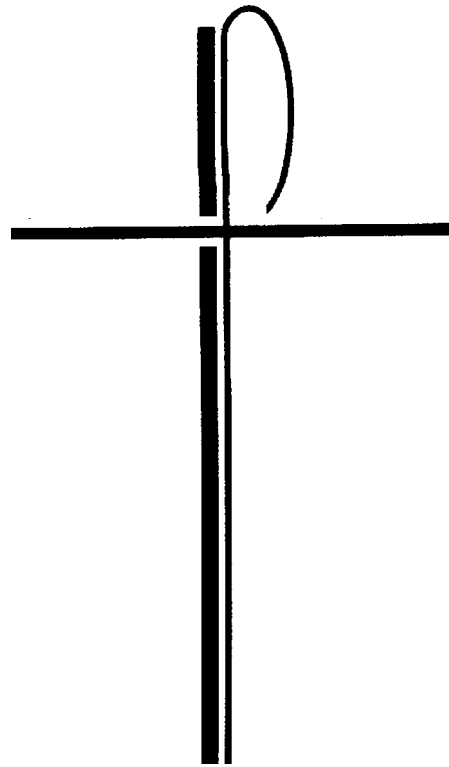


*The Lutheran Church
of
The Good Shepherd*

Cross-Centered † Cross-Generational † Cross-Cultural



**Annual Report
For
The 2009 Congregational Meeting**

**May 17, 2009
Meeting following the 11:00 AM Service**

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Minutes Annual Meeting of the Congregation May 18, 2008

11:00 PM Service, Communion and Luncheon in Gathering Place.

- President Ron Tuvey called the meeting to order at 12:15 pm.
- Pastor Dennis Hartsook gave the opening prayers.
- 152 voting members were present.

Old Business

- Approval of Minutes

The minutes of the May 20, 2007 Congregational Meeting were reviewed. Gery Gerst moved the minutes be approved as written. The motion passed unanimously.

The minutes of the October 28, 2007 Special Congregational Meeting were reviewed. Carolyn Wagner moved and Leo Eliason 2nd these minutes be approved as written. The motion carried unanimously.

New Business

Recognition of Out-Going Council Members

Thank you and Certificates of Appreciation to outgoing Council Members: Rebecca Moeckel, Burt Backman, Dean Renner, and Carolyn Wagner who served a one year term for a member who resigned.

We also thank these members for their time and gifts: Ruth Thomas, Marguerite Johnson and Mike Evans who resigned for personal reasons.

❖ **Nominating Committee Report and Elections**

Carolyn Woodling thanked her nominating team consisting of Laura Adamson, Dean Hortin, Leeann Mueller, Dean Renner, and Mark Stucky. Written ballots were passed out for voting.

Congregation Council

Decision: The following individuals were elected to the Council:
Gery Gerst, Carolyn Wagner, Spike Millman, Jamie Huizinga and Marcia Riggers.

❖ **Trust Board**

Decision: Sharon Kinder and John Masterson

2008 Annual Meeting Minutes continued from page 3

❖ **Nominating Committee for 2009**

Decision: Burt Backman, Teri Gedde Butler, Lennea Glover, Chuck Mindeman and Julia Westby.

❖ **Synod Assembly Voting for 2009**

Decision: Men: Glen Blackman, Dan Bode, Tracey Duerfelt, and John Masterson

Decision: Women: Laura Adamson, Barb Lantz, Jamie Huizinga, and Bev Maisini

❖ **Reports to the Congregation**

LCGS Special Congregational Meeting Aug. 17, 2008

Call to order 10:45 AM by Leo Eliason, Council VP

The purpose of the meeting was to formally present Pastor Charles Harris for a vote to serve as the Associate Pastor of the Lutheran church of the Good Shepherd.

The Synod Guidelines for the call process had been followed, and reviewed. A quorum for the congregation was established and the meeting began with a prayer.

Call Committee members were introduced and they gave a brief explanation and description for their presentation of Pastor Chuck Harris. This was followed by several questions from the congregational members, and answered by Missy Tade, Egils Macs, Jamie Huzinga, Woody Hill and Pastor John Rosenberg.

Linda Lamb's motion to issue a Letter of Call to Pastor Harris was seconded by Doug Drees. The ballots were distributed by the Call Committee and collected by LCGS Church Council Members. While the ballots were being counted, Margie Gray asked if we would present the compensation package. This was presented by Steve Peterson, LCGS Administrator.

The ballot count of 186 favorable votes and 1 no vote, was joyfully received by the congregation. Linda Lamb motioned that we accept the compensation package and it was seconded by Darcy Eliason. After a brief discussion, Bob Wubben called for the question. The call for approval of the compensation package was forceful with no dissenting voices.

This meeting was closed at 11:05, with the Benediction by Pastor John Rosenberg.

Lead Pastor's Annual Report for 2009

John Rosenberg

In one of my other lives, I used to write reflective pieces on the many ways in which the sacred is manifest in the material world of creation. Often as not these short articles included some reference to my continuing wonder at the miracle of the salmon and how those intrepid travelers offer a metaphor and a model for our spiritual life. A friend recently asked me if I was still writing about salmon and I responded that everything I write these days sounds like a sermon, a newsletter article, or a stewardship letter! Nevertheless, the salmon are never far from my thoughts. Like those salmon, we're on the journey of our lives. During these past several months, we've experienced once more the eternal drama of birth, life, sacrifice, death, and resurrection as it is lived out not only in the salmon, but in the life-giving and life-changing story of Jesus. As we move toward Pentecost, it is appropriate for us to pause in our journey to reflect upon and give thanks for how far we've come in the past 12 months even as we anticipate the ways in which God is leading us on the road ahead.

Where we've been ...

Here's a brief list of items from the past year that stand out in my memory:

- Missy Tade and several volunteers have been hard at work updating and upgrading our congregational website, www.goodshepherdolympia.com. We are using the web site more than ever to help organize ourselves and communicate with each other and the community. Expect more electronic communication in the future.
- Our Sunday evening **Unfailing Light** service is up and running, welcoming anywhere from 15-50 worshippers each week for an informal, liturgical, contemplative service of Holy Communion under the skilled leadership of Darcy Eliason, Karen Olson, Alex Jones, and Connor Wilcox along with the pastors.
- Ten adults have been part of our first **Journey of Faith** group, our own version of the adult catechumenate, under the leadership of Pr. Chuck Harris, Missy Tade, and me.
- They were part of a group of fifteen adults and young people who were baptized or affirmed their baptisms at the **Easter Vigil** on April 11th.
- We welcomed **new staff**: Administrator Steve Peterson, Administrative Assistant Sally Skagen, and Pastor Chuck Harris. It is a profound privilege for me to work with these people along with Associate in Ministry Missy Tade, Custodian Glenn Klumb, Bookkeeper Amy Suttmiller, ASTP Director Jennifer Meyer, and Parish Nurse Sharon Caffey.

We also bid **farewell** to several staff members: Office Manager Diane Bates, Choir Director Bonnie Thoreson, and Administrative Assistant Jill Colella.

It's been an exciting year with a many changes in personnel and programs. Transition and change seem to be the order of the day. Like the salmon we're truly on a journey and, as the song goes, "there's no turning back now."

Where we are now ...

Here are some things that stand out for me regarding our current reality as a congregation:

- Since last fall, Missy Tade and Pr. Chuck have been exploring and having conversations around the topic of "**faith formation**." The latest issue of *The Lutheran* magazine notes that the biggest characteristic of faith formation is "the integral relationship between worship and learning."¹ Those

Senior Pastor's Report continued from page 5

conversations will continue as we seek ways to form the faith of disciples of all ages from cradle to grave in ways that are cross-centered, cross-cultural, and cross-generational.

- The **Reconciling in Christ Task Force** is at work developing a comprehensive welcoming statement that will help shape our congregation's sense of hospitality and welcome to all people including gay, lesbian, and others who have traditionally been excluded from congregational life and the ministry of the church.

- The **Journey of Faith** continues even as the first group of 10 adults completes the process, plans are underway to form two new groups (fall 2009 and spring 2010).

The Council has adopted a set of **priorities for mission** based upon the *LCGS Plan for Mission* which was adopted by the congregation in May of 2007. These priorities will direct our efforts in five broad areas: **Worship in Word and Sacrament; Faith Formation; Ministry of the Baptized; Organizational Development and Communication; and Hospitality**. These priorities will be reflected in changing staff roles and budgeting to better reflect our sense of who we are as a congregation as well as who God is calling us to be.

While all of these are exciting developments, honesty also demands that we face our current fiscal reality. **That reality is that our current financial situation is unsustainable.** This has been partly brought on by the current recession and the economic fallout including layoffs at all levels of government which a high percentage of our families depend upon for employment and income. We've been able to put off the day of reckoning by drawing down our reserves along with monies from the rental of our facility to the Olympia School District. ***But those sources have been depleted and we need to face the fact that, like many Americans, we as a congregation have been "living beyond our means."*** Like a prudent family, we have no choice but to live within our income. As an illustration of our situation, consider that we have now eliminated or left vacant the equivalent of 2.5 FTE staff positions:

- In January of 2008, we essentially eliminated the .5 FTE position of Ministry Coordinator by leaving it unfilled.
- In October, we chose not to fill the 1.0 FTE position of Worship and Music Coordinator because we lacked the revenue to support the position. We now rely on faithful volunteer musicians for whom and to whom we are deeply grateful. There is currently no choir director and no money in the budget to hire one.
- In December, we eliminated a .5 FTE Administrative Assistant position and moved the Children's Ministry Coordinator off budget. We were able to extend the Children's Ministry Coordinator position through June by using dedicated funds which we are rapidly depleting. We've eliminated the Children's Ministry Coordinator from the 2010 budget and placed it in a supplemental budget along with almost all of our "program" funds.

Even with these staff cuts along with severe cuts to our program budget and other cost-cutting measures, we have only about \$5500 of discretionary income available in our 2010 budget to carry out our mission priorities. Furthermore, the 2010 budget bases its revenue projections for the coming fiscal year on our past 12 months of giving. Depending upon the depth and length of the recession, this may be optimistic. The \$65,000 in the supplemental budget includes no raises for salaried or called staff. **But it is the difference between "maintaining" our current operations and moving ahead with the mission to which God is calling us.** We can't truly call it a "maintenance

Senior Pastor's report continued from page 6

budget" however, since our failure to increase our giving will inevitably result in decline in congregational vitality as well as numbers. **Like the world facing the reality of climate change, our reality is that the place where we currently find ourselves is an unsustainable place. We need to take meaningful and intentional steps to change that.**

Where we're headed ...

Given our current reality, what can we expect in the year ahead? Surprises certainly but also the following:

- **Faith Formation conversations will continue** and you can expect exciting developments especially in Sunday School, Confirmation, and Youth Ministry in the year ahead.
- **Journey of Faith** will continue with groups in the fall and spring of next year led by Pr. Chuck, Missy, and me.

The Council has decided to contract with Jim Pence of Kairos Ministry to work with us for the next year in a series of "holy conversations" in four areas: **Mission Vision and Discernment; Resource Assessment; Leadership and Organizational Development; and Stewardship and Capital Ministries.** The total cost of this effort is \$17,000. Pledges for \$11,250 have been made toward that goal and half of that money has already been received. **It is important to note that the members supporting this effort have agreed to contribute to the project in addition to their regular, ongoing support to the General Fund because they believe that the future of our congregation lies in boldly and honestly addressing some of our ongoing challenges in the areas of stewardship, organization, and communication.**

So that's my candid assessment of where we've been, where we are, and where we're headed. We know God has been our constant companion and guide on this journey so we are confident in spite of the challenges that face us. The Ebenezer stone in our narthex reminds us that God has helped us throughout our life as a congregation and has promised to be with us in the days ahead. More than that we do not need or require. Thank you for privilege of serving as your pastor.
jpr

¹Julie B. Sevig, "Sunday School: It isn't what it used to be," *The Lutheran* (www.thelutheran.org), May 2009, p.19

Associate Pastor's Annual Report 2009

*Know that the Lord is God. It is he that made us, and we are his;
we are his people, and the sheep of his pasture.
Psalm 100:3*

We are not living in normal times; for this, I am grateful. Even more satisfying is that we know it.

These abnormal times are not the result of the economic recession, swine flu, global warming, or Rush Limbaugh as the public face of the Republican party. Depending on your perspective, these things may or may not provoke a sense that something truly irregular is going on. Rather, what makes the time in which we live “not normal” is the emerging, collective sense that humanity is on a profound journey and the destination is unknown.

The only thing we truly know for sure is that we don't know where we are headed. I find this sense of “destination unknown” to be liberating, informative, and ultimately very satisfying. We have been released from a prison of delusion in which we humans believed we were in control of our destiny. Having been released from the fallacy of control, we are now ready to take our rightful place in the universe. We are ready to take our place as the hand-crafted creations of the Lord.

We have an identity: the Lord has made us! We have a relationship: the Lord has made us **his** people! With an identity and a relationship, we are ready for a journey of adventure, exploration, and fun. Who cares where the place is we finally end. The important thing is that we are together, with the Lord, and on the way.

One way we move together as the community of Good Shepherd is through the Journey of Faith process. This process is the primary road that folks who are new to the congregation travel to deepen their connection with Jesus and with the mission and ministry of Good Shepherd. Along the way there is a time for questions, Bible study, prayer, food, fellowship, and discernment of vocation. Variations on the Journey of Faith process will be part of faith formation for the entire congregation.

Another way we move together is by caring for one another along the way. The Caring Community project began last fall and continues to evolve as a vehicle for the passion and energy members and friends of the congregation have to reach out to one another and to the community. Ministries active within the Caring Community project include 1) rides to church, 2) homebound communion, 3) welcome of visitors, 4) community garden, 5) homebound visitation, and 6) small group ministry.

As I look forward to a new program year I see an increasing comfort with the journey itself and less emphasis on figuring out a destination. We have been created to be with one another and with Jesus present among us. We have been saved to follow him and his lead. We have been empowered to serve others through the spirit he shares with the Father. With this as our identity, in relationship with God and with one another, I eagerly anticipate each and every day we travel together.

In Christ! *Pastor Chuck Harris*

Missy Tade—Associate in Ministry Report

Faith Formation

Good Shepherd will be intentionally taking a look at how we walk this journey of faith together. Faith Formation is an overview, so to speak, of how our faith is nurtured from the womb to the tomb. This is not a one-time process, it is an ongoing ministry where gifts are recognized, where people are empowered and where faith is alive. The director of faith formation will oversee this activity, empowering, equipping and helping those in ministry stay focused on the mission and vision that we have committed to as a community.

Research and experience point to two main things we should focus on in order to do effective youth ministry. 1) focus on adult education & spiritual development and 2) focus on young families, empowering and equipping them to be the main source of faith formation. Are these the things you would have guessed?

Studies show us that the main source of faith formation is family – parents, grandparents. This does not mean that we discount or stop doing youth ministry – it is vital. However, if all of our energy is in that one area, then we are bailing water instead of fixing the hole in the boat. Studies also point out that what Christian adults role model in the church is very different from who we expect our young people to be. How can we be better role models?

More Questions:

How do we empower & support families to be faith developers/nurturers?

How do we offer opportunities for exploring scripture for all ages?

How do we create opportunities for all of us to encounter God?

How can we be an authentic cross-generational faith community?

How can we best live out our baptism in the church, our community and the world?

These are the discussions taking place in an effort to be more intentional about nurturing the faith formation of all ages.

I invite your prayers and your comments as I meet with other Directors of Faith Formation, professors in this field and leadership at Good Shepherd to discern what faith formation might look like here. You can look forward to regular updates in the Sheepskin and on the website.

Annual Report of the Congregational Council

Two years ago, then Council President Burt Backman, summed up that year in his annual report in one word – transition. Thanks be to God that we continue in that transition, and will continue for the foreseeable future. I believe that the congregation that does not change and grow faces the danger of becoming stagnant and dying.

That presupposes that change is good, and there have been a lot of positive new happenings here at Good Shepherd: the arrival of Pastor Chuck, the catechumenate program “Journey of Faith”, the Community Garden project, exploration of cradle to grave Faith Formation, Ministry of the Baptized and what that means, the Reconciling in Christ task group working on how to become an intentional welcoming community, adoption of a Worship Vision statement, and the Membership to Discipleship stewardship emphasis, just to name a few. In addition, we want to continue to examine how we can become a greener, more environmentally friendly place. (Ask Leo about the lighting project and the energy we’re saving. You’ll be impressed.)

On the other hand, our financial situation during the current year necessitated significant program reductions and staff lay offs and was a major focus of many Council meetings and two day long retreats. It was difficult enough not being able to complete our staffing structure with the hiring of a Worship Coordinator but it was especially hard in December to eliminate the part time administrative assistant and the Children’s Ministry Coordinator positions. (We were able to fund the Children’s Ministry Coordinator position through the end of June using some special funds, however that position is not included in next year’s recommended budget.) A heartfelt thanks to Jill and Barb for their dedicated service to all of us.

These decisions were not easy for the Council. It is heartening though to be part of a Council and Leadership Team that keeps Good Shepherd’s vision to be “Cross Centered, Cross Generational, and Cross Cultural” and our mission statement “To share the love and grace of Jesus Christ with all people and invite them to fullness of faith in God” central in all that we do. It is this vision and mission that guides our decisions and recommendations regarding our stewardship of resources.

In that same vein, Council felt it prudent to recommend a very austere budget for the coming year. Unlike the current year when we passed a budget that was \$160,000 out of balance hoping that giving would increase, this year’s budget recommendation lives within a dollar limit equivalent to the last 12 months giving and other revenues. This budget level barely funds current operating expenses and does not allow for sufficient program funds, the Children’s Ministry Coordinator, or a Choir Director. In order to fund the basic ministry, a supplemental budget of approximately \$65,000 is being proposed that will be funded if revenue increases over current projections.

We believe that God has richly blessed this congregation and provides all that we need to carry out His ministry in this place. Our challenge is to approach the coming year as being one of abundance rather than one of scarcity. We need to realize the time, talent and treasures we need have been provided. As we enter into Holy Conversation may we uncover the mystery, trust what God has in store, and boldly respond to what has been first given us.

Ron Tuvey, Council President

On a personal note, it has been a privilege to serve as Council President the past two years. I’d be remiss if I did not thank the congregation, the Council, pastors and staff for all of your hard work and the encouragement given that made my job easier. May God richly bless all of you!

Ron

Children's Ministries

The commitment that our church has made to children's ministries is tangible and heartfelt. Since I took this position four years ago, it has grown from 10 hours a week to 20. I am a full-fledged, respected and committed member of the church staff.

Here is a look at where we are and where we hope to go.

What I do:

I run the Sunday School and Vacation Bible School programs in coordination with a pastor and the youth director. I recruit all the adults. I help with their training, handle the paperwork and budget, run the weekly "Come Together" Sunday School opening time, coordinate and write curriculum, arrange for materials and rooms and communicate with parents. I also do several children's sermons each year and several "chapel times" with our preschool run by the church.

By the numbers:

We have about 100 children registered in the Sunday School program. Almost every week we have visitors, whom we warmly welcome and encourage to join us.

In fitting with our cross-generational mission, I also recruit 80 or more adults each year to help with our programs.

I am also in charge of all planning regarding Vacation Bible School, one of the church's biggest outreach efforts, serving more than 100 children annually.

How it works:

We begin Sunday School for grades kindergarten through 5 in our big room upstairs where we have "Come Together," a time for singing and reflection on our theme of the month. The kids then attend various workshops that reinforce the story of the month. The advantage of this "workshop rotation model," as it has come to be known nationwide, is that the same story is taught for several weeks in different ways (using art, cooking, drama or games for example). The adult volunteer time is lessened in that "teachers" only commit to a month. The child learning curve increases because the same story is taught more than one Sunday. In today's society, children are not as likely to attend Sunday School every week. We recognize that and that is another reason why it is good to repeat the story more than one week.

Our preschoolers follow a more traditional curriculum and do not rotate to different workshops.

Our Sunday School offering this year is going to the Heifer Project, which helps families in lesser developed countries buy livestock. It is a cause that the children helped choose.

VBS:

Our Vacation Bible School this year is June 22 to 26. We will probably again serve more than 100 children, making this a huge outreach for the church. Many campers have ended up joining the church. We will have a staff of three highly capable adults leading our 30-some preschoolers in a half day program. The trained youth counselors from Lutherwood in Bellingham will lead our older children. We employ these counselors because after a school year of tapping adults, finding enough capable people who could run such a program would be a near impossibility, especially for six hours during the workday, which is when many busy parents want their child occupied. Even more important, the Lutherwood kids have a special energy that is contagious to children and our teens enjoy

Children's Ministry continued on next page

Children's Ministry, continued from page 11

working with them as well. Since we cover what we are charged from Lutherwood with a modest tuition, we are able to operate the program at no budget expense from the church. We also have a generous scholarship fund and no one is turned away.

My goals:

1. Explore, along with church leadership, faith formation and begin a process of looking at how we can nurture a lifelong thirst for God's role in our lives.
2. To continue to "grow" as this position grows, making use of continuing education and other resources available in this expanding field.
3. Tweak our curriculum and our teacher training to fully convey the meaning of our Bible lessons.
4. Work with those responsible to boost our website content, so that parents can learn more about what their children are learning.

— Barb Wakefield, children's ministries coordinator

Middle School & ABC *Affirmation, Baptism, Confirmation*

This is a time for young people to start questioning their faith (if they haven't already!). We encourage them to ask tough questions and to struggle with the answers. This year we used the Apostles Creed, Ten Commandments, Lord's Prayer, Baptism & Communion as ways to learn about who we are as Lutheran Christians and to go deeper in how we understand what those statements mean. There have been opportunities for retreats, fellowship, & learning puppet ministry as well as serving in our community.

On Sunday mornings we did a year long course on Human Sexuality. This not only covered the topics that they will face as teenagers but more importantly, who are we as children of God. Discussions were not limited to Sunday mornings as "homework" was sent home to be done with parents. Thank you to Ron & Vickie Tuvey for taking on this important ministry.

High School – B.A.S.I.C. *Brothers and Sisters in Christ*

This year in the high school program we spent a lot of time talking about Bible interpretation. We explored different ways to learn from and reflect on scripture and put our skills to work in a cross-generational project, a.k.a. the Advent Devotional. We also put our "toes in the water" regarding spiritual disciplines – ancient & contemporary faith practices around prayer and contemplation. Youth were also very involved in: peer advising, youth band, Christian concerts, leading a Junior high retreat, Fool's Night Out – a synod youth event, and social justice issues (Let Justice Roll retreat, serving at shelters, synod hunger retreat & crop walk).

One thing I am noticing more and more of is a desire by the youth to include their faith in school or scouting projects. This is not a result of new or fabulous youth ministry tactics...it is the result of families modeling faith at home and in the community. We are all in youth ministry together. Good work!

Good Shepherd Christian Preschool Annual Report 2008-2009 School Year

We have enjoyed another incredible year in the preschool with our 104 bright-eyed children. The program continues to serve children ages 2 to 5 years old with varying class times and curriculum. We are ever so thankful to the Good Shepherd Congregation for their prayers, love and support, as well as for the use of the wonderful facility. Over the years, an incredible number of children have been given a tremendous start in their educational experiences and lives, thanks to the Lutheran Church of the Good Shepherd offering the preschool. In fact, this coming September 2009, Good Shepherd Christian Preschool will be celebrating 30 years as a faithful ministry of the church!

Pastors John and Chuck have led wonderful chapel times for our four and five year old classes each week. We have also enjoyed other special chapel time guests: MissyTade, Barb Wakefield, Sharon Caffey and Sally Skagen. Chapel time is an important part of our week and leaves a lasting impression on our children. We hear from many parents that their child comes home each Wednesday and tells their entire family what chapel times was all about. "From the mouths of babes!" The seeds are being planted in these crucial and formative years. Thank you Pastors and special guests!

During this past year, the preschool received several monetary gifts, matched in part by Thrivent, which has made it possible to purchase some much needed curriculum materials and also to add to our scholarship fund. A big thank you to John Aakre and Cindy Michael and George and Betty Egge for their continued support; we are so thankful to each of you and to Thrivent for your strong belief and continued support of early childhood education! We also had a monetary contribution made by an anonymous donor, and are so grateful, as the money will enable the preschool to assist families in need of tuition support. We would also like to take this opportunity to thank all those wonderful folks that supported the Preschool last fall by purchasing an Entertainment Book. The profits from the sale also went into the scholarship fund; another way to help those families that might need some financial assistance during these tough economic times.

The Preschool Board has done a tremendous job in their commitment to the children and in their support of the staff. The board includes: Heather Nelson (Board Chairperson), John Aakre, Suzanne Bowser, Betty Good, Dave Jekel, Shelley Forslund, Mary Moes, Pastor John; and Judy McGimpsey and Val Egan as staff representatives.

We are so thankful for many wonderful and amazing people throughout our Good Shepherd congregation! A HUGE thank you to the office staff and volunteers, Glenn Klumb, The Piece Corps ladies; and the list goes on and on! To each and every person who has been a part of our Preschool-we are so grateful for all that you do-a heartfelt thank you to all!!!!

Our dedicated and committed staff at the Preschool includes Judy McGimpsey as director and teacher, Val Egan as support person and bookkeeper, Becky Pharris and Julie Gallagher as lead teachers, and Karen Kilian, Jill McCauley, Kerin Kirkmire, Holly Brazel and Laurie Campbell as assistant teachers. Sabina Tweit very kindly volunteers her time to audit our financial records each year.

We would also like to extend one more thank you ~ and that would be to all our Preschool families; they are such a blessing and we feel honored to be a part of their lives!

"Double Loves to All"
Judy McGimpsey, Director

CARING MINISTRY

Within the Caring Ministry, congregational members give their time, talent and love to those who seek encouragement and support of a Christian friend. These members bring a host of spiritual gifts and training. Pastor Chuck Harris is the pastoral leader of the Caring Ministry. He is responsible for training of members, giving support and with Pastor John visit members of our congregation as needed.

Eucharistic Ministry – trained members of Good Shepherd distributing Holy Communion to those who cannot attend worship services. The first Sunday of each month these members provide a short service and distribute the communion elements, after they have been blest by our Pastoral Staff during Sunday service to our members that are unable to attend church services. Leader – Darlene Lane

Health Ministry – is supported by nurses in Good Shepherd. Blood drives are held three times a year. This past year 73 pints of blood were collected to save lives. One pint of blood can save four babies and/or three adults. The second Sunday of each month blood pressures are taken by our nurses. Our Parish Nurse spends three days a week in her office for information, referrals, medication information, community resources and personal help. She is available at other times by appointment. Visiting members in care facilities, hospitals and homes continues. Parish Nurses are trained to nurture the whole person – body, mind and spirit.

Parish Nurse – Sharon Caffey

Koinonia Quilters - Karen Olson

Prayer Chain – devoted members of the congregation pray each day for members of the congregation and their friends who are in need of special prayers for healing, sickness, surgery, lost loved ones and other needs. A prayer list is updated each week. Leader – Connie Klein

Small Groups – Barbara Eliason & Carolyn Woodling

Transportation – Bob Harvey

Visitation – Leader – Julia Westby

Reconciling in Christ (RIC) Task Force

The Reconciling in Christ (RIC) Task Force of the Lutheran Church of the Good Shepherd invites the congregation to journey together in faithful discernment of extravagant welcome for all of God's children. Welcoming our sisters and brothers in Christ includes making a clear statement of intent, purposeful discussion of meaning and activity, and the adoption of a congregational resolution to fully and explicitly welcome all of God's children.

To that end, the RIC Taskforce proposes hosting a series of educational and community-building events over the summer and fall of 2009 to explore with Good Shepherd what it means to live extravagant welcome for and with our brothers and sisters in Christ. During this time, we commit to:

Reach out in love and trust to Good Shepherd members as full partners in the work of sharing the love and grace of Jesus Christ with all people.

Journey hand in hand towards fullness of faith in God with the whole congregation.

Offer multiple ways and means for members to share their hopes and fears, ask questions, and seek answers.

Create a safe environment as we explore ways to purposefully welcome all people into our community, especially those who historically have been, still are, or feel they are excluded from our community.

After this period of study, conversation and discernment, the RIC Taskforce will call for a special congregational meeting in November 2009 to ask the congregation to adopt and faithfully live-out the proposed Affirmation of Welcome.

*Approved by LCGS Church Council
April 2, 2009*

Proposed Affirmation of Welcome

The Lutheran Church of the Good Shepherd welcomes all people,

- the poor and the rich, the young and the old,
- people who are single, married, blessed, divorced, separated, or partnered,
- people of all abilities,
- people of all sexual orientations and gender identities,
- people of all nations and ethnic backgrounds.

No matter who you are, or where you are on life's journey, you are welcome here.

RIC Task Force Members

Diane Armbrust, Ed Armbrust, Glenn Blackmon, Shannon Blood, Sharon Caffey, Gery Gerst, John Gray, Marjorie Gray, Jamie Huizinga, Andrew Lopez, Erin Lopez, and others.

After School Tutoring Program (ASTP) Annual Report 2008-2009 School Year Our Mission

To help students be successful in school by providing a free, supervised, after-school activities and tutoring program for struggling middle school students in our community. In order to accomplish our mission, we recruit and train volunteers to assist participating students with homework completion and skill-building activities that enable them to improve their grades, become better learners, and ultimately raise their self-esteem.

Our Vision

OUTPUTS: To produce these countable results:	OUTCOMES: Which will yield these benefits:
180 hours, weekly, of direct service as follows: 1. 30 students tutored 1.25 hrs. twice a week	1. Enrolled students will improve grades and/or skills which will lead to higher self esteem and confidence levels
2. 30 students offered a balanced, nutritious snack twice a week	2. Enrolled students are introduced to healthy snack alternatives
3. 30 students provided supervised after school activities twice a week	3. Enrolled students learn social skills that enable them to respectfully communicate and interact with others.
4. Approximately 50 volunteers (about half 14 – 18 yrs of age.) engaged in community service opportunities annually	4. Volunteers discover the merit of community service and learn valuable mentoring and leadership skills

The After School Tutoring Program is just completing its 17th year of serving our community’s middle school students and their families. We started the year looking for a new ASTP Assistant as Mary Wikstrom resigned from the position to pursue more full time employment. After interviewing several qualified applicants, we decided to hire Martha Rorem. Martha has a great deal of experience working with middle and high school students as a volunteer youth leader in her church. She loves children, fully embraces the mission and vision of ASTP, and truly enjoys working with our students. Martha is doing a great job and we feel blessed to have her on staff. We thank Mary for her hard work as the ASTP Assistant and are very happy that she continues to participate in the tutoring program as a volunteer tutor.

The other exciting thing that happened for ASTP is our big move into the main church building. Since the program’s inception in 1992, ASTP has operated in the Christian Center. This year, the decision was made to move the program into the new wing of the church. We use 5 of the class/meeting rooms located upstairs and also spend time in the gym. Students and volunteers agree that the new location is a great space for the program. ASTP staff appreciate being in the main building – no more running back and forth from the Christian Center in the pouring rain!!!

Respectfully submitted,
Jennifer Meyer, ASTP Program Director

ASTP Advisory Board Members: Jodi Borreson – Chair; Jill Colella, - Secretary; Ed Armbrust (joined March 2009), Joyce Duerfeldt, Gery Gerst (resigned February 2009), Carolyn Hardee and Cyndy Hurtado

PIECE CORPS REPORT – 2008

It is with pleasure that we again report to the congregation the accomplishments of the Piece Corps for another year. In 2008 we made or collected and sent to Lutheran World Relief (LWR):

566	Quilts	194	School Kits
56	Health Kits	21	Blankets
Money for shipping costs \$2,245			

Shipping costs have increased this year to 75 cents per pound (21 cents to the East Coast and 54 cents for shipping overseas). Piece Corps is not a line item in the congregational budget. The shipping money comes from the sale of some special quilts and donations. We thank all of you who use the Community Rebate Card with Thriftway and Bayview. The monies received goes toward the shipping costs. We also thank LCGS Social Justice Ministry who annually donates to the Piece Corps to offset shipping costs.

We are especially grateful to the Olympia Quiltmakers who meet at the church on Thursdays. They help by tying quilts twice a year as a community project before each of our shipment dates and contribute monies for shipping.

This is a good time to thank everyone in the congregation for making this kind of report possible. It is impossible to give special credit to the women/men who have done so much of the work at home, and we appreciated all of them. There are many projects one can help with at home from sewing quilt tops (blocks will be provided), cutting out and/or sewing school bags (instructions included), sewing around washcloths and hand towels cut from the larger pieces of terrycloth for the health kit, ironing material, ironing quilts and tying quilts.

Thank you to all of you who have donated supplies for the health kits, school kits, dacron for quilt middles, thread for sewing and yarn for tying because all of this would not happen without your help.

It is interesting to find that not all of our workers are members of our congregation. Many of the donations we receive come from outside our church family. We appreciate your contributions of good fabric. We welcome used sheets and your old electric blankets. The electric blankets are taken apart to make middles for two quilts. Also, through Thrivent we received bulk dacron for our middles.

We especially thank Bob Wubbena and Jim Phillips for making that twice/year delivery to Seattle and to John and Jeanne Vosburgh for the use of their truck.

The Piece Corps welcomes anyone – come regularly or occasionally. We always can use your help. It is not necessary to know anything about sewing! We regularly stop for refreshments at 10:30 and celebrate the birthdays of the month on the first Wednesday at noon with a potluck lunch. In December we have our cookie exchange. In 2008 fifty cookie plates were delivered to the shut ins, homebound, and others who would enjoy a plate of cookies for the Holidays.

You are invited to join us and see how much FUN we have accomplishing so much. The Piece Corps is a wonderful caring and sharing group. Try us! We have several women from outside the congregation who are regular participants.

Joan Wubbena for the Piece Corps

Global Mission

Being cross-cultural is appreciating other cultures in our neighborhood, school and work place; caring for those in need as we seek justice; and walking with our brothers and sisters in other parts of the world. Traveling to developing countries not only makes us live our lives differently here at home but it also helps us see those in need around us more vividly. As someone once put it, "It changes your DNA."

This past year lots has been happening locally through our social justice ministry (be sure and check out that report). There has also been steady activity in Global Mission.

In July a group from Good Shepherd traveled to Tanzania to work with the church there to empower and encourage the people of Morogoro to make positive changes.

The Piece Corp sent out over 500 quilts to Lutheran World Relief.

We took part in, and helped plan, the Synod Hunger/Global Mission Event with Bishop Mark Hanson.

The Sunday School tithed almost \$800 that will be given to the heifer project.

And we headed up the effort to bring Barbara Robertson (Missionary to TZ) and Mameo (Bishop of the Morogoro Diocese in TZ) here to Washington for a whirlwind tour.

Beyond Good Shepherd: Did you know that the co-chairs for the Synod Global Mission Committee are from Good Shepherd? Ed & Diane Armbrust have chaired that committee for the last three years. Carl and Dotty Fehring traveled to Nigeria for three months to help out in an orphanage there. The Dawn Fehring Love of God program awards thousands of dollars every year to mission work locally and across the globe. And of course our own Barbara Robertson is a missionary working in the area of AIDS/HIV prevention and education in the Morogoro Diocese in Tanzania.

Coming up: Barbara Robertson will be returning to Washington sometime in August, 2009. Good Shepherd is hosting a Synod Global Formation Event Nov. 13-14, 2009.

Pray for this ministry as we move forward in God's work both here and around the world.

Facilities Management Team (FMC)

The Facilities Management Team (FMC), has been meeting on the 1st and 3rd Wed. of the month from 9-12 AM in the Carriage House. All LCGS Members are welcome to join us as we work to manage and maintain our wonderful place of Worship. Good fellowship and a little work benefits all of us.

With the help of Glenn and Steve, many tasks have been accomplished. The largest of these has been the lighting retrofit completed in all of our facilities. As a result, over 31,080 KWH's of electricity have been saved during the last 8 months, which saved us a total of more than \$4300.00.

The ASTP program was moved into the main building. This has allowed us to look at the possibility of renting the Christian Center to a private school. That is in progress and more information will be announced as progress is made.

Funding is our biggest challenge!!! If we can increase our giving so that all Program Budget items are fully funded, then we can do additional projects like: 1. double doors on the west side of the sanctuary; 2. new siding on the south wall of the sanctuary; 3. a covered entry to the narthex; 4. parking lot refinish; 5. it's about time to paint again; 6. more noise control in the Gathering Place; 7. window coverings in the Gathering Place; 8. anyone may make additional suggestions. Just let any of the Old Duffers on the FMC Committee know.

Thanks, The FMC Committee

Leo Eliason, David Good, Doug Drees, Rick Lane, Glenn Klumb, Steve Peterson, Bob Wubbena, Jim Phillips, Duane Schryver, Chuck Mindemann, Ron Tuvey

LCGS Human Resources [Personnel] Committee

Purpose: Advisory to Council for personnel policies and procedures, prudent salary and benefit expenditures, hiring and staffing for congregational needs. LCGS desires to be a good employer.

Responsibilities:

1. Review budget for staffing as authorized by congregation for optimal staffing and benefits for mission and budget. Recommend fair and competitive salaries / benefits according to resources.
2. Recommend personnel policies and benefits to be approved by the council and to maintain compliance with state and federal employment regulations.
3. Oversee maintenance of job descriptions.
4. Participate in employment and termination process of non-pastoral staff as needed.
5. Serve as “sounding” board for non-pastoral staff; review personnel related issues.

Membership: Six to nine members plus Administrator. Current members: Linda W. Lamb; chair, Bob Lien, Barbara Eliason, Julie Feller, Mark Mininger and Kris Anderson. HR Committee has vacancies. This committee meets quarterly to manage its responsibilities to the congregation, and when a staff vacancy occurs or a new hire is needed. If you have a gift or desire to share in this important ministry, please contact Linda Lamb, chair (357-5068), or the Administrator.

Stewardship: HR Committee provides stewardship of our most important LCGS resource through promotion of good management practices and policies. It has been a tough year for our human resources as the congregation has not provided enough funds to maintain staffing needs. It takes people to do God’s work. HR worked to bring current staff job descriptions up to date. However, job descriptions are on hold until hiring can take place. Finding and retaining a highly qualified Staff is vital to any well run day to day operation. HR commends that our staff is needed whether stewardship/giving goes up or down. It is our responsibility to provide the resources to meet our commitments as employer/stewards. We ask congregants to take time to tell our precious staff how much we appreciate them. LCGS members can help by not asking staff to do things outside of their job description or work on project(s) not cleared by their supervisor.

We are pleased about revised and balanced policies for all staff. Policies and protocols to help the business of the church run smoothly have all been reviewed and passed on to the Council. Most have been adopted. Many of these policies also effect our volunteers. If members wish to review policies they are available in the church office.

Communication: Occasional meetings with staff; monthly representation on Business Management Committee (BMC); recommendations to Council; participation in leadership discussions and recommendations on organization-structural model.

Worship & Music: Aligning job descriptions to facilitate this important aspect of our church. Committee meetings always begin/end with prayer.

Koinonia: Our small group works very well together, each bringing their different gifts to facilitate the work of Human Resources at Good Shepherd; and to provide clarity for staff. Working together has been rewarding.

Outreach: is not a responsibility of HR, other than to seek advice from appropriate groups in defining job descriptions for staff work.

Faith development: All activities of the Church are to facilitate faith development and practice. When ever two or more . . .

We (HR) are respectfully requesting congregational increased giving to allow staffing budget requests. It is our responsibility to provide the resources to meet our commitments.

Administrator's Annual Report

May 17, 2009

The Lutheran Church of the Good Shepherd has faced a year of tremendous challenges since the last Annual Meeting. In May 2008, the congregation approved a Council recommended budget for fiscal year 2009 that reflected full and expanded staffing levels, and generous funding for program requests that were intended to help move our mission and vision into the future. This budget was based on achieving a substantial increase in our giving to meet these ambitious goals. In the fall, it became clear that giving would fall far short of covering these budget enhancements, and through quick deliberations the Council made some extremely difficult expenditure reductions in order to bring spending down in line with income.

This was a very somber time for the Council and many of the cuts were painful. We intend to avoid a recurrence of this kind of activity in the future, and toward that end we are presenting a very austere but balanced budget to the congregation for the upcoming fiscal year 2010.

This year has not been all negative in the world of the budget, however. Some good things have happened in cost-cutting that were not painful. Here are a few worth mentioning:

Last summer we negotiated a new contract for evening janitorial services. They cost a little more but provide their own cleaning supplies and equipment. Net decrease in expenses—and their cleaning supplies are GREEN, i.e., environmentally friendly.

The Facilities Management Committee took on a huge project to replace all the old inefficient ballasts in our lighting fixtures. We are now using less electricity, and with a grant from Puget Sound energy the cost of the new equipment was almost entirely offset.

The office has become more cost minded in the selection of supplies and other items. This year we reduced overall office operating expenses by more than 11 percent.

We are always looking for reasonable cost cutting efforts, so don't feel shy with your recommendations. (How's that for opening a can of worms?)

I want to take this opportunity to thank ALL of the wonderful staff here at Good Shepherd for making my life a little easier because of them; for getting done all that they do to keep this place of worship a going concern; and for their dedication to the ongoing life of the programs, missions and operations of this church. Without them LCGS would not be able to accomplish as much as it does. I ask you all to help me to support them, love them, be kind to them and keep them in our prayers.

I also want to thank all of the 40-50 volunteers who routinely and unselfishly have assisted the staff throughout the year. Without them we could not have achieved all that was needed to be done. The staff loves and appreciates you--AND DON'T YOU FORGET IT!!!

All of these staff and volunteers work constantly to accomplish the tasks and projects needed to run this church. These ongoing daily, weekly and monthly routines are sometimes disrupted by last minute projects that can result in "chaos". This year we are going to educate individuals, committees and other groups to the fact that we are all here to do specific jobs, and that we can accomplish other projects within our capabilities when we have sufficient lead time to fit them into the schedule. Please look forward to reminders on ways you can help the staff and volunteers do their jobs better and with less stress. God Bless us all in 2010!!

Shalom, Steve Peterson

Budget for FY 2010, by Account Detail

	FY 2009			FY 2010	
	allocated budget	estimated expenses	percent of total	proposed budget	percent of total
Expected 2010 income:	\$771,066.86				
Total General Fund Expenses:	\$968,648.44	\$793,502.20		\$771,066.86	
Pastoral staff:	183,985.00	181,465.04	22.9%	190,405.60	24.7%
Total salaries/allowances	133,739.50	146,537.42		147,717.96	
Pensions	13,374.75	12,162.79		14,152.66	
Benefits/administration	22,470.75	18,493.01		22,005.60	
Continuing education	1,400.00	1,079.29		1,400.16	
Travel/conventions/pastoral supply	3,000.00	1,096.33		1,129.22	
Recruitment/relocation/other	10,000.00	2,096.20		4,000.00	
Non-pastoral staff:	367,048.44	259,359.85	32.7%	240,927.20	31.2%
Salaries	290,953.94	206,663.23		189,941.52	
Payroll taxes	27,803.24	20,008.89		18,563.76	
Benefits	30,133.64	24,316.99		24,508.42	
Continuing education	3,100.00	700.08		700.08	
Travel/conventions	2,000.00	265.72		273.69	
Contract staff	13,057.62	7,404.94		6,939.73	
Office operations:	45,509.00	37,790.16	4.8%	39,347.24	5.1%
Postage	3,900.00	2,244.05		2,351.76	
Computer/network services	6,812.00	6,494.96		6,689.81	
Equipment lease/maintenance	19,490.00	19,149.27		20,106.73	
Supplies	6,800.00	4,980.36		5,129.77	
Accounting/bank fees	2,055.00	1,776.39		1,829.68	
Publications/advertizing/other	6,452.00	3,145.13		3,239.49	
Facility operations:	250,981.00	224,717.67	28.3%	227,132.48	29.5%
Mortgage principle & interest	101,220.00	101,220.00		101,220.00	
Insurance/risk management	18,565.00	13,099.68		15,704.89	
Utilities-gas	19,145.00	16,363.10		17,181.26	
Utilities-electric	23,011.00	14,498.69		15,223.63	
Utilities-water/garbage	13,993.00	11,543.97		11,065.29	
Telecommunications	7,797.00	6,070.75		6,374.29	
Custodial supplies	4,700.00	3,379.89		3,481.29	
Building & property maintenance	33,600.00	30,088.07		27,190.84	
Building & janitorial contracts	28,950.00	28,453.52		29,691.00	
Programs:	48,900.00	21,207.84	2.7%	5,555.85	0.7%
Education	21,950.00	12,407.37		-	
Worship	13,750.00	2,728.00		-	
Social Justice	500.00	104.17		-	
Evangelism & Mission	2,800.00	1,919.02		-	
Congregational Fellowship	3,500.00	2,005.11		-	
Caring	3,400.00	1,419.18		-	
Stewardship	3,000.00	625.00		-	
Church Council:	4,000.00	1,263.18	0.2%	0.00	0.0%
Benevolence:	68,225.00	67,698.46	8.5%	67,698.49	8.8%
Southwest Washington Synod	47,757.00	47,388.90		47,388.95	
World Concerns	10,234.00	10,154.78		10,154.77	
Local Concerns	10,234.00	10,154.78		10,154.77	

Summary of Funding Available for 2010 Budget Requests

Projected income:	\$771,066.86	-equal to the past 12 months (April 2008-March 2009).
Projected expenses for current level:	\$765,511.02	
Pastoral staff	190,405.60	-includes moving expenses for Pastor Chuck
Non-pastoral staff	240,927.20	-includes existing staff funded by general fund
Office operations	39,347.24	-includes estimates for inflation
Facility operations	227,132.48	-includes estimates for inflation
Benevolence	67,698.49	-ten percent of general fund donations -seven percent for SWW Synod -three percent for World & Local Concerns
Income available for requests:	\$5,555.85	
Estimated cost of budget requests:	\$64,750.00	
Requests subject to supplemental giving:	\$59,194.15	-will be prioritized by Council in the event giving increases to meet some or all of the requests.

Fiscal Year 2010 Budget Addition for Consideration:

Total requested budget additions: \$64,750.00

Programatic Requests: \$21,900.00

Adult Education	\$1,500.00
Journey of Faith	3,000.00
Global Mission	2,000.00
Faith Formation	2,000.00
BASIC	2,400.00
ABC	600.00
Sunday School	1,800.00
After School Tutoring Program (ASTP)	0.00
Music licenses/repairs/tuning	1,600.00
Altar Guild supplies	400.00
Congregational Fellowship/Serving Teams	3,600.00
Steward-ship	3,000.00

Staffing related requests: 35,200.00

Restore half-time Children's Ministry Coordinator	14,500.00
Stipends for lead musicians/choir director	6,200.00
Youth & Young Adult Leader	14,500.00

Special maintenance requests: 5,000.00

Repair Sanctuary exterior south wall	5,000.00
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Other requests: 2,650.00

Nursery	1,150.00
Youth volunteer expense stipend	\$900.00
Supplies and toys	250.00
Council contingency	1,500.00

Supplemental Budget does not include:

Minimum Synod guidelines for Pastors and AIM	6,300.00
COLA for Pastors & AIM (per each one percent)	2,400.00
COLA for other staff (per each one percent)	1,700.00
Repair sanctuary piano	2,500.00

Based on giving and other income over the past 12 months, and the estimated expenditures to fund the current level of staffing and operations of the church, the Congregational Council will have about \$5,500 left over to prioritize the above requests. Requests that are above and beyond the \$5,500 available will be prioritized for inclusion in the supplemental budget which will be covered only in the event that giving increases to meet the cost.

RECORD OF MEMBERSHIP ACTIONS—2008

MEMBERS RECEIVED BY LETTER OF TRANSFER:

Diane and Tim Bates	Paul and Jeanne Hoseth
Bonnie Carter	Petra Kerrigan
Anthony Kelly-Glasoe	Emma Kelly-Glasoe
Mary-Kate Perry, Margot and Phoebe Chartock	John Rosenberg and Nancy Faaren

MEMBERS RECEIVED BY AFFIRMATION OR REAFFIRMATION OF FAITH:

**(Baptized child entering with parent)

Shannon Blood; Nathan Blood**	Maria Joyner	Ann Winter
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BAPTIZED MEMBERS CONFIRMED

Troy Bentz	Austin Davis	Andrew Shanafelt
Aloura Berg	Bradley Huffer	Karen So
Tristan Brennand	Sarah Lantz	Adam Suttmiller
Kevin Counihan	Conner Schultz	Brittany Wilcox

MEMBERS RECEIVED BY BAPTISM:

Children: (*Children of non-members)

Abigail Celeste Erickson	Cody Michael Jonas	Kara Anne Nelson
Hailey Rae Bermensolo	Danyka Nebel	Sarah Nicole Walz*
Olivia Luella Gaul*	Shane David Nebel	

Adults:

Sharri Celina Brascher	Sheri Lynn Nebel
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DEATHS: (*Non-member Funerals)

Edwin Anderson	June Ludwig	Irma Trantum
Albena Blumhardt	Franklin Rinaldi	Deborah Wright
Eugene Johnson	Harvey Sweeney	Elwood Carlson*
Florence Johnson	Peggy Traff	Ruth Carlson*
		Robert Beatty*

The pastors officiated at 8 member and 3 non-member funerals.

Retired Pastor Dick Knutzen officiated at one member wedding.

There were 6 family units who moved, but had not requested a transfer by the end of the year.

Four family units transferred to other Lutheran congregations.

One family unit transferred to a non-Lutheran congregation.

Nine family units requested to drop their membership.

PAROCHIAL REPORT

	BAPTIZED	CONFIRMED
Membership at Previous Year End	1174	1082
Membership as of 12/31/2008	1163	1075