



Annual Congregational Report for 2021
Shepherd of the Bay Lutheran Church
Ellison Bay, WI

2021 ANNUAL MEETING SHEPHERD OF THE BAY LUTHERAN CHURCH
February 27, 2022

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Shepherd of the Bay Lutheran Church 2020 Annual Meeting

May 23, 2021
10:30 AM

1. Welcome by Council President Scott Eckdahl. Scott opened the meeting with a much deserved tribute to our Pastor Jim Honig for his dedicated work and guidance over this difficult past year.
2. Call to Order by Scott Eckdahl
3. Opening Prayer – Pr. Jim Honig
4. Approval of the Minutes from the January 26, 2020 Annual Meeting. Move to accept by Grace Rossman, second by Jim Nelson. Approved.
5. Approval of Consent Agenda and Items (Staff and SOTB Ministry Reports). Motion to accept by Cheryl Becht, second by George Cobb. Approved
6. Reflections and Report – 2020 Review and 2021 Preview – Pr. Jim Honig
 - a. The key descriptive word for the Pandemic **Languishing** during this year of grief and division both politically and socially.
 - b. A year of **Creativity and Ability** – We rose to the occasion as shown by the success of our parking lot services, gradually and carefully returning to normalcy.
 - c. A year of **Gratitude** for Greg Beem, Judy Jackson, singers and musicians, Linda Pietruszka for keeping our families together, Tom Tuttle and Carol Omernick for their incredible work over the past year, Edee Madsens work with Klauds Pantry, the SOTB Council with Scott Eckdahl, parking lot ushers including Dick and Jane Burress, Tim and Sue West, Lynda Pietruszka, Sharon Pluff and Edee Madsen. Kudos to the SOTB Council for deciding not to accept the PPP from the government, deciding those monies should go to those more needy. And many thanks to the Members Volunteers whose combined hours totaled over 586 man (and woman) hours.
 - d. **Hope** - We are hopeful for more clarity in the question of “What does God want of us?”. And to keep in mind that the best days are ahead of us.
7. Treasurers Report by Ron Hupe. As of December 31, 2020, we had a balance of \$3,070.29. The 2021 Budget currently has a deficit of \$394.00.
Motion to approve the Treasurers Report made by Sue Daubner, second by Jim Nelson. Approved.
8. Elections: The following individuals have been placed on the ballot to serve on the Congregational Council by the Nominating Committee and have accepted:
Trish Pierson
Mickey Swanson
Vicki Amundson
Motion to accept the Nominations by George Cobb and second by Sharon Pluff. Passed.
9. Recognition and thanks to outgoing Council members, Cheryl Becht, Tim West and Lori Pothast.
10. Closing Prayer, Pr. Jim Honig

Respectfully submitted,
Sue Daubner, Secretary

Pastor's Report

Writing the pastor's reflection for the annual congregational report is always a good opportunity to look both backward and forward. It's a time to reflect on the past year and to think about what that might mean for the year to come.

Last January, we were in the midst of a significant surge in Covid cases around the country, and neither Wisconsin nor Door County were spared. So, as much as we wanted to resume in-person worship and programming, we continued to record a service that could be viewed on-line and to gather in the parking lot, assembled as the people of God, yet safely separated by the shells of our motor vehicles.

The early part of 2021 also saw the rollout of the Covid vaccines, meaning a hopeful anticipation of some measure of protection from the often deadly consequences of the disease. The residents of Door County seemed to go after the vaccines with a frenzy, usually second only to Dane County in the percentage of its population receiving the vaccine. On that basis, we decided to resume in-person worship in mid-March, and we were able to hold our Easter services indoors. In addition, our upgraded internet service allowed us to live-stream our service to members and friends locally and around the country.

After over a year of disruption and the isolation of remote and parking lot worship, the return to the building was slow and cautious. We began observing mandatory masking and strict distancing requirements. By the end of May, the CDC had recommended that masks and social distancing were no longer required for fully vaccinated persons. And with Door County continuing to be one of the highest percentages populations in the state, we loosened our restrictions.

By the end of the summer, the Delta variant had begun to cause surges of the virus in certain areas of the country, including Wisconsin. We continued to meet in person, while still broadcasting to the parking lot and live-streaming, we encouraged additional precautions in order to help prevent the spread of the virus.

All the while, we began slowly to resume what seemed like a more normal way of being church together. In the spring, bible class resumed meeting in-person while offering a Zoom option. After a few months, we were not able to perfect the hybrid way of doing bible class and so dropped the Zoom option and met exclusively in-person. Council and other groups also resumed meeting in person. The youth and family programming has done a wonderful job of transitioning from exclusively meeting on-line to hybrid to mostly in-person. They were able to make use of our beautiful outdoor spaces to meet more safely.

The disruptions that began with the onset of the pandemic in 2020 and continued through 2021 have brought particular challenges in funding the ministry. Thanks to the continuing generosity of our members and friends and your commitment to a vibrant ministry at Shepherd of the Bay, we were able to end 2021 in a strong financial. We expect those challenges to continue into 2022, yet we remain hopeful and confident.

And here we are at the beginning of a new year facing a surge in the virus that a year ago we had hoped would be in the rearview mirror. The scenario that's emerging is that the pandemic (which hopefully will soon evolve into an endemic) is not going to go away and both as individuals and as a faith community, we will have to be creative, resilient, and persistent in discovering a new way forward to continue vibrant and vital ministry.

One of the most vibrant characteristics of the Christian faith is the hope we have for the future. We are hopeful because of the promises of God and because we believe that God leading us into a future that God already inhabits. At the end of his letter to the Romans, Paul encourages that persecuted church to a posture of hope. "Do not lag in zeal, be ardent in spirit, serve the Lord. Rejoice in hope, be patient in suffering, persevere in prayer." These are good words for us to hold close as we move into another year of uncertainty.

I recently read a fantastic book by Jane Goodall and Douglas Abrams, "The Book of Hope: A Survival Guide for Trying Times." Dr. Goodall is the renowned naturalist who has spent her life studying the behavior of chimpanzees. In her later life has become a kind of international ambassador for the thriving of humanity. She writes that hope is much more than optimism or an empty wish that things will be better in the future. In fact, the way Dr. Goodall talks about hope is eerily similar to the way the Hebrew and Christian scriptures talk about hope. A rich imagination about the wished for future is certainly part of hope. What makes hope so powerful is that it requires action directed for the hoped-for goal.

This is why we are hopeful. Because our Spirit-led imaginations help us create a future rich in ministry and vibrant with love for God and our neighbor. And our baptismal call thrusts us into action. The prophet Zechariah asks us to be “prisoners of hope,” assured that there is light despite all the darkness. So, here’s to a hope-filled 2022.

As I reflect on the past year, I want to say a big thank you to all of you: to a great staff, to a wise and dedicated congregation council, to those who care for our buildings and grounds, to all the volunteers who make worship work regardless of the freedoms or constraints, to the musicians, both staff and volunteer, and to ALL of you, part of body of Christ called to do ministry in this place.

Pr. Jim Honig

Council President’s Letter

Hello Fellow Members of Shepherd of the Bay,

“Grace to you from our Lord and Savior Jesus Christ.”

As a new year begins, the church council is busy with overseeing the work and operations of our church in a most unusual time. The decisions on style and type of worship during the pandemic are constantly being evaluated by council and staff. I would like to say we always get it right, but do we really know? I do, however, hope you know how much the council appreciates the opinions and comments by our members regarding the decisions we make. The physical, spiritual, and emotional health of our Christian family is paramount in the evaluation process.

I want to express my sincerest thanks to our staff for their efforts during this period of uncertainty. All our employees have been forced to change plans on a moment’s notice when health officials encourage us to evaluate in person worship. The “can do” attitude they display and their willingness to adjust as necessary is commendable.

The number of volunteer hours needed to keep our house of worship functioning is staggering. To those who contribute as unseen and unassuming and to those who are visible weekly, you are appreciated, and I thank-you from the bottom of our heart.

As I give thanks for the grace extended to us by God’s mercy, I pray we will be gracious and graceful to others in everyday living.

Dick Burress

Children, Youth, and Family Ministry

Lynda Pietruszka

Don't let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith and in purity. 1 Timothy 4:12.

This year, as we traveled together whether apart or in person, our aim in "CYF" Ministry has been to be in service to the community, grow in our faith as we travel through the Bible together, reach out and invite others to join in, and develop relationships with each other in Jesus Christ.

Sunday School for Children Ages 3 through Grade 6

January-May and September-December, I taught Sunday School using "Spark, Activate Faith" from Spark House publishing. Again, the scope and sequence followed the lectionary; bringing children and their families who worship, the opportunity to practice their faith formation on the same page. January-May was all taught on line through Face Book, SOTB Family and Friends, both live and recorded, and children were provided with faith formation kits, delivered by our youth group in the SOTB van! September-December, we returned to the classroom in the building following children's message within the worship service. We had an average of 10 children attend each Sunday. In the summer months we followed a program called, "Characters of the Bible" emphasizing good character traits based on Biblical personalities. An average of 3 children attended each Sunday. Summer Sunday School was held outside in the church garage. We remained in line with Gibraltar School District Covid protocols for safety.

Vacation Bible School

Because of the Covid Pandemic, Community wide Vacation Bible School was put on hold for the second summer in a row. We hope to be involved in the summer of 2022.

Children, Youth, and Family Programs

- **Little Lambs** Story Hour for infants, toddlers, preschoolers, and their care providers, met on line January-May via Zoom. Preschool faith formation kits were delivered to each household. September-December, we met in person. The majority of Wednesdays, we met outside, converting our church garage into a play land with crafts, toys, games, music, and more. We played in the snow. We met inside three times, wearing masks, and did not serve snacks. Six parents and Seven children participated.
- **Summer Wonderful Wednesdays** for children ages 4 through grade 6, "Parable in the Park", met for five consecutive Wednesdays in the summer, from 9:00 a.m. to 4:00 p.m. The entire program was outside with Bible stories, crafts, games, water play, music, snacks, and more! We went inside for an hour for a movie, with masks on to rest. An average of 20 children attended.
- **Wonderful Wednesdays** was held after school on the first and third Wednesday for grades first through sixth. January-May, faith formation fun kits were delivered to the homes of each child to use with the online Facebook family and friends. September through December, 15 children took the #12 bus from Gibraltar after school and joined in person.
- **Confirmation** was held on line, every Wednesday, with Pastor Jim from January-April with 2-3 students consistently meeting on line. In May of 2021, six students from the 2020 class were confirmed inside the church after some Covid restrictions were lifted. September-December, the current class consists of four, eighth grade students, and four, seventh grade students. They are expected to participate in ushering and serving communion as well as partake in a community service project. We are currently raising funds to send the class to Confirmation camp at Imago Dei the summer of 2022. No Confirmation camp summer of 2021.
- **Senior High Youth Group** met every second and fourth Wednesdays of each month from January through December. We met on line or at our campfire. An average of 10 students are currently participating.

Highlight Activities in 2021

- Youth Van Runs to deliver faith formation kits to younger students
- Online ABC's of Easter Children's Lenten Program
- Youth Group Campfires, Ice-Skating, Cooking School, 30 Hour Famine
- Family Ministry Blanket making for Graduating Seniors
- "Adopt A Bench" building with our Youth and Jesus' Carpenters for our new outdoor worship space. Eighteen benches were built and sold/adopted for fundraising, and were Blessed by Pastor Jim!
- Celebrating our new Steel Fire pit, given as a gift.
- Celebration of five High School Graduating Seniors
- Rally Day in September to mark the beginning of Fall programming
- In person Sunday School/Children's message in September, the first in person in 18 months!
- Confirmation Cowboy supper around the fire
- Families lighting the Advent Wreath
- Twenty-Eight Children and Youth participating in our Children's Christmas Program, "From Heaven Above", live in the Sanctuary. All masked.
- The Cereal Box Challenge, 125 boxes of cereal went down like dominoes in our Advent Workshop and were donated to the DC Food Coalition.
- Dorothy Peterson Pencil Award
- Little Lambs field trip to the Maritime Museum Festival of Trees

Outreach and Service Project

- In person, porch delivery of Faith Formation Kits to families involved in SOTB Children and Youth programs. (40 kits delivered each time for Winter and Spring programs).
- Card Ministry to home bound and Scandia Residents.
- 30 Hour Famine
- Quilts for Graduating Seniors
- Prayer Shawls for Confirmation Students

Milestone Ministry

- Monthly Milestones presented within Sunday worship ranging from Backpack Blessing, Bible Sunday for incoming 7th grade Confirmation students and 3rd and 4th grade, prayer pillows for 3 and 4 year olds.
- Confirmation and Graduation
- Baptism Cards
- Birthday Cards

Nursery

The nursery underwent a deep cleaning, and upgrade of procedures. The nursery has not been in use since March of 2020. Not only due to Covid, but because we have not had any families with infants or children under three who attend Sunday Service on a regular basis. Because of this current status, the Nursery was not budgeted for staffing in 2022.

Prayground

The East side of the church is now a designated area for families, specifically for masking protocol. In the area we provide a "Prayground" and small Activity Bags for Children to use during worship.

Communication

Face Book SOTB Family and Friends, and SOTB Youth Pages
SOTB church website
U.S. Mail/Email
Text Messaging

Fundraising

Adopt a Bench, Aid Stations for the HeyHey5K and the Door County Bike Challenge.

Youth Director Training and Community Partnerships

Extravaganza Online Training for Youth Directors, February 2021.
Synod Faith Formation Monthly , Virtual Cohort Meet Up
Partnering with Youth Director from Bayview ELCA in Sturgeon Bay
Partnering with United Way STRIDE and Gibraltar High School

My heartfelt gratitude goes out to all those who were able to support Children, Youth, and Family Ministry with their time, talents, and donations! od calls you by name!!

Those in the “Cut Up Club” who prep activity materials for our programs.

Those who helped fund raise with our youth by building benches.

Those who helped with other fund raisers, assisted with Sunday School, Wonderful Wednesdays, and High School Youth Group, and those who baked treats for our kids, and fed us after the 30 hour famine.

Those who manned the Prayground and filled the Activity bags for Sunday morning, those who assisted with the Children’s Christmas program, or assisted with Technology.

Those who participated in service and outreach projects with our kids, and PRAYED for our families!

Looking forward to rebuilding a strong “Faith Formation Council” in 2022!

Feeling Truly Blessed!

Lynda

VACATION BIBLE SCHOOL REPORT

The community VBS was postponed for a second year in a row until June of 2022. The theme will be Paul and 1st Corinthians, Faith Hope and Love.

The decision was made in the best interest of the health of our community by the 7 churches of Northern Door County involved in the project.

Carol Omernick

Music Ministry

As I looked back over this year, I was surprised to see how busy the musicians of Shepherd of the Bay were in these past twelve months of shutdowns and restrictions. Our church was determined to “be the church” in the midst of Covid precautions, finding unique ways to present valuable worship experiences to our church community. We addressed the limitations with boldness and creativity and Shepherd of the Bay continued its mission to present the Gospel to all who would hear it, whether in person, over the fm radio station in their cars or on electronic devices in their homes.

Our Drive-in Worship Service in the church parking lot continued in January as it had begun in the summer months before (while in-person worship was suspended in the sanctuary), attended by faithful worshipers who sang songs, heard the pastor’s message, received communion and greeted each other joyfully through their closed car windows. Because of the elements (it’s really difficult to play a keyboard with frozen fingers), I set up the keyboard in the Fellowship Hall and played the service from the relative comfort inside the building while our pastor dressed in heavy coats and hats for all sorts of Sunday weather conditions. We had to cancel only two February Drive-in services due to frigid and dangerous weather. The next Sunday, however, the weather improved and the vehicles reassembled to “be the church” in the parking lot, where many continue to meet every Sunday on the pavement to this very day.

Beginning in January 2021, small groups of singers (four at a time) continued the effort begun in June 2020, to meet at the church on Thursday mornings, joining the choir director-pianist and/or the organist, Pastor Jim Honig, Lynda Pietruszka and Tom Tuttle to record the worship service that would be seen on the church website the following Sunday morning. From the very beginning, the choir agreed that only fully vaccinated (and later boosted) folks would be able to sing with each other in order to keep each other safe and healthy. As the year progressed, a weekly email continued to be sent to all of our choir members, whether in Door County or Florida or Arizona or Alabama or Louisiana, alerting everyone of the health promise we made to each other, based on Covid restrictions, and welcomed their participation in the choir when they returned to Door County if they were willing to abide by the decision to be fully vaccinated for the welfare of our brothers and sisters. I am happy to report that there was hearty agreement across this choral family and we were able to sing safely together throughout the year.

The month of March marked an important turning point in our worship, as we carefully and prayerfully opened up the doors to the church on the 21st to masked parishioners, sitting at a reasonable distance from each other, receiving communion in individual cups and plastic containers (as we had used in the parking lot for many months beforehand) and refraining from greeting each other too vigorously. It had been a long time since we had been allowed to gather together in the church building! This “live from the sanctuary” service was broadcast to our parking lot parishioners over the church’s 89.1 fm radio signal, so we were indeed beginning to reassemble as a healthy church body. The “choir” on Sunday morning continued to consist of four singers in the choir loft to aid the assembly in singing the hymns and the liturgy. We continued to record a separate service on Thursday mornings that would be presented on the church website for those who could not attend either of the Sunday worship services physically.

May was a turning point in our church year. The final pre-recorded service was offered on May 2, so our singers were relieved of the double responsibility of recording a service on Thursdays and then singing a service on Sundays. Then came July! The season of Choir-lite began on Sunday, July 4, where the choir members from near and far met before the service, practiced an anthem together and sang “Give Me Jesus” by Craig Courtney for the worship service ... and our choral journey began joyfully once again and would continue over the next few months. It felt so good to welcome each other back into the choir!

October was another welcome milestone in the live of the choir, where we resumed regular weekly choir rehearsals on Thursday afternoons. How wonderful it was to rehearse together, to have a musical plan in mind, to challenge ourselves to learn more difficult music because we had the luxury of rehearsals together! We were even able to enjoy a bit of social time together as we met for a Soup and Bread and Dessert party after a November rehearsal.

Over the year Shepherd of the Bay was graced by some special instrumental offerings from some of our favorite people: Char Bogda played both violin and viola on several occasions throughout the year, as did violinist, Alicia Doudna; PMF trombonist Paul Bellino played an entire service in August and Ann Birnschein and Jim Honig shared trumpet pieces in April. We are indeed fortunate that such talented musicians continue to offer their special gifts to enhance our worship experience at Shepherd.

The Sanctuary Choir was privileged to sing at several services of remembrance for members of our choir throughout the year: Gladys Austgen was memorialized in April, where the recording of the Shepherd Sanctuary Choir singing the commissioned piece dedicated to Gladys was played during the service; in July, the Sanctuary Choir and a men's ensemble sang for Dennis Fales' memorial service; we were honored to sing for Susan Krause's service in August, a woman who contributed so much to the arts community; and in October we gathered, fully masked, to sing F. Melius Christiansen's "Beautiful Savior" in honor and in memory of Genevieve Follingstad.

In all of the challenges that we have encountered throughout the year, one thing stands out – we continue to be the church for our community and for each other. Creative thinking and steadfast leadership by our pastor and the Church Council charted a course for us that maintained our voice in the wilderness of uncertainty.

We continue to walk in faith and not in fear. Amen!

Respectfully and joyfully submitted,
Judith Jackson
Sanctuary Choir Director and Principal Pianist

Soli Deo Gloria!

Worship and Music Committee

2021 Annual Report

Looking back on this past year and the challenges that have once again been presented to us, we realize how blessed we are to be a part of the community of believers affectionately known as Shepherd of the Bay. This community comes together week after week, whether it be in-person, in the parking lot, or live stream, to lift up our Lord and Savior in worship and praise. This community continues to come together to celebrate the joys and sorrows of life and to encourage one another in our faith. This community comes together to serve the needs of the larger community we are part of here in Door County.

Over these past two years, we have had to learn how to think outside the box when it come to worship and ministry here at Shepherd of the Bay. We began 2020 not being able to meet for worship in person but by Easter we were greatly encouraged when, once again, we were able to open up the doors to the Sanctuary and enter in for Sunday morning worship. We have continued both drive in church and virtual church for those who were more comfortable with that option. One of the benefits that we have reaped, due to the challenges we have had to face these past couple years, is that we have been able to upgrade our technology so that we can now live stream our Sunday morning services, allowing those who are unable to meet with us in person the opportunity to join us in realtime.

The Worship and Music Committee has once again been able to resume meeting together this past half of the year. Our desire continues to be that of providing a meaningful worship experience for everyone by making sure that all the necessary behind the scenes task are attended to. There are many individuals involved in carrying out these tasks and a big word of appreciation goes out to each one.

Shepherd of the Bay has a history of providing a summer concert series as an outreach to the community. Unfortunately, with the unpredictable nature of the pandemic, we were not able to implement the series this past summer. Our hope is that we will be able to bring back the concert series in the near future.

As we move into this new year, we once again look forward to how God will work in the life and ministry of Shepherd of the Bay. A word of appreciation goes to Pastor Jim and the Church Council for their leadership during these unprecedented times. It's through their leadership that Shepherd of the Bay remains a light on the hill here in Door County. *Soli Deo Gloria.*

Respectfully submitted by
Greg Beem, Worship and Music Committee Chair

Women of the ELCA

WELCA IN 2021

Like everyone else, we were challenged by the pandemic and the necessity to remain distanced. When the church opened its doors for in-person services, our executive committee convened occasionally as needed. We offered two drive-thru spaghetti dinners during the year, featuring our amazing sauce. The proceeds were sent to Help of Door County, STRIDE of United Way, Partnership for Affordable Housing, Northern Door Childcare Center, and Door CANcer. Thanks to your generosity, each organization received \$1,200. Thank you!

As Fall approached, Barb Tuttle and her faithful quilters began tying and assembling quilts. These are shared with several local groups.

We hosted a day of conversation and insight about our personal faith formation with Lynda Pietruska. About two dozen of us attended. Thanks, Lynda!

The book club continues under the careful guidance of Gretchen Farwell. Our fellowship outreach, probably the most important 'job' we have, continues cautiously and carefully. It is with great joy that we can be together when we can.

Members of the executive committee are Cathy Mangan, Pat Skogsbakken, Char Bogda, Barb Tuttle, Cheri Boock, Sue West, and Grace Rossman.

**WELCA
TREASURER'S REPORT**

2021		2021 TOTALS		
			INCOME	EXPENSES
ACCOUNT BALANCES	1/1/2021	BEGINNING BALANCE	\$1,142.25	
\$2,966.80		QUILTER'S GROUP		
		beginning BALANCE	\$2,494.20	
		SOTB	\$1,000.00	
		SUPPLIES		\$527.40
		SHIPPING QUILTS & SCHOOL KITS		
		25 DAYS OF GIVING		
		FUND RAISERS		
		SPAGHETTI DINNER 1	\$3,038.00	\$144.76
		SPAGHETTI DINNER 2	\$3,241.00	\$223.12
		DISH CLOTHS	\$5.00	
		APRON		
		COOKBOOK		
		HARVEST TABLE		
		MISSIONS		
		DOOR CANCER		\$1,200.00
		GUATAMALA TRIP -		
		HELP OF DOOR COUNTY		\$1,200.00
		SECRET SANTA PROJECT		
		DOOR COUNTY HOUSING PROJECT		\$1,200.00
		KLAUD'S PANTRY		
		UNITED WAY OF DOOR COUNTY		\$1,200.00
		NORTHERN DOOR CHILDREN'S CENTER		\$1,200.00
		CHANGE BUCKET		
		DOOR COMMUNITY FOUNDATION		
		MISCELLANEOUS		
\$73.84		MEAL MINISTRY	\$73.84	
		ROSES		
		CONFIRMATION GIFTS		
		RETREAT	470.00	507.76
		CHRISTMAS LUNCHEON 2020		
		SCAND BIRTHDAY PARTY		
		STAMPS		
		CHECKS		\$25.00
		BANK FEE OR INTEREST	0.51	
	12/31/2021	TOTALS	\$11,464.80	\$7,428.04
				\$4,036.76
				Checkbook balance
		MEAL MINISTRY		73.84
		QUILTERS		2,966.80
		WELCA		996.12

Guatemala Mission Trip

For the second year in a row, we were not able to go to Guatemala on the mission trip. We did continue to do some fundraising with a water station for the Door County Half marathon and a freezie pop station in the Door County Triathlon. We were able to send over \$1000 to Pray America/Manos de Jesus in Guatemala.

The summer of 2021, Manos de Jesus was able to have a VBS style soccer day camp, supply food and other items to those in need and continue small group English lessons for neighborhood children.

We hope to get back to Guatemala in 2023.

Klaud's Food Pantry

In October of 2021, Klaud's Pantry celebrated 3 years of serving the people of Northern Door County. What began as the "Little Purple Food Box" outside church, lovingly built by Klaud's friends, has expanded into a diverse pantry with 3 sets of shelves, a produce table and a refrigerator/freezer. We provide non-perishable, fresh and frozen food, hygiene and cleaning products, and hats and scarves crafted by the wonderful knitters and crocheters of Shepherd of the Bay.

Klaud's Pantry thrives because of the continued generosity of members and friends of SOTB. Ongoing thanks to Tom Tuttle who is always so generous with his time and talent, and to Carol Omernick, champion bargain shopper, who keeps the fresh and frozen food in good supply. To our soup makers, Jeni Tveten, Eloise Lindem, and Jessica and Jimmy Grasse, many thanks. What a rare treat to provide delicious homemade soup to our clients! We were so grateful to receive the large refrigerator/freezer from Lyn Hale, friend of SOTB, this past year. Thanks to Karl Omernick and Tom for taking on the challenge of installing it. Thanks goes to Lynda Pietruszka and the Youth for cleaning shelves and sorting pantry items as part of their 30 Hour Famine project. And to all those who give fresh produce during the summer, we are very grateful as well.

The Door County Pantry Food Coalition continues to provide funds and food for us throughout the year which has made a big impact on our ministry. We are also supported by St. Paul Lutheran in Juddville, the Universal Unitarian Church in Ephraim, and Thrivent through various food drives.

Blessings to all who make this outreach possible.

Gratefully,

Edee Madsen & Klaud's Friends

Stephen Ministry

Stephen Ministry, like all other entities, has encountered challenges during this time of pandemic. And yet we continue to provide care and help to people in need. Caring visits have been conducted by telephone, email, cards and letters and in-person during past months. The results have been satisfying to all.

However we need assistance! We need additional **Stephen Leaders** and Ministers. We have had attrition to our numbers (through relocation, illness and death) and are looking for caring interested people who would/could give time and efforts to helping people (one on one) in the congregation and community to walk with confidence and grace into the future. We are looking for at least two people to assist with this ministry.

The training for Stephen Leaders requires about 25 hours of on-line time. If you are such a person or would like information please contact me at the number listed below or contact the church office. We want to continue our programs but ask for your help and prayers as we enter 2022.

George S. Cobb Stephen Leader (920-421-2702)

Building and Grounds Report

The following report covers the projects and maintenance activities during 2021.

Thank you to all those who supported or donated to fund the various activities and projects listed below.

Joel Thomas and Steve Nuey 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.

Glen Rossman for keeping the mowers in repair.

Kim Maedke-Shumway for keeping the building clean through September.

The volunteers, listed below, 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, Lakeshore Waste Systems, Neave Window Cleaning, Summit Plumbing, Steamgard, TruGreen, Vans Fire & Safety, Warner-Wexel LLC, Wil-Kil Pest Control.

Garden Club – Thank you Scott Thies for leading the weekly grounds keeping efforts with our volunteers. We continue to receive many positive comments about the grounds from our members and visitors. A new John Deere 1025R tractor with a 60-inch mower deck, front end loader, pallet forks, box scraper, and weight box was purchased in March thanks to a donation. The new tractor and equipment were used throughout the year for mowing, grading, moving dirt, gravel, picnic tables and new benches for the fire pit. By the end of the year the tractor had been used 60 hours. The donation also covered the cost of a steel shelving unit to help store some of the equipment.

2021 Major Projects

Interior Painting – The center stairway and the choir room were painted.

Interior lighting – The conversion of the last of the old fluorescent interior lighting on the 2nd floor was completed in February. The old fluorescent fixtures were removed and replaced with new energy efficient LED Flat panels. All the work was done by church members. All of the interior lighting has now been converted to energy efficient LED fixtures except for the storage areas.

Sanctuary Light Dimmers – New dimmer controls that are compatible with the LED lighting were installed in February. The master control switch that was located in a cabinet in the choir loft was moved to the AV desk. This will allow us to control intensity of each of the 24 lighting circuits for special events.

2021 Building Repairs and Grounds improvements

Heating and AC	Maintained. An issue with the Church Office furnace was fixed in April.
Interior Cleaning	Maintained on reduced schedule
Fire Extinguishers	Annual check. 2 new extinguishers added in Bus Barn (1 in each bay)
Fire Door	Annual inspection
Carpeting	Spot cleaned Conference Room
Carpet Steam Cleaner	Repaired
Old Garden Shed Pad	Removed gravel, filled and seeded
Bus Barn Rear Driveway	Extended using gravel from old Garden Shed pad
Bus Barn side yard	Moved dirt pile and leveled
Ruts in yard	Just west of the Fellowship Hall were filled and then seeded
Poison Ivy	Sprayed twice to control spread and try to eradicate
Brush Removal	Cutdown brush along highway and piled ready for burning
Klaud's Pantry	Added wall cabinets to the closet for additional storage
Sanctuary Window Blind	Repaired broken mounting bracket
Church office	Replaced sensor light switch in stationary closet
Christmas Decorations	Setup nativity and lights

AV Maintenance –A failed power supply in the amplifier was corrected by Camera Corner in April. An issue with the Pastor’s wireless microphone broadcasting to the Fellowship Hall when it was not supposed was corrected in June. The FM transmitter for Parking Lot church was integrated into the sanctuary AV system in July.

Members Volunteer Involvement in 2021

Buildings and Grounds Committee – Eloise Lindem, Carol & Karl Omernick, Scott Theis, Joel Thomas, Tom Tuttle

- Garden Club – Scott Theis, Dave Boock, Dwight Davis, Cal Pierson, Lynda Pietruszka, Don Provo, Glen Rossman, Tim and Margaret Schoewe, Scott Theis, Tom Tuttle, Bill Wegehaupt, and Tim West - approximately 420man-hrs
- Painters – Karl Omernick, Scott Theis, Tom Tuttle and Tim West – approximately 48man-hrs
- Light Replacement Scott Eckdahl, Glen Rossman, Joel Thomas, Tom Tuttle – 30man-hrs
- Brush Removal Karl Omernick, Scott Theis, Tom Tuttle, Tim West – 12man-hrs
- Interior Cleaning Starting in October; Jane Burress, Ruth Ann Hjelle, Erisk Olson, Glen and Grace Rossman and Scott Thies

Submitted by,
Thomas Tuttle - Chair Buildings and Grounds

ENDOWMENT COMMITTEE REPORT

The Endowment Fund ('Fund') as of December 31, 2021 totaled \$302,242, an increase of \$23,984 from the prior year balance of \$278,258.

In 2021, it was determined by Shepherd of the Bay and the Grantors of the Women's Scholarship Fund that this Fund would be more effectively managed by the Door County Community Foundation ("DCCF"). Therefore, the fund balance of \$117,157 was transferred to DCCF.

The Fund earned net investment income of \$35,474. In addition, a total of \$11,490 was distributed from the Fund in 2021.

For the seventh year in a row, there will be an increase in the distribution from the Fund. The 2022 distribution will be \$12,700.

See the attached Chart which summarizes the Fund by individual endowment.

The Committee would like to remind everyone that all individual endowment funds are open to receive contributions and the Fund is always ready to open/create new funds and to receiving additional gifts.

Ben Pothast

Shepherd of the Bay							
Endowment Fund Summary							
December 31, 2021							
	Balance			Net	Balance		2022
	12/31/20	Additions	Distributions	Earnings	12/31/21		Distributions
General Programs	55,019	-	(2,450)	7,005	59,574		(2,600)
Youth Programs	40,493	-	(1,500)	5,171	44,164		(1,900)
Parish Nurse	10,480	-	(450)	1,335	11,365		(500)
Missions	38,869	-	(1,700)	4,950	42,119		(1,850)
Building & Grounds	9,710	-	-	1,258	10,968		-
Music	13,857	-	(550)	1,768	15,075		(650)
Youth Scholarships	109,830	-	(4,840)	13,987	118,977		(5,200)
Subtotal	278,258	-	(11,490)	35,474	302,242		(12,700)
Womens's Scholarship	107,970	-	(117,157)	9,187	-		-
Balance	386,228	-	(128,647)	44,661	302,242		(12,700)

**Shepherd of the Bay Lutheran Church
Balance Sheet**

		December 31, 2021		
Account Description		Actual	YTD	
			Jan 1 Bal*	Variance
ASSETS				
Current Assets				
	Regular Cash	165,238	135800	29,438
	RBC MM & CD;s	110,484	110209	275
	ELCA Endowment Fund	302,242	386228	(83,986)
	Prepaid Expenses	-	0	-
	Deposits with Vendors	-	8540	(8,540)
	Total Current Assets	577,964	640,777	(62,813)
Fixed Assets				
	Church Building & Equipment	4,017,365	4,017,365	-
	Construction in Progress	-	-	-
	Total Fixed Assets	4,017,365	4,017,365	-
	SOTB - Loans Receivable	-	-	-
	TOTAL ASSETS	4,595,329	4,658,142	(62,813)
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
	Regular A/C Payable	11,390	2,740	8,650
	Credit Cards	940	611	329
	Accrued Payroll	-	-	-
	Payroll Liabilities	2,367	2,333	34
	Auxiliary Organization Cash	8,928	8,615	313
	Outreach Payable	-	-	-
	Benevolence Payable	14,418	245	14,173
	Accrued Expenses	26,992	25,804	1,188
	Miscellaneous Receipts	107,477	121,578	(14,101)
	Unrestricted Funds	65,764	62,959	2,805
	Restricted Other Funds	364,064	444,296	(80,232)
	Total Current Liabilities	602,340	669,181	(66,841)
Long Term Liabilities				
	Thrivant Mortgage	140,230	218,508	(78,278)
	Total Long Term Liabilities	140,230	218,508	(78,278)
	Total Liabilities	742,570	887,689	(145,119)
Equity				
	Beginning Equity	3,770,450	3,770,450	-
	Thrivant Loan Equity	78,279	-	78,279
	Other Equity Changes	(69)	-	(69)
	Rounding	(1)	3	(4)
	Net Income	4,100	-	4,100
	Total Equity	3,852,759	3,770,453	82,306
	TOTAL LIABILITIES & EQUITY	4,595,329	4,658,142	(62,813)

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

		Year Ending	December 31, 2021		
		YTD		Variance	
		Actual	Budget	Fav (UnFav)	LastYear
Income					
	Regular Offering	466,917	480,000	(13,083)	462,771
	Other Income	38,615	35,150	3,465	17,582
Total Income					
		505,532	515,150	(9,618)	480,353
Expense					
	Worship	2,941	2,600	(341)	1,279
	Debt Service	86,052	86,052	-	86,052
	Caring for Building & Grounds	65,472	78,540	13,068	68,422
	Benevolence	45,895	45,596	(299)	17,370
	Administration	13,149	14,500	1,351	14,750
	Staff	269,495	270,706	1,211	265,629
	Faith Formation & Other Programs	18,428	17,550	(878)	15,255
Total Expense					
		501,432	515,544	14,112	468,757
Net Income					
		4,100	(394)	4,494	11,596

Shepherd of the Bay Proposed 2022 Budget						
		2021	2021	2022	Var2021A	Var2021B
		Actual	Budget	Budget		
Income						
	Regular Offering	466,917	480,000	513,800	46,883	33,800
	Additional Giving/Income	38,615	35,150	15,380	(23,235)	(19,770)
Total Income						
		505,532	515,150	529,180	23,648	14,030
Expense						
	Worship	2,941	1,600	2,650	291	(1,050)
	Debt Service	86,052	86,052	86,052	-	-
	Caring for Building & Grounds	65,473	79,540	90,400	(24,927)	(10,860)
	Benevolence	45,895	45,596	28,305	17,590	17,291
	Administration	13,149	15,100	16,600	(3,451)	(1,500)
	Staff	269,495	270,706	283,001	(13,506)	(12,295)
	Faith Formation & Other Programs	18,428	17,550	21,500	(3,072)	(3,950)
	Rounding	(1)				
Total Expense						
		501,432	516,144	528,508	(27,076)	(12,364)
Net Income						
		4,100	(994)	672	(3,428)	1,666

Shepherd of the Bay - 2021 Benevolence & Outreach Payments

Local Outreach

From Operating Fund

Help of Door County	1,000
DC Housing Partnership	1,000
Door Cancer	1,000
Northern Door Children's Center	1,000
Door County United Way	1,000

From Non-Operating Fund

Klaud's Pantry	5,081
Samaritan Fund	998

11,079

Other Outreach

Foreign Outreach	1,300
ELCA	25,596

26,896

Total Outreach Payments

37,975

There is an addition \$14418 that is available to pay in 2022.

SHEPHERD OF THE BAY CHURCH REPORT OF MEMBERSHIP

	BAPTIZED	CONFIRMED
A. MEMBERSHIP AS OF DECEMBER 31, 2020	583	434
B. Members received by:		
Baptism	0	0
Affirmation of Faith	9	9
Transfer	4	4
Confirmation	6	0
	19	13
Sub Total	602	447
C. Members removed by:		
Death	13	13
Transfer/Moved	20	20
Other	4	4
Statistical Adjustment	10	10
	47	47
D. MEMBERSHIP: DECEMBER 31, 2021	555	400

WORSHIP LIFE OF SHEPHERD OF THE BAY LUTHERAN

Sunday Worship Services	Weekday Worship Services = 0
- In person services: 41	Other Services = 7
- Drive in services: 50	
- On Line services: 52	

Average Weekend Attendance

2011	2012	2013	2014	2015	2016	2017	2018	2019.	2020	2021
295	285	279	256*	258*	207*	223*	197*	179*	128***	108***
			230**	231**	195**	200**	179**	161**.	88****	58****

*Includes weekday services - Lent (2019 Lent & Vespers)

**Does Not include weekday services

*** *In-person worship including drive in services*

**** *On line (YouTube) first 7 days after posting.*

STATISTICAL REPORT FOR SHEPHERD OF THE BAY LUTHERAN

Baptized members:

2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
798	774	750	713	706	684	680	660	644.	583	555

Confirmed members:

657	637	612	574	553	528	519	498	481	434	400
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PASTORAL ACTS FOR 2020

	MEMBERS	NON-MEMBERS
Baptisms	0	0
Confirmation	5	1
Weddings	0	1
Funerals	11	0