



2012 Annual Report

Shepherd of the Bay Lutheran Church

ANNUAL MEETING OF SHEPHERD OF THE BAY LUTHERAN CHURCH
January 27, 2013

<u>CONTENTS</u>	<u>PAGE</u>
Shepherd of the Bay Lutheran Church Annual Mtg Minutes - 2012	2
Pastor's Letter	3
2013 Council President's Letter	4
Youth & Family Ministry	5 & 6
Sunday School (includes statistical report)	7
Vacation Bible School	8
Bridges	8
Music Ministry	9
Worship and Music Committee	10
WELCA (Women's Organization)	11 & 12
WELCA Financial Report	13
Church Library	14
Building and Grounds Committee	14
Health & Wellness Ministry	15 & 16
Parish Nurse	16
Caring Shepherds	17
Social 6	17
Stephen Ministry	18
Balance Sheet	19
Revenue Statement	20
Proposed Budget - 2013	20
Benevolence Payments	21
Audit Report of 2012	22
Report of Membership	23
Worship Life	23
Statistical Report	23
Pastoral Acts -2012	23

Shepherd of the Bay Annual Meeting
January 29, 2012

Present: Members of the congregation and council members

Meeting called to order by Council President, Frank Weber at 10:00 a.m. thanking those present.

Pastor Foster opened the meeting in prayer.

Approval of the 2011 Minutes: Approved by Don Luker seconded by Wally Brandt. Motion carried.

Treasurer's Report given by Ron Hupe stated that December 2011 giving was one of the best months on record. We are able to give a bonus to the staff due to lack of raises the past 3 years. Monies will also be paid out to several different non profits and missions. A motion made by Don Pardonner to approve treasurer's report, seconded by George Cobb. Motion carried.

Budget for 2012 was presented by treasurer Ron Hupe. The total income budget is set at \$511,050 which is slightly lower than the actual income of \$536,732. The budget is based on pledges and reasonable expectations for giving. We will be using a surplus transfer from 2011 to help ease the underpayment of pledges. A motion to accept the 2012 budget came from Greg Casperson and seconded by Lawrie Kull. Motion carried.

The Nominating Committee report was given by George Cobb. Thanks to Rita Brandt and Sandy Synnes for finishing their terms on the Church Council.

Those staying on the Church Council are: Frank Weber, Lawrie Kull, Stan Whiteman, Ron Hupe, Ken Bergner, Alicia Kropuenske, Bill Henning and Cathy Mangan.

Those nominated for Council positions are Judith Nelson and Barbara MacDonald. No further nominations from the floor for additions. Motion made by Dick Burress, seconded by Sue Daubner. Motion carried.

Committee Recommendations: Scott Schultz for Audit Committee, Sharon Cobb for Scholarship Committee, Bill Matson & Linda Zielke for Endowment Committee and John Skogsbakken for the Nominating Committee. Those nominated were unanimously elected with a motion by Tom MacDonald and seconded by Donna Henning. Motion carried.

Pastor Foster thanked the Congregation for their support. He was also grateful for an easy transition with the Parish Nurse position and extra help with the music ministry this past year. Please prayerfully remember the church in the upcoming year with service and ministry.

We concluded the meeting with the Lord's Prayer.

Meeting adjourned by President, Frank Weber.

Respectively Submitted,

Alicia Kropuenske, Secretary

Pastor's Letter - A Year of Grace

As I look back on 2012 I cannot but lift up thanks to God for the mercy and love which he has shown to this congregation. We have faced some very real challenges to our ministries and have been able to meet them.

In my mind, one the greatest was the full integration of our new parish nurse into the life of the congregation. Cathy Johnson came on board in September of 2011, so this has been her first full year with us. She has learned so much about our congregation and its people. She has been the answer to our prayers. That is all the more true now that she has graciously agreed to also take the other part of the Health and Wellness job which Kay Christman had (she and her husband are returning to Green Bay to live). Bringing these two jobs together will strengthen the program.

Second, we have made the transition to a new church secretary. Trust me, I was very concerned when Bonnie said she was retiring. She had been our secretary for 30 years and my secretary for all 23+ years I have been here. She knows where all the bodies are buried, both literally and figuratively. God, however, sent us Carol Omernick. She is working hard to get up to speed, and while she will force me to change some of my ways, all those changes will be for the better!

Third, I am thankful for the continuing good health of Gladys Austgen, our minister of music. 2011 was a tough year for her but in 2012 she has gained much of her old strength back (she never lost any of her passion and skill).

Fourth, I am thankful that Dick Burress' retirement has not meant the loss of Jane but rather actually has meant that Dick has had more time to support his wife in her ministry.

If this sounds like I am concentrating on staff, you are right. They make so much of our congregation's ministry possible. Often my job is simply to get out of the way and let them do it. In addition our lay leadership is important and vital as well. Again we have much to be thankful for. Sharon Pluff, Gary and Gail Dooley, and Don and Diane Overby have done a great job heading up the funeral committee (with Myrma Howard, the ex-chairpersons continuing help). Stephen Ministry has an exciting bunch of new people who will be under going training in the coming year. Day in and day out countless people in the congregation contribute to ministries great and small.

We have learned in the past that the future always remains uncertain. But the past is a guide to the future in the sense that the same God who has been with us through so many challenges in the past will be with us in the future. Therefore I look forward to another year of grace.

Pastor Bruce Foster

Council President's Letter for 2012

On behalf of the Church Council, I would like to report to members on the ministry and financial condition of Shepherd of the Bay. You can be proud of your church as it is functioning at a high level and is managed financially on a sound basis. In the following pages of this annual report you will read of the many ministries of the church and their accomplishments. This is the result of many dedicated members putting forth enormous efforts to serve both members and the community. We are pleased with the results.

During the Fall a Stewardship Program was initiated to receive annual pledges for yearly operations and a three year pledge for debt service on the church mortgage. Though we are still experiencing a lack-luster economy, members stepped up to support their church. We closed 2012 with a positive balance and adopted a conservative budget for 2013.

Cathy Johnson became the Parish Nurse and Kaye Christman filled the role of Coordinator of health and wellness ministry. With Kaye's resignation and move to Green Bay, the Parish Nurse and Coordinator role were combined with Cathy Johnson.

Further change occurred with church secretary Bonnie Hansen and Eloise Lindem retiring at year end. Carol Frakes-Omernick is our new church secretary and teams of money-counters will fill Eloise's role.

Donations paid for the installation of a new T-Coil hearing aid system to improve that listening experience. A gardening group lead by Linda and Dwight Davis has improved the landscaping attractiveness of the church grounds. There were many other fine accomplishments, too numerous to mention, so read on.

In closing, your Council is grateful for the dedicated efforts of staff and volunteers. Their talents make Shepherd of the Bay a wonderful place to worship.

Sincerely, Lawrie Kull

Youth and Family Ministry

Jesus said, "Whoever welcomes this child in my name welcomes me, and whoever welcomes me welcomes the one who sent me; for the least among all of you is the greatest." Luke 9:48

Thank you to all of you who welcome the children in our congregation and community. All thanks and glory be to God for the gifts of time, talent, and money that you have shared with the children and youth of our congregation. This ministry would not exist without the many volunteers who give so generously.

Family and Youth Programs that meet on a regular basis:

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

Other Activities in 2012

- Junior High Synod Youth Gathering in Manitowoc
- Summer Camp for Confirmation youth at Imago Dei
- Senior High National Youth Gathering in New Orleans
- Senior High Synod Youth Gathering in Manitowoc
- Wonderful Wednesday Activities: Sleep over, Jesus Birthday Celebration, Journey to the Cross
- Senior High Youth Activities: photo scavenger hunt, ice-cream social,
- Confirmation Activities: scavenger hunt, pizza party
- Fall Festival party for Little Lambs Story Hour

Fundraisers:

- Pancake breakfast \$1,085.00
- Easter breakfast \$654.00
- Penny Wars \$1,070
- Thrivent Funds: \$125 + \$500+ \$654
- Bake Sale at Door County Idol (included in 30 hour famine report)

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

Elementary age children:

- Continued sponsorship of a Compassion child in Rwanda
- 44 boxes were sent to Operation Christmas Child along with \$248.00 for shipping.
- 5 quilts were made for the senior high 2012 graduates
- Cards for a Cause (Christmas cards designed by the youth): \$500 donated to ELCA
- Disaster Response for Hurricane Sandy and \$500 to the Go Bo Foundation.
- Participated in the Penny Wars
- Assisted with the Jackson Concert/Benefit

Confirmation youth:

CROP Walk for Hunger \$2,128.00
Served and cleaned up for Lent meals and Easter breakfast
Help with children's programs at church
Spring clean up at Scand
Volunteered in Manitowoc

Senior High Youth:

30 Hour Famine for World Hunger \$5,204.00
Help with children's programs at church
Volunteered for VBS and worked on craft preparations for pre-school
\$1,070 donated to ELCA wells project
Volunteered at Bargains Unlimited, Habitat ReStore, and cleaned the church nursery
Volunteered in New Orleans at a deconstruction site
Volunteered in Manitowoc at a mental health facility/assisted with some gardening
Assisted with the Jackson concert/benefit

Milestone Ministry:

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

The nursery is staffed with a child care provider. Activity bags are provided for preschoolers during both services. Monthly visits to school with a treat and attendance at extra curricular events continue. Birthday and baptismal birthday cards are sent to all Sunday school age children. I attended a conference along with two parents, on Faith Formation 2020. A Faith Formation website geared towards newborns-18 years old and parents was created and is updated monthly.

www.shepherdofthebayfaithformation.weebly.com).

Submitted with Praise and Thanksgiving,
Jane Burress/Youth Minister

Sunday School 2012

Sunday school currently meets from 10:15 until 11:30. We begin with 15-20 minutes of music, skits and liturgy. From there the children spend time in their individual classrooms and older children go to the computer lab for part of the time.

This year's curriculum for grades 2-6 is Cross Explorations from Concordia Publishing. Preschool-First grade is using Growing in Christ curriculum also from Concordia Publishing. Each week we follow the church year and every class is being taught the same lesson. We went back to using curriculum this year because we had a few new teachers and substitutes this year. The opening combines music, liturgy, and skits which enhance the lesson being taught each week.

Jen Dahl continues to use her expertise to lead the children in the computer lab. This year she has two classrooms that alternate weeks and the sixth graders come each week to complete The Life of Christ program.

Marilyn Stone gave up her spot as a Sunday school teacher this year and we miss her. She continues to be a valuable substitute and is willing to help out in any way. Fawn Fitzgerald has also provided long term subbing for us this year. We welcome Kendall Koehler as the 2nd and 3rd grade teacher.

Our mission for Sunday school offering this year is ELCA Good Gifts. We have barn piggy banks set up for offering each week. We will be purchasing animals or other agriculture related goods for people in need.

We had a 4 week Advent study for adults this year using the curriculum Advent Conspiracy. A video was watched each week and then discussed. The series goal was to help make the Christmas season more meaningful. We had between 6-10 people each week and had many thought-provoking discussions.

There were 46 children that performed in the Christmas program this year. Again, PK-1st grade performed a short segment with 2nd -6th graders performing after them. The program was called Savior of the Nations and explored songs from around the world some being sung in different languages.

We have wonderful, dedicated Sunday school teachers. We continue to be blessed by their commitment.

Sunday School Statistical Report

Preschool 1 and 2	7	Taught by Angela Foster
Kindergarten and 1st	10	Taught by Kristi Appel
Grades 2 and 3	13	Taught by Kendall Koehler
Grades 4 and 5	9	Taught by Cathy Henry
Grades 6	8	Taught by Makenna and Carol Ash

Thank you for the opportunity to serve this church for another year.
Carol Ash Education Coordinator

Vacation Bible School Report

This year the theme of our community Vacation Bible School was Paul - Faith Hope and Love. This week is one of the busiest and most rewarding weeks of the entire year.

We had well over 120 kids from all over the community coming each day to First Baptist Church to learn about the life of St. Paul. Not only did this include kids from all the Christian churches in Northern Door County and many non-churched youth in our community, but many people arrange to have their grand kids visit during this week. It works out to be a very good fit. The grand parents can visit with their children and have some adult time in the morning while the kids have a great time and the grand parents can have the kids in the afternoons.

The churches work together. We have the active support of the majority of the Protestant churches in Northern Door county and the Stella Maris Catholic parish. While the participation levels vary, there is a great deal of support. First Baptist kindly provides the building and Mary Jackson and Winnie Jackson do most of the administration. Door of Life in the person of Julie House was in charge of the worship and music. Shepherd of the Bay members were in charge of crafts (Carol Omernick and Kristi Appel), and the skits and educational material (Bruce Foster). Also Shepherd of the Bay had a large number of adults and youth teaching classes, working in crafts and setting up and cleaning up afterwards. Well over 40 members of Shepherd of the Bay participated in some form of volunteer service.

Finally, this program is a vital witness to the community concerning the our belief that all the children of the community need to know about the love of Jesus for them.

Bridges Annual Report 2012

Shepherd of the Bay was one of 5 local churches participating in the Bridges program again this year. This is an outreach program to the international students who work in Door County. This year 186 students from 27 countries attended at least one meeting. We gave away 87 new testaments or complete bibles in their languages, 53 individual gospels in English and 54 Jesus film DVDs in their languages.

Marilyn and Ed Stone led weekly English as a second language classes - with about 20 students present each week. Clint Robison and Al Straak led the Lions Club in fixing and delivering bicycles to some 160 students who requested one. Shepherd of the Bay volunteers prepared, provided and served food for 2 of the 10 social events, the one at Newport State Park, and the Segways/ Kite flying/leaf printing event at Shepherd of the Bay. Others volunteered to pray for students, to drive students, to befriend students, to help Judy and Jim Rheberg facilitate leaf printing, and to guide hikes at Newport etc.

Music Ministry

It has been a fantastic year. The sanctuary Choir continues to sing every Sunday throughout the year (Kleine Chor on Bach Sunday) and the Handbell Choir playing once a month. The Worship Team also sings and plays every Sunday for the Praise Service (second service). The music at Shepherd of the Bay Lutheran church expresses many styles; traditional hymns, contemporary gospel songs, sacred classics and a wonderful Sunday of Bach. This is done so well because of our dedicated accompanist, Judy Jackson, and the wonderful people who give so freely of their time to develop their musical God-given gifts.

It takes many people to make SOTB's music run smoothly for every single service. Please thank these people for their involvement in the Music Ministry in 2012:

Judy Jackson, Naomi Rowley, Carole Bergner, Sharon Cobb, Donna Henning, Carolyn Hitzeman, Myrma Howard, Donna Hupe, Roberta Kutlik, Helen Molzahn, Tom Vaaler, Cathy Mangan, Jan Mielke, Gloria Serkland, Janet Stromen, Sandy Synnes, Karen Wilkinson, Sue Provo, Pat Skogsbakken, Gail Prine, Jeanne Aurelius, Claire Baack, SueSaubner, Mary Fales, Gen Follingstad, Vernamae Juel, Eloise Lindem, Barb MacDonald, Judi Nelson, Mary Perdue, Lynn Pluff, Shirley Rosenquist, Sigrid Ostrem, Carol Weber, Robin Butchart, Juan Casanas, Kaye Christman, Nancy Goss, Ken Christman, George Cobb, Dennis Fales, Ken Issel, Carl Jackson, Luanne Western, Carol Weymier, Ken Bergner, Bill Henning, Scott Henry, Bryan Follingstad, Scott Henry, Erv Hitzeman, Jim Nelson, Gene Prine, Gordon Rowley, John Skogsbakken, Frank Weber, Keith Wickert, Challenor Brown, Christine Bridenhagen Alicia Doudna, Cathy Henry, Barbara Could, Cherilyn Boock, Valerie Austgen, Mathew Austgen, Isabelle Austgen, Fawn Fitzgerald, Mike Davis, Mikey Davis, Peter Burress, Myron Marlett, Pat Marlett, Lori Free, Holly Free, Kevin Free, Kim Siewert, Hans Emmanuelson, Grace Rossman, Terri, Lori and Peter Everson, Liz and Hannah Taylor, Olivia Hanson, Desiree Hassler, Pamela Williams, Ricardo Sepulveda, Christopher Houlihan, Ryan Anthony and Gary Beard, Eric and Ellen Olson, Dan Grantham, the Klein Chor (thank you Judy for all your work), the Gibraltar High School Musica with Lauren Gilmore, the Children's Gospel Choir from St. Markus Lutheran School in Milwaukee, Evan Henry, and the visitors who are welcome to sing with us anytime. If I've forgotten anyone, please forgive me. I am truly grateful for all who use their talents to the glory of God at SOTB. Thank you to over 200 people. Praise the Lord. Thank you also to all who made the Christmas Eve Services so special.

Besides our regular weekly choir schedule, the Sanctuary Choir presented two concerts at the Meadows in Sister Bay. Thank you also to all of you for the wonderful Good Friday Service. You touched many hearts that evening and tall to the glory of God.

The following concerts were held at our church this year with excellent attendance: Three Lenten Musicales, (Naomi Rowley, Carl and Judy Jackson, the Handbell and Sanctuary Choirs and Dennis Lonstine), Lyric Opera personnel, Desiree Hassler, Pamela Williams, Ricardo Sepulveda, with Judy Jackson, Organist christopher Houlihan, Organist and Trumpeter Ryan Anthony and Gary Beard, Two Pianos with Carl and Judy Jackson, and a "Pops" Concert with Naomi Rowley, Organist. Thank you to the Performing Arts committee for all your work in planning these concerts and the wonderful receptions. This is a wonderful outreach to our community.

Thank you to the PMF for the use of the Steinway concert Grand throughout the year. Thank you also to Peter Nehlsen for the use of the Baldwin Concert Grand in the fall. A special thank you to Peter Nehlsen and Gary Doudna for keeping all the wonderful instruments we use in tune. We are truly very fortunate to have wonderful instruments.

I wish to thank Shepherd of the Bay for giving me the opportunity to serve the Lord with music. It is a real joy to be here. I ask for your prayers so I can "Walk worthy of the vocation to which I am called, with all lowliness and meekness and long-suffering, forbearing one another in love." Eph 4: 1-2

Respectfully submitted,
Gladys Austgen, SOTB Minister of Music

WORSHIP AND MUSIC COMMITTEE Annual Report 2012

Working with Pastor Foster, Director of Music Gladys Austgen, music staff, individuals representing the Altar Guild, flower arrangements, and others involved in our worship life, the Worship and Music Committee plans aspects of our worship services throughout the year. Building upon established traditions of this parish, the WMC considers ideas for expanding or refining our worship to customize it appropriately for each season of the Church Year.

A beautiful, new, white altar parament was completed; its design prominently features a cross superimposed upon the tree of life. Don Howard began collaboration with the WMC in a new project to compile pictures and information about religious artworks in our church and their artists. Our goal is to have the information available for viewing at the church by visitors, as well as in a pamphlet or on the church's website.

In order to refresh our understanding of the components of our worship Pastor Bruce wrote several articles on the liturgy for *The Parish Door*. We introduced a new, sung, offertory response to complete our familiarization with the Service of the Word, a non-Communion order of worship that focuses on the importance of the readings. Although used previously several times during the fall or wintry months, the musical setting based on Franz Schubert's Mass was used throughout the summer. It elicited enthusiastic comments from visitors, many of whom had not experienced it elsewhere. Highlighting festival days, we again used a congregational procession on the Sunday of the Passion/Palm Sunday, the floral Easter cross, and red geraniums on Pentecost. In addition, we further refined the procedure for lighting candles on All Saints Sunday in memory of those recently departed.

We benefit greatly from the dedication and talents many individuals bring to our worship experience, especially Gladys Austgen, Judy Jackson, and Naomi Rowley for their musical leadership, Sharon Pluff for altar preparations and coordination of ushers; Jackie Hoekstra and Mary Lou St. Henry for always having flowers to adorn our sanctuary, Jan Mielke and Bonnie Hanson for the service bulletins, and Don Howard for hanging banners as the seasons change.

WMC's Performing Artists Subcommittee again planned a series of special musical events for our parish and greater community:

- A series of three Lenten Musicales, presented by musicians of our parish.
- A concert on Memorial Day weekend by singers from the Lyric Opera Chorus and as soloists in J. S. Bach's Cantata No. 39, presented as an integral part of Sunday morning worship.
- A return visit in June by Ryan Anthony, trumpet, and Gary Beard, organ/piano, in a concert that was generously sponsored in part by the Bruce Nesser Memorial Fund.
- A solo organ concert by Christopher Houlihan in July.
- Judy and Carl Jackson's annual two-piano benefit concert in September.
- Naomi Rowley's pipe organ "pops" concert in October.

The committee especially wishes to thank Judi Nelson, new to the WMC this year, for her participation and service as our liaison to the Council. Members of the WMC include Pastor Foster, Gladys Austgen, Scott Henry, Jackie Hoekstra, Carl and Judy Jackson, Jim Nelson, Marilyn Peterson, Sharon Pluff, Naomi Rowley, Mary Lou St. Henry, and Karen Wilkinson (secretary). The Performing Artists Subcommittee includes the following individuals: Gladys Austgen, Alysanne & Dave Burkhardt, Gen Follingstad, Judy and Carl Jackson, Gordon and Naomi Rowley.

Gordon Rowley, chairperson

WELCA 2012

OUR PURPOSE: *“As a community of women created in the image of God, called into discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action to promote healing and wholeness in the church, society and the world.”*

2012 demonstrated how WELCA of Shepherd of the Bay met their mission and purpose. We presented and arranged various activities and events to raise funds for our mission projects and had much fun in the process.

JANUARY - CAKE AUCTION – Ruth Ann Kopitzke and Ronnie Robinson co-chaired this event along with 27 individuals who provided unique cakes and items for auction following the Church Annual Meeting. The event raised nearly \$3,000.00 that was sent to the Koinonea Food Pantry of Northern Door County. Tom MacDonald, Bill Henning and Clint Robison served as auctioneers. Thrivent gave matching funds for this event.

FEBRUARY - The FEBRUARY GENERAL MEETING of WELCA was held on Feb. 7 at noon for a potluck luncheon. Cheri Boock presented a missions program on Columbia – a Good Samaritan Society Project in Bogata. The Scandia Village Birthday Party for February was hosted by our co-chairs Pat Smith and Marilyn Johnson.

MAY - The SPRING GUEST LUNCHEON was held on May 1 co-chaired by Kathy Luther and Celeste Defenbaugh with the theme of “A QUILTING BEE”. 85 members and guests from Washington Island Lutheran Church enjoyed the luncheon and the program presented by Kathy Luther About the “Underground Railroad Featuring Quilts” – Cheri Boock presented a video program about “BARN QUILTS OF NORTHERN DOOR COUNTRY”.

JUNE – June 29th was the annual TALENT SHOW and ICE CREAM SOCIAL. Shirley Rosenquist and Pat Skogsbakken arranged and coordinated the event. Sandy Synnes and Jan Stromen co-chaired the pie and ice cream social.

SEPTEMBER – THE SEPTEMBER GENERAL MEETING was held on Sept. 18th with an evening meeting so the working members of WELCA could attend. The potluck dinner was followed by the business meeting and program. The slate of officers for the 2013 term was presented and accepted by the membership.

PRESIDENT – Carole Bergner
1ST VICE PRESIDENT – Sharon Donegan
2ND VICE PRESIDENT – Cheri Boock –
SECRETARY – Carol Weber
TREASURER - Cathy Mangan.

The program was presented by our quilting group with a video of the packing and shipping of the quilts that have been made during the year. Cheri Boock gave an update of the work of the mission in Columbia.

OCTOBER – THE FALL SALE AND LUNCHEON was held on October 6th. Cindy Schaulis did the advertising with posters and Janet Johnson was the head cook for the luncheon. Carole Bergner and Judy Robison worked on the dining room for the luncheon. Marilyn Stone and Jan Stromen co-chaired the Bake and Plant Sale while Gayle Dooly chaired the “Grandma’s Attic” event with the assistance of Lynne Luker.

NOVEMBER - THE FALL RETREAT was held at Bjorklunden on November 13th. Pastor Dawn Volpe presented the program for the retreat to 40 members and guests. Sharon Donegan chaired the retreat.

DECEMBER - THE CHRISTMAS LUNCHEON with the theme “CHRISTMAS BELLS ARE RINGING” was co-chaired by Carole Bergner and Pat Skogsbakken on December 11th. The luncheon was prepared by the Second Story Restaurant of Ephraim and served by six men of the Congregation. The program “The Mary Monologues” was presented as an interpretive reading by Anne St. Henry.

OTHER groups who worked for our mission projects were the QUILTING GROUP/MISSION PROJECJTS GROUP and the WOMEN'S SERVICE GROUP. The Quilt/Mission Project group chaired by June Nelson and Bunny Sheahen worked to make and send 109 quilts to Lutheran World Relief Global Ministry. This group also raised enough money through the envelopes attached to the quilts while they were on display in sanctuary to send all of them on to the mission center. Thje WOMEN'S SERVICE GROUP is chaired by Priscilla Murphy and during the middle of the year by Barbara MacDonald. They have 12 chairpersons who each take a month to co-ordinate the preparation and delivery of meals. These meals are for members who request them as they are experiencing health or other situations. These members need and appreciate the assistance of a good meal.

The MONDAY MORNING BIBLE STUDY is conducted by Angela Foster and the TUESDAY AFTERNOON BIBLE STUDY is conducted by Vernamae Juel. Both studies serve to strengthen our growth in our Christian faith through the Word of God. The BOOK DISCUSSION GROUP is chaired by Gretchen Farwell and meets each month for discussion of the books they are reading as they relate to their journey in faith.

The WELCA COOKBOOK and the DISHCLOTHS is on sale every Sunday during the Fellowship Hour. We still have cookbooks and dishcloths to sell during this coming year.

The SOCIAL SIX project was adopted by WELCA and is co-chaired by Cheri Boock and Carol Weber.

Each year the WELCA HANDBOOK for Shepherd of the Bay is produced by Angela Foster and Ronnie Robison. Lynne Luker and Sue Krause have served as our AUDITING COMMITTEE. Sharon Pluff and Sharon Donegan have worked on our NOMINATING COMMITTEE.

We want to thank KAREN WILKINSON for serving as our TREASURER for the past five year. Bonnie Hanson , Angela Foster and Cheri Boock work as a team on the WELCA PRAYER CHAIN. We also want to thank Shirley Rosenquist and Cathy Mangan for being our contact representatives for Thrivent.

A sincere THANK YOU to the WELCA BOARD members, Angela and Pastor Foster and all the congregation members who help WELCA during the year with our many events and projects. With congregation members, the WELCA Board, all the committees working together, WELCA was able to give \$4,984.00 to our mission projects for the year. We appreciate all you do to help others in need.

REMEMBER: ALL WOMEN OF OUR CONGREGATION ARE MEMBERS OF WELCA. We encourage you to join us this New Year to participate where and whenever you feel comfortable.

Cheri Boock – WELCA Past President

**SHEPHERD OF THE BAY LUTHERAN WOMEN of the ELCA
MISSIONARY SUPPORT AND MISSION DONATIONS**

January 1 through December 31, 2012

MISSIONARIES

Esdras & Karen Krebsky Latin America	\$1,200.00
Total Missionary Support	\$1,200.00

MISSION DONATIONS

DOOR COUNTY DONATIONS

Help of Northern DC – Invitation Committee	\$400.00
Ministry Fund, Door County Memorial Hospital	\$200.00
Shepherd of the Bay Parish Nurse Program	\$250.00
Koinonia Kupboard	\$3,071.42
Feed & Clothe My People	\$166.18
Total Door County Donations	\$4,087.60

WISCONSIN DONATIONS

Phetsamone Vannanong, Lao Ministry in Milwaukee	\$250.00
Reformation Lutheran Church, Milwaukee	\$300.00
Total Wisconsin Donations	\$550.00

INTERNATIONAL DONATIONS

Lutheran World Relief	\$250.00
Lutheran World Relief Comfort Fund (shipping quilts)	421.40
Selian Lutheran Hospital, Tanzania	\$350.00
Good Samaritan Society Proj. for women & children, Colombia	\$125.00
Total International Donations	\$1,146.40

Total Support & Donations	\$6,984.00
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Net Worth – Women of the ELCA As of 12/31/12

ASSETS

Cash and Bank Accounts	
Checking	\$2,825.34
ELCA Mission Investment Fund	\$2,828.27
Savings	<u>\$ 412.69</u>
TOTAL Cash and Bank Accounts	\$6,066.30

Church Library Annual Report 2012

Our church library collection includes 1639 titles in the form of books, videos, audio tapes, CD's and DVD's. This includes materials for all ages and on many topics of interest.

Again the summer reading program was held in conjunction with Wonderful Wednesdays for children in preschool through grade six. About 25 children checked out books and read for information and enjoyment under the supervision of Cynthia Drey.

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

The library is maintained by the following committee members:

Sharon Cobb
Phyllis Fitzgerald
Angela Foster
Donna Hupe
Ronnie Robinson

Building and Grounds Annual Report 2012

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

The counters in the kitchen were replaced this year with the addition of a new wood butcher block for cutting all of Pastor Fosters bread. We also replaced sink with an undermount model for easy cleanup also a new spray nozzle faucet. Garden shed doors were replaced and painted this year.

We are looking into the feasibility of switching outdoor lighting to more efficient led lighting. This could reduce electric usage by 1/6th of what we use now.

Respectfully submitted:
Joel Thomas Chair

HEALTH AND WELLNESS MINISTRY 2012 ANNUAL REPORT

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

Kaye Christman, RN has served as the Health and Wellness Coordinator the past year and is moving to Green Bay in January so will reluctantly resign from this position that she has enjoyed very much.

ONGOING PROGRAMS and SERVICES PLANNED by the HEALTH and MINISTRY CABINET

- Monthly cabinet meeting to plan and promote all services and activities sponsored by the Ministry. We have been pleased to have members of Stella Maris Catholic Church, First Baptist Church of Sister Bay and Sister Bay Moravian present at our meetings to learn from us and to work together to form the Northern Door Health and Wellness Ministry (NDH&WM). NDH&WM became its own entity with representation from most of the Northern Door Churches. The CHIP (Community Health Information Program) programs transitioned to NDH&WM. I still attend NDH&WM meetings as well as Carole Bergner.
- Loaves and Fishes is now an offering of NDH&WM--Carole Bergner and I did the blood pressures at the November date. Loaves and Fishes is held at Stella Maris (Sister Bay site) and is open to all people.
- Health and Wellness office hours on Thursday mornings for consultations and blood pressure monitoring.
- Tai Chi for Health free classes Tuesday and Thursday mornings.
- Maintenance of the First Aid Cabinet in the narthex and weekly checks of the defibrillator for cardiac emergencies.
- Publicity for CHIP programs for our church--NDH&WM has developed uniform publicity that they give to all Northern Door Churches.
- Provide free bus transportation from Scandia Village to CHIP programs with three recruited volunteer drivers.
- Arrange free transportation by volunteers to medical appointments, the airport, and grocery shopping.
- Maintenance of files and library of health related information.
- Assist in planning the YMCA fall and spring Health Fairs.
- Publish general health related information and local resources of health education and services in Door County in the Parish Door.
- Continue Moms and Babies program for new mothers, newborns, and toddlers provided by a Parish Nurse volunteer, in collaboration with the SOTB children's ministry
- Arrange annual American Heart Association classes on Cardio Pulmonary Resuscitation and use of the defibrillator for cardiac emergencies.
- Provide two wheelchairs, a walker and 4 prong cane for use in the church or for short term loans
- Educate the congregation about the flu virus and immunizations annually and provide antiseptics in various places in the building.
- Provide private office for monthly and as requested blood pressure monitoring, private counseling, library, and file storage.
- Make referrals to our Stephen Ministry program
- Northern Door Health and Wellness Ministry became in reality in December 2011 so the CHIP programs have been a focus of that ministry. Although we attend the NDH&WM meeting and participate in the work that they do, we need to identify new programs for our cabinet to offer.

Expressing our Thanks to all those who have provided financial, emotional, and physical support in 2012 and also to:

Cabinet Members: Carole Bergner, Kristen Demarinis, RN, Cathy Johnson, RN, Tai Chi instructor, Don Pardonner, Judy Reninber, Nutritionist, and M. Kaye Christman, RN.

CHIP Bus Drivers: Ken Bergner, Lon Kopitzke, and Terry Zielke. We all appreciate all of the transportation drivers.

Transportation Drivers: all 20 of them

Statistical Data

CHIP programs --transitioned to NDH&WM which we are a part of.

Tai Chi for Health

Nutritionist Consults

Moms and Babes: (Kristen will get the info to you within a two weeks)

CPR/AED Training--we offered 2 classes in May(one was cancelled because of low numbers)--we presently have 7 certified people.

Blood Pressure Checks

PARISH NURSE

Outreach to our community kept me very busy this past year. I enjoyed every moment of getting to know you and to be of service in times of need. When I look back at the statistics, it is hard to believe that there were over 400 contacts which included phone calls, home visits, trips to MD offices, referrals to the ER, rides to appointments and investigating local resources that may be of benefit, for example, Neighbor to Neighbor. This program is a blessing and I am very thankful for the opportunity to be your Parish Nurse.

I was privileged to attend two conferences this year. One sponsored by the Institute for Brain Potential in Green Bay and the other being the Alzheimer's Annual Conference in Madison.

I continue to participate in the Parish Nurse Network of Door County, Northern Door Health and Wellness, SOTB Health and Wellness and Nor Door Adult Day Services as well as Caring Shepherds. These activities generally go beyond the time allotted for the Parish Nurse position at SOTB, but are important to our activities and relationships in the Door County community. The interaction is stimulating and sharing our thoughts and ideas is inspiring.

With that, I was asked and accepted the role of Health and Wellness Coordinator for Shepherd of the Bay as well as your Parish Nurse. I have some adjustments to make as I fill Kaye's activities. Please let me know your interests and I will attempt to fulfill those needs.

Respectfully submitted,
Cathy Johnson, RN, BSN

CARING SHEPHERDS

Be shepherds of God's flock...

1 Peter 5:2a

SHEPHERD OF THE BAY is fortunate to have so many caring members in our congregation. Twelve of our members have dedicated some of their time to participating in the CARING SHEPHERDS Program. These Shepherds regularly offer to extend a connection to the members of our congregation who cannot attend church services on a regular basis.

These Shepherds currently are serving fourteen of our members with phone calls and visits – taking church bulletins and DVD's to them and offering their caring fellowship.

This is the third year of the CARING SHEPHERDS Program that is overseen by a CARING SHEPHERDS COMMITTEE. The members of this committee are: David and Cheri Boock, Cathy Johnson, Cliff Darken, Keith Wickert and Vernamae Juel. This committee meets once a month to update the current needs of church members who need this service. The committee would like to thank: Priscilla Murphy, Dorothy Peterson, Clare Boock, Sandy Synnes, Phyliss Turner, Ann Hinnenthal, Donna and Charlie Franchino, Marlene Grow, Marilyn Johnson, Bonnie Hanson, Keith Wickert and Cliff Darken for their three years of service as CARING SHEPHERDS.

The CARING SHEPHERDS Program makes free DVD recordings of the first service available to members along with free DVD Players that can be checked out free for member use. The committee sends an average of three DVD's a week to members who are out of state for long periods of time.

Cheri Boock – CARING SHEPHERDS COMMITTEE

SOCIAL SIX ANNUAL REPORT

SOCIAL SIX began as an idea presented by Carol Weber to a WELCA Board Meeting. The WELCA Board liked the idea and it was presented to the Church Council for their approval. Carol Weber and Cheri Boock worked out the details and the first SOCIAL SIX began in June. Members signed up to participate and random drawings were made to compose groups of six who would meet once a month for three months with the main goal of getting know each other better. The only requirement is that the meeting center around any type of meal and activities could be included. The first SOCIAL SIX (June, July and August) included ten groups made up of 60 members. The second grouping (September, October and November) included four groups which was made up of 24 members.

The comments that followed were very positive. There were many requests for a Winter SOCIAL SIX which is being planned for the months of February, March, April and May in 2013. It was a great start to a fun congregational event.

Cheri Boock – SOCIAL SIX COMMITTEE

Stephen Ministry Year Annual Report 2012

As a Stephen Ministry Congregation in Door County, Stephen Ministers have donated countless hours in formal and informal relationships throughout the congregation and community this past year. We have 14 active ministers in this congregation and one outreach minister at St. Paul's Lutheran Church in Juddville.

During this past summer, the Stephen Leader Team issued a call for dedicated men and women interested in becoming Stephen Ministers. To that end, a new class of candidates was initiated and began its training at the beginning of January 2013. The commitment by 8 individuals will increase the number of ministers available to meet the needs of the congregation and community. This training will include 52 hours of study and will culminate with commissioning in June.

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

Submitted for Stephen Ministry by
George S. Cobb
Stephen Leader

Shepherd of the Bay Lutheran Church
Balance Sheet

		December 31, 2012	
Account Description		Actual	YTD
			Jan 1 Bal* Variance
ASSETS			
Current Assets			
	Regular Cash	190,009	247,584 (57,575)
	CD's	145,664	205,702 (60,038)
	Debt Retirement Cash	49,198	41,162 8,036
	Investments	85,297	84,447 850
	ELCA Endowment Fund	123,836	- 123,836
	Prepaid Assets	-	(670) 670
	Deposits with Vendors	-	- -
	Total Current Assets	594,004	578,225 15,779
Fixed Assets			
	Church Building & Equipment	3,950,861	3,950,861 -
	Construction in Progress	-	- -
	Total Fixed Assets	3,950,861	3,950,861 -
	SOTB - Loans Receivable	199,829	199,829 -
	TOTAL ASSETS	4,744,694	4,728,915 15,779
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
	Regular A/C Payable	13,665	9,245 4,420
	Credit Cards	1,060	21 1,039
	Accrued Payroll	10,000	10,139 (139)
	Payroll Liabilities	3,284	2,557 727
	Auxiliary Organization Cash	8,488	15,631 (7,143)
	Outreach Payable	5,744	3,726 2,018
	Benevolence Payable	22,661	21,903 758
	Accrued Expenses	51,232	50,571 661
	Miscellaneous Receipts	98,270	100,719 (2,449)
	Unrestricted Funds	41,476	43,046 (1,570)
	Restricted Investment Funds	210,297	209,447 850
	Restricted Other Funds	229,333	217,274 12,059
	Total Current Liabilities	695,510	684,279 11,231
Long Term Liabilities			
	Thrivant Mortgage	806,843	871,081 (64,238)
	SOTB - Construction Loan	74,829	74,829 -
	SOTB - Parsonage Fund Loan	125,000	125,000 -
	Total Long Term Liabilities	1,006,672	1,070,910 (64,238)
	Total Liabilities	1,702,182	1,755,189 (53,007)
Equity			
	Beginning Equity	2,973,724	2,973,724 -
	Parsonage Loan Equity	-	- -
	Current Year Activity	68,775	- 68,775
	Rounding	-	2 (2)
	Net Income	13	- 13
	Total Equity	3,042,512	2,973,726 68,786
	TOTAL LIABILITIES & EQUITY	4,744,694	4,728,915 15,779

		Year Ending	December 31, 2012		
Shepherd of the Bay Revenue Statement		YTD		Variance	
		Actual	Budget	Fav (UnFav)	LastYear
Income					
	Regular Offering	374,893	370,000	4,893	386,903
	Parish Nurse Giving	11,651	10,000	1,651	18,113
	Debt Reduction Income	106,037	93,500	12,537	98,187
	Mission Giving	1,250	2,000	(750)	2,807
	Beardt Distribution	5,000	5,000	-	5,000
	Accrual Recalulatoin	-	-	-	-
	YearEnd Surplus Transfer	27,300	27,300	-	21,840
	Other Income	2,246	3,250	(1,004)	3,882
Total Income		528,377	511,050	17,327	536,732
Expense					
	Ministry	24,347	24,900	553	19,229
	Music	21,346	20,989	(357)	23,422
	Operating Expenses	83,964	103,725	19,761	93,232
	Office Expense	19,494	22,060	2,566	20,561
	Outreach Ministry	18,420	18,420	-	18,920
	Pastor (Salary & Expenses)	90,063	89,907	(156)	89,056
	Other Salary & Payroll Taxes	116,302	117,289	987	114,261
	Mortgage Payments	110,574	110,544	(30)	110,544
	Mission Payments	1,250	3,200	1,950	-
	Year End Adjustments	42,604	-	(42,604)	47,400
Total Expense		528,364	511,034	(17,330)	536,625
Net Income		13	16	(3)	107

Shepherd of the Bay Proposed 2013 Budget						
		2012	2012	2013		
		Actual	Budget	Budget	Var2012A	Var2012B
Income						
	Regular Offering	374,893	370,000	370,000	(4,893)	-
	Parish Nurse Giving	11,651	10,000	10,000	(1,651)	-
	Debt Reduction Income	106,037	93,500	90,000	(16,037)	(3,500)
	Mission Giving	1,250	2,000	2,000	750	-
	Beardt Distribution	5,000	5,000	-	(5,000)	(5,000)
	YearEnd Surplus Transfer	27,300	27,300	31,094	3,794	3,794
	Misc Income	2,246	3,250	2,750	504	(500)
Total Income		528,377	511,050	505,844	(22,533)	(5,206)
Expense						
	Ministry	24,347	24,900	26,534	(2,187)	(1,634)
	Music	21,346	20,989	21,631	(285)	(642)
	Operating Expenses	83,964	103,725	94,265	(10,301)	9,460
	Office Expense	19,494	22,060	21,760	(2,266)	300
	Outreach Ministry	18,420	18,420	18,420	-	-
	Pastor (Salary & Expenses)	90,063	89,907	91,874	(1,811)	(1,967)
	Other Salary & Payroll Taxes	116,302	117,289	121,012	(4,710)	(3,723)
	Mortgage Payments	110,574	110,544	110,544	-	-
	Mission Payments	1,250	3,200	2,000	(750)	1,200
	Year End Adjustments	42,604	-	-	42,604	-
Total Expense		528,364	511,034	508,040	20,324	2,994
Net Income		13	16	(2,196)	(2,209)	(2,212)

Shepherd of the Bay - 2012 Benevolence & Outreach Payments

From Designated Outreach Contributions

Bridges	1,285	
Christmas Families	1,200	
Community Vacation Bible School	150	
CWS/Crop Walk	848	
ELCA - Malaria	25	
Sierra Leone	1,200	
Lutheran World Relief - Hurricane	753	
New Tribes Missions	2,500	
Sherry Wilson Benefit	12,332	
St Paul's Lutheran Church (Phetsasamone Vannavog)	22	
St Marcus (Transportation Expenses)	950	
World Vision	1,330	
	1,330	22,595

Accrued Benevolence

Bridges	2,000	
Community Clinic of Door County	1,000	
Crossways Camping Ministries	2,100	
Sierre Leonne	2,000	
Help of Door County	1,500	
Katie's Fund	2,000	
Koinonia Cupboard	1,500	
Northern Door Child Care Center	1,000	
Reformation Lutheran	2,000	
SonRise Camp	500	
St Paul's Lutheran Church (Phetsasamone Vannavog)	5,000	
	5,000	20,600

Samaratin Fund - 5 Payees

1,699

Outreach Ministry

ELCA	11,220	
Latin America Mission (Esdras Krebsky)	3,600	
Lutheran Social Services	500	
Reformation	2,400	
Scand Chaplan	700	
	700	18,420

Total Benevolenceand Outreach Payments

63,314

Note: The Church Council has authorized payments of \$11,250 Accrued Benevolence from 2012 Operations to be paid in 2013.

Audit Report

To: The Leadership and Congregation

January 22, 2013

On Tuesday, January 22, 2013 the Internal Audit Committee conducted a review of the financial statements and records of the Shepherd of the Bay Lutheran Church for the year ending December 31, 2012. Financial statements, bank statements, and internal controls were examined on a test basis. Evidence supporting amounts and disclosures in the financial statements and the reasonableness of procedures and controls were reviewed.

We believe, with reasonable assurance, that the financial statements and records are free of material misstatement and present fairly the financial position of the Shepherd of the Bay Lutheran Church as of December 31, 2012.

Ron Hupe, our Church Treasurer, maintains the church financial records in a thorough, accurate, timely and orderly manner. Ron is to be commended for his time and dedication in performing the vital role of Church Treasurer.

Scott Schultz

Al Strack, Chair, the Internal Audit Committee

SHEPHERD OF THE BAY CHURCH REPORT OF MEMBERSHIP

	BAPTIZED	CONFIRMED
A. MEMBERSHIP AS OF DECEMBER 31, 2011	798	657
B. Members received by:		
Baptism	1	0
Affirmation of Faith	2	2
Transfer	3	3
Confirmation	<u>2</u>	<u>5</u>
	8	10
Sub Total	806	667
C. Members removed by:		
Death	9	9
Transfer	2	2
Statistical Adjustment	<u>21</u>	<u>21</u>
	32	32
D. MEMBERSHIP: DECEMBER 31, 2012	774	637

WORSHIP LIFE OF SHEPHERD OF THE BAY LUTHERAN

Sunday Worship Services = 102

Holy Communion Services = 79 Sunday + 22 Saturday

Other Services = 10

Average Weekend Worship Attendance = 295

Saturday Worship Services = 22

Average Weekend Attendance:

2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
304	292	306	296	302	319	289	301	304	326	295	285

Communing Members: 574

Baptized = 27

Confirmed = 547

STATISTICAL REPORT FOR SHEPHERD OF THE BAY LUTHERAN

Baptized members:

2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
666	681	726	743	760	780	807	815	819	832	798	774

Confirmed members:

542	555	587	599	615	631	658	664	667	673	657	637
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PASTORAL ACTS FOR 2012

	MEMBERS	NON-MEMBERS
Baptisms	1	1
Confirmation	3	2
Weddings	0	7
Funerals	8	1