



ANNUAL REPORT FOR 2015

Shepherd of the Bay Lutheran Church

ANNUAL MEETING SHEPHERD OF THE BAY LUTHERAN CHURCH
January 31, 2016

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2014 Shepherd of the Bay Annual Meeting

January 25, 2015

Present: Members of the congregation and council members.

Meeting called to order by President, Greg Casperson.

Pastor Foster opened the meeting in prayer.

The minutes from the January 2013 annual meeting were approved by Sue Daubner, second by Diane Overby. Motion carried.

The treasurer's report was given by Ron Hupe. He reviewed the 2014 year- end balance sheet. December giving was up significantly and expenses were in line for the year. \$24,384.00 excess was allocated to the 2015 budget and \$9,982.00 will be paid to local benevolence. Motion made by Lars Larsen to accept the Treasurer's report, second by Barb MacDonald. Motion carried.

Alicia Kropuenske, chair of the nominating committee, presented the nominations for the Church Council, the Endowment committee & the Nominating committee. No nominations were needed for the Scholarship committee.

Church Council nominations: Mary Kay Shumway, up for re-election for a second two year term, Greg Casperson, up for re-election for a one year term to balance out the 5:6 ratio, Carl Jackson, up for re-election for a one year term to finish out an existing term vacated by Judi Nelson. Fawn Fitzgerald, up for first two year term, Casey St. Henry , up for first two year term & Holly Thomas, up for first two year term. Greg Casperson, President asked if there were any floor nominations. Gordon Rowley asked for Carole Bergner's name to be added to the nominations. This placed the Council nominations into a voting forum by members of the congregation. President Greg Casperson asked for a motion to close the nominations. This motion was made by George Cobb, second by Eloise Lindem. Motion carried. Ballots were disbursed to members of the congregation and counted by four non-council members. The results are as follows: 7 ballots were improperly filled out and not counted. Greg Casperson= 67 votes, Carl Jackson= 65 votes, Casey St. Henry= 63 votes, Holly Thomas= 63 votes, Fawn Fitzgerald= 60 votes, Mary Kay Shumway= 54 votes and Carole Bergner= 29 votes. The six Council positions will be filled as suggested by the Nominating committee.

Nominating Committee nominations: George Cobb & Carole Bergner. Motion made by Tom MacDonald to accept, second by Ron Hupe. Motion carried.

Endowment Committee nomination: Bill Matson. Motion made by Werner Krause, second by Tom MacDonald. Motion carried.

Ron Hupe presented the 2015 budget for approval. The income & expenses are budgeted slightly less than the actual 2014 amounts. The operating expenses increased slightly due to increase in propane costs. Motion to accept the 2015 budget as presented was made by Lars Larsen, second by Wally Brandt. Motion carried. Werner Krause, Endowment Committee, presented the Endowment report. They are re-organizing the committee and the terms allowed. There are three officiating members (Pastor, President of the Council & the Treasurer). The other four positions will be elected for a four year term with the option of serving two terms. Werner explained the Endowment and how it can help the Church.

President, Greg Casperson thanked the Church & the Council for all their hard work this past year. Lawrie Kull, Alicia Kropuenske & Cathy Mangan have completed their two-two year terms on the Council. Pastor Foster reminisced about his tenure at Shepherd of the Bay. He encouraged the congregation to look forward to new opportunities as his retirement approaches in August. He reiterated that this should be a year for growth and new opportunities for the congregation. He sincerely appreciates the love and support that the congregation continues to give him. Please continue to keep him and Angela in your prayers.

The next council meeting will be February 16th, 2015 where the election of officers will occur.

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

Motion to adjourn the annual meeting made by George Cobb, second by Lars Larsen. Motion carried.

Respectfully submitted,

Alicia Kropuenske, secretary

Pastor's Letter -

On January 1, 1995, I began my call as the senior pastor of St. James Lutheran Church in Verona, Wisconsin. The previous pastor had served the parish for 30 years. Two interim pastors served the parish for a period of nearly two years prior to my installation. On August 1, 2015, I began my assignment as the interim pastor at Shepherd of the Bay. For the first weeks, I experienced a sense of *deja vu*. While much was different, a number of things seemed vaguely familiar. When a congregation has enjoyed a long-term tenure by their pastor, the parishioners enjoy of a certain sense of stability and comfortable-ness. The pastor is familiar with everyone's "story" having served the parish for decades. And, over the years, traditions are established. If the traditions go back far enough, there are some folks who are fairly certain that the particular tradition was personally instituted by Jesus. Much of this is good; however, invariably there are certain changes that need to be considered. You remember the old joke: *"How many Lutherans does it take to change a light bulb?" "CHANGE!!!!!"* Enter the interim pastor.

As I often remind folks, the task of the senior pastor is to help "set the table" for the next pastor. To that end, we immediately made a few additions/changes to the worship service: 1) communion at all services, and 2) "passing the peace". Why? Because the great majority of our congregations offer communion at all services and "pass the peace". It is what Lutherans do. And, yes, I am well aware that these "changes" (especially passing the peace) we're not wholly embraced by everyone, but your willingness to, at least, give it a try was greatly appreciated.

Another reason for having an interim pastor is to allow for "space" between the previous pastor and the next pastor. Again, when a congregation has experienced the same pastor for well over a generation there is a certain feeling that there is only one way to do things. The congregation becomes familiar with every aspect of the pastor: the cadence of his or her speech, the sound of their voice, their particular mannerisms, quirks and so much more. The pastor is not only the Sunday morning "face" of the parish, this is also the person who has been allowed into people's lives at incredibly critical times: the death of a loved one, a horrific accident, the birth of a child, or a special anniversary. It is vitally important to honor the ministry of the previous pastor, be it 26 years or 12 months, and then, after appropriate "interim time", to welcome the new pastor who will bring their own unique skills and gifts.

Along with presiding at all worship services, the duties of the interim pastor include doing pretty much everything that a called pastor does: participating in meetings of the church council, working with committees as well as conducting baptisms and officiating at weddings and funerals, making hospital calls and visiting shut-ins.

In September, we initiated weekly staff meetings. By coming together on a weekly basis, each individual staff member is better able to see themselves as a part of something bigger—a ministry team. Staff meetings are also beneficial for both short and long-range planning as well as making sure that the entire staff is "on the same page" regarding the ministries of the parish. And speaking of the staff, the entirety of the Shepherd of the Bay staff are dedicated, committed and passionate about ministry. It was my great pleasure to work with each and everyone of them!

Given that Shepherd of the Bay has a number of paid staff, I suggested it might be helpful to formulate a new Policies & Procedures Manual as well as updating and, in some cases, creating workable job descriptions. Even though I am no longer "physically" present at Shepherd of the Bay, I will continue to work on these documents and pass them on to the church council as soon as they are completed.

During this interim process, many of you have "stepped up" your participation. This is a good thing and greatly appreciated. However, as with all congregations, even more help is needed. There are a myriad of ways in which you can help serve the parish . . . please prayerfully consider doing so.

My time at Shepherd of the Bay was incredibly brief, however, thoroughly enjoyable. I was with you long enough to get a good sense of who you are as a congregation: people of God committed to ministry and mission. I felt warmly welcomed and I thank you for your support and kind words. Please know that you remain in my thoughts and my prayers. I am confident that, in God's good time, you will welcome your next called pastor and Shepherd of the Bay will continue to be a strong witness to the Gospel.

In Christ,

Frank

Pastor Frank Maxwell

2015 Council President's Letter

This has been a year of change, excitement and challenges for our congregation. I would like to thank all the members of the congregation who have been involved in any way for stepping forward and accepting their part in the outreach and operation of Shepherd of the Bay.

I would like to thank Pastor Frank and Pastor Mike for being a part of our Parish in this transition. We are so happy that we can continue through this church year in the joyous celebration that we always have in our worship.

As I write this letter the call process is still ongoing. As expected because of the transition period there have been several areas in the Church's operations that have been adjusted in our budgeting process. This type of situation is not uncommon in a time of transition in a church but we have goals that we hope to meet and outreach that is needed in our community. After the Annual Meeting, we are planning an expanded effort and another mailing of our 2016 pledging materials to members that did not pledge. We encourage these members to reexamine their individual positions and those that are able to pledge to our Ministry Plan and Building Debt Reduction.

May we all go forward in this continuing year of transition in the anticipation of the changes to come and the new experiences that will allow Shepherd of the Bay to be a source of strength to our members and a welcoming presence to those that come to worship with us.

Sincerely,

Greg Casperson

Youth and Family Ministry Annual Report for 2015

Matthew 5:16 (NIV):

"In the same way, let your light shine before people in such a way that they will see your good actions and glorify your Father in heaven."

Thank you for letting your light shine for Jesus through this ministry. Your prayers, gifts of time, talent, and money are appreciated. Children and youth of Shepherd of the Bay and beyond (and me) are blessed by your actions and generosity. Praise God! Please continue to pray for this ministry.

Family and Youth Programs that meet on a regular basis:

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

Other Activities in 2015

- Junior High Synod Youth Gathering in Neenah
- Summer Camp for Confirmation youth at Pine Lake
- Senior High Synod Youth Gathering in Manitowoc
- Senior High ELCA Youth Gathering in Detroit
- Wonderful Wednesday Activities: Sleep over, camp weekend at Imago Dei
- Senior High Youth Activities: Summer get together, Road Rally, senior brunch
- Confirmation Activities: Mini golf, bowling
- Infants, toddlers, and preschoolers: Mother's Day Parade

Fundraisers:

- Pancake breakfast: \$843.00 for youth group
- Easter breakfast: \$900.00 for confirmation camp
- Camp Fund: Donation of \$250.00
- Thrivent Funds: \$250 gift card for Easter breakfast supplies and \$250 gift card for Fall Festival supplies.
\$500.00 donation added to Easter breakfast
- Pastor Foster's Bread making kit: \$516.00 for youth group
- Fall Festival Fundraiser: \$3,098.00 divided between youth and Guatemala.
- Fall Challenge Bike ride: \$500.00 for Guatemala
- Marina Festival Fundraiser: \$1,149.30 divided between youth going to Guatemala and supplies/shoes for Guatemala
- Hey, Hey 5k run: \$200.00 for Guatemala

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

Pre school age: Fall party, Birthday party for Jesus, Beach Party, Road to Easter Event

Elementary age children:

- Continued sponsorship of a Compassion child in Rwanda
- 41 boxes to Operation Christmas Child, along with \$7.00 per box for shipping
- 7 Quilts for the senior high 2015 graduates & 5 for infants in Guatemala
- Swing a Thon raised \$852.00 for Guatemala
- Owl decorations for Woodview Residents at Scand
- Christmas Tea: \$250 donation to Guatemala trip and \$250 to Christmas Families
- Assisted WELCA with putting together health kits

Confirmation youth:

- Helped with the Fall Festival Fundraiser for Guatemala
- Served and cleaned up for Lenten meals
- Spring clean up at Scand

Senior High Youth:

- 30 Hour Famine for World Hunger \$7,434.00
- Volunteered at Bargains Unlimited and cleaned the church nursery
- Volunteered in Manitowoc
- \$365.00 to ELCA Walk for Water Campaign
- Community service in Detroit/Donations of diapers and canned foods

Milestone Ministry:

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

The nursery is staffed with a childcare provider. Activity bags are provided for preschoolers during both services. Monthly visits to school with a treat and attendance at extra curricular events continue. Birthday and baptismal birthday cards are sent to all Sunday school age children. I attended suicide prevention training and a conference "Do What Matters". Shirley Rosenquist received the Pencil Award for her dedication to the children and youth of our congregation. A Faith Formation website geared towards newborns-18 years old and parents is updated monthly and a Facebook page for adults and teens is used for communication weekly. Rachel Follingstad was elected to the East Central Synod Youth Board to represent the Green Bay Conference for two years.

Submitted with Praise and Thanksgiving, Jane Burress/Youth Minister

Sunday School

Sunday school had a big year of transition. Sharon Gall retired and Lynne Buchner was hired in July of 2015. Sunday School meets each Sunday 9:15-10:15 with the exception of school holidays.

Lynne transitioned the lessons from Concordia Publishing to an Augsburg Fortress curriculum of Holy Moly and Connects. It is a video based curriculum which has been a big hit with the children. Attendance is 15-20 kids a week. It is an online program that allows access to print leader guides, some activities and online streaming.

When accepting the Sunday School position, I was not informed of any offerings the children had made in the spring prior to my arrival. I was given the remainder of a budget of \$2000 to order the fall curriculum which was about \$500 or less. This year, 2016, I need to order milestone gifts in addition to curriculum since there is minimal to none left. Sunday school has collected \$43.25 to date. We are going to vote as a class where the money should be donated to in connection with the Guatemala mission trip.

The teachers for the school year are Kristi Appel, Rachel Follingstad and Lynne Buchner. Substitute teachers are Fawn Fitzgerald, Janet Stromen, & Ed Stone. We also had helpers Peyton Thomas, Isabelle Austgen and Brady Ash step in to help with preschool lessons.

Statistical report:

Preschool- Rachel Follingstad- 5 students

2nd-4th grade- Kristi Appel-9 students

5th-6th grade- Lynne Buchner-12 students

We ended the year celebrating Jesus' birth through our Christmas program "The ABC's of Christmas" borrowed from Linda Cummer of Stella Maris church and it was well received.

Lynne Buchner

Vacation Bible School Report

This year the theme of our community Vacation Bible School was Daniel & the Lions. This week is one of the busiest and most rewarding weeks of the entire year.

We had 120 kids from all over the community coming each day to First Baptist Church to learn about the love of God. Not only did this include kids from all the Christian churches in Northern Door County and many non-churched youth in our community, but many people arrange to have their grandkids visit during this week. It works out to be a very good fit.

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

VBS also works on the people who work to make it happen, leaders and helpers. They learn the stories too. But they also learn the promise and rewards of working with people from different common Christian traditions. Sometimes we have disagreements, but far more often we find great joy and support for each other.

VBS is worth all the effort!
Carol Omernick

Music Ministry

*"Alleluia! Praise the Lord, my soul! I want to praise the Lord all my life.
I want to sing to my God as long as I live." Psalm 146: 1-2*

Martin Luther said, "Nothing on earth is so well suited to make the sad merry, the merry sad, to give courage to the despairing, to make the proud humble, to lessen envy and hate, as music." Everyone enjoys good music, and we are certainly blest here at SOTB. Not only do the SOTB musicians have outstanding talent; they also have wonderful giving hearts.

It has been a fantastic year. The Sanctuary Choir continues to sing every Sunday throughout the year (Kleinen Chor on Bach Sunday) and the Handbell Choir plays once a month. The Worship Team also sings and plays every Sunday for the Praise Service. The music at Shepherd of the Bay Lutheran Church expresses many styles: traditional hymns, contemporary gospel songs, sacred classics, and a wonderful Sunday of Bach (Many thanks to Judy Jackson). Thank you to Judy and Carl Jackson for those beautiful piano duets. Thank you also to Greg Beem for the excellent organ music every week.

It takes many people to make SOTB's music run smoothly for every single service. Please thank these people for their commitment to the Music Ministry in 2015:

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

Thank you to the Handbell Choir: Cheri Boock, Robin Butchart, Barbara Gould, Sue Daubner, Cathy Mangan, Mary Perdue, Cinnamon Rossman, Grace Rossman, Carol Weymier, Kristin Freed and those wonderful subs are Scott Henry, Cathy Henry, Evan Henry, Sten Kordon,, Bill and Barb Meyer.

Thank you also to the following instrumentalists: Janet Bond Sutter, Stuart Sutter, Erich Peterson, Sarah Bowman Peterson, Alysanne Burkhardt, John and Laura Fairfield, Erik Matson, Eric and Ellen Olson, Terry, Lori and Peter Everson, Thomas Kluge, Tom Schaefer, Kay Friedrich, Ann Birnschein, Greg Beem, Judy Jackson, Carl Jackson, Alicia Doudna, Dave Brown, Evan Henry, and Sten Kordon.

If I've forgotten anyone, please forgive me. I am truly grateful for all who use their talents to the glory of God at SOTB. Thank you to over 200 people. Praise the Lord! Thank you also to all who made the Christmas Eve Services so special.

Besides our regular weekly choir schedule, the Sanctuary Choir presented two concerts at the Meadows in Sister Bay. Thank you to the Kleinen Chor directed by Judy Jackson plus orchestra :->) on Bach Sunday, and all of you for the worshipful Good Friday Service. You touched many hearts this year, all to the Glory of God.

Thank you so much to the Concert Committee for the wonderful work done this year in bringing such great music (and great people) to Shepherd of the Bay. The following concerts were held at our church this year with excellent attendance.

Three Lenten Musicales: Greg Beem, Organ, Carl and Judy Jackson on two pianos, and the Handbell and Sanctuary Choirs.

May 23 brought us Lyric Opera personnel, Desiree Hassler, Pamela Williams, John Concepcion, Michael Cavalieri, with Judy Jackson presenting a wonderful concert on Memorial Day Weekend. Then on Sunday, a wonderful Bach Cantata with the above soloists, Kleinen Chor, an orchestra with organ, all directed by Judy Jackson.

In July we had a great organ concert by Blake Doss and a great organ concert in September by Greg Beem, our new principal organist at SOTB.

SOTB also rocked with a wonderful Gospel Choir from Milwaukee this summer.

In November we were blessed with a wonderful concert by the Air Force Brass Quintet.

Thanks to all for the great receptions.

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

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

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

WORSHIP AND MUSIC COMMITTEE 2015 ANNUAL REPORT

We have made several changes in the structure and function of the committee. We divided ourselves into two -- The Worship and Music Committee under my direction, and The Concert Series Committee under the direction of Judy Jackson. There is plenty for both groups to do. And they have done a lot.

Most of the non-musical services provided by the members of our committee are done quietly, without the visibility that comes with musical performances. Where do the flower arrangements come from? Who lines up and trains the ushers? Who recruits the readers? Who finds the communion servers? Who designs the brochures and programs? Who bakes the cookies? Until I joined this committee, I didn't know. Now I do. They do that and more, quietly and effectively, so we can concentrate on worship.

We also do music. Everyone knows that our church has established a reputation for the very best of classical piano, organ, and choral music. We have outstanding musical instruments in a Dobson pipe organ, nine-foot grand pianos, and a large excellent choir. And we have the best of musical talent in Judy Jackson, Greg Beem, and Gladys Austgen to lead us. Our goal is to support all their efforts in every manner possible, perhaps even staying for the postlude!!

We will continue the practice of drawing listeners to our church by having two professional organists play a concert each summer. For our 2015 concerts we had as our guest artists Blake Doss and our new organist Greg Beem. In 2016 we will have Greg Peterson of Luther College and Catherine Rodland of St. Olaf College. They will surely maintain our high standards as will others who follow. We also succeeded in our plan to reduce our costs of these concerts and the cost of maintaining and tuning the organ. We cut our expenses by more than half, with several of those concerts being covered through individual sponsorship.

Without question the highlight of our musical worship in 2015 was the Bach Cantata. It was sung in German, Bach's language, with professional soloists from the Chicago Lyric Opera, a small orchestra, a choir made up of singers from the area, and a special sermon about Luther's music by Bruce Foster. The performance was organized and conducted by Judy Jackson, and performed before a record crowd of appreciative worshippers. The huge crowd that it drew should demonstrate that traditional Lutheran services are still appreciated and highly valued.

Many had hoped that there would be a repeat performance in 2016. But we are saddened to learn that we will not be blessed with such a performance again. So let us all be thankful for the past wonderful Bach Cantatas.

The list of other musical performances throughout the year is so extensive and so varied as to defy description. So I will not recite them all here. But one in particular elicited an unusual amount of positive comment. A gospel choir from Milwaukee, whose appearance was arranged by an individual member, not only deeply moved Pastor Foster but gained sincere praise from countless members who gave our committee credit we did not deserve. Even so, we accepted it with appropriate humility!!

Key members of our committee continued the practice of inviting musicians and friends from The Peninsula Music Festival to play for us during their stay here in August. They have graciously performed for many years and we treasure their contribution. We also maintain an excellent relationship with the PMF whose grand piano our members shelter and use through their off-season. We hope you will all attend PMF's three special performances here at the church next month, two of which include Judy Jackson on piano.

During this transition period in our church it has become necessary to make some changes in the services we provide. Among others, we are now offering name tags so that new pastors can easily identify us, and we can get to know each other better. We hope you will use them.

To all the members of this Committee please accept my gratitude for your hard work. You have all done well. And you deserve the thanks of this congregation.

I have now served my two-year term as a member of the church council, and as chairman of this committee. It is therefore time for me to step back and allow others to serve. Praise God from whom all blessings flow.

Lars Larsen

Women of the ELCA 2015

Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up. Galatians 6:9

Shepherd of the Bay WELCA continues to work for the good of others as we do God's work.

PURPOSE and COMMITMENT

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

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

To accomplish the purpose of Women of the ELCA, Women 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 the 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 two General Meetings during 2015. The February General Meeting was held on February 10 and the second on September 8, 2015. The Leadership Team of our unit for 2016 was approved at the September meeting:

Officers:

President: Cheri Boock
Vice President: Pat Skogsbakken
Secretary: Karen Wilkinson and
Treasurer: Cathy Mangan

Board Member Chair Persons:

Membership: Ronnie Robinson
Education: Carole Bergner
Social: Janet Stromen
Events: Cheri Boock
Missions: Bunny Sheahen
Nominating: Sharon Pluff and Sandy Synnes

2015 IN REVIEW

EVENTS

CAKE AUCTION held on January 25 (\$1,790.00) – **SPAGHETTI SUPPER** held on June 27 (\$1,971.08)–
FALL BAKE AND PRODUCE SALE held on October 4 – held between church services with no lunch (\$1,035.35).

DISHCLOTH AND COOKBOOK SALES - throughout the year – (\$242.00).

SOCIAL

SCAND BIRTHDAY PARTY held on February 26 – **SPRING GUEST LUNCHEON** held on May 19 –
CHRISTMAS LUNCHEON- held on December 8.

EDUCATION

BIBLE STUDIES with Angela Foster (held weekly) and Vernamae Juel (held monthly),

BOOK DISCUSSION GROUP held monthly.

RETREAT AT BJORKLUNDEN HELD ON NOVEMBER 3.

MISSIONS

MISSIONS PROJECTS GROUP met six months of the year to complete 140 quilts for Lutheran World Relief and sent out 237 hand knit sweaters to World Vision. The Group organized and packaged 100 Personal Care Kits to be sent to Lutheran World Relief. (THE WONDERFUL WEDNESDAY Youth helped package these kits).

MEMBERSHIP

ROSE CLUB committee members remembered the 90th and 90+ birthdays of the women of Shepherd Of The Bay by presenting them a rose on their birthday.

SOCIAL SIX groups were formed for Christian Fellowship throughout the summer and fall. The Social Six Groups met once each month for three months that included a meal and fellowship. A joint meeting for all the groups was held for an evening of fun, food and games in October.

SEVICE GROUP – Over 60 meals were prepared for Shepherd of The Bay members who were either hospitalized, experienced ongoing health issues or when there was a death in the family.

PRAYER CHAIN committee members sent prayer requests via phone or e-mail notifications. The two Parish Nurses continued the e-mail portion of the prayer chain messages following Angela Foster’s departure.

PRAYER SQUARES – The small prayer squares were knit or crocheted and placed in a basket in the rear of the church - free to anyone who wanted them as a reminder to pray or give prayerful thanks.

MEMBERSHIP BOOKLETS - Committee events and social dates are compiled each December and are printed and assembled as a small handbook following the January Board Meeting. Every woman of Shepherd of the Bay as a member receives a copy for use during the year.

CONFIRMATIONS GIFTS: - Handmade wooden “Jesus” Plaques were given to each newly confirmed member in May.

The WELCA Board met in December to disburse the funds generated from our projects for 2015.

<u>MISSIONARIES:</u>	\$1,200.00
<u>DOOR COUNTY DONATIONS:</u>	\$1,800.00
<u>WISCONSIN DONATIONS:</u>	\$ 300.00
<u>INTERNATIONAL DONATIONS:</u>	\$1,764.50
TOTAL	\$5,064.50

THANK YOU to the WELCA Board members and the WELCA members who planned and organized the many social events, fund raisers and educational opportunities throughout the year – you all are so very much appreciated!

Cheri Boock – WELCA President - 2015

A World Marketplace Story -- 1997 - 2015

I started my work with 3rd World Crafts at Shepherd of the Bay in the fall of 1997. Can't remember exactly how it all happened, but do remember meeting two of my favorite Door County women-Georgine Kretzmann and Hazel Miller who were doing the crafts at that time. I told them about the Mayan works that I had been selling in the Chicago area in order to raise money for the Behrhorst Clinic in Chimaltenango and asked if they might be interested in adding the weavings to their inventory. Not only were they interested in the weavings, they also wanted me. By March of 1998 3rd World Crafts was in my hands. Of course, Hazel and Georgine were always nearby answering questions, lending a hand, a lamp, shelves, and many other items I found myself needing. Since that time I've been able to organize a committee of enthusiastic volunteers to continue the work begun in 1984. The faces have changed over the years but as I've looked at photos from before 1997 I see that many of the women of Shepherd have at some time in their lives at the church played a role with 3rd World Crafts.

We have held three main sales a year opening in June along side the Olde Ellison Bay Days. In the past, summer and fall sales have been held along with WELCA events although last year we very successfully ran a sale on our own with the Ellison Bay Historical Society Days. We have carried our merchandise to an artisan sale at the Settlement shops and for years we sold at the FOG sale over the Thanksgiving Day weekend. We've set up in the fellowship room, in the conference room, in the choir room, in the halls, in the parlor. We've carried boxes up stairs and down stairs. Most of the men in Pastor Foster's Bible class have helped move boxes too. We find most success comes when we can attract tourists to our sale, thus the best choice for us is to hold our sale on a festival weekend.

Over the 18 years that I have helped out we have sold nearly \$ 70,000 of product. We have sold for SERRV, 10,000 Villages, Dorie Wickert's Cedars of Lebanon, Los Cuchareros, Mayaworks, and Word Made Flesh. When we see the worth of a dollar to artisans in some of these developing countries, we begin to understand the value of the markets we offer them. Three years ago we decided to support the work of Shepherd member Wendy Carpenter, a fiber artist, who spends time in Guatemala. There she works with indigenous women to create new products.

In 2004 we added the sale of Fair Trade coffees, teas, and chocolates to our marketplace. Within the next two years practically all of the churches in Door chose to do the same. We have a loyal clientele as well as an active trade from visitors who like the coffee and the idea of helping small farmers make a living.

Over the years we have made gifts of nearly \$20,000, above and beyond the funds which go directly for the product, to a variety of organizations. Within recent years our committee's choice has been to limit our gifts to the artisans or artisan related groups. Since I've been here we've seen artisans lose their homes to hurricanes in Haiti, to tsunami in the Philippines, to earthquakes in Nepal. Our dollars have helped these artisans rebuild their homes and send their children to school, enabled communities to develop water resources and better health facilities. Our dollars have helped artisans gain a sense of economic freedom.

At this time, I'm ready to leave the marketplace with someone new. I have some things I want to do that have been on hold for a while. Unfortunately, I don't have an eager younger woman crating boxes of weavings just waiting in the wings. I do have committee members who are willing to help out to keep this enterprise going. Most of them have been with the marketplace for quite a few years. We all would like to see the work continue and to have a permanent, visible home at Shepherd of the Bay. Please let me know of your interest in helping to carry on the World Marketplace.

Thank you for your support over the years. Cindy Schaulis

Church Library Annual Report

Our church library collection includes 1786 titles in the form of books, videos, audio tapes, CD's and DVD's. This includes materials for all ages and on many topics of interest. Again the summer reading program was held in conjunction with Wonderful Wednesdays for children in preschool through grade six. About 15 children checked out books and read for information and enjoyment under the supervision of Cynthia Drey.

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

The library was maintained by the following committee members:

Sharon Cobb
Phyllis Fitzgerald
Angela Foster
Donna Hupe
Ronnie Robinson

Building and Grounds Annual Report

Our Church grounds are looking better and better every year since the Garden Club has taken on the labor intensive job. Thank you to all the volunteers that have given of their time and sweat this past year. Thanks also to Don Provo for keeping our lawn looking as close to a golf course as we can. Please, if you get a chance, thank John Fitzgerald and his crew for his gift of keeping our parking lot and driveway clean of snow.

Some major projects in the not so distant future, will be replacement of Church roof. We will be looking into different options considering, price and longevity. The changeover to LED lighting is still in the works, there is a sample of a thin panel, that replaces old florescent fixtures, in the fellowship hall. Please let me know what you think of the light. The changeover will be a considerable investment which we will do over time and hopefully prices fall.

There will be ongoing painting throughout the Church to refresh things up. Thank you to Juan for all his work around the Church in the cleaning and improvements.

Please if there is anything of concern that you see regarding the Church building and the grounds let me know and we will hopefully resolve any problems and concerns you might have. Thank You

Respectfully submitted by:

Joel Thomas

Health & Wellness Annual Report

Thank you to Cathy Johnson, RN, BSN for her time and efforts during her tenure as the Parish Nurse. Cathy retired August 31st, 2015. The Parish Nurse position was then filled by 2 part time nurses, Lucy Roske, RN (May – October) and Carol Williams, RN, BSN (November –April)

A proposal was submitted by Cathy Johnson offered through the Thrivent Financial Foundation for their “Mathew 25: Neighbor in Need” grant. On behalf of SOTB we did receive the above mentioned grant of \$5,000. The “challenge grant” was supported by a number of congregations in Northern Door as well as the independent donors in our community. It was agreed that the funds be moved to Northern Door Health and Wellness which allowed many more in need in Northern Door to benefit from this grant. The first purchase was a small piece of equipment for a person on Washington Island. Future inquires for monies should be made to Kathy Wagner, RN (Sister Bay Moravian Church) or Kathleen Engeldinger-Kerwin, RN (Stella Maris).

With the leaving of the Foster’s, the electronic prayer chain was taken over by the Parish Nurse.

Many hours were spent in contact and in outreach with members of the congregation and the community with health needs and in speaking/writing letters to medical providers.

A relationship was established with Robert Snooker, the chaplain for Unity Hospice.

In September, the Parish Nurse assisted in the training of a student nurse from Columbia School of Nursing. The student met weekly with the nurse studied all of the aspects of being a parish nurse.

The Parish Nurses furthered their education by beginning a long distance virtual classroom course. Upon completion of the course, both Lucy & Carol will be Certified Faith Community Nurses.

Weekly articles were submitted promoting the physical, mental and spiritual health and many programs were done including but not limited to Tai Chi, Free Community Lunches, Wisdom Wednesdays, Loaves and Fishes Meal with blood pressure screenings, CPR & AED training and the CHIPs (Community Health Information Programs) seminars.

Due to budget funding, it was voted on by the Church Council to not continue the Parish Nurse program in 2016.

CARING SHEPHERDS



Be shepherds of God's flock...
1 Peter 5:2a

The mission of CARING SHEPHERDS is to help members stay connected to our church when they cannot attend church on a regular basis. Shepherds visit or call members to provide a short visit and give them church bulletins.

Every Sunday DVD's are made of the first service and are distributed to members via the Shepherd's visits or through the mail. These DVD's are available for Free for our members. An average of twelve DVD's are made each week and are distributed every week to our members who are homebound. DVD's are also made and given for Baptisms, Confirmation and some Concerts.

Cheri Boock, David Boock, Keith Wickert, Cliff Darken and Parish Nurses
CARING SHEPHERDS Team

SOCIAL SIX ANNUAL REPORT



SOCIAL 6 Groups are formed with the purpose to meet for sessions during the year. Members sign up for one of the sessions and groups of six members per group are formed. The groups meet once each month over a three- month period for Christian Fellowship that centers around a meal, conversation and could include a fun activity.

Five **SOCIAL 6** Groups were formed for the MAY-JUNE-JULY sessions and seven groups were organized for the AUGUST – SEPTEMBER – OCTOBER session. A **SOCIAL 6 FUN NIGHT** was organized as a finale for the year. The groups met for a delicious meal, socialization and games on August 21st.

SOCIAL 6 groups will be formed again starting in May 2016.

Cheri Boock, Carol Weber and Carolyn Hitzeman – **SOCIAL 6** Team

Stephen Ministry Annual Report 2015

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

This year, the Stephen Ministers at Shepherd of the Bay donated nearly 800 hours in formal and informal visits based on individual needs throughout the congregation and community. There are 13 active ministers in the congregation and one outreach minister at St. Paul's Lutheran Church in Juddville.

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

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

Submitted for Stephen Ministry by
George S. Cobb
Stephen Leader

Guatemala Mission Trip

March 6-14, 2015, a team from Shepherd of the Bay had the privilege of serving the Lord through the organization Pray America, working with Mayan widows and orphans on a short term mission trip to Chichicastenango, Guatemala. The team was led by John & Nora Zacek. It consisted of 11 members of Shepherd of the Bay, 2 from Washington Island and 3 from Prince of Peace in Antigo, WI.

Our days were filled with various projects. We were able to split into 3 teams and build 6 houses for widows and complete 3 restoration projects. This included repairing and painting an existing widow house plus installing a water filter, efficient cooking stove and an outdoor toilet. We installed a total of 3 water filter systems for healthier drinking water and 6 efficient cook stoves in homes. We also helped at 3 separate feeding programs for children ranging from 150 - 250 kids. One afternoon, we helped fit 50 children with new shoes so the children would be able to attend school.

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

Call Committee Report

The call committee members are Holly Thomas, Dave Boock, Alicia Kropuenske, Sharon Pluff, George Cobb, and Ron Hupe. Grace Rossman is the chair. Members of the committee have given their time generously as we have convened many times since Pastor Foster's departure. We have interviewed candidates on the phone and also in person, and we have conducted a second in-person interview with a candidate. At the time of this writing, no candidate has been selected to be brought forward for a congregational vote.

The process begins with a written profile about the candidate, a combination resume and application. We arrange for a phone interview next, as well as listening to sample sermons the candidate sends us. The in-person interview may be arranged after these initial steps are complete. The Bishop's office is kept informed along the way. Once the call committee has approved of a candidate, the council is invited to consider the choice. The council then will vote to bring the candidate forward to the congregation for a vote.

The committee gratefully receives suggestions and feedback from the congregation. We take action on any potential candidate you feel would be a good fit for Shepherd of the Bay. Remember that Pastor Foster was a referred candidate who came to us from a different ELCA synod.

Please remember to include the committee members in your prayers, as well as the Bishop's staff who make many of the candidates available to us. Your feedback and questions are welcome, but please remember that the early stages of this search hold candidates' names in complete confidence.

Thank you,
Grace Rossman, Chair

Outreach Committee Report

Discussion generated any ideas:

- Name Tags
- Introduction to new visitors. Seek visitors out remembering their names in the weeks to follow.
- If a concert or retreat you know of - invite your new friend/visitor.
- We discussed the importance of making visitors feel comfortable.
- Encourage visitors to go up stairs and see our Sunday School rooms.

Most important - reach out to new people and help them feel welcome and want to come back for more.

ENDOWMENT COMMITTEE – 2015 REPORT

2015 was an eventful year for the Endowment Committee. Following are the highlights:

- Four meetings were held by the committee as well as several appearances before the Church Council.
- Both the policy re: the receipt of gifts and the distribution of the Endowment were reviewed, clarified and adopted
- The Governance of the Committee was clarified
- The Committee met with a representative of the ELCA Endowment, the organization with which our funds are invested. (The ELCA Endowment manages a total of over \$565 million.)
- During the year one Mustard Seed Fund reached the minimum dollar amount to become an active distributable fund.
- One new Mustard Seed Fund as established during the year.
- The Endowment Fund took over the investment responsibility for the SotB General Scholarship Fund (approximately \$91,000).

In 2015 the Endowment declared its first ever distribution. The 2015 distribution applicable to the 2016 Fiscal Year is as follows:

General Purposes		\$2,185
Youth Ministry		750
Health & Wellness		375
Missions		<u>750</u>
		\$4,060
Scholarships:		
General	\$4,400	
Women's Program	<u>3,000</u>	
		\$7,400
TOTAL DISTRIBUTION		<u>\$11,460</u>

Based upon November 30 reports, the Endowment balances by areas of interest are shown below in thousands:

General Purposes		\$46.5
Missions		28.8
Youth Ministries		16.0
Health & Wellness		8.0
Grounds & Buildings (Mustard Seed)	4.1	
Scholarships – General	91.5	
- Women's	<u>62.9</u>	
TOTAL ENDOWMENT		<u>\$257.8</u>

Shepherd of the Bay Proposed 2016 Budget

The 2016 budget will be handed out at the annual meeting on Sunday, January 31st.

The budget has several variances from the 2015 actual and 2015 budget that need to be explained.

To prevent any misunderstandings, the church council felt it best not to distribute the budget until the annual meeting.

Ron Hupe - Treasurer

2015 Revenue Statement & Balance Sheet

Due to an error found at the time of printing, the 2015 Balance Sheet, Revenue Statement and Benevolence Payments will be available by the end of the week. You may stop by the church and pick it up or go to our website, shepherdofthebay.org and click on Annual Report.

SHEPHERD OF THE BAY CHURCH REPORT OF MEMBERSHIP

	BAPTIZED	CONFIRMED
A. MEMBERSHIP AS OF DECEMBER 31, 2014	713	574
B. Members received by:		
Baptism	10	0
Affirmation of Faith	15	11
Transfer	0	0
Confirmation	<u>10</u>	<u>10</u>
	35	21
Sub Total	748	595
C. Members removed by:		
Death	9	9
Transfer	8	8
Statistical Adjustment	<u>25</u>	<u>25</u>
	42	42
D. MEMBERSHIP: DECEMBER 31, 2015	706	553

WORSHIP LIFE OF SHEPHERD OF THE BAY LUTHERAN

Sunday Worship Services = 100
 Holy Communion Services = 83 Sunday + 10 Saturday
 Other Services = 13
 Saturday Worship Services = 11

Average Weekend Attendance:

2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
302	319	289	301	304	326	295	285	279	256	258

STATISTICAL REPORT FOR SHEPHERD OF THE BAY LUTHERAN

Baptized members:

2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
760	780	807	815	819	832	798	774	750	713	706

Confirmed members:

615	631	658	664	667	673	657	637	612	574	553
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PASTORAL ACTS FOR 2015

	MEMBERS	NON-MEMBERS
Baptisms	8	4
Confirmation	9	1
Weddings	1	3
Funerals	7	4