



Shepherd of the Bay Lutheran Church
Ellison Bay, WI

ANNUAL MEETING SHEPHERD OF THE BAY LUTHERAN CHURCH
January 26, 2020

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Shepherd of the Bay Lutheran Church Annual Meeting

Sunday, January 27th, 2019

Meeting called to order at 10:46am

Present: Pastor Jim Honig, Members of Council and Members of congregation

Meeting was opened with a prayer by Pastor Jim Honig

Introduction of current Council members by Holly Thomas

Introduction of Technology Committee: Pastor Honig, Judy Jackson, Stan Whiteman, Joel Thomas, Scott Henry

Introduction of staff: Pastor Honig, Jane Burress, Carol Omernick, Lynne Buchner, Judy Jackson, Greg Beem and Kim Shumway

Thank you to the painting crew and to all who helped organize, Tom Tuttle, Joel Thomas and Kim Shumway

Motion to approve 2018 Annual Meeting Minutes. Motion by Dick Burress. Second by Greg Casperson. Motion Approved

Pastor Honig gave an update on the Sanctuary Technology Committee:

The work done was paid for by Carl & Judy Jackson and Don & Lynne Luker. A big thank you to both couples for the generous donations. Pastor asked the congregation to be patient while the kinks are worked out. Pastor is looking very forward to using the system during the Wednesday night vespers service.

Approximately 80% of the LED lights in the sanctuary have been installed. This should have a very positive effect on our electric bill.

Werner Krause gave a report on the Endowment Committee.

2018 is the 4th year in a row that the Endowment Comm. has given a distribution to the Church and the distribution has increased every year. Large donations to the Youth Activities Fund as well as the Music Fund has allowed the account to grow. The account lost a significant amount of money during the market volatility in the fall of 2018. All of that has since been recouped. Thrivent has been doing a great job managing the account. The Endowment Comm. presented the Church Council with the idea of creating a reserve fund for major maintenance and repairs. A thank you to Bill Madsen for his work on the Committee. Werner also spoke about the benefits of honorary vs. memorial giving.

Ron Hupe presented the Treasurer's Report

Income was down approximately \$59,000.00

Budgeting giving was approx 487,000.00 and actual giving was approx 406,000.00

Actual expenses for the year were down.

Motion to approve the 2018 Treasurer's Report. Motion by Werner Krause. Second by Sue Daubner. Motion Carried

Holly Thomas presented nominating committee nominees:

Church Council: Lori Pothast, George Cobb, Edee Madsen and Les Keeper

Synod Assembly: Scott Henry

Endowment Committee: Mark Glasser

Scholarship Committee: Holly Thomas, Marykay Shumway, Jenny Sitte

Motion to accept the nominees. Motion by Tim West. Second by Jane Burress. Motion carried

Ron Hupe presented the 2019 Budget.

123 pledges were received for 2018 for approximately 275,000.00. 99 pledges were received for 2019 for approx 275,000.00 Less people pledging but also people raising the amount of their pledges. The congregation lost approx. \$6,600 in pledges due to a family moving and \$5,000.00 due to a family's change in financial situation. Regarding expenses, a big effort was made to keep the amount less in 2019 than in the 2018 budget. There were no staff raises for approx 6 years at SOTB. For 2019 a 3% raise was given to employees, adding approx 3,200.00 to the budget.

A motion was made to approve the 2019 Budget. Motion by John Skogsbakken. Second by Lon Kopitzke.

Motion carried

Glenn Rossman began a discussion regarding the possibility of allowing members to vote via absentee ballot during congregational meetings.

A motion was made as follows: The constitution should be amended to allow absent members to vote in a congregational vote by electronic means, including but not limited to phone, text or email during the convened meeting. Motion by Glenn Rossman. Second by Sue West.

Discussion then continued of how to vet who is a member in good standing and who would confirm that during such a vote. Discussion of the possible logistical problems of an absentee vote. Discussion of changing the annual meeting date to coincide with the start of a fiscal year instead of a calendar year. Pastor then spoke to the fact that Council has discussed the possibility of changing our fiscal year to help alleviate the issue of members who are not available in January to attend an annual meeting. Greg Casperson spoke regarding the fact that a new Constitution is in the works and suggested that adding Glenn's proposal to the new Constitution would be a good idea to see if it would be accepted by the Synod. Glenn Rossman then amended his motion to: The newly written ELCA Constitution should include the ability to allow absent members to vote in a congregational meeting via electronic means, including but not limited to phone, text or email during the convened meeting and presented to the Synod for approval.

Vote on amended motion. Yea -14. Nay-35. Motion denied

Scott Schultz questioned the negative budget for 2018 and 2019. Questioned if the Council has a plan to reverse that trend. Pastor Honig joined the discussion stating that everything but staff cuts have been made. In order to keep the staff we have, income/giving/stewardship has to increase. Also a reminder that a capital campaign for major repairs to the roof and siding will be coming after the budget is addressed.

Dick Burress discussed Jane's work as Youth Minister. He encouraged the continued support of the Youth Ministry and complimented the she job has done, her dedication, as well as thanking her for a job well done. Eloise Lindem also spoke in appreciation of Jane, the need for a quality youth minister and the possibility of having to pay more to find qualified help.

Discussion by Myrma Howard regarding the reason some members are no longer attending and the possibility of creating a committee to contact some of these members.

A thank you from Pastor Honig to Holly Thomas and all members leaving the Council at this time: Carl Jackson, Jenny Sitte and Barb Meyer.

Closing prayer by Pastor Honig.

Respectfully submitted,
Jenny Sitte
Council Secretary

Pastor's Report

Dear Faithful Members and Friends of Shepherd of the Bay Church,

A long time ago, the Apostle Paul wrote this to the church at Corinth: *God is able to make all grace abound to you, so that having all sufficiency in all things at all time, you may abound in every good work.*

That is a strong and confident statement of the abundance of God's love and grace that, when poured out on the church, brings an outpouring of abundant ministry. That's what 2019 was — a year of abundance, celebration, and growth.

The year marked the 25th anniversary of the congregation, formed in 1994 as the merger of Trinity Church in Ellison Bay and Zion Church in Sister Bay. We marked the actual date in the spring with a small ceremony, and then planned a much larger celebration in the summer when our seasonal members and visitors could be present. We enjoyed an anniversary recital and then festive Sunday morning worship.

As part of our anniversary celebration we announced an extraordinary gift from an anonymous donor to cover the cost of needed repairs to the building, namely new siding and a new roof. That work began in November, and is continuing as I write this report in early January. Make sure you take a look at the photo updates posted on the church website.

Another highlight of the year was the extraordinary commitment of our members during our Fall Stewardship Call, "Voices in Praise, Hands in Service." Knowing that we would not be launching a capital campaign for capital repairs, thanks to our donor family, we asked for a significant increase in the giving to our operating budget. Casting a vision of funding the excellence in ministry, supporting the church at large, expanding our ministry to youth and families, and rebooting our health and wellness ministry, the congregation responded with great dedication and generosity. We look forward to turning that vision into reality in 2020. (See graph on next page.)

The past year also saw the launch of the midweek Vespers Circle service. Our goal and purpose was to find a way to invite our families with children into worship. While the numbers have been impressive, more than we expected, what has also been impressive is the community that is building around that service. Families are connecting around dinner & worship and supporting one another in the busy lives that families live in these days.

2019 was the year when we began our use of projection screens in the sanctuary. I'm grateful for the patience, openness and positive spirit that has accompanied this new technology. While the launch has not been perfect, it has been a blessing, many of which have been unexpected. The joy of being able to see children at families at baptism, being able to watch the extraordinary skill of organists, the exuberant singing during communion distribution all bring a smile to my face and warmth to my heart. The use of this new technology continues to be a work in progress as we discern how best to use it for the sake of the gospel.

We also bade a reluctant, but celebratory farewell to Jane Burress who served for over 2 decades as the Director of Youth and Family Ministry. Jane is a tremendously talented and dedicated leader who left a legacy of excellence in ministry and relationships. While sorry to see her retire, we give thanks to God for all that was accomplished through her many years of work at Shepherd of the Bay. Months before Jane actually retired, we had begun the search that would lead us to welcome the next gifted staff person in the area of children, youth and families. On September 1, Lynda Pietruszka began her work and immediately stepped into maintaining and strengthening our ministry. We are thankful to have Lynda as a member of the Shepherd of the Bay family.

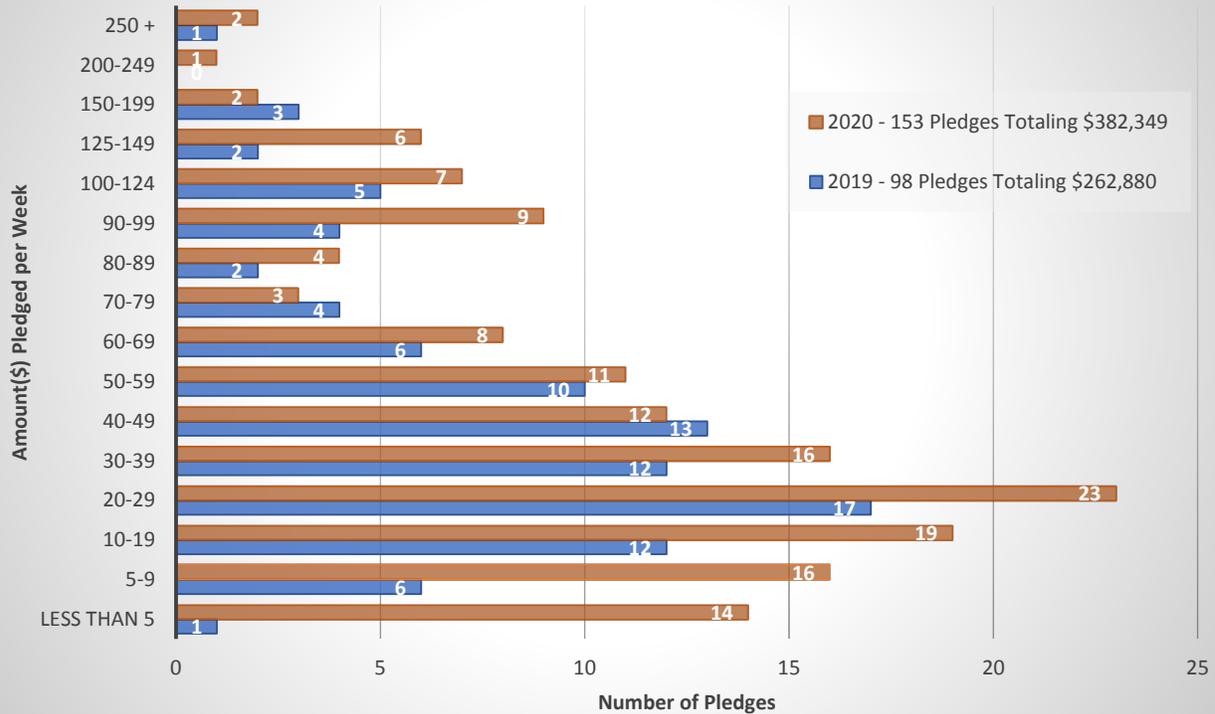
I remember with gratitude all the opportunities we have had to grow in faith together: in worship gathered around word and sacrament, on Tuesday mornings studying the bible together, during Sunday morning Adult Faith Formation, and many others along the way. I am particularly grateful for the way about 15 or so learners dove into the hard conversations around racism and how we as Christians are called to respond.

I want to recognize and thank the congregation council for the excellent work they have done. This has been a wonderful group of people to work with. We have three members of the council completing their terms: Scott Henry, Alicia Kropuenske, and John Skogsbakken. They have been excellent leaders and we will miss them. I'm grateful in particular to Scott for serving as the council president for the past year and for the excellent leadership he has provided.

As I approach the 3 year anniversary of beginning my pastoral ministry at Shepherd of the Bay, I am so grateful for the members of this congregation, our ministry to and with the northern Door community, and for the beautiful place in which we live and do God's work. I look forward to the guidance of the Spirit in this new year of ministry.

Pr. Jim Honig

Shepherd of the Bay Church 2019 - 2020 Pledge Comparison



Council President’s Letter

Our annual meeting on January 26th marks the end of my term on council. It has been a privilege to serve as your president this past year. The support I’ve received from the rest of the council, Pastor Honig and staff has been gratifying. I can’t say that I’ve completely satisfied my goal of better communication between the council, staff, committees and membership. To that end, I challenge all of you to make an effort to get to know your council members this coming year. They all want to represent you the best they can, and to make wise decisions for the functioning of our church. If someone asks you to help, I hope you’ll say yes. Or better yet, beat them to the punch and offer your time and talents “before you’re asked”!

I’m excited for the future of Shepherd of the Bay and will use two events from our past year as examples. We celebrated the 25th Anniversary of our building in July. What I thought was going to be a celebration of our “past” turned out to be the recognition of 25 years of God’s blessings to our congregation. The celebration that Sunday didn’t dwell on the past, but instead looked forward to the future. God has been, and will be GOOD!

Shortly after that celebration, we hired Lynda Pietruszka to be our new Director of Youth and Family Ministry. Lynda began her duties with the new school year and her enthusiasm is infectious. We enjoyed a beautiful Children’s Christmas Program in December and I look forward to the continuation of a strong ministry to the youth of our congregation and community.

In Christ,
Scott Henry, 2019 Council President

Youth and Family Ministry Annual Report

January-June 2019

“The LORD is my strength and my shield; my heart trusts in him, and he helps me. My heart leaps for joy, and with my song I praise him.” Psalm 28:7

As I write my last annual report for this congregation, my heart is filled with gratitude. I give thanks to God for answering my prayers to hire a new youth minister by the fall. What a gift Lynda Pietruszka is to our congregation! I give thanks for each of you who have supported me and this ministry throughout the years with your prayers, gifts of time, talent, and money. Many prayers were answered through you. I give thanks for the supportive staff at Shepherd of the Bay and for my husband and family who are always there for me. Above all, I give thanks and praise to God for leading and guiding me on this path. What a joy it has been! Please keep Lynda and this ministry in your prayers as we move forward.

Family and Youth Programs that meet on a regular basis:

- Little Lambs Story Hour for infants, toddlers & preschoolers meets weekly during the school year.
- Wonderful Wednesday after school program meets twice a month during the school year for 1-6 grades.
- Confirmation Classes for 7-8th grade weekly during school year.
- Senior High Youth Dinner and Devotions 9-12 grade twice a month during school year.
- Friends in Faith Mentor Program for high school youth meets four times a year as a group.

Other Activities in 2019

- Junior High Synod Youth Gathering in Manitowoc
- Summer Camp for Confirmation youth through Crossways
- Wonderful Wednesday Activities: Bible Camp weekend at Imago Dei
- Senior High Youth Activities: Senior Send off
- Dinner and Vespers on Wednesday Nights began on a regular basis in January.

Fundraisers:

- Easter breakfast: \$720 for confirmation camp
- Thrivent Funds: \$250 gift card for Lenten meal supplies, \$250 gift card for Easter breakfast.
- Lenten meals: \$686 for youth activities

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

Preschool age: Beach Party, Story Hour at the Meadows

Elementary age children:

- 11 quilts for the senior high 2019 graduates
- Visits to Scand Nursing Home to sing and share treats
- Road to Easter Event

Confirmation youth:

- Participated in Wednesday night services.
- Service project in Manitowoc

Senior High Youth:

- 30 Hour Famine for World Hunger \$6,127.00
- Volunteered at Northern Door Child Care Center, cleaned the church nursery, and baby sat for a parent evening out.
- Mission Trip to Louisville, Kentucky to work with refugees.
- Baptismal Birthday cards and folder of information for Parents and Godparents.

Milestone Ministry:

- Baptismal Birthday cards and folder of information for Parents and Godparents.
- Baptismal Birthday celebration for 1st and 2nd year (gift of a book)
- Confirmation Sunday
- Blessing of new drivers
- Graduation Sunday

The nursery is staffed with a childcare provider. Activity bags are provided for preschoolers during the church service and the Pray Ground in the sanctuary is updated seasonally. A newsletter is sent to parents of 1-3 year olds. Birthday and baptismal birthday cards are sent to all Sunday school age children. A Faith Formation website geared towards newborns-18 years old and parents was updated monthly and a Facebook page for adults and teens was used for communication weekly. Throughout the six months I attended activities the children/youth were involved in and made visits as needed for those with specific needs.

Submitted with Praise and Thanksgiving, Jane Burress/Youth Minister (retired)

Sunday School January - June 2019

Sunday School from January to summer 2019 had a regular attendance of about 10-15 children from preschool to 6th grade. We continued our journey of stories of bible that were not in regular rotation with a 2 yr curriculum to give the children a broader spectrum of the Bible. We ended our season with Jacob and Esau to prepare the way for the community Vacation Bible School held at the Baptist church in Sister Bay which the majority of our children attend.

My position as Sunday School Coordinator was dissolved to hire a full time Education/ Sunday School Coordinator. Any offerings or moneys the Sunday School collected were left for the new coordinator. I have been working with the new coordinator helping with Sunday School on occasion and have been giving feedback. Kristi Nelson Appel was the main volunteer for teaching along with myself Lynne Buchner.

VACATION BIBLE SCHOOL REPORT

The theme for VBS 2019 was "Does God have a deal for you!" and was the story was of Jacob which centered on God's wonderful promises to us and God's great faithfulness. The main focus was on the ways in which Jacob grows in faith during his life. The stories covered the life of Jacob from the beginning of his competition with Esau to his final reconciliation with Esau.

The 7 churches of Northern Door County partner on activities for the week and VBS is held at the First Baptist Church in Sister Bay. We hosted just over 100 kids ages preschool thru 6th grade.

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

Carol Omernick

Children, Youth, and Family Ministry

June 2019* - December 2019

*a gap in programming between the end of June through August due to retirement and hiring process.

“Whatever” is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable, if anything is excellent or praiseworthy, think about such things. Philippians 4:8

It is an honor and a privilege to serve as your new Children, Youth, and Family Ministry Director. (CYFM) The congregation has become my church family as I became a member in September, 2019. I received kind and gracious support from my predecessor, Jane Burress and from countless others who have a passion for our children, youth, and families at Shepherd of the Bay. I am looking forward to building on what “we” (volunteers, family support, etc.) have been able to accomplish so far. God is Great!!

CYFM on a regular basis

- Little Lambs Story Hour for infants, toddlers, preschoolers and their care providers, meet every Wednesday during the school year.
- Wonderful Wednesdays for children in grades 1st through 6th grade meet the first and third Wednesdays after school.
- Confirmation for grades 7th and 8th meet every Wednesday after school.
- Senior High Youth group meets every 1st and 3rd Wednesday.
- Friends in Faith mentoring program meets collectively each season.

September through December Activities

- SYG (Senior High Youth Gathering) in Manitowoc
- Advent Workshop/Sunday School open house
- Intergenerational Children’s Christmas program within the worship service
- Dinner and Vesper service on a regular basis since November
- First Communion Class

Outreach

- Sunday School mission project “Beatrice the Goat” raising funds to purchase goats for families through E.L.C.A. missions
- Wonderful Wednesday Caring Cards

Fundraising

- Hey Hey 5K Aid Station for the youth fund
- Fall Challenge Aid Station for the youth fund

Confirmation Youth

- Participation in Wednesday night Vesper meals and worship service

Senior High Youth

- Collected hygiene items for the SYG Manitowoc collective mission project.

Milestone Ministry

- Backpack blessings
- Prayer pillows for our 3 year old children

Nursery etc.

Staffing ramped up to ensure two trained care providers are present in the nursery during Sunday worship service. Activity bags and the Pray-ground updated seasonally. Birthday and Baptismal cards sent to Sunday School age children (ages 3-grade 6).

Communication

- Friends and Family Facebook page, Church Website
- Email, USPS & Peninsula Pulse ads
- Church announcements and posters

Submitted respectfully in Christ,

Lynda Pietruszka

Director of Children, Youth, and Family Ministry

Music Ministry

A VIEW OF THE CHOIR LOFT FROM THE PIANO BENCH

2019 was a very busy year for the music program at Shepherd of the Bay. Here are some of the highlights:

The Sanctuary Choir embraced the participation of 85 singers throughout the year, making this community of musicians a very active presence in the church. As the ebb and flow of the year naturally occurred, our choir experienced four seasons:

1. *Choir Lite (June through August)*, where singers met on Sunday mornings, rehearsed the anthem and any other music for the service, and helped to lead worship. Exciting and wonderful!
2. *Snowbird #1 Season (September through December)*, when the first wave of singers left for warmer climates and other adventures. The singers who remained in Door County began regular Thursday evening choir rehearsals and continued to meet on Sunday mornings before worship. What joy!
3. *Snowbird #2 Season (January through April)*, when some of our faithful choir members felt the pull toward sunshine and warmer weather, as well as the opportunity to visit family and friends outside of this community. We continued to fill the choir loft in this season with about 30 singers! Amazing!
4. *The Snowbirds Fly Back Season (the merry month of May)*, when we began to welcome back our beloved choir members who filled the choir loft once again, necessitating more chairs to accommodate our swelling ranks. How lovely!

The Sanctuary Choir at Shepherd has participated in worship at every service throughout the year, with the exception of the Children's Worship Service on December 15. This dedicated group of singers has sung as a full choir most of the time, but smaller groups have formed to satisfy the needs of special services:

- A choir from Shepherd, *The Cantorei*, was formed to sing for the Easter Vigil Service held at St. Luke's Episcopal Church, which was jointly shared by our two congregations: Carole & Ken Bergner, George & Sharon Cobb, Carolyn Hitzeman, John & Pat Skogsbakken, Cheryl Becht, Ann Birnschein, Solbjørg Daubner, Ruth Ann Hjelle, Lyle Amundson & Carl Jackson
- *The Shepherds* was a newly-created singing group for the tenors and basses of the choir. They sang a Swahili Song for THE SEASON OF CREATION services in October: George Cobb, Carl Jackson, Luanne Western, Connie Glowacki, John Skogsbakken, Mark Glasser, Scott Henry, Lyle Amundson, Jim Nelson, Bill Meyer & Ken Bergner
- A *Christmas Day Choir* was formed to sing for that 10:00 morning service: Sharon Cobb, Sheryl Honig, Jan Mielke, Sandy Synnes, Cheryl Becht, Mary Perdue, George Cobb, Carl Jackson, Luanne Western, Lyle Amundson & Scott Henry

A number of choir members have stepped forward to be the soloists for anthems and worship services throughout the year: George Cobb, Jan Mielke, Ruth Ann Hjelle, Carl Jackson, Lyle Amundson, Mary Perdue, Edee Madsen, Cheryl Becht, Jeanne Aurelius, Pat & John Skogsbakken, Solbjørg Daubner

The Sanctuary Choir presented two concerts for residents and friends at The Meadows of Scandia Village. These January and May events were very well attended and both concluded with the afterglow of a Cookie, Punch & Conversation time shared by the choir members and their very appreciative audience.

The choir commissioned a choral piece from the composer, Gregory Berg, to honor the 26 years of faithful service of our church's former music director, Gladys Austgen. This was to premier on Sunday, December 1 in our worship service. However, there was a major snowstorm that day which canceled church services all across the county. So we premiered *Precious in My Sight* in the new year, at our January 2, 2020 choral presentation at The Meadows, with Gladys and her family present. It was a wonderful evening!

The choir sang for two special events during the year:

1. Robin Butchart, one of our faithful tenors in the choir, asked us to sing for Doug's funeral service in March.
2. The choir sang and recorded the 11th Day of the 12 Days of Christmas (with very specific words and animated hand gestures) for the Door County Landtrust, which was then presented on its facebook page just before Christmas.

Our favorite singers from Lyric Opera of Chicago traveled to Shepherd of the Bay in June to present a beautiful and highly entertaining evening of vocal music. Desirée Hassler, Pamela Williams, John Concepcion and Michael Cavalieri will forever be friends of Shepherd! We were humbled by the generous support of our anonymous benefactors who once again provided housing for our visiting artists. We are grateful!

We have been blessed to enjoy the talents of many local and visiting instrumentalists, who have graced our worship and participated throughout the church year. Permit me to name a few:

- Evan Henry, Sten Kordon & Payton Thomas – percussion
- Jeanne Aurelius, Scott Henry, John & Pat Skogsbakken – tambourines & percussion
- Ann Birnschein & Jim Honig – trumpet
- Mark Mummert – organ
- Char Bogda & Alicia Doudna – violin
- Eric Olson & Ellen Caruso Olson – oboe & viola (PMF Orchestra)
- Terry, Lori & Peter Everson – trumpet & violin (PMF Orchestra)
- Paul Bellino & Bradley Ward – trombone (PMF Orchestra)
- Jack Hitzeman – piano

Music, if not in tune, is not very pleasant to the ear! We at Shepherd of the Bay are so fortunate to have Peter J. Nehlsen looking after our pianos AT NO CHARGE TO THE CHURCH WHATSOEVER! This master tuner-technician generously donates all of his time and services to the church, saying that this is part of his mission as a Christian. We were also blessed to be the caretakers of his two-keyboard creation, *The Omega*, which lived in our sanctuary from October 2018 through June 2019 and was played at every Sunday service.

While the PMF Steinway was being refurbished on Washington Island this past year, the church gained a new keyboard, which was used as a choir piano in the sanctuary on Sunday morning and traveled to Mink River Basin for the *Beer and Carols* event for Theology on Tap in December, featuring Judy on keyboard and Char Bogda on violin. On a very cold evening, the music and conversation were warm and welcoming.

On a personal note, I am so grateful to be your Sanctuary Choir Director and Principal Pianist. I love working with all of the musicians who so generously share their talents and expertise with our church. Thank you for supporting our efforts to bring beautiful sounds and messages of hope to our community of believers. It is because of your words of encouragement that we continue to go forward in our musical endeavors.

Thank you,
Judith Jackson

Worship & Music Committee

Shepherd of the Bay is not only a beautiful edifice sitting on the landscape of northern Door County that so many of us hold near and dear but also a community of believers who come together in service to God, to each other, and to the community around us. We laugh and cry with each other over the joys and sorrows of life, we pray for one another and support each other in times of need. Weekly, we come together to worship our Lord and Savior, finding nourishment in God's Word and His Sacrament. It is in this context that the Worship and Music Committee works together to offer a worship experience that is meaningful and encouraging.

While the Worship and Music Committee is not directly involved in the weekly planning of the worship services as it relates to the specific music, prayers, and liturgy, it is instrumental in taking care of those behind the scenes tasks that are essential for meaningful worship. Some of these tasks include: the recruiting of readers, ushers, communion assistants, and audio/video technicians; making sure the flowers are ordered and in place, and that communion is prepared and set up. Throughout the year, the sanctuary is periodically transformed as banners, altar clothes, Advent candles, Christmas trees, and various other decorations are changed to reflect the season. A word of appreciation must go out to all who make this possible. A special "Thank You" goes to committee member Ken Bergner for his faithful service as Communion Coordinator over these past years.

As we reflect upon this past year here at Shepherd of the Bay, there are a number of things that have come to pass that have had a positive impact on our worship life. We have seen the implementation of the Wednesday night Vesper Circle and how it has met the worship need for a number of families. We have also experienced the new audio and video technology, seen the steady growth and maintenance of the choir, and the reformation of the bell choir. With the addition of Lynda Pietruszka's leadership as Director of Children and Youth Ministries, we have seen a greater emphasis on the children in worship. This past fall we experienced an emphasis on The Seasons of Creation where we had opportunity to live out our faith in the context of caring for the creation around us. Most recently we heard the beautiful choir anthem, "Precious in My Sight" by composer Greg Berg of Carthage College, that was commissioned by the Shepherd of the Bay Choir, with the help of Scott Henry, in honor of Gladys Austgen's many years of music ministry here at Shepherd of the Bay.

When it comes to evangelism and outreach, Shepherd of the Bay takes on many forms. One form that falls under the supervision of the Concert Series committee, a subcommittee of the Worship and Music committee, is the Concert Series that Shepherd of the Bay provides to our community each year. During this past year, we saw the return of the Chicago Lyric Singers and heard a performance by Karin Gunderson and her Heavenly Harp. We also heard organ performances by Mark Mummert from Trinity Lutheran Church in Boston and Dr. Steven Wente, Professor of Music at Concordia University Chicago. Each of these events come with much planning, implementation, and expense. Many thanks to those who have worked so hard to make these events possible.

As we embark on a new year, we look forward to seeing how God will use Shepherd of the Bay in encouraging people in their faith. We are so appreciative of Pastor Jim's insight and understanding about worship and faith and we look forward to his continued leadership and shepherding in the coming year. Let us all remember that worship is a work of God's people and is not owned by any particular individuals or committee. Should you have questions or suggestions related to the work of the Worship and Music committee, please feel free to share them with us.

Soli Deo Gloria.

Respectfully submitted by Greg Beem

Women of the ELCA

2019 Annual Report

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

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

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

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

To accomplish the purpose of the Women of the ELCA, Women of Shepherd of the Bay commit themselves to:

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

Our Unit of WELCA conducted an Annual meeting on December 3rd to elect officers to the Board of Directors, adopt the budget and calendar for 2020 and disburse the funds generated from projects to missions.

2020 Officers:

President: Grace Rossman, *Vice President:* Char Bogda, *Secretary:* Barb Tuttle/Karen Wilkinson
Treasurer: Cathy Mangan/Pat Skogsbakken

Board Member Chair Persons (Appointed not elected):

Membership: To be appointed, *Education:* Pat Skogsbakken, *Social:* To be appointed, *Events:* To be appointed
Missions: Barb Tuttle

2019 IN REVIEW

EVENTS

SPAGHETTI SUPPER held July 27. Grace Rossman and Cheri Boock chaired the committee and had a volunteer crew of 25+ members to work. 138 people were served.

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

SOCIAL

SCANDIA BIRTHDAY PARTY held February 28 with Mary Perdue chairing the event.

CHRISTMAS LUNCHEON held December 10 with 28 guests. The luncheon was catered by Bill Fairchild and David Daubner. Sue Dauber and Cathy Mangan were the event chairpersons. The theme was a "Waves of the Spirit". Food for the SOTB food pantry was collected. John Nolte provided the entertainment by singing and playing guitar.

EDUCATION

BIBLE STUDY with Ken Bergner held Monday morning February – April after which it was discontinued. Some participants are now attending Pastor Jim's Tuesday morning study.

BOOK DISCUSSION GROUP held monthly except December.

RETREAT on Wednesday November 13 a retreat was held at Bjorklunden. The theme was "The Words of Jesus Anew". A lesson on the Lord's Prayer presented in Jesus's native language of Aramaic was led by Rev. Carol Hackbardt. About 20 women attended.

MISSIONS

MISSIONS PROJECTS GROUP meet on Thursdays (November-May for quilting). They completed 153 quilts. Most went to Lutheran World Relief. When the quilters resumed in October, 12 quilts were quickly made and sent to a migrant center called the Kino Boarder Initiative. During the summer a group gathered to knit items for the Boys and Girls Club, Northern Door Children's Center, The Moravian Church and our own Klaud's Food Pantry. Over 206 hats, scarves and mittens were made. Hats, scarves and mittens were also donated to Just Door County (warmth for winter program). Knitted items continued to be donated after the summer and were donated to various agencies.

School Kits items were collected at in August and September for school kits for Lutheran World Relief. Enough supplies were collected to make 58 kits. They were delivered to LWR in October along with the Quilts. Also \$500 was donated to LWR to help pay for the shipping of the quilts.

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

SEPTEMBER MISSION FEST: Held on September 10 with a Pot Luck Lunch and a program presented by Mariah Goode and Diana Wallace from the Door County Partnership for Affordable Housing. About 30 people attended.

MEMBERSHIP

ROSE CLUB committee members remembered women of SOTB on their 90th or more birthday by presenting them with a rose. 5 members received a rose in 2019.

SOCIAL SIX 4 groups were formed in the summer. They meet once per month for fellowship and a meal.

MEAL MINISTRY (formerly service group)-A meal was prepared for the Larsen family at the time of their son's death to feed about 20 people. Other than that no other meals were prepared but 3 meals were offered but declined. The Meal Ministry Chairman for 2020 will be Marilyn Johnson replacing Pat Skogbakken.

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

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

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

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

The Women of the ELCA met in December to disburse the funds generated from our projects for 2019.

<i>DOOR COUNTY DONATIONS:</i>	\$3275
<i>WISCONSIN DONATIONS:</i>	\$0
<i>INTERNATIONAL DONATIONS:</i>	\$1000
TOTAL	\$4275

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

Pat Skogbakken-Women of the ELCA President 2019

**WELCA
TREASURER'S REPORT**

as of DECEMBER 31,
2019

2019TOTALS

INCOME EXPENSES

ACCOUNT BALANCES 1/1/2019

BEGINNING BALANCE

\$20.63

\$2,520.40

QUILTER'S GROUP

beginning BALANCE

\$2,513.24

FOR BATTING

\$210.46

SUPPLIES

\$210.48

SHIPPING QUILTS & SCHOOL KITS

\$1,091.15

\$585.55

GAS FOR BUS

\$77.50

FUND RAISERS

SPAGHETTI DINNER

\$2,498.00

\$161.90

\$2,336.10

DISH CLOTHS

\$71.00

HARVEST TABLE

\$402.00

MISSIONS

SCHOOL KITS

\$260.00

\$117.42

GUATAMALA TRIP -

\$350.00

HELP OF DOOR COUNTY

\$500.00

SECRET SANTA PROJECT

\$500.00

MINISTRY (KATIE'S) FUND

\$400.00

KLAUD'S PANTRY

\$600.00

UNITED WAY OF DOOR COUNTY

\$750.00

WORLD VISION- 25 DAYS OF GIVING

\$500.00

CHANGE BUCKET

\$883.54

\$175.00

MISCELLANEOUS

\$73.84

MEAL MINISTRY

\$93.84

\$20.00

ROSES

CONFIRMATION GIFTS

RETREAT

340.00

300.00

CHRISTMAS LUNCHEON 2019

\$450.00

\$450.00

SCAND BIRTHDAY PARTY

38.02

STAMPS

32.00

CHECKS

BANK FEE OR INTEREST

1.99

12/31/2019

TOTALS

\$8,625.39

\$5,978.33

\$2,647.06

Checkbook
balance

SHEPHERD OF THE BAY WELCA

MISSION DONATIONS

	2012	2013	2014	2015	2016	2017	2018	2019
MISSIONARIES								
Esdras & Karen Krebsky Latin America	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00			
DOOR COUNTY DONATIONS								
United Way								750.00
Help of Door County	400.00	500.00	400.00	300.00		275.00	1,000.00	500.00
Ministry Fund	200.00	250.00	200.00	200.00		640.00	400.00	400.00
SOTB Parish Nurse	250.00	250.00						
Koinonia Kupboard from Penny Jar	3,071.42	350.00	250.00	220.00	795.69	555.00	260.00	
Feed My People	166.18	150.00	50.00					
Guatamala trip			500.00	700.00	300.00		250.00	350.00
Scandia Village Capital Fund Drive		500.00	750.00					
Secret Santa					1,000.00	300.00	500.00	500.00
Matthew 25 Norhtern Door Health & Wellness				200.00		100.00		
Family Services of Door County				180.00				
Sten Kordon Benefit Fund					1,602.00			
SOTB MEAL MINISTRY					90.00		11.45	20.00
PIGGLY WIGGLY CARDS							375.00	175.00
Klaud's Pantry from Change Bucket								600.00
WISCONSIN DONATIONS								
Reformation Lutheran Church Milwaukee	300.00	400.00	300.00	150.00		200.00	200.00	
Phetsamone Vannanong Laosian	250.00	300.00	250.00	150.00				
INTERNATIONAL DONATIONS								
WOMEN OF ELCA - Phebe Hospital & School of Nursing Liberia						750.00		
ELCA WORLD HUNGER					1,129.00	330.00	456.25	
Lutheran World Relief	250.00	500.00	750.00	700.00		436.00		
Word Made Flesh		500.00	300.00	200.00				
Selian Lutheran Hospital - Tanzania	350.00	400.00	100.00	200.00		200.00	250.00	
Good Samaritian for women & children in Columbia	125.00	250.00				250.00		
LWR - Quilt shipping	421.40	500.00	460.00	452.50	714.24		267.75	500.00
LWR - Care Kit Shipping		265.00	267.00	212.00				
Mother Bear Project Ship					255.00			
World Vision - 10 goats								500.00
TOTAL	6,984.00	6,315.00	5,777.00	5,064.50	7,085.93	4,036.00	3,970.45	4,295.00

Guatemala Mission Trip

Guatemala Short term Mission Trip 2019 continued for the 8th straight year with Pray America/Manos de Jesus. We had 4 members of Shepherd of the Bay Church plus 3 friends and relatives join us on the trip. We partnered with Peace Lutheran in Antigo, WI for a total of 18 people.

We shared God's love with many families. Along the way, four homes were built for Mayan women and children. We involve the widows in the building of their home by having them pound in the first nail. We encourage them to help as much as they want to help. We hope this gives them pride in their new home and empowers and encourages them to do things they may never thought they could.

Later in the week, we returned to those families and washed their feet and brought them new shoes and socks. It was nice to be able to revisit and serve the same families. We installed 2 cook stoves for families to improve health and safety as well as to conserve wood, which is costly. We built 2 latrines for families and installed 2 water filters. We supplied each home, we visited, with an audio bible in their native language, solar light, and a bag of clothing, school supplies and some food.

The members of our group with medical experience visited a local clinic, Aselsi, to see if there would be anything we could do to support them in the future.

We visited the 3 families the team members at SOTB sponsor during the year. Plus the 2 families the members of Peace Lutheran sponsor. We took all the families some much need supplies including a new pot with a chicken and vegetables to make soup. Members of our group also chose a 6th family to sponsor. To the staff at Manos de Jesus, our team is referred to as "Team Sponsor" because every member of the team is involved in sponsoring a family.

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

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

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

In His service, John & Nora Zacek and Carol Omernick

Stephen Ministry

Stephen Ministry is a worldwide one-on-one Christian Lay Ministry available to congregations and communities which began at Shepherd of the Bay in 2001. To date there have been 10 Stephen Leaders and 35 Stephen Ministers trained and active in the Shepherd of the Bay Congregation/community.

The last class of 7 Stephen Ministers were commissioned in 2017. The classes and training consisted of learning listening skills, assertiveness training, crisis theory, confidentiality and the process of Christian Caregiving. If you are interested in becoming a Stephen Minister, please contact any of the Stephen Ministers for more information. We will start a new training class when we have a sufficient number of individuals interested.

During 2019, the 16 currently active Stephen Ministers at Shepherd of the Bay donated numerous hours in formal and informal visits based on individual needs of members throughout the congregation. Stephen Ministers are also available after church services for prayer or just private words.

If you know someone that would benefit from a visit from a Stephen Minister, please contact Stan Whiteman or any Stephen Minister.

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

Submitted for Stephen Ministry by
Stan Whiteman
Stephen Leader

Building and Grounds Report

Thank you to:

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

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

Garden Club for keeping our grounds so beautiful.

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

Kim Maedke-Shumway for keeping the building clean.

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

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

Garden Club – Thank you Dwight and Linda Davis, and Scott Thies for leading the weekly grounds keeping efforts with your band of weekly volunteers. We receive many positive comments about the grounds from our members and visitors. Thank you to the donor of the new Toro Zero Turn riding mower. It is being used near the front of the church to catch the clippings and along the driveway. It has helped reduce the time needed to mow the lawn.

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

2019 Major Projects

• **Sanctuary Lighting** – In January we replaced all the Sanctuary lighting except over the Chancel with new high efficiency LED lights. The lighting over the Chancel and Alter was not replaced because of the limitations of the dimmer control. The dimmer control will be addressed early in 2020. Estimated savings of \$3600 in 2019 are due to the new LED lighting and the reduced usage of the outside lights on the building. We will be converting the remaining lights over the Chancel in 2020.

• **AV System** – In January and February we installed a new Digital Audio-Visual system in the Sanctuary and Fellowship Hall. Church volunteers contributed approximately 180man-hrs for the installation. They pulled all the wiring and constructed the recesses in which the monitors are mounted at the front of the sanctuary. The new system was first used for a Sunday service early in February followed by 3 PMF concerts. The first Sermon was recorded Sunday, Feb 17th and since then most sermons have been recorded and posted by Carol to the church website. We have had some learning experiences and a few technical issues with the new system. However, Camera Corner has been very responsive when called for service. Software and firmware have been updated during a couple of visits resolving problems with not being able to use the monitors. There are 3 trained operators, a couple being trained and a couple more who have expressed interest in learning. The congregation has been very complementary about the system and understanding when there have been problems.

• **Interior Painting**

*Music Office – Painted.

*Sanctuary, Narthex and Hallway Painting – In January and February, Scott Thies, Karl Omernick, and Tim West volunteered approximately 80man-hrs to do the painting.

• **New Siding** – The installation of new siding, outside rigid polystyrene insulation and Tyvek house wrap started the last week of October. Work began on the Choir Room end of the building and then moved over to the east and north walls of the sanctuary. The biggest challenge by the end of the year was the masonry firewall that separates the Choir and Restroom addition from the rest of the building. The masonry wall above the roofline and subsequently the old siding attached to it was not plumb. The top of the wall was 1 to 1-1/2inches from vertical. As a result, a new outside layer of plywood sheathing was installed with tapered

wood strips behind it to compensate for the angle. A Thermal Imaging study conducted, as a separate project before the new siding started, found the expected areas of heat loss around windows and doors. It also found a significant area of heat loss over the angled windows above the cross in the sanctuary. Investigating required removing the soffit covering under the roof overhang, which was not part of the siding work. No insulation above or around the windows was found. Fiberglass insulation was installed, covered with rigid polystyrene insulation on the outside and the soffit cover replaced. There were 10 days lost to Holidays and weather by December 27th. By the end of December, approximately 970 man-hrs. went into the insulating and siding. All the work done by year end was done on the back side of the building with the exception of the south wall of the ladies' back restroom. Work will continue into 2020.

2019 Building Repairs

•HVAC

○**Furnace Repairs** – The furnace that supplies the Choir Room and Music Director's office was repaired twice, replacing a frozen bearing in the blower motor and replacing a cracked heat exchanger. The east sanctuary furnace was dripping condensate down on the Alter cloth cabinet due to a crack in the condensate reservoir that was replaced.

○**AC** - The week of the 25th Anniversary the Fellowship Hall AC stopped working. The refrigerant level was found low, so it was purged, sealed and refilled.

•**Frozen Kitchen Pipes** – during the cold spell in February the pipes leading to the kitchen sink froze. We discovered the problem while we were working on the new AV system in the sanctuary, so fortunately they did not break.

•**Narthex Bubbler** – The bubbler was found leaking a couple of times during the summer. It was repaired twice.

•**Interior Lighting** – All the burnt-out bulbs in the 2x4ft fluorescent fixtures on the 1st and 2nd floors were replaced. If a fixture is partially or completely dark now it is because the fixture is faulty. We will be replacing these as money permits. The 2x2ft fluorescent fixtures in the Narthex, Men's and Women's narthex restrooms, and office hallway were replaced with new flat panel LED fixtures which contribute to lower electricity costs.

•**Outside Lighting Times Change** – In response to the church's 2018 financial report the outside lighting of the building was cut back. The steeple, road sign and over the door security lights remained lit every night from dusk until midnight. The times for the ground flood lights on the building and parking lot/driveway lights were changed to only when needed; Wednesday (Vesper service) and Thursday (choir practice) from dusk until 11pm. This reduced usage and contributed to lower electricity costs for 2019.

•**Bell Tower Refrigerator** – At some time the GFI (Ground Fault Interrupter) tripped and the power to the refrigerator was turned off causing the food to spoiled. The GFI was replaced and power was restored.

•**Bell Tower Storage** – The ground floor of the Bell Tower which had been used for storage was cleaned out. Some things were thrown out and others were relocated to the Garden Club/Storage side of the Bus Barn. The Bell Tower is now home to the refrigerator, 1 roaster, 5 large soup kettles and 8 old wood topped folding tables.

•**Narthex and 2nd Floor Restrooms** – The floors have been stripped of years of wax build-up.

•**Women's Narthex Restroom** – A new liquid hand soap dispenser was installed in the women's restroom.

•**Kitchen Garbage Disposal** – The disposal stopped working during a Wednesday night diner in March. It was replaced and the switch relocated from the under the dishwasher table to the wall on the left of the sink.

•**Kitchen Sink and Restroom Water Heater** – One of the 2 electric water heaters in the kitchen pantry closet feeds the kitchen sink, the narthex and 2nd floor restrooms. Both upper and lower heating elements need to be replaced.

•**Kitchen Dishwasher** – A leak found around the drain valve handle shaft that goes through the water tank wall was repaired.

- **Carpet Cleaned** – The carpet in the center of the Fellowship Hall, front entrance and a couple of spots in the narthex was cleaned to remove stains.
- **Holding Tank Cover** – The original cover on the holding tank was disintegrating and needed to be replaced.
- **Kitchen Large Coffee Maker** – The large coffee maker was repaired to resolve an overflow problem. Door County Coffee owns this equipment and was called to repair it.
- **Youth Ministry Sign** – A new acrylic sign was installed on the wall at the bottom of the stairs in the Narthex. It will be used for Youth Ministry Programming, Special Events, announcements, etc.
- **Recycling Pickup** – Started on a bi-weekly basis.

2020 Projects

- **New Siding** – Will continue. Approximately half of the building was complete by the end of 2019.
- **New Roof** – Will start as soon as weather permits.
- **Interior Lighting** – Conversion to new high efficiency LED lighting will continue as funds are available.
- **Sanctuary Light Dimmer Control** – Will be addressed early in 2020.
- **Exterior Lighting** – A donor family has given money to convert the outside lighting to new high efficiency LED lights. We will convert as much as possible with their gift.
- **Interior Painting** - Fellowship Hall and the Ladies Narthex Restroom will be painted.
- **Offices** – A donated “like-new” desk will be moved into the Pastor’s office. The Children and Youth Director will move into a newly painted office on the 1st floor.

Thomas Tuttle - Chair Buildings and Grounds

ENDOWMENT COMMITTEE REPORT

The Endowment fund had a very good year with earning of \$60,303.

Distribution to be paid in 2020 are increasing to \$13450.

A summary of the endowment is shown below.

	12/31/2018	Additions	Distributions	Earnings	12/31/2019	<u>2020</u> <u>Distribuiton</u>
General Programs	44851		2300	8951	51502	2400
Youth Programs	31121	600	900	6352	37173	1050
Parish Nurse	8077			1675	9752	400
Missions	31538		1600	6298	36236	1550
Building & Grounds	7170			1487	8657	
Music	10582		100	2178	12660	300
Youth Scholarship	89263		4700	17797	102360	4350
Women's Scholarship	67785	10190	750	15565	92790	3400
Total	290387	10790	10350	60303	351130	13450

There was an additional \$6200 of additions that were received in late December. These will be added to the fund in 2020.

2020 will be the fifth year in a row that the distribution total has increased.

We wish to thank Werner Krause for his many year as head of the Endowment committee. His term of service ended 12/31/19. His many ideas had much to do with the success of ths fund.

Ronald Hupe

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

		December 31, 2019	
Account Description		Actual	YTD
			Jan 1 Bal* Variance
ASSETS			
Current Assets			
	Regular Cash	678,476	204413 474,063
	RBC MM & CD;s	107,653	81806 25,847
	ELCA Endowment Fund	351,130	290387 60,743
	Prepaid Expenses	-	0 -
	Deposits with Vendors	-	0 -
	Total Current Assets	1,137,259	576,606 560,653
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		5,154,624	4,593,971 560,653
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
	Regular A/C Payable	5,762	8,292 (2,530)
	Credit Cards	1,422	1,326 96
	Accrued Payroll	-	- -
	Payroll Liabilities	2,114	1,978 136
	Auxiliary Organization Cash	8,615	7,063 1,552
	Outreach Payable	1,240	150 1,090
	Benevolence Payable	283	133 150
	Accrued Expenses	23,577	21,457 2,120
	Miscellaneous Receipts	82,134	70,266 11,868
	Unrestricted Funds	622,195	64,450 557,745
	Restricted Other Funds	421,285	393,992 27,293
	Total Current Liabilities	1,168,627	569,107 599,520
Long Term Liabilities			
	Thrivant Mortgage	293,535	386,815 (93,280)
	Total Long Term Liabilities	293,535	386,815 (93,280)
Total Liabilities		1,462,162	955,922 506,240
Equity			
	Beginning Equity	3,638,050	3,638,050 -
	Current Year Activity	-	- -
	Thrivant Loan Equity	93,279	- 93,279
	Bus Barn	-	- -
	Rounding	-	(1) 1
	Net Income	(38,867)	- (38,867)
	Total Equity	3,692,462	3,638,049 54,413
TOTAL LIABILITIES & EQUITY		5,154,624	4,593,971 560,653

**Shepherd of the Bay
Income Statement**

		Year Ending		December 31, 2019	
		YTD		Variance	
		Actual	Budget	Fav (UnFav)	LastYear
Income					
	Regular Offering	430,856	412,494	18,362	406,622
	Other Income	9,461	9,300	161	7,950
Total Income					
		440,317	421,794	18,523	414,572
Expense					
	Worship	5,920	5,650	(270)	7,258
	Debt Service	96,052	86,052	(10,000)	86,052
	Caring for Building & Grounds	72,202	87,688	15,486	73,564
	Benevolence	18,860	20,500	1,640	18,460
	Administration	16,746	17,500	754	16,078
	Staff	255,499	256,003	504	254,797
	Faith Formation & Other Programs	13,905	17,650	3,745	17,892
Total Expense					
		479,184	491,043	11,859	474,101
Net Income					
		(38,867)	(69,249)	30,382	(59,529)

Shepherd of the Bay Proposed 2019 Budget

		2019	2019	2020	
		Actual	Budget	Budget	Var2019A
Income					
	Regular Offering	430,856	412,494	493,000	62,144
	Additional Giving/Income	9,461	9,300	24,100	14,639
Total Income					
		440,317	421,794	517,100	76,783
Expense					
	Worship	5,920	5,650	6,900	(980)
	Debt Service	96,052	86,052	86,052	10,000
	Caring for Building & Grounds	72,202	87,688	89,500	(17,298)
	Benevolence	18,860	20,500	27,296	(8,436)
	Administration	16,746	17,500	16,650	96
	Staff	255,499	256,003	272,626	(17,127)
	Faith Formation & Other Programs	13,905	17,650	18,000	(4,095)
Total Expense					
		479,184	491,043	517,024	(37,840)
Net Income					
		(38,867)	(69,249)	76	38,943

Shepherd of the Bay - 2019 Benevolence & Outreach Payments

From Designated Outreach Contributions

Crop Walk	150	
World Vision	625	
ELCA - Disaster Relief	720	
Piggley Gift Cards	100	
		1,595

From Undesignated Outreach

Help of Door County	360	
		360

Mission Payments

Crossways Camping Ministries	500	
Door County Habitat for Humanity	500	
Katie's Fund	500	
Northern Door Child Care Center	500	
		2,000

Samaritan Fund - 3 Payees

775

Outreach Ministry

ELCA	16,500	
1 Samaritan Payee	135	
Soup Supplies	59	
		16,694

Total Benevolence and Outreach Payments

21,424

SHEPHERD OF THE BAY CHURCH REPORT OF MEMBERSHIP

	BAPTIZED	CONFIRMED
A. MEMBERSHIP AS OF DECEMBER 31, 2018	660	498
B. Members received by:		
Baptism	5	0
Affirmation of Faith	3	3
Transfer	3	3
Confirmation	10	10
	16	15
Sub Total	676	513
C. Members removed by:		
Death	6	6
Transfer	11	11
Statistical Adjustment	15	15
	32	32
D. MEMBERSHIP: DECEMBER 31, 2019	644	481

WORSHIP LIFE OF SHEPHERD OF THE BAY LUTHERAN

Sunday Worship Services = 52 Weekday Worship Services = 16
 Holy Communion Services = 68
 Other Services = 5

Average Weekend Attendance

2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
301	304	326	295	285	279	256*	258*	207*	223*	197*	179*
						230**	231**	195**	200**	179**	161**

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

**Does Not include weekday services

STATISTICAL REPORT FOR SHEPHERD OF THE BAY LUTHERAN

Baptized members:

2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
819	832	798	774	750	713	706	684	680	660	644

Confirmed members:

667	673	657	637	612	574	553	528	519	498	481
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PASTORAL ACTS FOR 2018

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