our Sports Night event in Baileys Harbor.
- St. Paul’s Lutheran Church in Juddville joined **BRIDGES** and provided four volunteers.
- Lloyd Michaelson led us in round dancing and the Virginia Reel in lieu of the kayaking event.

Surprising Things

- Twenty-six sponsoring agencies brought 190+ students to Door County to work this summer.
- Three agencies initiated contact with **BRIDGES** to learn more about the program.
- General attendance was lower than usual this year, due in part to multiple jobs.
- Some host families had difficulty having contact with their students due to second jobs.

Business Things

- Financial contributions were received from Piggly Wiggly, Main Street Market, and The Landmark.
- Eight businesses new to **BRIDGES** employed international students this year.

Spiritual Things

- Two Chinese students attended Immanuel Lutheran Church all summer. One even sang a solo.
- Several of the Winter Bridges students attended Bethel Baptist church quite regularly.
- Yating (China) read the Jesus Storybook Bible, and asked how one gets Jesus in their heart.
- Riven (China), an avowed atheist, attended all but one I-GIG group.
- A Moslem girl borrowed dozens of Christian music CD’s from her American Connection Host family.

Statistics

- 190 students; 29 countries represented
- American Connection Host Familie (11 new) connected with 93 student
- 21 students attended ESL; 7 students attended I-GIG
- 67 transportation providers; 109 bicycles loaned
- 7 churches; 14 ESL facilitators

ALL GLORY, PRAISE, AND HONOR BE TO OUR AWESOME GOD!

Music Ministry

"Alleluia! Praise the Lord, my soul. I want to praise the Lord all my life.

I want to sing to my God as long as I live." Psalm 146:1-2

I am so thankful for the Shepherd of the Bay Musicians who exemplify this verse.

It has been another fantastic year. The Sanctuary Choir continues to sing every Sunday throughout the year (Kleinen Chor on Bach Sunday) and the Handbell Choir plays once a month. The Worship Team also sings and plays every Sunday for the Praise Service. The music at Shepherd of the Bay Lutheran Church expresses many styles: traditional hymns, contemporary gospel songs, sacred classics, and a wonderful Sunday of Bach (Many thanks to Judy Jackson). We are so blest to have wonderful musical instruments to lead the congregation and choir in worship every Sunday. Thank you to PMF and Peter Nehlsen for the loan of their instruments.

It takes many people to make SOTB's music run smoothly for every single service. Please thank these people for their commitment to the Music Ministry in 2014:

Judy Jackson, Naomi Rowley, Carole Bergner, Ann Birnschein, Cheryl Becht, Challoner Brown, Sharon Cobb, Donna Henning, Carolyn Hitzeman, Myrma Howard, Donna Hupe, Roberta Kutlik, Helen Molzahn, Tom Vaaler, Cathy Mangan, Jan Mielke, Gloria Serkland, Jan Stromen, Sandy Synnes, Karen Wilkinson, Pat Skogsbakken, Sue Provo, Gail Prine, Patrice Champeau, Jan Peterson, Jeanne Aurelius, Sue Daubner, Mary Fales, Gen Follingstad, Vernamae Juel, Eloise Lindem, Barb MacDonald, Judi Nelson, Mary Perdue, Shirley Rosenquist, Sigrid Ostrem, Carol Weber, Lynn Pluff, Connie Glowacki, Cindi Ackerly, Myron Marlett, Patricia Marlett, Fred Peterson, Clint Robison, Barb Meyer, Bill Meyer, Robin Butchart, Juan Casanas, George Cobb, Dennis Fales, Ken Issel, Ken Klizman, Carl Jackson, Luanne Western, Carol Weymier, Ken Bergner, Bill Henning, Bill Johnson, Scott Henry, Bryan Follingstad, Erv Hitzeman, Jim Nelson, Greg Beem, Gene Prine, Gordon Rowley, John Skogsbakken, Doug Peterson, Frank Weber, Keith Wickert, Ed Stone, plus many visitors who willingly join our choir in the summertime. THANK YOU also to Sharon Gall and the Sunday School Choir. It was great to hear the young voices.

Thank you to the Handbell Choir: Christine Bridenhagen, Cherilyn Boock, Robin Butchart, Barbara Gould, Sue Daubner, Cathy Mangan, Mary Perdue, Cinnamon Rossman, Grace Rossman, Carol Weymier, Patrice Champeau, and those wonderful subs are Scott Henry, Cathy Henry, Evan Henry, Sten Kordon, John Skogsbakken, Pat Skogsbakken.

We also have a very faithful Worship Team for the Praise Service. Thank you to Valerie Austgen, Matthew Austgen, Isabelle Austgen, Scott Henry, Evan Henry, Sten Kordon, Mike and Mikey Davis.

Thank you also to the following instrumentalists: Ann Birnschein, Ava Hitzeman, Greg Beem, Patrice Champeau, Alicia Doudna and Andrew Kratz, Dave Brown, Evan Henry, and Elizabeth Henry.

Visiting musicians were Desiree Hassler, Pamela Williams, John Concepcion, Michael Cavalieri, Liz and Catherine Taylor, Eric and Ellen Olson, Terri, Lori and Peter Evenson, Thomas Kluge and who could forget Dan Grantham with the Cincinnati Hills Christian Academy Band. If I've forgotten anyone, please forgive me. I am truly grateful for all who use their talents to the glory of God at SOTB. THANK YOU TO OVER 200 PEOPLE. Praise the Lord. Thank you also to all who made the Christmas Eve Services so special !!!

Besides our regular weekly choir schedule, the Sanctuary Choir presented two concerts at the Meadows in Sister Bay. Thank you to the Kleinen Chor (Judy Jackson plus orchestra :>) on Bach Sunday, and all of you for the worshipful Good Friday Service. You touched many hearts that evening, plus every Sunday, AND all to the glory of God.

The following concerts were held at our church this year with excellent attendance. Three moving Lenten Musicales were, Naomi Rowley on organ, Carl and Judy Jackson on two pianos, and the Handbell and Sanctuary Choirs. Other concerts included the Lyric Opera personnel, Desiree Hassler, Pamela Williams, John Concepcion, and Michael Cavaliere with Judy Jackson presenting a wonderful concert on Memorial Day Weekend. Then a special Sunday followed with the Kleinen Chor and instrumentalists singing and playing a wonderful Bach Cantata, directed by Judy Jackson. In July there was a concert with Peter Conte on organ, and Andrew Essin on flugelhorn. We also had a wonderful concert with Ken Cowan and Lisa Shihoten. Who could forget the wonderful Benefit Concert for the Gaddes Family with Judy and Carl Jackson playing all our favorites on the two concert grand pianos with over 517 in attendance. They have played thirteen Benefit Concerts for Shepherd of the Bay. THANK YOU to all of the wonderful musicians who minister to our souls. We are truly blest !!!!!

THANK YOU to the PMF for the use of the Steinway Concert Grand piano throughout the year. THANK YOU also to Peter Nehlsen for the use of the Baldwin Concert Grand piano. A special thank you to Peter Nehlsen and Gary Doudna for keeping all the instruments we use in wonderful condition. We are very fortunate to have these instruments at our church.

I wish to thank Shepherd of the Bay for giving me the opportunity to serve the Lord with music. It has been a real joy to work and worship here since 1992 (22+ years). I ask for your prayers so I can "Walk worthy of the vocation to which I am called, with all lowliness and meekness, with long-suffering, forbearing one another in love." Ephesians 4: 1-2

Respectfully submitted,
Gladys Austgen, Minister of Music
Shepherd of the Bay Lutheran Church

WORSHIP AND MUSIC COMMITTEE

Annual Report 2014

The Worship and Music Committee (WMC) approaches its work with the recognition that worship forms a highly important, central, unifying component of the life of our parish. The WMC works from a fundamental principle that we gather in a common purpose—to worship to glorify and thank God for God's grace given to all in Word and Sacrament. The WMC serves as the corporate memory for SOTB's worship tradition and considers ways to revitalize or enhance present practice. The committee plans, coordinates, facilitates, assists, recruits volunteers (assisting ministers in the broadest sense), monitors attendance, and is attentive to providing and maintaining a suitably appointed worship space. Through its meetings the WMC maintains an ongoing dialog with the Pastor Foster and Minister of Music Gladys Austgen by reflecting on and evaluating recent services as well as thinking collectively about the future, planning services and special emphases for coming seasons of the church year.

This year Carole Bergner and Barb MacDonald volunteered to carry on the tradition of providing floral arrangements to adorn the sanctuary, established by Jackie Hoekstra, who retired from the WMC, and by Mary Lou St. Henry, whose passing saddened us. After many years of coordinating readers for the first Sunday service, Keith Wickert sought retirement from this duty, and Scott Henry volunteered to transition into this role. We bid farewell to Jim Nelson, who for years was a loyal member of the WMC, and to Judi Nelson for her active participation on the WMC as well as serving as liaison to the Council, a role now held by Cathy Mangan. The dedication, creativity, and loyalty of everyone associated with the WMC are outstanding, and each deserves our appreciation for making our worship what it is. Committee members and individuals, who partner closely with the group, have specific interests or responsibilities as follows:

Altar Guild – Sharon Pluff; Hanging banners & paraments – Don Howard

Audio technician – Carl Jackson, Ken Bergner

Music program – Gladys Austgen

Coordinate and provide flowers for chancel – Carole Bergner, Barb McDonald

Readers for 2nd service – Marilyn Peterson; Readers for 1st service – Keith Wickert, Scott Henry

Ushers – Sharon Pluff

In addition to the typical seasonal emphases that enrich our worship, provided by choir, handbells, and music staff, this year a pattern was established to offer an invitation for healing in the Sunday services at least once each quarter. A cantata by J. S. Bach was performed during the 1st Sunday service on Memorial Day weekend. Musicians from the Cincinnati Christian Hills Academy enlivened our services on All Saints Sunday. On Passion Sunday 1994, parishioners of Shepherd of the Bay first celebrated worship in their new sanctuary. In 2004 the nave was enlarged and the Dobson pipe organ was delivered and installed. In recognition of these 10- and 20-year milestones the WMC's Performing Artists Subcommittee invited two duos for the summer organ concerts. Ken Kowan, who performed here in 2011, returned with his wife and violinist, Lisa Shihoten, for a spectacular concert in June. Peter Richard Conte of Wanamaker Organ fame, assisted by Andrew Ennis on flügelhorn, presented a delightfully diverse program in July. Members of the Performing Artists Subcommittee are Gladys Austgen, Alysanne & Dave Burkhardt, Gen Follingstad, Erv & Carolyn Hitzeman, Carl & Judy Jackson, May Perdue, and Gordon (chairman) & Naomi Rowley.

Other musical highlights of 2014 include the three Lenten Musicales presented by choirs and musicians of our parish, a concert on Memorial Day weekend by singers from the Chicago Lyric Opera Chorus, and the Jackson's two-piano benefit concert for the late Don Gaddes. Thank you to the individuals who prepared and served receptions following many concerts and who organized the silent auction benefit.

Respectfully submitted, Gordon Rowley, WMC Chairman

Women of the ELCA 2014

Purpose and Commitment

As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit; the purpose of the women of the ELCA is to:

- a. Commit ourselves to grow in faith
- b. Affirm our gifts
- c. Support one another in callings
- d. Engage in ministry and action
- e. Promote healing and wholeness in the church, society, and the world.

To accomplish the purpose of Women of the ELCA, women at SOTB commit themselves to:

- a. Come together for study, support, and action
- b. Participate in the ministry of Women of the ELCA beyond the congregation.
- c. Support financially the total program of the Women of the ELCA; and
- d. Designate leadership that shall be in communication with the synodical and church wide women's organization .

Our Commitments, Actions, and Support for 2014:

Four GENERAL MEETINGS in 2014:

The **FEBRUARY GENERAL MEETING** was held on February 11th at noon with a potluck. Cheri and Dave Boock took us **Cruising through the Baltic Sea** and Carol Williams planned a time of sharing positive thoughts about each person in attendance. Thank you, Carol for your planning and leading the meeting.

THE SPRING GENERAL MEETING was held on May 13th at noon celebrating **For the Beauty of the Earth**. Steve Leonard from The Ridges was our guest speaker. Steve shared the plans of The Ridges and also told about the diversity of the land at The Ridges. A potluck was shared with guests from Sister Bay Baptist Church and Fish Creek Community Church. Thank you to Sharon Pluff, Lynn Pluff, and Carole Bergner who chaired the event.

FALL GENERAL MEETING and potluck had a focus on local mission with Kathy Schultz, parent educator for **Services of Door County**. Kathy explained the various educational programs they offer to parents in need. A collection was also taken of supplies to including gas cards, baby items, first aid products and other personal care items. Bunny Sheahen again was the leader of the meeting. Thank you for the Mission Project Group and Bunny for years of organizing and presenting the September general meeting.

AN ENGLISH CHRISTMAS was our theme of the Christmas Luncheon. A delicious English lunch was catered by Bill Fairchild and served by men of the congregation. Keeping the English tradition, "crackers" full of trinkets and candies were at each place setting. The program was singing English carols and hearing the many traditions in England including the many different foods. Thank you Sue Daubner, Cathy Mangan, and Janet Stroman for chairing our Christmas celebration.

STUDY AND LEARN – Angela's Monday morning Bible study meets weekly and Vernamae Juel's Bible study meets monthly. The Book Club led by Gretchen Farwell also meets monthly reviewing various books.

CAKE AUCTION –Money for Missions - Following the Annual Congregational Meeting on January 26, 2014, the SWEETEST AUCTION was held. The auction brought in \$1831.00 with an additional contribution from Thrivent of \$500. Thank you to Ruth Kopitzke and Ronnie Robinson for organizing a very successful and fun event.

SCAND February Birthday Party. A big thank you Pat Smith and Virginia Henz who organized a fun February Birthday celebration for residents who have birthdays in February.

Mission Projects –Baskets of Promise Personal Care Kits –During Lent we challenged the congregation to donate towels, soap, combs, nail clippers, and toothbrushes to assemble kits for Lutheran World Relief. Wonderful Wednesday youth again this year helped wrap and pack 100 kits and then were delivered to Lutheran World Relief.

Mission Projects–Quilts –Every Thursday a team gathers to make quilts. In 2014 we delivered 120 quilts to Appleton for transport, via semi trucks, to LWR Warehouse. Once received in St. Paul, the quilts are shrink wrapped and shipped throughout the world. A number of quilts were also delivered to Social Services in Sturgeon Bay where they are given to children who are entering foster care. Thank you to all those who make quilts and to Bunny Sheahen for chairing the mission projects.

Sweaters for World Vision –Over 100 sweaters have been knitted and sent to **World Vision**. Thank you to Bunny Sheahen for coordinating this project and to all the people who knitted sweaters and donated yarn for the projects. The knitting goes on!

Spaghetti Dinner – On June 28th we held a spaghetti dinner in conjunction with Ellison Bay Days. Over 200 people were served delicious spaghetti, salad, and homemade bread. The proceeds of \$1,688.00 were divided with SCAND Capital Fund and Lutheran World Relief Disaster Fund. We hope to make this an annual event.

Fall Sale –October 4th we sponsored the annual bake & harvest sale, luncheon, and World Market sale. The proceeds of \$1,384.81 went into our general mission budget. Thank you to Janet Johnson, Debbie Casperson, Pat Skogsbakken, Cindy Schaulis & Mary Ann Johnson, Carole Bergner and all the many others who helped.

Fall Retreat – On November 4th over 50 women gathered at Bjorklunden for our annual fall retreat. Dee Brestin, international speaker, led us in a program of “Idol Lies” in the morning session and after a delicious lunch, the afternoon session was “Friendships of Women.” Following the program Pastor Foster led a worship and communion service. Sharon Donegan organized this inspirational retreat. Thank you, Sharon.

Social 6 – This is the third year of Social 6. Social 6 is open to everyone at SOTB. Groups of 6 meet for fellowship and fun each month and every 3 months new groups are organized. Thank you to Cheri Boock for coordinating the groups.

Service Group – Over 55 meals were prepared for SOTB members who were either hospitalized, had ongoing health issues, or when there was a death in the family. Thank you to the coordinators who organize the meals and to Barb MacDonald, Chairperson.

Prayer Chain –When prayer requests are made members are notified either by phone or email. Angela Foster sends emails and Cheri Boock or Bonnie Hanson send out a robo call. Thank you for this ongoing need.

Cookbooks, Dishcloths and Penny Jar – Our sale of cookbooks and dishcloths continues. Proceeds from sales go into our general mission budget. *The Penny Jar* is on the serving table during coffee hour with all proceeds going to the **Koinonia Kupboard** (food pantry at Sister Bay Baptist Church.) Income listed in Treasurer's Report.

MISSION CONTRIBUTIONS FOR 2014– The following people and organizations received donations for the year of 2014. (Please see the Treasurers Report for exact dollar amounts.)

DOOR COUNTY

- ☒ Esdras & Karen Krebsky Latin America Missions
- ☒ SCANDIA Capital Campaign
- ☒ HELP of Door County
- ☒ Ministry Fund Door County Memorial Hospital
- ☒ Koinonia Kupboard
- ☒ Feed and Clothe My People
- ☒ SOTB Guatemala Mission Trip

WISCONSIN

- ☒ Phetsamone Vannanong, Lao Ministry in Milwaukee
- ☒ Reformation Lutheran Church, Milwaukee

INTERNATIONAL DONATIONS

- ☒ Word Made Flesh
- ☒ Lutheran World Relief
- ☒ Lutheran World Relief Comfort Fund (shipping of quilts)
- ☒ Selian Lutheran Hospital, Tanzania
- ☒ Global Health

WELCA EXECUTIVE BOARD FOR 2015:

Cheri Boock, President – Sharon Donegan, 1st VP- Pat Skogsbakken 2nd VP-Carol Clikeman & Karen Wilkinson, Secretary-Cathy Mangan, Treasurer.

Thank you to all the ***WELCA Executive Board*** members and to committee chairs who planned and organized the many events and studies throughout the year.

Carole Bergner – President, Sharon Donegan 1st VP, Cheri Boock 2nd VP, Janet Stromen & Carol Clikeman Secretary & Cathy Mangan Treasurer.

Carole Bergner, WELCA President 2014

SHEPHERD OF THE BAY WELCA

MISSION DONATIONS

	2012	2013	2014	2015
MISSIONARIES				
Esdras & Karen Krebsky Latin America	1,200.00	1,200.00	1,200.00	

DOOR COUNTY DONATIONS

Help of Northern Door County	400.00	500.00	400.00
Ministry Fund	200.00	250.00	200.00
SOTB Parish Nurse	250.00	250.00	
Koinonia Kupboard	3,071.42	350.00	250.00
Feed My People	166.18	150.00	50.00
Guatamala trip			500.00
Scandia Village Capital Fund Drive		500.00	750.00

Wisconsin Donations

Reformation Lutheran Church Milwaukee	300.00	400.00	300.00
Phetsamone Vannanong Laasian	250.00	300.00	250.00

INTERNATIONAL DONATIONS

Lutheran World Relief	250.00	500.00	750.00
Word Made Flesh		500.00	300.00
Selian Lutheran Hospital - Tanzania	350.00	400.00	100.00
Good Samaritan for women & children in Columbia	125.00	250.00	
LWR - Quilt shipping	421.40	500.00	460.00
LWR - Care Kit Shipping		265.00	267.00

TOTAL	\$6,984.00	\$6,315.00	\$5,777.00
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WELCA TREASURER'S REPORT

as of DECEMBER 31, 2014

YEAR TO DATE TOTALS

	INCOME	EXPENSES	
1/1/2014 BEGINNING BALANCE	\$557.45		
from savings	\$412.89		
QUILTER'S GROUP			
Harriet Seaquist memorial - \$782.90	\$1,622.90	\$1,622.90	moved to savings
MaryLou St Henry memorial- \$840.00			
QUILTING SUPPLIES	\$392.58	\$392.58	
FUND RAISERS			
SWEETEST AUCTION	\$2,331.00		profit \$2,331.00
SPAGHETTI DINNER	\$1,688.00	\$214.35	profit \$1,473.65
FALL SALE	\$1,384.81		profit \$1,384.81
COOK BOOKS	\$415.17		
DISH CLOTHS	\$156.00	\$130.00	
PENNY JAR	\$291.42	\$250.00	
MISSIONS			
LATIN AMERICAN MISSIONS		\$1,200.00	
GUATAMALA TRIP		\$500.00	
SCANDIA VILLAGE		\$750.00	
LUTHERAN WORLD RELIEF		\$750.00	
HELP OF DOOR COUNTY		\$400.00	
MINISTRY FUND		\$200.00	
FEED MY PEOPLE		\$50.00	
REFORMATION CHURCH		\$300.00	
ST PAULS MILWAUKEE		\$250.00	
GLOBAL HEALTH		\$100.00	
WORD MADE FLES		\$300.00	
BONNIE HANSON FOR BOOKLETS		\$150.00	
SHIPPING - personal care kits		\$267.65	
SHIPPING -sweaters		25.51	
SHIPPING - quilts	\$457.50	\$480.00	
SPEAKER FEE		300.00	
ROSES		\$55.00	
CONFIRMATION GIFTS		\$40.00	
RETREAT	153.00	\$788.00	
CHRISTMAS LUNCHEON	\$1,042.00	\$74.36	need to pay caterer about \$850.00
BANK FEE		2.10	
DONATION	\$75.00		
TOTALS	\$10,979.72	\$9,572.45	\$1,407.27 Checkbook balance

2014 WORLD MARKETPLACE

Balance at the end of the year 2014 shows \$4800.26 before distribution to our artisans.

Checks will be sent to Word Made Flesh, Mayaworks, Behrhorst Clinic, and SERRV. We have abandoned the idea of a low interest loan to SERRV but will continue to support SERRV artisans year to year.

Our product sales were up almost 20% this year while coffee, tea and chocolate sales were down about 15%. Total deposits of \$7336.79. We maintained a product offering available throughout the summer and autumn at the south end of the fellowship hall.

We continue to support Shepherd of the Bay member Wendy Carpenter in her sewing work with the Mayan women in Guatemala. This year's contribution \$1200.00. In addition we will continue to offer product from SERRV, Mayaworks, and the Equal Exchange coffees, teas, and chocolates. This year we have added product from Word Made Flesh a mission in Freetown, Sierra Leone. Word Made Flesh started in 2002 with the vision to serve Jesus among the most vulnerable of the world's poor. We were introduced to this organization through Elizabeth Foster several years ago. We have dropped the wooden utensils from Los Cuchareros in Guatemala.

Our three sales this year included an evening sale in conjunction with WELCA's Olde Ellison Bay Days Spaghetti Dinner, a Saturday sale during the Ellison Bay Historical Society's annual tractor/art fair weekend, and the WELCA luncheon in October. Since we find our success in product sales is directly proportional to the number of tourists in Door, we seek to schedule our sales in recognition of that factor.

On July 26th, 2014 Shepherd of the Bay Lutheran Church in Ellison Bay, WI began its celebration of thirty years of outreach to artisans around the world. The special anniversary celebration featured a summer sale with 30% discounts on select items, including all Nativities. Customers were treated to a complimentary cup of Fair Trade coffee and were offered Pastor Foster's famous croissants. Bea's provided some jams and jellies. With our anniversary celebration we have changed our name to WORLD MARKETPLACE.

The marketplace originally referred to as Self-help Crafts began at Shepherd of the Bay when Linda Williams Pletcher, wife of Trinity Lutheran's pastor, traveled to El Salvador with a group from the Evangelical Lutheran Church of America called the National Hunger Task Force. The group's purpose was to educate themselves about the situation in El Salvador at that time and to make themselves available to the Lutheran Church located in the capital city of San Salvador. 1984 marked the height of the civil war in that country. At that time Lutheran World Relief had set up refugee camps for the campesinos not only to provide protection but to help the people find purpose while they were in the camps. The refugees were encouraged to make hammocks and create art work which could be sold in the U.S. The money for the crafts would be returned through LWR to help promote the livelihood of the people.

Inspired by the beauty of the people and troubled by their poverty and the political situation, Pletcher brought back some of the handicrafts from the county and made them available to her friends. She was supported in those original efforts by Lorene Beard and Bernice Cassadonte. With her encouragement, Trinity formed its own hunger task force in 1986. Jean Swanson of Sister Bay served as the first chairperson of that committee which supported Pletcher's initiative as well as other social justice concerns at that time. Jean has continued her interest in the marketplace over the years.

In 1987 summer craft sales became a part not only of Trinity and Zion's history but also of the history of many ELCA churches across the U.S. In 1988, the hunger task force became a part of the Social Ministries committee at Trinity. The last sale was held at Zion in 1991. Shepherd of the Bay has carried on the project since that time. While the names of the women on the committee have changed over the years as well as the name for the event, support for the artisans in underdeveloped countries has remained consistent for thirty years.

We thank the council for its support of World Marketplace. Special thanks to Carol Frakes-Omernick for her help, her support, her enthusiasm, and her new ideas; to Pastor and Elizabeth, to Don Buchholz, Juan Casanas, and to all of the members of the congregation who have supported us and continue to offer support.

Submitted by Cindy Schaulis and our workers for 2014: Sharon Cobb, Gretchen and Dan Farwell, Bonnie Hanson, Mary Ann and Dick Johnson, Sara Kifer, Julie Sara and Gary Martin, Nancy and Al Strack, Jan and Ron Stromen, Karen Wilkinson and Dan Schaulis.

Church Library Annual Report

Our church library collection includes 1771 titles in the form of books, videos, audio tapes, CD's and DVD's. This includes materials for all ages and on many topics of interest.

Again the summer reading program was held in conjunction with Wonderful Wednesdays for children in preschool through grade six. About 15 children checked out books and read for information and enjoyment under the supervision of Cynthia Drey.

We invite church members and friends to browse the library shelves in the Fellowship Hall for materials to meet their needs. We continually add new items purchased from our budget or received as donations. We thank those who have donated materials during the year.

The library is maintained by the following committee members:

Sharon Cobb
Phyllis Fitzgerald
Angela Foster
Donna Hupe
Ronnie Robinson

Building and Grounds Annual Report

We are all very grateful to Linda and Dwight Davis for their efforts and determination with the SOTB Garden Club. They and a number of volunteers made great progress on the church grounds during their work days this summer and fall. Thanks to Linda, Dwight and all the volunteers for their gifts of labor and materials. Thanks also to spring cleanup crew, Don Provo for our lawn care and to John Fitzgerald for plowing the parking lot and driveway.

We are still looking into the feasibility of switching outdoor lighting to more efficient LED lighting. This could reduce electric usage by 1/6th of what we use now. Quantum LED Solutions is also looking at our interior lighting setup, looking at options there too.

Storm windows have been installed on the south windows in the fellowship hall. They have helped considerably with the condensation on the windows in the fellowship hall.

This year Building and Grounds with Worship Committee will be looking into making our worship area more comfortable climate wise, lessening air drafts, better use of fans and keeping temps constant. We want to make our place of worship a comfortable and pleasant place for everyone.

Respectfully submitted:
Joel Thomas, Chair

HEALTH AND WELLNESS MINISTRY ANNUAL REPORT 2014

Our mission: "To serve the whole person in Christ with God's healing love and care. Do you not know that your body is a temple of the Holy Spirit within you, which you have from God? You are not your own. You were bought with a price. So glorify God in your body." 1 Corinthians 6:19-20

- Representing SOTB on the Northern Door Health and Wellness (NDH&W) consortium are Cathy Johnson and Carole Bergner. There are seven churches involved from Northern Door as well as Northern Door YMCA (ND-YMCA) and Door Tran. Cathy represented SOTB at monthly cabinet meetings and planning of the ND-YMCA Health Fair. Carole represented SOTB on the planning committee for the CHIPs (Community Health Information Programs). In addition, Cathy volunteers to do blood pressure screenings at "Loaves and Fishes" held at Stella Maris once a month in Sister Bay and ND-YMCA, when requested.
- Don Pardonner and Judy Reninger continue "Tai Chi for Health" Tuesday and Thursday mornings. In addition, they organize a monthly breakfast outing for participants. Don and Judy started this program in 2002. Since inception there have been 265 persons who have tried and/or participated in Tai Chi since the program began in 2002.
- Kristen Demarinis continues with our "Moms and Babes" program. Kristen plans the celebration following baptism.

PARISH NURSING 2014

- Maintain the library in the H&W office.
- Update bulletins of upcoming events related to Health and Wellness programs available in Door County.
- Continued support of Northern Door Adult Day Services (a.k.a. The Open Door) and attend meetings on a monthly basis.
- Health and Wellness office hours Thursday's from 9-12 PM or as requested.
- Plan CPR/AED certification for members and non-members of SOTB. Fifteen people were certified or recertified in May.
- Obtained a new AED as well as trained on equipment by Chris Hecht, Fire Chief, Sister Bay/Liberty Grove. (Thrivent Financial provided the funding.)
- Arrange free transportation to medical appointments. Accompany church members to medical appointments, either offered or as requested.
- Provide general health education in our weekly church bulletin.
- Home visits and Nursing Home Visits and/or calls to members or non-members throughout the totaling 296. (This excludes December, 2014.)
- Participate in Caring Shepherds sending cards and delivering DVD's when needed.
- Mentoring of those interested in Parish Nursing or new to Parish Nursing.
- Writing for and receiving a "Matthew 25: Neighbors in Need" grant from the Thrivent Financial Foundation in efforts to support those in need in Northern Door.
- Disinfect wheelchairs, walkers and canes available in Coat Room. Keep bottles of hand sanitizer up to date, full and available throughout SOTB.

Respectfully submitted,
Cathy Johnson, RN, BSN



CARING SHEPHERDS

Be shepherds of God's flock...

1 Peter 5:2a

SHEPHERD OF THE BAY is fortunate to have so many caring members in our congregation. Five Committee members and fourteen of congregational members have dedicated some of their time to participating in the **CARING SHEPHERDS** Program. These Shepherds regularly offer to extend a connection to the members of our congregation who cannot attend church services on a regular basis. These Shepherds currently are serving over twenty of our members with phone calls and visits – taking and sending church bulletins and DVD's to them and offering their caring fellowship.

This is the fifth year of the **CARING SHEPHERDS** Program that is overseen by a **CARING SHEPHERDS COMMITTEE**. The members of this committee are: David and Cheri Boock, Cathy Johnson, Cliff Darken and Keith Wickert. This committee meets once a month to update the current needs of church members who need this service. The **CARING SHEPHERDS COMMITTEE** would like to thank all the members who have served over these five years as a **CARING SHEPHERD**.

The **CARING SHEPHERDS** Program continues with the project of making free DVD recordings of the first service available to members along with free DVD Players that can be checked out free for member use. The committee sends four DVD's a week to members who are out of state for long periods of time. Each week 16 to 20 DVD's are sent or given to our members. This project has been appreciated by those who have used this outreach of our church and we thank our committee members for the work they have done to make this project possible. The committee would like to thank Ken Bergner who assists with the DVD recording of services.

Cheri Boock, David Boock, Keith Wickert, Cliff Darken and Cathy Johnson

CARING SHEPHERDS COMMITTEE

SOCIAL SIX ANNUAL REPORT

SOCIAL 6 has been helping members meet members of our congregation for the past two years and will continue sessions this summer. Members signed up to participate and random drawings were made to compose groups of six who would meet once a month for three months with the main goal of getting know each other better. The only requirement is that the meeting center around any type of meal and activities could be included. This year 40 members were involved in one or both of the SOCIAL 6 sessions held beginning in April and going into September.



The comments continue to be very positive and we look forward to at least two **SOCIAL 6** sessions in 2015.

Cheri Boock, Carol Weber and Carole Bergner - **SOCIAL 6** COMMITTEE

Stephen Ministry Annual Report 2014

Stephen Ministry is a world wide one-on-one Christian Lay Ministry available to people that are experiencing difficult personal times.

Stephen Ministers at Shepherd of the Bay donated countless hours in formal and informal visits based on individual needs throughout the congregation and community. There are 15 active ministers in the congregation and one outreach minister at St. Paul's Lutheran Church in Juddville.

Stephen Ministers are also available after church services for prayer or just private words. If you know someone that would benefit from a visit from a Stephen Minister, please contact Barbara MacDonald, Referral Coordinator or Pastor Foster.

Your continued support and prayers for the journey of Stephen Ministers and care receivers are greatly appreciated!

Submitted for Stephen Ministry by
George S. Cobb
Stephen Leader
1/16/15

Guatemala Mission Trip

March 7-15, 2014, a team from Shepherd of the Bay had the privilege of serving the Lord through the organization Pray America, working with Mayan widows and orphans on a short term mission trip to Chichicastenango, Guatemala. The team was led by John & Nora Zacek. It consisted of 8 members of Shepherd of the Bay, 1 from Sister Bay Moravian and 3 others.

Our days were filled with various projects. We built 4 houses for widows and repaired and restored 4 other widow houses. We installed 4 water filter systems for healthier drinking water and 4 more efficient cook stoves in homes. We also helped at 3 separate feeding programs for children ranging from 150 - 250 kids. One afternoon, we helped fit 50 children with new shoes so the children would be able to attend school.

We took many items to give to the families including blankets, sweaters, school supplies, coloring books & crayons, small toys, stuffed animals, candy, frisbees and soccer balls. Most importantly, we interacted with the families to share the love of Christ. Our days were long, yet rewarding. There is still much work to be done.

Transition Committee Report

Shepherd of the Bay Lutheran Church
Balance Sheet

December 31, 2014			
Account Description	Actual	YTD	
		Jan 1 Bal*	Variance
ASSETS			
Current Assets			
Regular Cash	191,412	238,647	(47,235)
CD's	138,623	85,472	53,151
Debt Retirement Cash	60,741	65,070	(4,329)
Investments	2,580	2,579	1
ELCA Endowment Fund	150,440	141,191	9,249
ELCA Scholarship Fund	94,864	91,835	3,029
Prepaid Assets	(773)	-	(773)
Deposits with Vendors	-	-	-
Total Current Assets	637,887	624,794	13,093
Fixed Assets			
Church Building & Equipment	3,950,861	3,950,861	-
Construction in Progress	-	-	-
Total Fixed Assets	3,950,861	3,950,861	-
SOTB - Loans Receivable	199,829	199,829	-
TOTAL ASSETS	4,788,577	4,775,484	13,093
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Regular A/C Payable	9,545	10,238	693
Credit Cards	973	1,103	130
Accrued Payroll	10,000	10,000	-
Payroll Liabilities	3,068	3,361	293
Auxiliary Organization Cash	10,647	12,431	1,784
Outreach Payable	5,856	3,550	(2,306)
Benevolence Payable	13,536	17,344	3,808
Accrued Expenses	43,204	32,441	(10,763)
Miscellaneous Receipts	79,492	94,313	14,821
Unrestricted Funds	51,361	48,060	(3,301)
Restricted Investment Funds	222,444	219,415	(3,029)
Restricted Other Funds	276,328	260,932	(15,396)
Total Current Liabilities	726,454	713,188	(13,266)
Long Term Liabilities			
Thrivant Mortgage	632,780	690,599	57,819
SOTB - Construction Loan	74,829	74,829	-
SOTB - Parsonage Fund Loan	125,000	125,000	-
Total Long Term Liabilities	832,609	890,428	57,819
Total Liabilities	1,559,063	1,603,616	44,553
Equity			
Beginning Equity	3,171,869	3,171,869	-
Parsonage Loan Equity	-	-	-
Current Year Activity	57,644	-	(57,644)
Rounding	1	(1)	(2)
Net Income	0	0	0
Total Equity	3,229,514	3,171,868	(57,646)
TOTAL LIABILITIES & EQUITY	4,788,577	4,775,484	(13,093)

Shepherd of the Bay Lutheran Church

Shepherd of the Bay Revenue Statement	Year Ending December 31, 2014			
	YTD		Variance	LastYear
	Actual	Budget	Fav (UnFav)	
Income				
Regular Offering	387,479	369,000	18,479	360,489
Parish Nurse Giving	3,683	8,500	(4,817)	8,681
Debt Reduction Income	86,227	84,500	1,727	101,486
Mission Giving	1,792	2,500	(708)	2,562
YearEnd Surplus Transfer	16,272	16,272	-	33,753
Other Income	1,934	2,450	(516)	1,844
Total Income	497,387	483,222	14,165	508,815
Expense				
Ministry	23,577	26,200	2,623	21,432
Music	20,245	21,380	1,135	23,133
Operating Expenses	91,643	97,440	5,797	93,525
Office Expense	18,702	19,110	408	16,852
Outreach Ministry	18,420	18,420	-	18,345
Pastor (Salary & Expenses)	92,440	91,126	(1,314)	91,472
Other Salary & Payroll Taxes	120,134	120,994	860	116,795
Mortgage Payments	86,052	86,052	-	106,462
Mission Payments	1,790	2,500	710	2,562
Year End Adjustments	24,384	-	(24,384)	18,237
Total Expense	497,387	483,222	(14,165)	508,815
Net Income	0	0	0	0

Shepherd of the Bay Proposed 2015 Budget

	2014 Actual	2014 Budget	2015 Budget	Var2014A	Var2014B
Income					
Regular Offering	387,479	369,000	370,000	(17,479)	1,000
Parish Nurse Giving	3,683	8,500	4,000	317	(4,500)
Debt Reduction Income	86,227	84,500	86,052	(175)	1,552
Mission Giving	1,792	2,500	2,500	708	-
YearEnd Surplus Transfer	16,272	16,272	27,681	11,409	11,409
Misc Income	1,934	2,450	2,950	1,016	500
Total Income	497,387	483,222	493,183	(4,204)	9,961
Expense					
Ministry	23,577	26,200	26,950	(3,373)	(750)
Music	20,245	21,380	21,930	(1,685)	(550)
Operating Expenses	91,643	97,440	102,340	(10,697)	(4,900)
Office Expense	18,702	19,110	19,110	(408)	-
Outreach Ministry	18,420	18,420	18,420	-	-
Pastor (Salary & Expenses)	92,440	91,126	93,692	(1,252)	(2,566)
Other Salary & Payroll Taxes	120,134	120,994	122,189	(2,055)	(1,195)
Mortgage Payments	86,052	86,052	86,052	-	-
Mission Payments	1,790	2,500	2,500	(710)	-
Year End Adjustments	24,384	-	-	24,384	-
Total Expense	497,387	483,222	493,183	4,204	(9,961)
Net Income	0	(0)	0	0	0

Shepherd of the Bay - 2014 Benevolence & Outreach Payments

From Designated Outreach Contributions

Christmas Families	1,200	
Gaddes Benefit	31,546	
Northern Door Child Care (Swingathon Proceeds)	1,000	
Pray America (Shoe Donations)	1,647	
Word Made Flesh (Cami Goble)	3,000	
World Vision	635	
	<hr/>	39,028

Accrued Benevolence

St Paul's Lutheran Church (Phetsasamone Vannavog)	2,262	
	<hr/>	2,262

Samaritan Fund

1,971	
<hr/>	1,971

Other Benevolence

Bridges	1,750	
Crossways Camping Ministries	1,750	
Door County Habitat for Humanity	1,500	
Help of Door County	1,500	
Katie's Fund	1,500	
Koinonia Cupboard (Food Pantry)	1,500	
Northerd Door Adult Day Care	1,500	
Northern Door Child Care	1,000	
St Paul's Lutheran Church (Phetsasamone Vannavog)	2,738	
	<hr/>	14,738

Outreach Ministry

ELCA	11,220	
Latin America Mission (Ed Krebsky)	3,600	
Lutheran Social Services	500	
Reformation	2,400	
Scandia Village - for use by Chaplan	700	
	<hr/>	18,420

NDCD Fund (Thanksgiving Dinner)

Door County Secret Santas	<hr/>	2,751
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Total Benevolence and Outreach Payments

79,170

Note: The Church Council has authorized payments of \$13192 Benevolence and Missions to be paid in 2015.

Endowment Committee Annual Report 2014

The Shepherd of the Bay Endowment and the Endowment Committee are dedicated to providing long term financial support to maintain and further those ministries and outreach efforts which are both important and of interest to the members of this congregation.

The Endowment has an invested corpus as of November 30, 2014 of approximately \$150,000. (The 12/30/14 investment report has not yet been issued by the investment advisors.)

The Fund breaks down as follows:

General Endowment Supporting General Operations	\$47,000
Specific Ministry Support	\$32,000
Acorn Fund (Specific Ministry)	\$ 7,000
Women's Scholarship Program	\$64,000

During 2014 the Endowment Committee has refined the policies and procedures for the following:

- 1) The gift acceptance policy which delineates very broad parameters for the gifts it will accept.
- 2) The timing of the declaration and distribution of Endowment funds to the various ministries.
- 3) The assurance that any gifts to the Endowment will have long term impact by assuring their long term existence.

During 2014 the Women's Scholarship Fund has assisted in financing the education of a single mother so that she can advance her skill levels from an LPN to a full Registered Nurse and better provide for and support her family.

The Committee is planning a major community outreach program on Estate Planning for all generations to be held in the Fall of 2015.

Should you have any questions or wish to become a part of the legacy associated with the Shepard of the Bay Endowment do not hesitate to approach, call or otherwise contact a member of the Committee.

God Bless

Audit Report

SHEPHERD OF THE BAY CHURCH REPORT OF MEMBERSHIP

	<u>BAPTIZED</u>	<u>CONFIRMED</u>
A. MEMBERSHIP AS OF DECEMBER 31, 2013	750	612
B. Members received by:		
Baptism	0	0
Affirmation of Faith	5	4
Transfer	2	2
Confirmation	<u>7</u>	<u>7</u>
	14	13
Sub Total	764	625
C. Members removed by:		
Death	15	15
Transfer	11	11
Statistical Adjustment	<u>25</u>	<u>25</u>
	51	51
D. MEMBERSHIP: DECEMBER 31, 2014	713	574

WORSHIP LIFE OF SHEPHERD OF THE BAY LUTHERAN

Sunday Worship Services = 101

Holy Communion Services = 75 Sunday + 22 Saturday

Other Services = 12

Average Weekend Worship Attendance = 256

Saturday Worship Services = 22

Average Weekend Attendance:

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
296	302	319	289	301	304	326	295	285	279	256

STATISTICAL REPORT FOR SHEPHERD OF THE BAY LUTHERAN

Baptized members:

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
743	760	780	807	815	819	832	798	774	750	713

Confirmed members:

599	615	631	658	664	667	673	657	637	612	574
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PASTORAL ACTS FOR 2014

	<u>MEMBERS</u>	<u>NON-MEMBERS</u>
Baptisms	0	4
Confirmation	5	2
Weddings	3	4
Funerals	9	2