



ANNUAL REPORT FOR 2018

**Shepherd of the Bay Lutheran Church
Ellison Bay, WI**

ANNUAL MEETING SHEPHERD OF THE BAY LUTHERAN CHURCH
January 27, 2019

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2017 Shepherd of the Bay Church Annual Meeting

Held on January 28, 2018

Present: Members of the Congregation and Council Members

Church Council President, Grace Rossman, called the meeting to order at 9:45am. Pastor Honig opened the meeting with prayer.

Motion Tom Tuttle/Second Wally Brandt to approve the minutes from the 2017 Shepherd of the Bay Church Annual Meeting as reported and presented to the congregation; motion passed.

Treasurer, Ron Hupe presented the Treasurer's report for the year end 2017. Ron explained the breakdown of the balance sheet and the revenue statement. The budget for 2017 was -\$17,732 and we ended up at -\$21,952. He did report that December giving was up significantly and the amount of pre-paid offering is up considerably from last year. The endowment value at year end 2017 was \$315,793. There were no questions about the Treasurer's report. Motion Sue Krause/second Werner Krause to accept the 2017 Budget Report as presented. Motion passed.

Nominating Committee chair Grace Rossman opened by thanking Greg Casperson for his years of service on the Church Council. His leadership has not gone unnoticed and he will be missed. Grace continued by presenting the nominations for Church Council as follows:

Church Council: Cheryl Becht and Scott Eckdahl. Discussion=none. Motion by Jeanne Aurelius/second Bunny Sheahen to accept the church council nominations as presented. Motion passed.

Synod Assembly: Scott Henry

Nominating Committee: Grace Rossman and Greg Casperson

Endowment Committee: Dave Boock

Personnel: Stan Whiteman

Discussion=none. Motion made by Wally Brandt/second Kathy Schultz to accept the nominations for Synod Assembly, Nominating Committee, Endowment Committee and Personnel. Motion passed.

Pastor Honig spoke to the congregation before Ron Hupe, treasurer, presented the proposed 2018 budget. Pastor Honig offered up his thanks to Ron Hupe for his commitment to the church and his continual vision of money with ministry focus. He also offered his thanks to Grace Rossman and Greg Casperson for their years of service and leadership.

Ron Hupe presented the 2018 proposed budget to the congregation. It is a budget with no extra cushion. We feel it is a vision of what God is calling our Church /members to do in our ministries. The proposed budget shows a needed increase in giving of \$78,540. This proposed budget does not include any raises for staff this year. It does increase the amount we are giving to the ELCA church for the year. No questions from the congregation. Motion Tim West/second Ronnie Robinson to accept the 2018 budget as presented. Motion passed.

President, Grace Rossman informed the congregation that we would continue with the mid-summer informational meeting for our Church. The Constitution and bylaws are being re-written and will be reviewed at the summer meeting. 2017 was an eventful year for Council and the Call Committee. President Rossman thanked all of those members who were involved in the call process and thanked Pastor Honig for his service to our Church.

Pastor Honig gave a brief update on the Sanctuary Technology Committee. This committee is currently working on looking at the technology needs in our Sanctuary in regards to sound, projection, etc. Quotes are being compiled and reviewed. A report/update will be coming in the near future.

The meeting was adjourned at 10:08am and concluded with the singing of the Doxology and a prayer.

Respectfully submitted, Alicia Kropuenske, Church Council Secretary

Pastor's Report

They devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and the prayers. Awe came upon everyone, because many wonders and signs were being done by the apostles. All who believed were together and had all things in common; they would sell their possessions and goods and distribute the proceeds to all, as any had need. Day by day, as they spent much time together in the temple, they broke bread at home and ate their food with glad and generous hearts, praising God and having the goodwill of all the people. — Acts 2:42-44

The first few chapters of Acts are the story of the beginning of the Christian Church. Here at the end of the chapter, Luke tells gives us this short list of the things the early church prioritizes. I've always thought it to be a pretty good description of what the church today is called to do.

In the past year, our life of worship continues to be the very heart of our life together. We gather each week to hear the Word, to remember our baptism, and to be fed and nourished at the eucharistic table. We believe that it is there in the Sunday assembly that the Church is created as we hear the Word and are nourished at the table. Our music program continues to be a strong support for our worship life. In our music program, we celebrated the long and fruitful ministry of Gladys Austgen with a retirement observance in September. We then also experienced the passing of the baton from Gladys to Judith Jackson and Greg Beem, two exceptionally talented church musicians who are now sharing the responsibility for leading and guiding our music program. The Sanctuary Technology committee also recommended to the council and the council approved the recommendations to upgrade our sound system and to add projection technology to the sanctuary. That project has been funded by two generous gifts to the congregation, eliminating the need for any support from the annual operating budget. We also experienced the change of our worship time to 9:30 and ended the late service, a service which had been declining in attendance for some time and was facing increasing challenges for staffing. Those changes were, of course, welcomed by some and disappointing to other. Plans were made in 2018 for the launch of a new midweek service on Wednesday evenings. By the time of the annual meeting that service will have met twice; and by the time of the annual meeting for 2019, we will have determined the longterm viability of such a service.

Devoting ourselves to the apostles' teaching continues even outside our regular Sunday morning worship. A large chunk of my time is devoted to bible class and other learning opportunities. For the first half of 2018, the Tuesday morning bible class continued a study of the lessons for the following Sunday morning. In June, we began a study through the Gospel of John, a study which continues into this new year. Attendance has been good and steady throughout the summer and into the fall. Sunday morning Faith Formation has also experienced a steady and engaged attendance. Some of the highlights of that time: a study of the New Testament book of Ephesians, a study "Making Sense of the Cross," and a study of how the church cares for those experiencing mental illness. Thanks also to Ken Bergner for his regular leading of a bible class on Monday mornings.

All church work is relational, a truth embedded in the words that the early church devoted themselves to fellowship. I continued my work of meeting individually with both members and others in the community. The Social 6 program also helps us to know one another and build relationships. Thanks to Cheri Boock for her excellent shepherding of that program. Theology on Tap is another of our programs that has gone beyond the initial novelty of the gathering to a group that has become a community, of learning, fellowship, and mutual care. In June, the council spent a full day in retreat; the purpose of the retreat was to focus on understanding the work of a church council and how we could do that work better. And a secondary focus was to build the all-important relationships that foster doing that work well.

We learned also of the planned retirement of Jane Burress who leads our ministry to children, youth, and families. Jane has been an exceptional leader in the church, and we will miss her. The council has begun the work of searching for her replacement, work which will sharpen in focus in the first months of 2019.

2018 was a year of many funerals. We said farewell to many loved members of Shepherd of the Bay and others whose connection with the congregation was limited, but whose presence in the community was large. It is one of the most important ministries of our congregation to be able to walk with grieving loved ones and to provide at the time of death the comfort and strength that comes from our faith. It is also a ministry that Shepherd of the Bay does well.

I was thrilled to be able to spend significant time with our youth in the summer. I attended and led the bible studies for our confirmation students at Confirmation Camp at Imago Dei Outdoor Ministry Center. The time I spend with 11 of our middle school students was rich and rewarding. Then a week later I had the gift of accompanying 13 of our high school students and adult leaders to the National Youth Gathering in Houston, Texas. The gathering was fabulous as always and again, it was a rich and rewarding time of getting to know our high school students better.

We held our Fall Giving Campaign in October to help educate and encourage our members toward strong financial support for the ministry of Shepherd of the Bay. While the campaign was successful in terms of the number of increase in the amount pledged, funding the ministry will continue to be a challenge into 2019 and the years beyond. In order for the congregation to be financially stable in the long term, financial stewardship will have to be an area of our ministry to which we pay careful attention.

While there have been several changes in staff and leadership over the past year, I continue to be grateful to work with such talented and dedicated colleagues, both on the staff and on council. They have been a great support during as we seek to be faithful to God's call to ministry.

Finally, as the early church engaged in prayer, I ask for your continued prayers for me as your pastor, for the rest of our staff, for our congregational leaders, and for our entire congregation, that we might be faithful to our calling to be the church in the world.

Pr. Jim Honig

2018 Council President's Letter

This My Church Shall Be

When looking back at the past year in the church, I have come to realize that the saying "It takes a village" is so very true. On any given Sunday, there can be over 50 people involved before, during and after a service. It is inspirational to see all of the moving parts and pieces come together to make our worship time together as special as it is. Now, more than ever, we need to come together as one, as a whole and united congregation.

It is an exciting time at Shepherd of the Bay as we anticipate the new Technology System for our sanctuary and fellowship hall, we have a new "bus barn" and garden shed, a newly blacktopped parking lot and LED lighting. All of the funds for these projects were graciously donated by members of our congregation. How amazing is that. We are embarking on a new journey with our Wednesday evening Vesper Service. This will be an alternative to regular Sunday morning service - be sure to check it out.

A huge Thank You to my fellow council members - John S, Alicia K, Carl J, Jennie S, Scott E, Ron H, Cheryl B, Scott H, Barb M and Pastor. Thank you for your commitment and devotion to our church. We learned a lot about ourselves, our church, each other, change and that we all want to see our church thrive in the future. At one of our recent council meetings, we were asked to share a memory on how the church has impacted/affected your life. Each answer was completely different and moving and yet there was the common thread - This My Church Shall Be.

God Bless & Thank You
Holly Thomas, 2018 Council President.

Youth and Family Ministry Annual Report for 2018

“Be joyful always; pray continually; give thanks in all circumstances, for this is God’s will for you in Christ Jesus.” 1 Thessalonians 5:16-18 What a joy and privilege it is to partner with you in this ministry. My heart overflows with gratitude to God and to each of you, who in your own unique 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 & preschoolers meets weekly during the school year (average attendance 10-12)
- Wonderful Wednesday after school program meets twice a month during the school year for 1-6 grades (average attendance 14-16)
- Wonderful Wednesday five-week summer program for ages 3-4 through 6th grades (29 registered children this year)
- Confirmation Classes for 7-8th grade weekly during school year (18 youth)
- Senior High Youth Dinner and Devotions 9-12 grade twice a month during school year (average attendance 14-18)
- Friends in Faith Mentor Program for high school youth meets four times a year as a group.

Other Activities in 2018

- Junior High Synod Youth Gathering in Oshkosh
- Summer Camp for Confirmation youth through Crossways
- Senior High Synod Youth Gathering in Manitowoc
- Senior High ELCA Youth Gathering in Houston (14 youth, 3 adults)
- Wonderful Wednesday Activities: Sleep over, art project with Judi Nelson, butterfly tiles
- Senior High Youth Activities: Paper clip game, senior send off, Christmas party, Retreat sponsored by our synod for High school youth going to Houston
- Confirmation Activities: Campfire, Bowling, Christmas party
- Two family gatherings and devotions

Fundraisers:

- Pancake breakfast: \$822 for youth group mission trip
- Easter breakfast: \$978 for confirmation camp
- Thrivent Funds: \$250 gift card for Pancake breakfast supplies, \$250 gift card for Lenten meal supplies, \$250 gift card for Easter breakfast.
- Lenten meals: \$621
- Fall Challenge Bike ride: \$400.00 for high school youth
- Hey, Hey 5k run: \$200.00 for high school youth group

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

Preschool age: Fall party, Birthday party for Jesus, Beach Party,

Elementary age children:

- 54 school kits for Lutheran World Relief
- 7 quilts for the senior high 2018 graduates
- Donation of \$300.00 to NDYMCA summer lunch program by summer W.W.
- Visits to Scand Nursing Home to sing and share treats
- Snacks for Habitat for Humanity workers
- Clay tiles to benefit Peninsula School of Art and Northern Door Children’s Center

Confirmation youth:

- Led services for Lent.
- God's Work, Our Hands: clean up and trail maintenance at parks
- Clay tiles to benefit Peninsula School of Art and Northern Door Children's Center
- Helped with summer Wonderful Wednesday Program

Senior High Youth:

- 30 Hour Famine for World Hunger \$6000
- Volunteered at Bargains Unlimited, cleaned the church nursery, storage closet, and baby sat for a parent evening out.
- Care Packages to college freshmen
- Donation of children's books to the ELCA Youth Gathering Literacy Campaign and individual donations of money to the ELCA Global Farm Project
- Park clean up in Houston and painting a food pantry in Manitowoc

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)
- Prayer pillows for 3-4 year old's beginning Sunday school
- Blessing of the backpacks for the beginning of the school year
- Book for new readers in 1st grade
- New Bibles for 3rd and 7th graders
- Instruction and celebration 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 the church service and the Pray Ground in the sanctuary is updated seasonally. A newsletter is sent to parents of 1-3 year old's. Birthday and baptismal birthday cards are sent to all Sunday school age children. A Faith Formation website geared towards newborns-18 years old and parents is updated monthly and a Facebook page for adults and teens are used for communication weekly. Gabby Lettie and Payton Thomas represent the Green Bay Conference on the East Central Synod Youth Board along with adult representative Jed Omernick. Anthony Casanas and I represented the East Central Synod at the Youth Leadership Summit in Nebraska. Throughout the year I attend activities the children/youth are involved in and visit those who have been hospitalized.

Submitted with Praise and Thanksgiving, Jane Burress/Youth Minister

Sunday School

We had a lot of older children graduate out of Sunday School in 2018 and move into Confirmation classes. I had several of those children volunteer to help with both special events and weekly Sunday classes. We have a predominantly younger classroom this year.

Upon reflection Kristy Nelson Appel and I decided to forego a paid subscription based 2 year rotating curriculum to one we come up with based on Bible stories not often touched upon in these curriculums to give them more from the Bible. These lessons are being planned to correlate to the summer Vacation Bible School program to build excitement around attending that week long event in June. We are researching our crafts and science labs on the internet which I feel have been successful.

We continue to have a fluctuating attendance of 12-20 children of all ages on any given Sunday. We typically do a multi-age lesson instead of separating them by ages to give the older children the opportunity to mentor the younger children and build a giving and knowledgeable foundation for all.

2018's Christmas program was presented in two segments. The Christmas Story according to Luke was presented by the younger children giving them the opportunity to get a feel for Jesus' birth and the older kids presented the 12 Symbols of Christmas which gave them the opportunity to share how in our everyday traditions the Bible and God are very much the foundation of our actions.

Lynne Buchner and Kristy Nelson Appel are the co-teachers and leaders of the program. Student helpers have been Jamie Appel and Vanessa Demarinis. We have had several parents and grandparents sit in to help when needed.

The one struggle that needs to be addressed is coming into the age of technology. We present a short video at the beginning of each lesson as another visual aid of the story we are discussing. The computer we currently use is difficult to get up and running due to being outdated. It can take up to 45 minutes just to be able to get it to a searchable screen. With the update of the technology in the Sanctuary I would like to be able to utilize that more for our future programs.

Sunday School runs from 10:30 to 11:15 depending on how quickly children appear after the service. Overall I feel it is going well with just a couple of issues that need to be addressed in the upcoming year. A big thank you to all who have and continue to support the Sunday School.

Lynne Buchner

Vacation Bible School Report

The theme for VBS 2018 was "Caught by God's Love" and was the story of Simon Peter, the fisherman, who became a disciple of Jesus. Being a disciple of Jesus means following him by accepting his invitation. Jesus invites us through the Gospel message. He asks us to trust his love and forgiveness for ourselves. Peter had many "interesting" qualities, but in the end he was called not because of them, but because Jesus loved him, and Peter was willing to follow him.

The churches of Northern Door County partner on activities for the week and VBS is held at the First Baptist Church in Sister Bay.

As always, Shepherd of the Bay had a good turnout of adult volunteers and children. The Craft Committee is lead by Kristi Appel and Carol Omernick. Bruce Foster edited the skits and curriculum and Lynne Buchner directed the skits. We had many adults help with being tribal teachers, craft helpers, set up and taking down of the craft booths and tents, snack helpers, picnic lunch helpers and clean up crew. Thanks to everyone who supported this wonderful program.

Music Ministry

This has been a year of changes for the music team of Shepherd of the Bay. Our esteemed Music Director, Gladys Austgen, completed her 26th year of leadership and retired on September 2, 2018. Our church community celebrated Gladys' contributions to the musical life of Shepherd of the Bay during the worship service that morning and feted her in a gathering of friends and family, with a delicious luncheon menu and 26 chocolate cakes. During Gladys' years of ministry, the responsibilities of the Music Director were so far-reaching that her job needed to be shared by her two teammates, Principal Pianist Judith Jackson and Principal Organist Greg Beem, who assumed the leadership roles in the Sanctuary Choir and Handbell Choir ensembles upon Gladys' retirement in September. We continue to express our gratitude for this wonderful servant of the kingdom, Gladys Austgen.

A few words from Gladys:

Let the sea resound, and everything in it, the world, and all who live in it. Let the rivers clap their hands, let the mountains sing together for joy, let them sing before the Lord Psalm 98: 7-9

It has been a wonderful year considering all that happened. A grateful thank you to Judy Jackson and Greg Beem for taking over when I was hospitalized and the chemo days (daze) that followed. The Sanctuary Choir continued to sing every Sunday throughout the year and the Handbell Choir played a few times. In 2018 the music at Shepherd of the Bay expressed many styles: traditional hymns, contemporary gospel songs, sacred classics, etc.

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 2018:

The Gibraltar School Choir directed by Mary Bondeson; Kay Friedrich, flute (Margaret Thompson's daughter); Alicia Doudna, violin extraordinaire; Bobby Valentine, guitarist and singer; Eric and Ellen Olson, wonderful PMF oboe and viola players; Terry, Peter and Lori Everson, great PMF trumpets and violin; Dan Grantham, wonderful trumpeter; PMF horn players, Paul Bellino and Bradley Ward; our own Ann Birnschein, trumpeter; Ava Hitzeman, flute; Jack Hitzeman, pianist; PLUS the Sanctuary Choir members, too numerous to name individually and the many visitors who joyfully join our choir in the summertime. THANK YOU also to Lynne Buchner and the Sunday School Choir. It is so great to hear the young voices.

The Sanctuary Choir contributed their special gifts on Ash Wednesday, Maundy Thursday, Good Friday, Christmas Eve and Christmas Day. Besides our regular weekly choir schedule, the Sanctuary Choir presented two concerts at the Meadows in Sister Bay. THANK YOU CHOIR. It is a wonderful evening of music that all the residents enjoy very much.

A special thank you to the Concert Series Committee, headed by Greg Beem, for planning a wonderful 2018 special concert series. We are grateful to those who helped by sponsoring the concerts, attending and bringing your friends, being greeters, ushers, providing lodging and all those who helped with the receptions. THANK YOU.

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 Omega double grand piano. What a neat instrument. A thank you and an acknowledgment of gratitude to Peter Nehlsen for tuning and maintaining all the church pianos throughout these many years without ever submitting a bill to Shepherd of the Bay. Thank you to Greg Beem for keeping the organ in wonderful condition.

I wish to thank Shepherd of the Bay Lutheran Church for giving me the opportunity to serve the Lord with music. It has been a real joy to work AND worship here since 1992. I hated to retire, BUT health issues needed to be addressed. I am SO THANKFUL for Judy Jackson and Greg Beem who have done a marvelous job. I ask for your prayers for the music department as we Walk worthy of the vocation to which we are called, with all lowliness and meekness, with long-suffering, forbearing one another in love. Ephesians 4:1-2

A few words from Greg:

It has been a privilege to once again hear the Handbell Choir as they ring forth the joyful sound of our handbells. Most recently, we had the opportunity to hear the bells perform on Christ the King Sunday and on Christmas Eve. A big thank you to our handbell ringers for willingly giving their time and hands to make the bells a meaningful part of our worship here at Shepherd of the Bay. We would like to see the handbell ministry continue to grow this coming year and that means we could always use a few more ringers. If you have an interest in becoming part of the SOTB Handbell Choir, please contact Greg Beem.

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And finally, a few words from Judy:

With gratitude, humility and sense of awe, I accepted the position of Sanctuary Choir Director on September 3, 2018. For twenty-six years, Gladys Austgen was an inspiration to the musical life of Shepherd of the Bay and gathered singers, instrumentalists and music lovers to embrace the Music Ministry of this church. Her invitation to share their gifts of music was offered to friends and strangers alike and served to widen the reach of the musical impact of Shepherd. Strangers became friends under Gladys' generous leadership and together they created something greater than themselves.

So we are continuing to reach out through our music offerings to enhance the worship experience at Shepherd of the Bay and throughout the community. During the 2018 Lenten season, a small ensemble of singers prepared special music to contribute to the Easter Vigil service, shared jointly with members of St. Luke's Episcopal Church in Sister Bay. The Sanctuary Choir has been accompanied by the Handbell Choir on two separate occasions this year. Four generous singers presented special music for the Christmas morning service at Shepherd of the Bay. Sanctuary Choir members have sung solos, a star basketball player was outstanding as a tambourine player for an anthem one Sunday morning, an Irish drum and various percussion instruments have enhanced anthems and hymns on many Sundays and the Sanctuary Choir continues to explore singing A Cappella (with no accompaniment, singing solely with the beauty of their voices). These are exciting times in the music ministry of Shepherd of the Bay.

Our invitation to come and join us is sincere and heartfelt. God has given us many gifts. One of the best ways to express our gratitude for God's generosity is to share our gifts with the community. Come join us with your voices, bring your instruments, share your talents with the community. We will welcome you into the warm embrace of the musical life at Shepherd of the Bay. Soli deo gloria.

Judith Jackson, Principal Pianist and Sanctuary Choir Director

Worship & Music Committee 2018 ANNUAL REPORT

For so many of us, Shepherd of the Bay is that special place where we come together, week after week, to lift up our praise and thanksgiving to the God of our salvation. We come to worship the Lord of Life who gives us new life through the redemptive work of the Cross. Within this context, we find a place where we can share life's joys and sorrows and lift one another up in prayer. Each week we are fed in Word and Sacrament so that our faith might be built up to better serve one another and the world around us. It is for this reason that Shepherd of the Bay Worship and Music Committee desires to bring to our church community a worship experience that is meaningful to each of us.

When it comes to the worship life of our congregation, so many tasks go on behind the scenes in order to accomplish this: the recruiting of readers, ushers, communion assistants, and sound system and video operators; making sure the flowers are in place and that communion is set up. As we move through the church year, we see the look of the sanctuary periodically transformed as banners, altar clothes and various other decorations change to reflect the season. Finally, there is the weekly task of planning and preparing the liturgy and music that will lead us through our time of worship each week. To all who make this possible, a big word of appreciation goes out to you.

A special word of appreciation must go out to our friend and former music minister, Gladys Austgen. Upon her retirement in September, we had the privilege to celebrate Gladys' 26 years of music ministry here at Shepherd of the Bay. Over those 26 years, she has been a moving force in building the music ministry that we all see and experience today here at Shepherd of the Bay. Her love for the Lord, sensitivity to music, and inspiring sense of humor have been important factors in shaping the worship experience that we have all come to know. Thank you, Gladys!

Shepherd of the Bay takes on many forms when it comes to outreach and evangelism. One form that falls under the supervision of the Concert Series committee, a subcommittee of the Worship and Music committee, is the Concert Series that Shepherd of the Bay provides to our community each year. During this past year, we saw the return appearance of the Chicago Lyric Singers, and heard performances by singer/songwriter Bobby Valentine as well as the Milwaukee Handbell Ensemble under the direction of Dr. John Behnke. We also heard organ performances by Ms. Katy Moss of Messiah United Methodists Church in Plymouth, Minnesota and myself, Greg Beem, of Shepherd of the Bay. Each of these events come with much planning, implementation, and expense. The fact that these concerts are so well received by our community makes the time and effort well worthwhile.

As we continue to move forward, we look with excitement to see how God will use Shepherd of the Bay to help in building up the faith of His people. And, as we move forward together, let us continually be aware that worship is a work of the people of God and is not owned by any particular individuals or committee. As you have questions or suggestions that arise, please feel free to share them with me or anyone on the committee. *Soli Deo Gloria.*

Respectfully submitted by
Greg Beem

Women of the ELCA

2018 Annual Report

This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples. John15:8

PURPOSE and COMMITMENT of the Shepherd of the Bay Women of the ELCA:

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 the Women of the ELCA, Women of Shepherd of the Bay 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 Women of the ELCA
- d. Designate leadership that shall be in communication with the synodical and church wide women's organization.

Our Unit of WELCA conducted an Annual meeting on December 4th to elect officers to the Board of Directors, adopt the budget and calendar for 2019 and disburse the funds generated from projects to missions.

2019 Officers:

- President: Pat Skogsbakken
- Vice President: Grace Rossman
- Secretary: Barb Tuttle/Karen Wilkinson
- Treasurer: Cathy Mangan/Carole Bergner

Board Member Chair Persons (Appointed not elected):

- Membership: To be appointed
- Education: Carole Bergner
- Social: To be appointed
- Events: To be appointed
- Missions: Barb Tuttle

2018 IN REVIEW

EVENTS

SPAGHETTI SUPPER held July 28. Grace Rossman and Cheri Boock chaired the committee and had a volunteer crew of 25+ members to work. 135 people were served.

GARDEN BOUNTY HARVEST TABLE: Every Sunday – July through October- a table was set up in the Fellowship Hall for anyone to bring and/or purchase garden vegetables or plants.

SOCIAL

SCANDIA BIRTHDAY PARTY held February 22 with Virginia Henz chairing the event.

CHRISTMAS LUNCHEON held December 11 with 43 guests. The luncheon was catered by Bill Fairchild and David Daubner. Sue Dauber was the event chairperson. The theme was a Door County Christmas. Food for the SOTB food pantry was collected.

MISSIONS

MISSIONS PROJECTS GROUP meet on Thursdays (November-May for quilting). They completed 146 quilts. Most went to Lutheran World Relief. Some were donated to HELP of Door County, Feed my People and Reformation Lutheran Church in Milwaukee. Nine quilts were kept at SOTB to display in the fellowship hall seasonally. During the summer a group gathered to knit items for the Boys and Girls Club. Over 200 hats, scarves and mittens were made. Hats, scarves and mittens were also donated to Just Door County (warmth for winter program).

CHANGE BUCKET: Donations from the Change Bucket were used to purchase gift cards to the Piggly Wiggly to give to people in need. Carol Omernick distributes these.

SEPTEMBER MISSION FEST: Held on September 11 with a Pot Luck Lunch and a program presented by Amy Kohnle from United Way of Door County.

MEMBERSHIP

ROSE CLUB committee members remembered women of SOTB on their 90th or more birthday by presenting them with a rose. 8 members received a rose in 2018. A service was started in 2018 to acknowledge the birth of a baby with a rose on the altar. We had 2 births in 2018.

SOCIAL SIX groups were formed in the summer. They meet once per month for fellowship and a meal.

MEAL MINISTRY (formerly service group)-Five meals were prepared for members experiencing health issues, a death in the family or birth of a baby. Some meals were offered but not accepted.

PRAYER CHAIN committee members sent prayer requests, with consent, via e-mail or phone notifications. The WELCA Prayer Chain is chaired by Bonnie Hanson.

PRAYER SQUARES- The small knitted or crocheted squares are in a basket in the Narthex. They are free to all to use as a reminder to pray for someone.

MEMBERSHIP INFORMATION is available through the church directory, Parish Door Newsletter and the WELCA web site available via the Church web site. Also, brochures containing information about the SOTB unit of Women of the ELCA are available on the WELCA bulletin board.

CONFIRMATION GIFTS: Handmade wooden "JESUS" Plaques were given to each newly confirmed member in May.

The Women of the ELCA met in December to disburse the funds generated from our projects for 2018.

<i>DOOR COUNTY DONATIONS:</i>	<i>\$2796.45</i>
<i>WISCONSIN DONATIONS:</i>	<i>\$200.00</i>
<i>INTERNATIONAL DONATIONS:</i>	<i><u>\$974.00</u></i>
TOTAL	\$3970.45

THANK YOU to the WELCA Board members and the Women of the ELCA members (and spouses) who planned, organized, and worked the many social and fundraising events and educational opportunities. Your donation is much appreciated and has blessed many people.

Pat Skogsbakken-Women of the ELCA President 2018

		WELCA TREASURER'S REPORT		
as of DECEMBER 31, 2018		2018 TOTALS	INCOME	EXPENSES
ACCOUNT BALANCES	1/1/2018	BEGINNING BALANCE	\$44.74	
\$2,513.24		QUILTER'S GROUP		
		beginning BALANCE	\$1,612.92	
		FOR BATTING		\$110.75
		supplies		\$133.37
		shipping	\$558.70	\$267.75
		shipping sweaters		\$46.51
		HOEKSTRA MEMORIAL	\$800.00	
		a MEMORIAL	\$100.00	
		FUND RAISERS		
		SPAGHETTI DINNER	\$2,636.00	\$275.03
		COOK BOOKS	\$10.00	
		DISH CLOTHS	\$109.00	\$130.80
		GARDEN BOUNTY	\$151.86	
		MISSIONS		
		40 DAYS OF GIVING	\$456.25	\$456.25
		GUATAMALA TRIP -		\$250.00
		LUTHERAN WORLD RELIEF		
		ELCA WORLD HUNGER		\$1,000.00
		HELP OF DOOR COUNTY		\$500.00
		SECRET SANTA PROJECT		\$400.00
		MINISTRY (KATIE'S) FUND		
		FAMILY SERVICES OF DOOR COUNTY		
		REFORMATION CHURCH		\$200.00
		ST PAULS MILWAUKEE		
		GLOBAL HEALTH		\$250.00
		WORD MADE FLESH		
		CHANGE BUCKET	\$657.19	\$635.00
		NORTHERN DOOR HEALTH & WELLNESS		
		GOOD SAMARITAN OF COLUMBIA		
		MISCELLANEOUS		
\$93.84		MEAL MINISTRY	\$105.29	\$11.45
		ROSES	\$64.19	\$64.19
		CONFIRMATION GIFTS		
		RETREAT		
		CHRISTMAS LUNCHEON 2018	\$615.00	\$564.00
		CHECKS		
		BANK FEE OR INTEREST	1.67	
	12/31/2018	TOTALS	\$7,922.81	\$5,295.10
				\$2,627.71
			QUILTER'S BALANCE	\$2,513.24
			WELCA BALANCE	\$114.47
				Checkbook balance

SHEPHERD OF THE BAY WELCA								
MISSION DONATIONS								
		2012	2013	2014	2015	2016	2017	2018
MISSIONARIES								
	Esdras & Karen Krebsky Latin America	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	0.00	0.00
DOOR COUNTY DONATIONS								
	Help of Door County Ministry Fund	400.00	500.00	400.00	300.00		275.00	1,000.00
	SOTB Parish Nurse	200.00	250.00	200.00	200.00		640.00	400.00
	SOTB Parish Nurse	250.00	250.00					
	Koinonia Kupboard from Penny Jar	3,071.42	350.00	250.00	220.00	795.69	555.00	260.00
	Feed My People	166.18	150.00	50.00				
	Guatamala trip			500.00	700.00	300.00		250.00
	Scandia Village Capital Fund Drive		500.00	750.00				
	Secret Santa					1,000.00	300.00	500.00
	Matthew 25 Norhtern Door Health & Wellness				200.00		100.00	
	Family Services of Door County				180.00			
	Sten Kordon Benefit Fund					1,602.00		
	SOTB MEAL MINISTRY					90.00		11.45
	PIGGLY WIGGLY CARDS							375.00
WISCONSIN DONATIONS								
	Reformation Lutheran Church Milwaukee	300.00	400.00	300.00	150.00		200.00	200.00
	Phetsamone Vannanong Laosian	250.00	300.00	250.00	150.00			
INTERNATIONAL DONATIONS								
	WOMEN OF ELCA - Phebe Hospital & School of Nursing Liberia						750.00	
	ELCA WORLD HUNGER					1,129.00	330.00	456.25
	Lutheran World Relief	250.00	500.00	750.00	700.00		436.00	
	Word Made Flesh		500.00	300.00	200.00			
	Selian Lutheran Hospital - Tanzania	350.00	400.00	100.00	200.00		200.00	250.00
	Good Samaritan for women & children in Columbia	125.00	250.00				250.00	
	LWR - Quilt shipping	421.40	500.00	460.00	452.50	714.24		267.75
	LWR - Care Kit Shipping		265.00	267.00	212.00			
	Mother Bear Project Shipping					255.00		
	TOTAL	6,984.00	6,315.00	5,777.00	5,064.50	7,085.93	4,036.00	3,970.45

Outreach Committee Report

The council formed a new committee this past year to promote and coordinate outreach in our community by connecting SOTB church members with various needs in the area. Two programs currently fall under this committee- BRIDGES and HELP of Door County.

SOTB sponsored two of nine summer BRIDGES events for the foreign student workers. The first event was held at Newport State Park and featured a picnic, a hike in the woods, and a bike safety program. The second event was at SOTB. A meal was served, students road segways, printed with leaves, and learned about our pipe organ. Events are well attended with nearly 200 people at each event. Our church community generously offered their time and baked goods. Thrivent donated seed money of \$250. The church bus using volunteer drivers transported students for 4 of the events BRIDGES has been a wonderful opportunity for interaction between foreign workers and our local community.

HELP of Door County uses an office at the church one day a week during daytime hours to assist local residents with relationship issues. SOTB's contribution at this time is usage of the space. Services to the clients are free of charge and confidential.

Submitted by Barb Meyer

2018 World Marketplace

World Marketplace is still looking for someone to take over this project with lots of ideas and energy to carry on Shepherd of the Bay's 30+ year tradition of reaching out to artisans all over the world in an effort to help create economic freedom in countries repeatedly dogged by political unrest, poverty, famine and climatic disaster.

In the meantime, Carol Omernick has taken over the ordering of Fair Trade Coffee, Chocolate bars, etc. We now offer 14 different kinds of ground coffee including seasonal coffees from Guatemala, individual K-cup Coffee, 15 different kinds of Chocolate Bars and 7 different kinds of Tea.

The World Marketplace is still in the old Sunday School Office. It is open whenever the church is open and people are free to browse at their convenience. The church has gathered a number of pieces through SERRV and Comite Artisanl Haitian (CAH). These two organizations provide essential equipment, training, and marketing so low income artisans and farmers can design and create new products and find new markets for their work. Your purchase of their unique artwork is just one small way to help put money directly into the pocket of artists.

A special sale was held in the month of December. Proceeds from the sale this year will be divided in three ways;

1 - through SERRV to East African nations suffering famine from drought followed by destructive, torrential rains

2- through Lutheran Disaster Relief fund to those suffering the effects of hurricanes.

3- for Shepherd of the Bay annual spring mission trip to Guatemala.

Even though the World Marketplace is smaller in scale, our main goal is still to help struggling artists around the world.

Submitted by by Carol Omernick

Guatemala Mission Trip

Guatemala Short term Mission Trip 2019 continued for the fifth straight year with Pray America/Manos de Jesus. We had 4 members of Shepherd of the Bay Church plus 3 friends and relatives join us on the trip. We partnered with Peace Lutheran in Antigo, WI for a total of 13 people.

We shared God's love with many families. Four homes were built for Mayan women and children. Later in the week, we returned to those families and washed their feet and brought them new shoes and socks. It was nice to be able to revisit and serve the same families. We installed 4 cook stoves for families to improve health and safety as well as to conserve wood, which is costly. We supplied each home, we visited, with an audio bible in their native language, solar light, and a bag of clothing, school supplies and some food.

We visited the 3 families we sponsor during the year. We took all the families some much need supplies. Members of our group also chose a 4th family to sponsor. To the staff at Manos de Jesus, our team is referred to as "Team Sponsor" because every member of the team is involved in sponsoring a family.

50 School children were fitted and given shoes made on site. We assisted at evening feeding programs which fed children spiritually as well as physically. There are 3 Program sites which serve 150-250 children nutritious meals twice per week.

We prayed, played and shared the gospel. With the support of Congregation, the mission group was able to touch many lives for Christ.

We raised money by staffing water stations at various races in Door County, a booth at Marina Fest and Fall Fest in Sister Bay, Lenten Meals, and donations by SOTB members.

In His service, John & Nora Zacek

Stephen Ministry Annual Report 2018

Stephen Ministry is a world wide one-on-one Christian Lay Ministry available to congregations and communities which began at Shepherd of the Bay in 2001.

To date there have been 10 Stephen Leaders and 35 Stephen Ministers trained and active in the Shepherd of the Bay Congregation/community.

The last class of 7 Stephen Ministers were commissioned in 2017. The classes and training consisted of learning listening skills, assertiveness training, crisis theory, confidentiality and the process of Christian Care- giving.

During 2018, Stephen Ministers at Shepherd of the Bay donated numerous hours in formal and informal visits based on individual needs throughout the congregation.

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 Stan Whiteman or any Stephen Minister.

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



Shepherd of the Bay Annual Report 2019

Building and Grounds Committee

Thank you to;

JDF Construction and Joel Thomas for keeping our parking lot, driveways and sidewalks clear of snow and ice.

Joel Thomas for keeping the church mechanical systems functioning and in repair.

Garden Club for keeping our grounds so beautiful.

Dennis Voight and Glen Rossman for keeping the lawn tractor and mowers in repair.

Kim Maedke-Shumway for keeping the building clean.

Various volunteers throughout the year helping to maintain our building and grounds.

Our building suppliers that help us keep the building and grounds in good condition; A&A Fire & Security, Action Electric, Culligan, Eagle Mechanical Inc, Ferrellgas, Going Garbage, JWC Building Specialties, Lakeshore Waste Systems, Pane Relief Window Washing, Reinhard Plumbing, Steamgard, TruGreen, Vans Fire & Safety, Warner-Wexel LLC, Wil-Kil Pest Control.

Garden Club – Thank you to Dwight and Linda Davis, and Scott Thies for leading the weekly grounds keeping efforts with their band of weekly volunteers, We receive many positive comments on the grounds from our members and visitors.

Building & Grounds Committee – Thank you to the members of the Committee, Jon Hansen, Karl Omernick, Scott Thies, Joel Thomas and our recent addition Eloise Lindem for their service on this committee.

Building Repairs – for 2018

- **Well Water** - In June bacteria was found in our water. The source of the problem was found to be a stagnant section of water above the sampling point. The plumbing was corrected and the well chlorinated resolving the problem.
- **Hard Water Leak** - Hard water supplied the outside faucets and the narthex drinking fountain. A leak was determined to be under the sanctuary floor, so the hard water circuit was eliminated by making some plumbing changes. The narthex drinking fountain is now soft water.
- **Window Treatments** - The pleated shade on the right side of the alter was operating very hard. One of the blinds in the parlor did not operate and was be repaired. The curtain rod in 2nd floor restroom was replaced.
- **Lawn Tractor** - A new fuel pump was installed.
- **New shelf** - was added in Carol's office closet for additional storage.
- **Sidewalk Seams** –2 sidewalk squares that had settled causing a potential tripping hazard were replaced
- **Trinity Bell Tower** - in the front yard was painted.
- **HVAC** – Replaced the thermostat in the Nursery. Snow from the April blizzard blew into the furnace fresh air intake causing a shower when it melted at the back of the sanctuary and loosening the floor tile in the 2nd floor furnace room. A blocked condensation drain caused an AC condensation leak in the back of the sanctuary. The furnace that supplies the Choir Room and Music Director's office was repaired to replace a frozen motor bearing. 2 weeks later this same furnace failed due to a cracked heat exchanger. Dampeners in the ducts feeding the choir room were adjusted to force more heat into the back hall and Music Director's office. Replaced a fan belt on the exhaust fan for the rear restrooms.
- **Carpet Cleaning** – The carpeting in the Fellowship Hall, Narthex, Front Entrance, Main Office Hallway, Rear Entrance and Main Stairway was steam cleaned in late August.
- **Outside Lighting** – The outside ground lighting is controlled by timers and a photo cell. A faulty photo cell was replaced. Burnt out ground lights were replaced before Christmas.
- **LP Tank Leaks** – The Garden Club smelled LP around the LP tanks. No safety concern was found, however 2 of 3 pressure gages on the 3 tanks were leaking. One tank was fixed, the other could not be fixed so that tank was replaced.
- **Inside Fall Work Day** – All the ceiling lighting fixtures (1st & 2nd floor) outside the sanctuary were “de-bugged” and the lenses cleaned. All the sanctuary pews and chairs were cleaned and vacuumed.
- **Picnic Tables Power Washed** – All the picnic tables were power washed at the end of the season and were moved into the new Bus Garage, Garden Club Bay for winter storage.
- **Music Director's Office** – painted.
- **2 Exit lights** - replaced
- **Stored Old Electronics** – recycled.
- **Digital Audio-Visual System** – Wiring for the new system was started in December.

Major Projects –

•**Bus Barn/Garden Club Storage** – thanks to a very generous donation a new much needed garage was constructed to house our shuttle bus, lawn care equipment and provide general dry storage. Fully complete, except for landscaping. In July, 2017, a gift was given to the congregation to address the needs of technology in the sanctuary. Conversations with the donor led to the agreement that the council would appoint a task force to investigate these possibilities and make a report to the council, who would make the final decision about how to proceed.

To Come in 2019 –

•**Digital Audio-Visual System** – Thanks to 2 very generous donations a new digital sound system combined with a new visual display system will be installed in January. Both systems will include the Sanctuary and Fellowship Hall.

•**Sanctuary and Narthex Lighting** – again a donation is allowing us to replace the current incandescent lighting in the sanctuary and fluorescent lighting in the narthex with new LED lighting. This should help reduce our electricity bills.

If members have any concerns or suggestions regarding the building, grounds or housekeeping, please contact me or a member of the Committee.

It is an honor and privilege to Chair the Building & Grounds Committee serving the members of this church. Without the help from the Committee, those listed above, volunteers along with the patience and understanding of the members, none of this would be possible.

Thomas Tuttle - Chair Buildings and Grounds

Technology Committee

In July, 2017, a gift was given to the congregation to address the needs of technology in the sanctuary. Conversations with the donor led to the agreement that the council would appoint a task force to investigate these possibilities and make a report to the council, who would make the final decision about how to proceed.

The council then drafted a task force charter and enlisted members to serve on that task force. The formation of the task force was announced to the congregation at the semi-annual meeting in August 2017, and regular updates were provided to both the council and the congregation, including an update at the annual meeting in January 2018.

In the beginning the task force outlined the potential scope of the project. Throughout this process the task force was in conversation with each other, with members of the council, members of the congregation, and persons from other congregations, as they sought to provide the best possible outcome for Shepherd of the Bay. There was early agreement among the members of the task force that the sound system needed an upgrade. The task force members also agreed that a system of fixed cameras to provide a video record of Sunday morning was important. Providing a video playback/projection system in the Fellowship Hall was also deemed a priority. A consensus also emerged that a video projection system could be a great gift and asset to the ministry at Shepherd of the Bay.

It was a challenge to keep the various vendors on task and to get responses to requests for modifications to their original proposals. In the end, the task force recommended to council that the proposal from Camera Corner in Green Bay be accepted.

However, the proposal for completing the entire project exceeded the amount of the original gift. So, the recommendation was made to proceed with the upgrade of the sound system and the installation of a video camera system, with the rest of the project to move forward when the funds were available. Shortly after that decision was made, a donor came forward to cover the remaining cost of the project. The council agreed to accept that gift and move forward with the entire project immediately.

Installation began on January 21, 2019. It is projected that we will begin the learning curve of using the new system by the date of this annual meeting.

Scott Henry

ENDOWMENT COMMITTEE – 2018 REPORT

This last year, 2018, started on a high note. A substantial gift received in late December of 2017 and recorded in January 2018 resulted in the maturing of one of the “Mustard Seed Funds” allowing for its’ first declared distribution benefiting the music program. (The only remaining “Mustard Seed” fund is the Casperson-Buchholtz Fund for Buildings and grounds.)

The Endowment received over \$27,000 of gifts during 2018. Thank you all who contributed.

During the year the Committee presented to the Church council a proposal for the funding and operation of an Endowed Reserve Fund dedicated to providing funding for future major repair and replacements of fixed assets.

The Committee, for the fourth consecutive year, declared a distribution from the “Fund” payable in the future year. The amount payable in 2019 is detailed below:

General Purpose	\$ 2,300
Youth Programs	900
Missions	1,600
Music	<u>100</u>
	<u>4,900</u>
Scholarship	<u>8,200</u>
Total Distribution	\$ <u>13,100</u>

This years’ distribution is the fourth year in a row that the total has increased. Over the last four years the Endowment distributions have totaled just short of \$50,000

The raucous volatility of the financial markets during the last six weeks of 2018 spared no-one including the SOTB Endowment Fund. Happy to say much of the down-fall has been recouped as the financial markets behaved in a more normal manner during the early part of 2019.

We all thank Bill Matson for his years of service on the committee and wish him well in his future endeavors. The committee members thank all who contributed to the Endowment and remind everyone that all area of interest funds are open to receive contributions and the Fund is always ready to open/create new funds and to receiving additional gifts.

Werner Krause

Shepherd of the Bay Lutheran Church
Balance Sheet

		December 31, 2017		
Account Description		Actual	YTD	
			Jan 1 Bal*	Variance
ASSETS				
Current Assets				
	Regular Cash	204,413	171,315	33,098
	RBC MM & CD;s	81,806	205,678	(123,872)
	ELCA Endowment Fund	290,387	298,131	(7,744)
	Prepaid Expenses	-	0	-
	Deposits with Vendors	-	0	-
	Total Current Assets	576,606	675,124	(98,518)
Fixed Assets				
	Church Building & Equipment	4,017,365	3,950,861	66,504
	Construction in Progress	-	-	-
	Total Fixed Assets	4,017,365	3,950,861	66,504
	SOTB - Loans Receivable	-	-	-
	TOTAL ASSETS	4,593,971	4,625,985	(32,014)
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
	Regular A/C Payable	7,862	7,002	860
	Credit Cards	1,326	170	1,156
	Accrued Payroll	-	-	-
	Payroll Liabilities	1,978	3,616	(1,638)
	Auxiliary Organization Cash	7,063	7,311	(248)
	Outreach Payable	150	3,005	(2,855)
	Benevolence Payable	133	13,480	(13,347)
	Accrued Expenses	21,457	19,435	2,022
	Miscellaneous Receipts	70,696	88,246	(17,550)
	Unrestricted Funds	64,450	49,270	15,180
	Restricted Other Funds	393,992	416,522	(22,530)
	Total Current Liabilities	569,107	608,057	(38,950)
Long Term Liabilities				
	Thrivant Mortgage	386,815	443,849	(57,034)
	Total Long Term Liabilities	386,815	443,849	(57,034)
	Total Liabilities	955,922	1,051,906	(95,984)
Equity				
	Beginning Equity	3,574,040	3,574,079	(39)
	Current Year Activity	-	-	-
	Thrivant Loan Equity	57,034	-	57,034
	Bus Barn	66,504	-	66,504
	Rounding	-	-	-
	Net Income	(59,529)	-	(59,529)
	Total Equity	3,638,049	3,574,079	63,970
	TOTAL LIABILITIES & EQUITY	4,593,971	4,625,985	(32,014)

**Shepherd of the Bay Lutheran Church
P L Statement**

		Year Ending	December 31, 2018		
		YTD		Variance	
		Actual	Budget	Fav (UnFav)	LastYear
Income					
	Regular Offering	406,622	487,254	(80,632)	409,879
	Other Income	7,950	9,400	(1,450)	8,235
Total Income		414,572	496,654	(82,082)	418,114
Expense					
	Worship	7,258	6,900	(358)	5,249
	Debt Service	86,052	86,052	-	86,052
	Caring for Building & Grounds	73,564	97,200	23,636	75,092
	Benevolence	18,460	21,700	3,240	13,170
	Administration	16,078	21,000	4,922	24,729
	Staff	254,797	244,152	(10,645)	221,159
	Faith Formation & Other Programs	17,892	19,650	2,240	17,731
Total Expense		474,101	496,654	22,553	443,182
Net Income		(59,529)	0	(59,529)	(25,068)

Shepherd of the Bay Proposed 2019 Budget

				2018	2018	2019	
				Actual	Budget	Budget	Var2018A
Income							
	Regular Offering			406,622	487,254	412,494	5,872
	Additional Giving/Income			7,950	9,400	9,300	1,350
Total Income				414,572	496,654	421,794	7,222
Expense							
	Worship			7,258	6,900	5,650	1,608
	Debt Service			86,052	86,052	86,052	-
	Caring for Building & Grounds			73,564	97,200	87,688	(14,124)
	Benevolence			17,941	19,700	20,500	(2,559)
	Administration			16,078	19,000	17,500	(1,422)
	Staff			254,797	244,152	256,003	(1,206)
	Faith Formation & Other Programs			17,892	19,650	17,650	242
Total Expense				473,582	492,654	491,043	(17,461)
Net Income				(59,010)	4,000	(69,249)	(10,239)

2019 Budget Summary

Shepherd of the Bay Lutheran Church

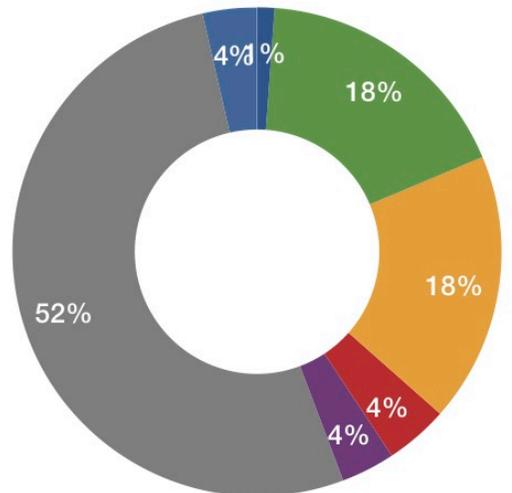
PROJECTED INCOME — 2019

Regular offering	\$412,494
Additional giving/income	\$9,300
TOTAL INCOME	\$421,794

2019 MINISTRY BUDGET

Worship (including the Music Program)	\$5,650
Debt Service	\$86,052
Caring for Our Building and Grounds	\$87,688
Benevolence	\$20,500
Administration	\$17,500
Staff	\$256,003
Faith Formation and Other Program Expenses	\$17,650
TOTAL EXPENSES	\$491,043

Expenses as Percentage of the Whole



- Worship (including the Music Program)
- Debt Service
- Caring for Our Building and Grounds
- Benevolence
- Administration
- Staff
- Faith Formation and Other Program Expenses

Shepherd of the Bay - 2018 Benevolence & Outreach Payments

From Designated Outreach Contributions

Help of Door County	298	
Bridges	225	
ELCA - Hurricane Relief	350	
1 Samaritan Payee	500	
		1,373

Accrued Missions

Bridges	500	
Crossways Camping Ministries	944	
Help of Door County	944	
Katie's Fund	994	
Koinonia Cupboard	944	
Northern Door Child Care Center	944	
		5,270

Other Benevolence

Bridges	1,024	
Crossways Camping Ministries	1,024	
Door County Habitat for Humanity	1,968	
Help of Door County	1,024	
Katie's Fund	1,024	
Koinonia Cupboard	1,024	
Northern Door Child Care Center	1,024	
		8,112

Samaratin Fund - 3 Payees

775

Outreach Ministry

ELCA	16,491	
A Home for Everyone	140	
Homne Sewing Kits	79	
1 Samaritan Payee	300	
		17,010

Total Benevolenceand Outreach Payments

32,540

SHEPHERD OF THE BAY CHURCH REPORT OF MEMBERSHIP

	BAPTIZED	CONFIRMED
A. MEMBERSHIP AS OF DECEMBER 31, 2017	680	519
B. Members received by:		
Baptism	1	0
Affirmation of Faith	6	6
Transfer	6	6
Confirmation	3	3
	16	15
Sub Total	696	534
C. Members removed by:		
Death	12	12
Transfer	9	9
Statistical Adjustment	15	15
	36	36
D. MEMBERSHIP: DECEMBER 31, 2018	660	498

WORSHIP LIFE OF SHEPHERD OF THE BAY LUTHERAN

Sunday Worship Services = 71
 Holy Communion Services = 71
 Other Services = 13

Average Weekend Attendance:

2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
289	301	304	326	295	285	279	256*	258*	207*	223*	197*
							230**	231**	195**	200**	179**

*Includes weekday services (Lent)

**Does Not include weekday services

STATISTICAL REPORT FOR SHEPHERD OF THE BAY LUTHERAN

Baptized members:

2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
815	819	832	798	774	750	713	706	684	680	660

Confirmed members:

664	667	673	657	637	612	574	553	528	519	498
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PASTORAL ACTS FOR 2018

	MEMBERS	NON-MEMBERS
Baptisms	2	0
Confirmation	3	0
Weddings	0	2
Funerals	12	3