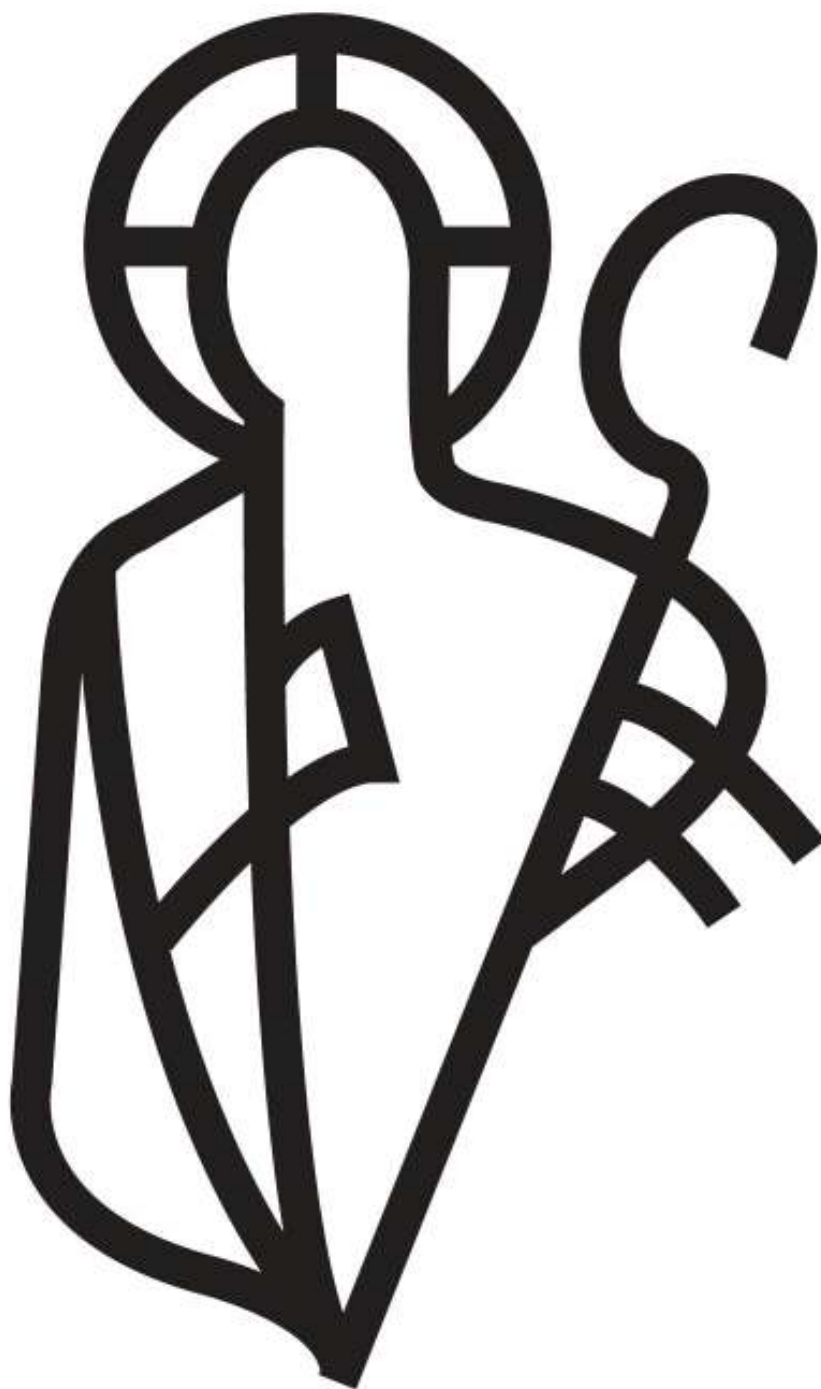


Lutheran Church of the Good Shepherd

Annual Report

January 29, 2012



The Lutheran Church of the Good Shepherd  
57<sup>th</sup> Annual Congregational Meeting  
Sunday, Jan. 29, 2012  
12:30 p.m.

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Mission Statement:

We hear the Shepherd's voice and follow Him  
in worship and witness,  
in prayer and discernment,  
in teaching and learning,  
in service and outreach,  
and in celebration.

The Lutheran Church of the Good Shepherd  
57<sup>th</sup> Annual Congregational Meeting  
Sunday, January 29, 2012  
12:30 p.m.

**AGENDA**

Pastor's Annual Address to the Congregation

I. Call to Order

- A. Opening Devotions
- B. Acceptance of Agenda
- C. Minutes of the 2011 Annual Meeting

II. Reports

Nominating committee

- i. Election of Council members
- ii. Election of Good Shepherd Foundation Board members
- iii. Election of Endowment Fund Board members
- iv. Election of 2011 Nominating Committee

Pastor's Report

Youth Director's Report

Education Director's Report

Parochial Report

President's Report

Treasurer's Report

Audit Committee Report

Council Committee Reports

- i. Communication and Mission Support
  - ii. Evangelism
  - iii. Gifts and Memorials
  - iv. Parish Education
  - v. Property & Management
  - vi. Social Concerns
  - vii. Worship
  - viii. Youth

Other Reports

- i. Good Shepherd Endowment
- ii. Good Shepherd Foundation
- iii. Good Shepherd Women
- iv. Just Because
- v. Synod Report

### III. Old Business

### IV. New Business

- A. Calling and Free
- B. 2012 Budget

### V. Closing

- A. Announcements
- B. Closing Devotions
- C. Adjournment

**LUTHERAN CHURCH OF THE GOOD SHEPHERD  
FIFTY-SIXTH ANNUAL CONGREGATIONAL MEETING  
SUNDAY JANUARY 30, 2011**

I. Welcome and call to Order by President Glen Waterhouse at 12:35 p.m.

Approximately 93 members were in attendance.

I. CALL TO ORDER

A. Opening devotion was given by Pastor Tom Bryan.

B. A motion was made by Loren Anderson to approve the agenda as amended, Nancy Davey second. Motion carries.

1. A Motion was made by Lou Kassera and seconded by George Kumferman to amend the Agenda adding as Item A in New Business: A motion to reconsider distribution of proceeds from the sale of the parsonage.

2. A motion from the Foundation Board was made to add to the Agenda: Revised Good Shepherd Foundation Bylaws as Item B in New Business

C. Minutes from 2010 Annual Meeting: Change the title of the document from FIFTY FOURTH to FIFTY FIFTH. In REPORTS, Item 3 – change Loren Mueller to read Loren Anderson. A motion to accept the Minutes as corrected from the January 24, 2010 Annual Meeting was made by Carolyn Small, motion seconded by Cherry Larson. Motion carries.

II. *REPORTS*

A. Nominating Committee. The 2010 Nominating Committee consisted of Lou Kassera, Nancy Davey, Mary Ming and Bob Weggen.

1. The following nominees were presented by the Committee:

Ken Landis            Second three Year Term

Sandy Henke        First Three Year Term

Mark Kramer        First Three Year Term

Mary Ming           First Three Year Term

Joe Luginbill        First One Year Term

Nominations from the floor were called for.

Cindy Matton        First Three Year Term (Nomination from the floor)

A motion was made by Nancy Davey to close nominations and cast a unanimous ballot. Motion seconded by Clarice Gardow. Motion carries.

2. Election of Good Shepherd Foundation Board members.

The following nominees were presented by the Committee:

Deb Lee                Three Year Term

Karen Olson           Three Year Term

Glen Waterhouse      Three Year Term

Gayle Holte            One Year Term

Nominations from the floor were called for.

A motion to close the nominations was made by Joe Luginbill, seconded by Mark Kramer. Motion carries. A motion to cast a unanimous ballot was made by Nancy Davey, motion seconded by Mark Kramer. Motion carries.

3. Election of Endowment Fund Board Members.

Jim Holte                Second Three Year Term

Lauri Rometti           First Three Year Term

Nominations from the floor were called for.

A motion was made by George Kumferman to close the nominations and cast a unanimous ballot. Motion seconded by Nancy Davey. Motion carries.

4. 2011 Nominating Committee.

Nominations were called for from the floor. There were none. The nominating Committee will be appointed by the Council.

A Motion was made by Mavis Gardow and seconded by Clarice Gardow to adopt the following reports as printed in the Annual Report. Motion carries.

- B. Pastor's Report
- C. Youth Director's Report
- D. Education Director's Report
- E. Parochial Report
- F. President's Report
- G. Treasurer's Report
- H. Audit Committee Report
- I. Council Committee Reports
- i. Communication and Mission Support
- ii. Evangelism
- iii. Gifts and Memorials
- iv. Parish Education
- v. Property & Management
- vi. Social Concerns
- vii. Worship
- viii. Youth
- J. Other Reports
- i. Good Shepherd Endowment
- ii. Good Shepherd Foundation
- iii. Good Shepherd Women
- iv. Just Because
- v. Synod Report

III. OLD BUSINESS

IV. NEW BUSINESS

- A. Motion regarding "Reconsideration of the distribution of the proceeds from the sale of the parsonage."  
There was discussion relative to the motion (Page 5 of Annual Report B. 3.) from the January 24, 2010 Annual Meeting minutes. The motion and subsequent amendments were read from those minutes and the actual distribution of funds was outlined. A motion was made by Tom Davey to Call the Question, closing further discussion – motion carries. The motion: *To reconsider distribution of the proceeds from the sale of the parsonage* was defeated.
- B. Foundation Bylaws Changes. The following Bylaw changes were proposed by the Foundation Board:  
The word *COMMITTEE* shall be replaced with *TASK FORCE* throughout the document.  
The words *CHIEF EXECUTIVE OFFICER* or *CEO* shall be replaced with *EXECUTIVE DIRECTOR*.
- 3.2 A. Remove the words : (*Article V.*)
- 3.2 F. Following the words Finance Task Force – *if one has been appointed* - shall appear.
- 3.2 G. Following the word Foundation – *in coordination with the Board of Directors.* – shall appear.
- 4.1 Shall read: *The corporation shall conduct an annual meeting of members to receive a report from the Board of Directors. This meeting shall be held in conjunction with the annual meeting of the Lutheran Church of the Good Shepherd. Notice, stating the place, day and hour of the meeting shall be given in conjunction with the notice of the annual meeting of the Lutheran Church of the Good Shepherd, in accordance with the laws of the State of Wisconsin, applicable to member meetings. Each member, present at meetings of the Foundation, shall be entitled to one vote upon each matter submitted, and no proxy votes will be recognized.*
- 4.2 Shall read: *Presented in the report of the Annual meeting shall be.*
- A. Minutes of the meeting shall be contained within the minutes of the annual meeting of the Lutheran Church of the Good Shepherd and approved with theirs.*

- B. *Report of major activities of the Foundation during the previous year shall be contained in the Annual meeting packet of the Lutheran Church of the Good Shepherd.*
- C. *Goals and objectives for the Foundation for the following year shall be contained in the report of the Annual meeting packet of the Lutheran Church of the Good Shepherd.*
- D. *Report of the status of and changes to the Foundation's Portfolio for the previous year as necessary shall be included in the Annual meeting packet of the Lutheran Church of the Good Shepherd.*
- E. *Report of the Combined Balance Sheets for the Foundation for the previous year shall be contained in the report of the Annual meeting packet of the Lutheran Church of the Good Shepherd and changes that have taken place from that of the prior year.*
- 4.9 Shall read: *All actions of the Foundation membership shall be by majority vote except as otherwise provided in the Foundations Bylaws and Articles of Incorporation.*
- 5.5 A. The first sentence shall end in: *and to develop short term and long term goals for the Foundation.*
- 5.5 E. The first sentence shall read: *The policy of the Board of Directors and for management staff shall be that the Executive director has authority to contract for supplies and services up to the amount authorized by the current quarterly motion of the Board of Directors - above that amount for contracts, three bids shall be obtained and the lowest used unless compelling circumstances exist which make such acceptance.*
- 5.5 F. Shall read: *Meetings shall be held quarterly, unless it is agreed by the Board of Director's that a monthly meeting is necessary, but no more than 6 per year. Regular meeting agendas shall be provided at the meeting, and minutes of the previous meeting(s) shall be delivered in writing or by e-mail. The first regular meeting in each calendar year shall be the annual meeting of the Board of Directors. Special meetings of the Board of Directors may be called by the President and shall be called by the President at the written request of three directors, with 72 hours written notice fulfilled upon deposit in the U.S. mail or by telephone, indicating the purpose of the meeting.*
- 6.3. First sentence shall read: *A Community and Human Relations Task Force shall be appointed as necessary and shall consist of at least three members of the Board of Directors.*
- 6.3 The last sentence shall be removed.
- 6.3 A Remove entirely

A motion was made by Lou Kassera to accept the Bylaw changes. Motion seconded by Bruce Miller. Motion carries.

- C. 2011 Strategic Plan. The plan was discussed. A motion was brought forward from the Council to accept the Strategic Plan. Motion carries.
- D. 2011 Budget. Lauri Rometti presented the proposed budget.
  1. No salary increases
  2. Giving to the Synod will change from 6.5% to 6%
  3. There was a large increase in Multi-Peril, Umbrella, and Workers Comp insurance.

A motion was made by Nancy Davey to accept the Budget as presented. Motion seconded by Vicki Golden. Motion carries.

#### V. CLOSING

A motion was made by Sandy Henke to adjourn. Motion seconded by Bruce Miller. Motion carries  
 The meeting was closed with the Lord's Prayer.  
 Meeting adjourned 1:55

Submitted by  
 Marilee Julson  
 Council Secretary

*I am about to do a new thing;  
now it springs forth, do you not perceive it?  
It will make a way in the wilderness  
and rivers in the dessert.  
-Isaiah 43:19*

These words (spoken on behalf of God by the prophet Isaiah) proclaim the coming of something big; something advanced; something on the cutting-edge of what's considered "normal." Isn't that what "new" means? Something that has recently been unheard of.

Now, before I go getting THAT reputation (you know, the one of "a young pastor whose agenda seeks to do every NEW fad") I think this text deserves some greater attention.

If God bothers to take the time to tell us that God is going to do a *new thing*, don't we want to be a part of it? Don't we want to be a part of what God is up to? As faithful people, of course our answer is an affirming, "YES!"

But this world is full of "*new things*," how do we know which ones GOD is involved in? That is the question!

Looking back at 2011, we might be able to pinpoint what God was up to in the midst of our faith community. God led a congregation through challenging conversations and decisions at an Annual Meeting. God walked with faithful people as they called a new Pastor and closed-out a three-year transitional time. God spoke the clear words of a hopeful future. God brought about changes and transformations among this community that are beginning to bear a spirit of new life. God met us in worship each week in the elements of the water, the bread and the wine. God spoke loudly God's Holy Word in Jesus as a means to fill us with a stronger relationship with our Creator. God has been pretty active, to say the least!

But what is God about to do?

*I am about to do a new thing;  
now it springs forth, do you not perceive it?*

As a "Missional Community," we are challenged with two tasks:

Perceive God's new thing  
Join God's new thing

As faithful people, God is calling us to perceive what God is about to do. This is most definitely a challenge! Where do you feel God is active? What do you sense about God's presence and activity in this faith community? What do you think God is up to and about to do?

At the Annual Meeting of our congregation on January 29, I am preparing to give you my answers to these questions, and I look forward to hearing your answers as well. I also plan to unveil for us several courses of action in which we have the opportunity to JOIN in what God is about to do in 2012. I hope that you will make the Annual Meeting a part of your agenda this month.

In Mission,  
Pastor Gerd

## Children, Youth and Family Ministry

The following will include the Children, Youth and Family Director, Education Director, and Youth in Action Crew Director's reports. As a collective Children, Youth and Family staff we believe that God is up to some great things here at Good Shepherd and we are excited to allow the Holy Spirit to guide us in future ministries.

### Education Director Report

Sunday school breakfast continued this year. It has been a great way for kids to come early and fellowship.

- A bulletin board was designed by the front door and was changed according to the Sunday school lessons or church theme.
- Monthly activities were scheduled throughout the Sunday school year.
- The supply room was renovated by the scouts. Shelving and containers were added to keep the supplies more organized and easily accessible for people to find supplies.
- The Children's Handbells has become an important part of worship for the kids to participate in. The kids are becoming more talented and able to play more challenging songs.
- Approximately 19 Sunday school kids and parents attended the first communion class with Pastor Gavin. The kids wrote letters to God and helped make communion bread. On Maundy Thursday they received their first communion. As a memento, the wine was served in a wooden chalice. This is a milestone in their faith journey and we encouraged parents to keep the chalice in a place that can be remembered.
- For the pictorial church directory, the kids help serve by submitting a few pieces of artwork for the cover and throughout the pictorial church directory.
- May 22 was Teacher Appreciation Sunday. Teachers were recognized and Emily Moore from Feed My People accepted our Sunday school offering of \$ 703. Emily did a great presentation of what a blessing their offering was. She brought food and had a visual of how much food their offering was able to purchase, as well as how many backpacks with food would be sent home on the weekends. This was a great way to serve their peers.
- VBS – The theme was “Jesus of Nazareth, Where Jesus was a kid.” A meal was included so parents, members and kids could be involved together. We had approximately 42 kids for VBS – 12 of which were visitors. We had kids in the community join us again. This has been a great outreach to the community to share God's message. Our mission offering went to the Mitundu Parish in Malawi for bed nets. Enough offering was collected from the kids to purchase 32 bed nets — \$323.28.
- Rally Sunday – We had approximately 40 kids register. We have approximately 50 students that attend Sunday school on a regular basis. We have had six new families join Sunday school. We continue to have new families registering.
- A total of 14 Bibles were given to the preschoolers and 2<sup>nd</sup> graders at the second service this fall. The students received their Bibles along with a certificate and a bag to carry their Bibles. We are trying to develop faith formation by having the kids become familiar with their by Bibles by teaching Bible literacy. Our goal is to have the kids start reading their Bibles for pleasure.

I attended a conference in Minn., “A Faithful Future—A Conversation about the Missional church and the First Third of Life, Nov 4-5. The workshops attended were to learn how to reach youth through social media and the importance of AAA adults in the child’s life.

We have implemented a Baptismal font in opening music room. As the kids come in they are encouraged to dip their fingers in the water to remind them of their baptism and God’s promises.

Trainings were provided to go over the Sunday school curriculum with the teachers so they will feel comfortable and confident teaching God’s Word. In the future, we will be planning on providing monthly trainings for whoever feels a call to help with Sunday school. We will be writing our own curriculum for next year. Weekly emails and devotions are sent out to the teachers to help “nourish” their faith.

A Christmas Program Committee was developed to help with organizing costumes, program practice and Christmas bags. The Christmas program was combined with the church choirs again this year. The older students did the narration and helped with ushering and offering.

God Bless,  
Linda Campana  
Education Director

### **Youth in Action Crew Director report**

YAC, Youth in Action Crew, has had an exciting year filled with fun and meaningful activities and huge growth!

We created a Rec Room down the hall from the Upper Fellowship Hall. This room has a variety of activities to engage youth of all ages in fun and fellowship! It contains air hockey, ping pong and foosball tables; a computer; Wii; board games; Legos; a popcorn machine and plenty of space to just “hang out.”

Some highlights of this past year include painting our version of “The Last Supper” (which now hangs in the Upper Fellowship Hall), recording a TV news program which was played during the Mothers' Day Banquet, putting together a “Thank You” video for Pastors Wisner, Bryan and Gavin, delivering Boo Bags (decorated Halloween bags filled with a fun poem and lots of goodies) throughout our Good Shepherd neighborhood, and collecting and wrapping (with our own handmade wrapping paper) Christmas presents to give to a local family in need.

YAC serves youth ages 3 through 6<sup>th</sup> grade and has grown tremendously in numbers to over 20 youth. We also have neighborhood kids and friends of our 'regulars' joining us every Wednesday evening.

God Bless,  
Teresa Luginbill  
Youth in Action Crew Director

### **Director of Children, Youth and Family report**

Thank you for allowing me to be a part of the Good Shepherd family! I am settling into this congregational family and finding that God is up to some great things here.

Since my arrival, the Children, Youth and Family (CYF) staff and I have had a conversation with congregational members about the future of CYF. This conversation brought up a lot of needs and interest. We found that the congregation is in great need for a CYF program that allows youth and their families to want to come to church, a safe place to be, a sense of belonging and purpose along with the feeling that Good Shepherd is home to all who enter through the doors. Along with the people at the conversation, we have come to the conclusion that we need to revamp all programs for CYF which include, Sunday school, YAC, Confirmation, adult faith formation, and senior high. Because of this conversation, we are currently in the process of developing a team of CYF volunteers to help us grow. We have divided up areas of ministry and are finding Available, Authentic, Affirming (AAA) adults to fill in as representatives to work alongside the CYF staff and other volunteers. These areas include: Sunday school rep, Confirmation rep, YAC rep, children's program rep, family activities rep, senior high rep, and a nursery rep.

There are five principles and four keys for practicing faith which are described below. Throughout the development of the CYF ministries these five principles and four keys will play a role in the foundation of these ministries.

#### **Five Principles ~**

Faith is formed by the power of the Holy Spirit through personal trusted relationships-often in our own homes.

The church is a living partnership between the ministry of the congregation and ministry of the home.

Where Christ is present in faith, the home is church, too.

Faith is caught more than it is taught.

If we want Christian children and youth, we need Christian adults.

#### **Four Keys for practicing faith ~**

Creating opportunities to have *caring conversations*.

Providing and teaching the necessity for *devotions* to our children, youth and families.

Developing *service* opportunities for all to participate in.

*Rituals and traditions* are an important part of our faith development.

I would like to highlight a few strengths that I have found within this congregation as well as a few areas I will be working on in CYF.

#### **Strengths -**

This congregation has a great missional attitude willing to help out in the community.

Theatrical ability is apparent here with the ability to perform plays, video skits, etc.

Available, Authentic, Affirming (AAA) adults are all over this congregation. Congregational members are so willing to talk and engage with youth.

#### **Areas to work on -**

Musical talent is an untapped source for our youth who are very talented.

Creating a Confirmation program where the students feel loved, cared for and have a sense of belonging.

Creating a senior high group where students are peer ministers, and can help spread the love of God to the community.

#### **Current plans in action -**

A mission trip to Kokomo, Ind., July 14-20, for all senior high students. This mission trip will be a great way to bond with the students in senior high.

Revamping the Confirmation program with Pastor Gerd, where faith is developed to last.

Thank you for taking the time to read this and I hope that you are as excited as I am to be a part of something great here at Good Shepherd!

God Bless,

Jenny Hatleli

Director of Children, Youth and Family Ministries

## Parochial Report 2011

	<u>BAPTIZED</u>	<u>CONFIRMED</u>
Membership as of January 1, 2011	1929	1447
Members Received during 2011		
Baptisms	21	
Affirmation of Faith	4	4
Transfers	13	13
Confirmation	0	0
Statistical Adjustments	<u>        </u>	<u>2</u>
Totals	1,967	1,466
Members Removed during 2011		
Deaths	8	8
Transfers	13	13
Statistical Adjustments		
Totals	1,946	1,445
<b>MEMBERSHIP AS OF DECEMBER 31, 2011</b>	<b>1,946</b>	<b>1,445</b>

### PASTORAL ACTS

Baptisms	21
Confirmation	0
Weddings	4
Funerals	8

### In Memory

Marjorie Bolles  
Helmer Olson  
Evelyn Kjarsgaard  
Thomas Haddeman  
Helen Sorenson  
Karen Riedel  
Donald Fletty  
Melvina Waterhouse

Dear Friends,

In the last few evenings I've been praying for God to help me find the right words to articulate an overview of the last year's events. Well, I'm going to assume it was Him nudging at me this morning, the day after Christmas at 4 a.m.!! (Note to self: start praying in the mornings instead.) But now that I have my cup of coffee at my side and a clear head it actually is good timing. It is now the day after Christ's birth that I'm reminded of all the blessings God has bestowed upon us. It is now that I look upon a new year filled with exciting possibilities for us all.

I am grateful that I have had this opportunity to be your council president. While it seemed so overwhelming at times, I have had the opportunity to work with some of our congregations most thoughtful, hard-working, committed members. Through their dedication and the guidance of our pastors, we have overseen MANY changes throughout this year.

While in celebration and in tears, we said good-bye to three pastors, our three amigos, that brought forth their gifts and helped us through some tough issues. I don't think it was necessarily easy, going from having a feeling of a constant presence of a pastor such as Pastor John to having three part-time pastors, but I honestly believe in that time it taught myself, and maybe others, that we are God's disciples and that it is up to us to keep God's ministry going. We were so blessed to have the guidance of Pastors Don, Tom and Chuck. I will forever be grateful for the time and gifts that each gave to all of us. Their time here brought us to the place where we feel steady "on our own". For many years I let myself think I needed to be lead, when now through this interim, I know I need to be guided. And with that being said, it was from the hands of God, and the hearts and minds of our call committee that we were given the gifts of Pastor Gerd Bents!

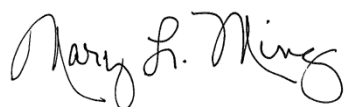
Pastor Gerd was the first of many changes at Good Shepherd. While change is not always easy for a lot of people, this kind of change was one of excitement and eagerness. It brought about a change in staff. Though sad to see our friend Shelly's position change, we're equally excited for the change in a career for her. Graduating with honors, Shelly is now a nurse and giving of herself to others in a different way. We were blessed to have Shelly's guidance for so many years as a teacher, counselor and friend.

More change brought about the smiling faces of Mike Walter as our custodian and Jenny Hatleli as our Children, Youth and Family director. They each bring forth their own talents and a mindset of being an active part of the Good Shepherd Church.

Change is everywhere at GS. It's in the colors of the walls in the office. The additional scouts, both boys and girls, to our activities here at GS. It's in the smiling faces of new members as we give them a peaceful and inviting place to praise God and to be fed spiritually.

As the new year quickly approaches, I'm excited for even more changes! Change is good! It keeps us growing, focused and eager for each day that God gives us. May the new year bring your heart an excitement and eagerness to make your life and our church one of gratitude and growth. Let us be open to change with the vision of Pastor Gerd and the guidance of God.

God's Blessings,

A handwritten signature in cursive script that reads "Mary L. King". The ink is dark and the signature is fluid and personal.

# Lutheran Church of the Good Shepherd

## Treasurer Report January 29, 2012

2011 Year Report
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### GENERAL FUND

Offerings to The Lutheran Church of the Good Shepherd totaled \$311,167 in 2011 which reflects a 1.9% increase from 2010. Our expenses for the year totaled \$306,759 which is down 3.5% from last year and 3% below budget. Net income for the year was \$4,408.

### LINE OF CREDIT

We renewed our \$15,000 line of credit with RCU. We have not borrowed money from the line of credit this year. Our internal line of credit balance is approximately \$7,100.

### DEBT RETIREMENT

We began the year with a loan balance of \$234,279. Our loan payment was \$2,500, of which \$400 was applied directly to the principal. We re-financed our loan in the fall due to the roof replacement and borrowed an additional \$32,000. The interest rate on the loan remains at 5% until April 2015 and no closing costs were assessed. Our loan balance at the end of 2011 with Charter Bank is \$246,940 with a monthly payment of \$1627.

Refer to the Debt Retirement Fund for a summary of income and expenses.

### MISSIONS

Each month 6% of total weekly offerings was budgeted to the ELCA and to the important ministries of our church. We met our financial commitment to the ELCA this year. A total of \$18,360 was sent to the Northwest Synod which reflects a 38% increase from 2010. We collected \$4,312 in the Mission Envelopes this year, a 2% increase from last year. Organizations we supported this year include: Bolton House, Beacon House, Hope Gospel Mission, CARELink, Feed My People, Community Table, Luther Park, Network of International Christian Schools (Heidi Garber), Lutheran Social Services, Living Water Lutheran Church, Habitat for Humanity and Cherish the Children.

### REPAIRS GENERAL FUND

We were able to meet our commitment to put 3% of our weekly offerings into the Repairs General Fund in Gifts and Memorials. In 2011 we contributed \$8,758 to this fund. This is an increase of 470% from last year. Refer to the Gifts and Memorials end of the year statement for Property fund balances.

## **BUDGET 2012**

Thanks to the members of the Budget and Finance Committee: Barb Fiskars, Glen Waterhouse, Jason Nelson, Sandy Henke and Cindy Hoenisch. The following are some of the highlights of the 2012 budget:

### **OFFERINGS**

The budget proposes a 3% increase in offerings this year. Commitments are up 2.6% from last year with 24 households pledging to increase their giving in 2012.

### **SALARIES**

Under Program Staff, the budget proposes an increase of \$1000/year for the YAC director. Under Pastoral staff, the approval of a new position of Pastor Emeritus is proposed. Pastor Bents salary is based on recommendations from the Personnel Committee.

### **MISSIONS**

The budget proposes a decrease in mission support from 6% to 5%.

### **PROPERTY**

The budget proposes a 16% decrease in property expenditures due to cost savings from changing our insurance carrier.

### **DEBT RETIREMENT**

This year the council addressed Debt Retirement and has proposed a budget of \$10,200 from the general operating expenses to be paid into the Debt Retirement Fund. Mortgage payments are withdrawn monthly from this fund.

### **SUMMARY**

The proposed budget for 2012 is a faith budget of \$4,070.

### **2012 OUTLOOK**

We ended the year with a positive net income due to an increase in giving and decreased expenses primarily in staff salaries. I know that working together as a congregation we can continue this positive direction remembering our mission: To hear the Shepherd's voice and follow Him; In worship and witness, In prayer and discernment, In teaching and learning, In service and outreach, And in celebration.

Respectfully submitted, Lauri Rometti

## **Communication & Mission Support Committee**

**Committee Members: Lois Stolts, Sandi Johnson, Bob Weggen, Mark Kramer**

Many congregational members shared their personal experiences during the commitment drive in October as “Generous Moments.” They expressed many different ways to give to Lutheran Church of the Good Shepherd to serve God.

The results of the annual commitment drive were an increase in monetary pledges for 2012. There was also an increase in the number of members of the congregation that returned Time & Talent forms. We would like to thank all of those who took the time to fill out and return those forms. We would like to encourage any members of the congregation that feel “called” to get involved to please do so at any time, don’t wait for those forms to come in the mail!

The CMS committee encourages you to think of your stewardship commitment year round, for Luke says:

“Give, and it will be given to you. They will pour into your lap a good measure, pressed down, shaken together, and running over. For by your standard of measure it will be measured to you in return.”  
Luke 6:38

### **PROPERTY COMMITTEE REPORT**

Looking back over 2011, it didn’t seem like it was as eventful as prior years but we managed to finish a couple of big projects and I would like to express my gratitude to our committee members. Our committee consists of : Ken Landis, Thomas Sahr, Mark Kramer, Scott Dahl, Jim Ming, Jill Hanson, and Lou Kassera.

A few of the projects that were completed this year include wiring for our new audio/visual system with a special thanks going out to Loren Anderson and Tim Buckley. Their knowledge and supplies saved the church thousands of dollars and is greatly appreciated. In addition, the roof was replaced over the sanctuary. The lights in the sanctuary were switched to more energy efficient fluorescent lighting.

Jill Hanson has been our dedicated secretary of our committee. She continued to keep the landscaping beautiful and added more beds around the Spruce trees in the front of the church.

This was my final year as Property committee chairman and church council representative. I thoroughly enjoyed my years on both and know it will be in good hands in the future. I will continue to help out as much as possible. Thanks to the congregation for making this such an enjoyable experience.

Submitted by

Ken Landis  
Chairman

## SOCIAL CONCERNS 2011 ANNUAL REPORT

For each month in 2011 the Mission offering was designated for a specific charity:

January – Synod Resource Center

February – Beacon House

March – Hope Gospel Mission

April - Care Link

May – Feed My People

June – Luther Park

July – Habitat for Humanity

August – Community Table

September – Mitundu Parish

October – Network of International Schools (Heidi Garber)

November – Living Waters Church

December – Lutheran Social Services

### **Some highlights of the committee's activities:**

Feed My People door offering and participation in Load A Truck Sunday in May.

Continued support of Beacon House in cooperation with St James to provide meals, chaperones and compassion to those in need 3-4 weeks a year.

Cherish the Children program is active with members of the congregation praying for our Confirmation Children.

Habitat for Humanity is dedicated to eliminating substandard housing and homelessness worldwide and making adequate, affordable shelter a matter of conscience and action.

Participation by our congregation in providing meals and serving for the Community Table.

Providing Christmas baskets to brighten the holiday for underprivileged families and donated gifts to the women of Affinity House

Promoted congregation involvement in the annual Crop Walk

All these ministries and more were made possible by those who gave of their time, talents and treasure. Many thanks.

*Luke 6:38 — Give, and it will be given to you. Good measure, pressed down, shaken together, running over, will be put into your lap. For with the measure you use it will be measured back to you."*

Respectfully submitted by the Social Concerns Committee

## WORSHIP COMMITTEE 2011

MEMBERS: Barb Miller, Gail Small, Sue Kramer, Emilie Anderson, Nancy Davey, Laura Nelson (Jan.-April), Pastor Don Wisner (Jan.-April), Pastor Gerd Bents (May-Dec.), Joe Luginbill, and Sandy Henke

The worship committee is a small committee that oversees numerous other small groups. Everyone at Good Shepherd is involved in the worship committee in some way. Our many volunteers are greeters, lecturers, ushers, media designers and technicians, assist our minister, and assist with communion. Musical groups provide special music for our services. In addition, there is the altar guild, members that decorate our church, make banners, and donate money so all these volunteers have the supplies necessary to provide the other services. Our care team visits our shut-ins and brings them communion. These are all ways members help with worship. **Thank You** to all of you that enrich the worship services at Good Shepherd.

2011 was another year of change within our pastoral staff. Our 3 interims left in April and we called Pastor Gerd Bents to be our lead pastor. Pastor Bents came on board in May.

Music is a very important part of the worship at Good Shepherd. Sue Kramer continued to direct the senior choir, bell choir, and contemporary ensemble. Lynn McFadyen is also a valuable member to our music program. Our Children's Hand Bells continues to bring smiles to every person sitting in church when they play.

The Altar Guild is responsible for the communion supplies and the different colors displayed on the altar. Thanks to Barb Miller for providing the leadership to see the church was always decorated for each season. Without her dedication, the church would not be as beautiful and communion would not go as smoothly as it does.

A paid employee staffs the nursery and provided a great place for the youngest members of our congregation to go during the services. Jarad Reetz Nicolai has provided a stabilizing presence on Sunday mornings. Thank you to those individuals that help staff our nursery.

Our media system has been a wonderful addition to enrich our weekly services. Gail Small is the chair of this group and provides wonderful leadership to the team. Gail willingly finds media designers and technicians for each service. This group is always looking for additional volunteers to help out.

In September Pastor Bents put into motion our care team. This purpose of the care team is to assist our community in caring for, visiting and praying for the needs of our church members who are homebound, ill and in need. Trained volunteers bring communion to the homes of people who cannot come to worship on Sunday. The care team members meet with the pastor on a regular basis for on-going support. Members of the team are finding this a very rewarding ministry. Let Pastor Bents know if you would like to be part of the team.

Thanks to all of the members of the committee for their continued support and dedication.

Sandy Henke and Joe Luginbill, Worship Committee Co-chairs

## Good Shepherd Endowment

### Good Shepherd Endowment Fund Balance Sheet 12/31/2011

**Assets**

Assets

Current Assets

Bank CD - RCU	\$5,030.00
RCU Checking Account	\$284.87
RCU Savings Account	\$5,050.97

Investments

	247.674	AALGX	\$5,208.58
Thrivent Investment Management	597.509	THMAX	\$6,339.57
	673.403	AAMBX	\$7,737.40
	\$609.26		\$609.26
	352.6051	PGSIX	\$4,964.68
UVEST Brokerage Account *	177.1113	PTTAX	\$1,932.28
	238.1496	ABNDX	\$2,967.34
	454.4441	AHITX	\$4,762.57
	35	PG	\$2,259.95

**Total Assets** **\$47,147.47**

**Liabilities**

**Total Liabilities** **\$0.00**

**Equity**

Equity

Opening Balances \$28,893.86

**Retained Earnings** **\$18,620.99**

**Unrealized Losses** **\$367.38**

**Total Equity** **\$47,147.47**

**Total Liabilities & Equity** **\$47,147.47**

\* Information for UVEST account is from the November 2011 statement.

## Good Shepherd Endowment

### Cash Flow - 01/01/2011 to 12/31/2011

#### Selected Accounts

- Assets
- Assets:Current Assets and selected subaccounts
- Assets:Investments and selected subaccounts
- Imbalance-USD
- Orphan-USD

Money into selected accounts comes from

<u>Income:Dividend Income</u>	\$100.92
<u>Income:Dividend Reinvestments:AALGX</u>	\$35.79
<u>Income:Dividend Reinvestments:AAMBX</u>	\$302.29
<u>Income:Dividend Reinvestments:ABNDX</u>	\$79.59
<u>Income:Dividend Reinvestments:AHITX</u>	\$308.17
<u>Income:Dividend Reinvestments:PGSIX</u>	\$245.34
<u>Income:Dividend Reinvestments:PTTAX</u>	\$48.53
<u>Income:Dividend Reinvestments:THMAX</u>	\$126.62
<u>Income:Donations &amp; Memorials</u>	\$1,077.00
<u>Income:Fundraisers:Fish Boil</u>	\$1,051.00
<u>Income:Fundraisers:Golf Outing</u>	\$1,060.00
<u>Income:Fundraisers:Ink Cartridges</u>	\$49.30
<u>Income:Interest Income</u>	\$0.01
<u>Income:Interest Income:Bank Interest</u>	\$3.88
<u>Income:Interest Income:CD Interest</u>	\$22.65
Money In	<b>\$4,511.09</b>

Money out of selected accounts goes to

<u>Expenses:Fundraisers:Fish Boil</u>	\$374.43
<u>Expenses:Fundraisers:Golf Outing</u>	\$705.00
Money Out	<b>\$1,079.43</b>

Difference **\$3,431.66**

### **Executive Director's Report by Darlene Bertelsen**

The Foundation continues to be very fortunate to have had a successful year. A large contribution to that is our excellent staff that continues to do a superior job. This starts with Michelle Fellom, our manager who has a real compassion for older people, and has instilled that in the other staff, Barbara Fiskars and Melani Orendorff who do the accounting, Linda La Francis our housekeeper, Jon Eslinger, the maintenance man, Tara Ducommun, Pat Tomkowiak, and Sharon Kasper who provide excellent meals and Lou Henke who drives the bus for grocery trips and takes care of emptying garbage on Sundays. Also, we have wonderful, caring residents who continue to give the Apartments a family atmosphere.

One of our challenges this year was the roof problem. The 2001 and 2004 portion of the building were shingled with supposedly 30 year CertainTeed Shingles. However due to a manufacturing defect, they were failing. This was no small matter as the roof area encompassed 277,000 sq. ft! After due consideration (and very expensive shingle estimates) the Board decided to go green, and we installed a metal roof at a significant savings. We praise God that he gave us a long fall season to get the installation done, and that it was accomplished with no mishaps. The majority of the expenses on the Income Statement for Extraordinary Repairs was the cost of the new roof (which should last for 50 years) less the \$17,000 rebate we received from CertainTeed.

You will see in the 2012 budget, \$15,000 for continuing extraordinary repairs, with the original building now being 10 years old, some renovation must be done on carpeting and repainting.

One of our joys was the celebration in October of the Apartments 10<sup>th</sup> Anniversary, for which we naturally had a party. Pastor John Hosmann returned for that, as did many past Board members, people who had helped with construction and almost all our current residents. We recognized all that attended that had assisted in any way, and our 3 residents that have been with us from the beginning, Ruby Jermstad, Corky Shiffer and Ferd Radtke. For those who could not attend, we again say thanks. During the course of these 10 years we have had 175 residents, 62 which are currently living in the Apartments.

In closing my part of this report, I want to thank all our current Board Members who have been so faithful and supportive. Especially we want to recognize those who have fulfilled their terms and will be leaving the Board, Gary Thompson (who has completed actually 7 years as he took the balance of Paul Gehrke's term with Paul's unfortunate passing), Barb Miller (who was our secretary for 5 years, but really supported us for more years than that as she helped for a couple of years while Bruce was on the Board) and Sue Johnson, who was our secretary this past year. To work with all of you on this mission has been a blessing, we will miss you, and we thank you so much.

### **Manager's Report by Michelle Fellom**

We again in 2011 have been blessed with wonderful residents, staff, and volunteers. We continue to experience vacancies that are quickly filled. During the year 2011, there were 13 vacancies and 13 new residents. We currently have all 56 apartments rented for the month of January. Our average resident age is 87.4. What a remarkable statistic!

Many of our residents enjoy weekly activities such as bingo, coffee hour, dominoes, 500 card playing nights, movie night, and exercise time. All residents had a wonderful time at our first Annual Spring Dance in April. In May, residents held a Thrift Sale with all proceeds benefitting the Resident Association. Our residents were busy again in November hosting their own talent show. Other annual events included the Memorial Day Picnic, the Pontoon Picnic and Potluck, the Fall Colors and Apple Orchard Bus Trips, the Christmas Tea, and the New Years Eve Pizza Party. Residents also have enjoyed being entertained by others and these various events: Solid Rock Concert, King's Countrymen Concert, the Pleasant Hill 4-H Club Valentine Treat and Talent Show, the After Dark Quartet Concert, the Girl Scout's Fashion Show, Forever Young Concert, and Sherman Studios Piano Recital.

We wish to acknowledge those volunteers whose service helps us in so many ways. To our kitchen volunteers: Verna Gunderson, Theola Sands, Marie Eisenhuth, Ed Weerts, Beattie Peterson, and Maria Patton who help us keep down our meal costs by helping serve out nutritious noon meals to our residents. To our worship leaders: Pastor Bents, Ellie McMahan, Darlene Bertelsen, and Gayle Holte who provide our residents with much needed spiritual support. To our resident piano player: Corky Shiffer who adds a beautiful, musical dimension to our worship services. To our Sunday morning bus driver: Lou Henke who faithfully drives our residents to attend church at Good Shepherd. Thank you for giving of your time and talents.

Good Shepherd Apartments—Profit & Loss

January—December 2011

<b>Ordinary Income/Expense</b>		
<b>Income</b>		
Apartment Rent	\$532,706	
Garage Rent	11,364	
Guest Room Rental	2,240	
Security Deposit Forfeitures	100	
Storage Rental	570	
<b>Total Income</b>		<b>\$546,980</b>
<b>Expense</b>		
Accounting Wages	7,477	
Advertising	4,088	
Cleaning Wages	14,121	
Insurance-Building	14,992	
Maintenance wages	19,391	
Office Expenses	2,972	
Operating & Mntc Expenses	26,550	
Professional Management Ex- pense	23,056	
Taxes	100	
Utilities	55,970	
Van Expenses	2,466	
<b>Total Expense</b>		<b>171,182</b>
<b>Net Ordinary Income</b>		<b>375,798</b>
<b>Other Income/Expense</b>		
Fob income	355	
Interest Income	697	
Laundry Income	1,605	
Meal Income	(4,029)	
Van rider donations	530	
Interest Expense	(232,558)	
<b>Net Other Income/Expense</b>		<b>(233,399)</b>
<b>Net Income</b>		<b>142,399</b>
<b>Less Principal Payments Made</b>		<b>(77,677)</b>
<b>Net Results of Operations</b>		<b>64,722</b>
Extraordinary Repairs & Maintenance *		(39,068)
Confirmation Camp Scholarships		(2,000)
<b>Net Modified Cash Flow</b>		<b>\$23,653</b>

Good Shepherd Senior Apartments 2012 Budget

**Proposed 2012 Budget**

**Ordinary Income/Expense**

**Income**

Apartment Rent (assume 5% variance)	\$526,167
Garage Rent	11,300
Guest Room Rental	2,000
Storage Rental	<u>560</u>

**Total Income** 540,027

**Gross Profit** \$540,027

**Expense**

Total Accounting Wages	8,930
Total Advertising	400
Total Cleaning Wages	16,548
Extraordinary Rep. & Maint	15,000
Insurance-Building	15,000
Total Maintenance wages	22,899
Total Office Expenses	3,400
Total Operating & Mntc Expenses	28,050
Total Prof. Management Wages	27,970
Total Taxes	125
Total Utilities	60,290
Total Van Expenses	<u>1,800</u>

**Total Expense** 200,412

**Net Operating Income** 339,615

Principal & Interest 309,696

**Total Other Expense** 309,696

**Net Income** \$29,919

2011 WOMEN of the ELCA  
LUTHERAN CHURCH of the GOOD SHEPHERD  
Annual Report

The Board of the Lutheran Church of the Good Shepherd Women of the ELCA would like to send a special thanks to all who had a part in many of our activities this past year.

We have been able to make donations to Staff Appreciation(funds toward retirement of church debt), Project Comfort(helping to fund shipments of health, school kits and layettes though LWR), Faith Chests, Synodical offering to W/ELCA, and purchase of new tablecloths. We assisted with Sunday School registration costs.

The women also assisted with the collecting donations for, putting together and assisting with delivery of many Layettes, 155 School kits, and 205 Health kits. They were assembled by many of you — the congregation and delivered as Lutheran World Relief sees needs throughout the world.

Many of you assisted in the making of many quilts which were delivered to many in need at Beacon House, Bolton House, public Schools in Eau Claire and the Red Cross. One was given to each of our high school graduates to remind them of their church family as they continue onto the new chapters of their lives.

We have been kept busy this year with the many activities some of which included: sponsoring a speaker on care of our feet. In May, cooking, and attending the Mother's Day Banquet-being entertained by a jazz group from North High School-served by our scout troops, baking and serving the Pie and Ice Cream Social in July, serving and baking for the many events – to name a few – Sunday coffee, Lenten Soup Suppers, and funerals.

We sponsored a Saturday morning Lefse bake and learn activity—this is definitely an activity that we will repeat. One half of the lefse that was made on this day was sold as part of our annual Christmas Cookie Sale held in conjunction with the music program this year. A record amount was earned at this event this year to help fund our upcoming activities for the next year

We continue to look for any one who is willing to assist with the planning of our many activities throughout the year. We look forward to have many potlucks, learning events, and are always looking for new ideas and activities.

Your Women's Board

President: Heather Garber, Secretary: Paula Thompson, Treasurer: Lois Stolts

Missions:Shirley Stark, Clarice Gardow, Zelma Dahl,

Quilting: Barb Plomedahl,

Scout and youth representative: Lacy Sahr

GOOD SHEPHERD WOMEN FINANCIAL REPORT 2011

Balance brought forward \_\_\_\_\_ \$1182.65

Receipts \_\_\_\_\_ \$4216.23

Offerings \_\_\_\_\_ World Hunger \_\_\_\_\_ \$102.39

Service \_\_\_\_\_ \$2110.00

Funerals \_\_\_\_\_ \$450.00

Mothers day banquet \_\_\_\_\_ 381.00

Ice Cream social \_\_\_\_\_ 1279.00

Sales \_\_\_\_\_ \$1183.84

Cookbooks \_\_\_\_\_ \$ 16.00

Fair trade coffee \_\_\_\_\_ 300.95

Sunday coffee \_\_\_\_\_ 288.39

Cookies \_\_\_\_\_ 578.50

Misc \_\_\_\_\_ \$820.00

LWR donation \_\_\_\_\_ \$ 20.00

Trip refund \_\_\_\_\_ 100.00

Uncashed check \_\_\_\_\_ 30.00

Transferred from Savings \_\_\_\_\_ 670.00

Disbursements \_\_\_\_\_ \$4576.01

W/ELCA \_\_\_\_\_ \$837.98

World Hunger \_\_\_\_\_ \$102.39

Conv/Ed \_\_\_\_\_ 63.00

Day of Renewal offering \_\_\_\_\_ 25.00

Triennial conv \_\_\_\_\_ 547.59

General offering \_\_\_\_\_ \$100.00

Good Shepherd \_\_\_\_\_ \$1904.33

Ice maker hookup	\$231.32
Chair upholstery	320.00
Kitchen supplies	18.00
Tables/travel exp	855.01
Debt retirement	250.00
Faith chests	200.00
Mission	\$668.84
Fair trade coffee	\$447.50
LWR	121.34
Project comfort	100.00
Service	\$850.48
Mothers day banquet	\$555.03
Ice Cream Social	295.45
Misc	\$314.38
Gifts/memorials	\$121.01
Trip-Plymouth Playhouse	100.00
Postal dept	56.76
Cards/stamps	36.56
Balance on hand	\$ 822.87
Savings brought forward	\$1086.33
Interest earned	\$1.12
Transfer to checking	670.00
Savings on hand	\$417.45



**Northwest Synod of Wisconsin**  
Evangelical Lutheran Church in America  
God's work. Our hands.

## **2011 ANNUAL REPORT** **FROM BISHOP DUANE C. PEDERSON**

Dear Congregations of the Northwest Synod of Wisconsin,

How quickly we complain when we are unhappy or disappointed. How seldom we say "thank you" when we are appreciative. Perhaps you've heard that it takes over 20 positive affirmations to counter-balance the effect of one negative criticism.

Because of the office I hold, I am often caught in the crossfire of whatever complaints members, congregations, or rostered leaders might have. This isn't surprising because when we are unhappy or upset, we tend to be highly motivated to express ourselves, especially in this era of internet anonymity. But when we are appreciative, we too often remain silent.

Thus, at a time when expressions of thanks seem to be few and far between, I think it is important as the pastor of the synod that I express my thanks to *you*:

- **Thank you** for all the ways you live out your baptismal vocation in everyday life, living for Jesus in whatever arena you find yourself, following the Lord as a disciple Monday through Saturday, not just on Sunday.
- **Thank you** for every effort your congregation makes to live beyond itself in Jesus' name for the sake of neighbor. Keep centering everything you do in God's call to engage the world.
- **Thank you** for seeking to be a transformative community dedicated to witness and service, healing the fractures of the world, and living for the sake of others through Gospel witness and work.
- **Thank you** for the countless ways that you have blessed me and my staff as we support one another in living as God's missionary people.

As you review your congregation's annual report celebrating your mission of the past year, and as you gear up to worship, witness, and serve in 2012, may the Spirit blow mightily in and through you!

Duane C. Pederson, Bishop  
Northwest Synod of Wisconsin - ELCA

Walking together † for the sake of mission † in God's world.

GIFTS & MEMORIALS  
Net Monthly Changes

	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Nov 11	Dec 11	TOTAL
ANNIVERSARY CELEBRATION	0.10	0.08	0.09	0.09	0.09	0.09	0.09	0.09	0.08	0.08	0.07	0.07	1.02
COMMUNITY TABLE	0.34	0.28	0.32	-97.70	0.23	0.21	0.22	0.22	0.19	-99.81	50.11	49.86	-197.25
GOOD SALARITAN	-48.55	-48.75	-48.75	23.85	50.07	-198.11	-98.89	0.02	450.02	0.36	37.89	225.36	524.32
Just Because	0.00	0.00	0.00	0.00	141.48	0.12	0.12	84.13	20.19	2.17	0.16	428.16	503.29
MEDIA SYSTEM	10.00	0.01	0.01	0.01	15.01	15.02	0.04	0.04	0.03	0.03	0.03	1,153.78	1,163.37
MUSIC													40.29
BELL CHORIR	-118.09	21.70	0.82	53.17	-12.95	15.52	19.51	28.84	-72.24	96.88	-300.50	20.98	-249.55
CHORIR	28.81	1,006.71	56.18	1.73	1.78	17.63	0.00	12.27	1.51	-238.87	-57.53	52.15	876.57
ORGAN	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.01
PIANO	-384.13	-997.90	2.39	-522.50	524.96	1.32	1.37	1.39	1.22	-88.82	1.05	1.03	-1,458.72
Total MUSIC	-473.39	24.51	59.39	-467.70	513.79	34.47	20.88	39.50	-69.51	-230.81	-356.98	74.16	-837.69
NURSERY	0.29	0.24	0.28	0.27	0.28	0.25	0.26	0.27	0.23	0.23	0.21	0.21	3.02
PROPERTY													
GROUND IMPROVEMENT	0.00	0.00	0.00	125.00	100.12	-155.81	0.06	0.06	0.05	0.05	0.05	0.05	69.63
PRAIRIE RESTORATION	0.98	0.82	0.94	0.90	50.93	0.90	0.93	0.94	0.82	0.80	0.75	0.74	60.45
PROPERTY IMPROVEMENT	82.98	22.57	2.95	32.85	2.96	2.70	2.80	2.84	2.48	2.41	2.28	2.22	182.04
REPAIRS GENERAL FUND (...)	-168.05	-247.94	-175.48	3.46	3.38	-127.24	168.42	2,229.50	54.59	29.50	2,166.55	1,376.49	5,313.58
ROOF REPAIR/REPLACEMENT	1.51	1.26	1.44	1.40	1.43	1.31	51.36	1,101.42	2.10	12.03	1.93	101.88	1,279.07
Total PROPERTY	-82.58	-223.29	-170.15	183.81	158.82	-278.14	223.57	3,334.76	60.04	44.79	2,171.96	1,481.38	6,884.77
SUNDAY SCHOOL	20.72	-39.37	507.69	-213.88	62.63	-43.89	-44.52	-7.92	-28.95	0.78	-84.13	0.88	234.62
UNDESIGNED GIFTS	-151.84	2.74	-197.14	1.90	-25.07	-11.80	116.82	-502.16	-1,28.95	1.12	460.96	1.23	610.69
WORSHIP	-116.54	-19.58	-8.21	108.44	-39.45	-306.00	40.21	-79.75	-48.17	-106.72	1.59	56.23	610.69
YOUTH FUNDS	200.00	0.00	0.00	1,262.00	777.35	344.78	-355.54	-200.00	0.00	0.00	0.00	0.00	1,277.32
YOUTH SCHOLARSHIP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	200.00
YOUTH SCHOLARSHIP INTER...	2.59	2.18	2.48	2.42	2.47	2.26	2.34	2.37	1.92	1.86	1.76	1.72	28.37
Unclassified	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	-639.74	-181.94	38.11	763.68	1,557.55	-456.69	-143.00	2,565.02	605.00	-361.27	2,343.55	2,306.04	9,095.71

01/04/12

**GIFTS & MEMORIALS**  
**Fund Activity Summary**  
**January through December 2011**

	BEG BALANCE	RECEIPTS	DISBURSEMENTS	TOTAL
ANNIVERSARY CELEBRATION	100.38	1.02	0.00	101.40
COMMUNITY TABLE	346.40	102.75	-300.00	149.15
FAITH CHESTS	215.38	849.32	-325.00	739.70
GOOD SAMARITAN	149.02	955.29	-450.00	654.31
Just Because	0.00	1,442.37	-30.00	1,412.37
MEDIA SYSTEM	0.00	40.26	0.00	40.26
MUSIC				
BELL CHOIR	970.17	594.75	-844.30	720.62
CHOIR	833.36	234.96	641.61	1,709.93
ORGAN	5.29	0.01	0.00	5.30
PIANO	2,940.61	542.28	-2,001.00	1,481.89
Total MUSIC	4,749.43	1,372.00	-2,203.69	3,917.74
NURSERY	298.08	3.02	0.00	301.10
PROPERTY				
GROUNDS IMPROVEMENT	0.00	225.63	-156.00	69.63
PRAIRIE RESTORATION	1,004.32	60.45	0.00	1,064.77
PROPERTY IMPROVEMENT	3,049.28	162.04	0.00	3,211.32
REPAIRS GENERAL FUND (3...	4,236.23	6,765.28	-1,451.70	9,549.81
ROOF REPAIR/REPLACEMENT	1,540.86	1,279.07	0.00	2,819.93
Total PROPERTY	9,830.69	8,492.47	-1,607.70	16,715.46
SUNDAY SCHOOL	745.34	860.94	-626.32	979.96
UNSPECIFIED GIFTS	2,426.33	882.69	-1,493.38	1,815.64
WEBSITE	1.85	0.00	0.00	1.85
WORSHIP	623.00	907.94	-1,340.96	189.98
YOUTH CHOIR	3.23	0.00	0.00	3.23
YOUTH FUNDS	0.00	3,221.04	-1,483.72	1,737.32
YOUTH SCHOLARSHIP	2,500.00	0.00	-200.00	2,300.00
YOUTH SCHOLARSHIP INTEREST	154.11	26.37	0.00	180.48
<b>TOTAL</b>	<b>22,143.24</b>	<b>19,157.48</b>	<b>-10,060.77</b>	<b>31,239.95</b>

**Interfaith hospitality Network- Good Shepherd-financial report-2011**

Balance brought forward	_____	\$309.57
Receipts (donations)	_____	\$30.00
Disbursements (food)	_____	\$162.76
Balance on hand	_____	\$176.81

**Good Shepherd Quilters  
Financial Statement 2011**

Balance Jan. 1, 2011		\$273.19
Receipts-Memorials		
Marjorie Bolles		<u>50.00</u>
		\$323.19
Disbursements		
Batting and postage		175.26
Balance Dec. 31, 2011		\$147.93

Quilts were given to:

Lutheran World Relief	10	
High school graduates		11
Lakeshore Elementary		16
Sherman Elementary		14
Raffle to benefit cognitively handicapped		1
Total donated		<u>52</u>

Barbara Plomedahl  
Eunice Johnston

LUTHERAN CHURCH OF THE GOOD SHEPHERD

**LIBRARY CLUB**

***Year End Report – 2011***

Librarian	Irene Bulgerin
Co-Chairwomen	Marian Gilbert
	Eunice Johnston
Secretary	Yvonne Buxton
Treasurer	Barbara Fiskars
Active Members	Marge Peloquin
	Imogene Olson
	Teresa Stabel

**Treasurer's Report**

Balance as of 1-1-2011		\$515.40
<u>Receipts:</u>		
Donations		30.00
Interest		.63
		<hr/>
		\$546.03
<u>Disbursements</u>		
Gift for Librarian	15.00	
Christmas Gift		
Books purchased	68.79	<u>83.79</u>
Balance as of 12-31-2011		<b>\$462.24</b>

**Lutheran Church of the Good Shepherd  
Budget Worksheets - 2012**

Description	Actual 2009	Actual 2010	Actual 12/2011	Budget 2012	% change
<b>Weekly Offerings</b>					
Regular Envelopes	295,805	277,099	283,374	295,000	4%
Loose	6,737	7,991	8,546	8,000	-7%
Total Weekly Offerings	302,542	285,090	291,920	303,000	4%
<b>Special Offerings</b>					
Initial Offering	250	296	246	300	18%
Lent	4,829	5,121	3,442	3,500	2%
Coin Folders	0	688		-	
Easter	4,510	2,734	3,860	3,500	-10%
Thanksgiving	678	635	1,061	-	
Christmas	3,094	4,075	2,972	4,000	26%
Missionary Envelopes	3,131	4,227	4,212	4,000	-5%
Debt Retirement	0			-	
Sunday School Registration	65	180	305	300	-2%
Confirmation Registration	500	831	470	450	-4%
VBS Registration	493	455	335	350	4%
Building Use Income	200	100	212	-	
Miscellaneous		944	2,131	-	
Sustainers'-Deficit Reduction				-	
Total Special Offerings	17,750	20,286	19,246	16,400	-17%
TOTAL OFFERINGS	320,292	305,376	311,167	319,400	3%
<b>Missions</b>					
ELCA / SYNOD	17,882	13,244	18,361	15,150	-21%
Mission Support	2,115	3,569	4,312	4,000	-8%
Interfaith Hospitality Network	818				
Lutheran Social Services	710	241			
Luther Park	610	417	50		
Good Shepherd Foundation					
Total Missions	22,135	17,471	22,723	19,150	-19%
<b>Faith Development</b>					
Sunday School Curr. & Supplies	1,377	1,898	2,003	1,700	-18%
YAC	0	485	295	500	41%
VBS Curriculum	1,392	1,321	1,066	1,100	3%
Confirmation Supplies	1,392	1,339	475	1,500	68%
Confirmation Retreats	330	724			
Adult Education	352	30	197	500	61%
Early Childhood	0			50	100%
High School Youth	680	43		500	100%
CYF Events				300	100%
Rally Sunday	122	70			
Total Education	5,645	5,910	4,036	6,150	34%

**Lutheran Church of the Good Shepherd  
Budget Worksheets - 2012**

<u>Description</u>	<u>Actual 2009</u>	<u>Actual 2010</u>	<u>Actual 12/2011</u>	<u>Budget 2012</u>	<u>% change</u>
<b>Evangelism</b>					
Advertising	2,833	3,482	1182	1,200	2%
Evangelism/outreach ministries	40	40	140	150	7%
Devotional	793	729	616	750	18%
New Member Services	0	70	71	75	5%
Total Evangelism	3,666	4,321	2008	2,175	8%
<b>Music / Worship</b>					
Piano/Organ/Media Maint	605	437	1024	2,000	49%
Altar Supplies	895	1,455	1178	1,000	-18%
Copyrights	531	495	843	1,000	16%
Choir / Bells Music	0	172	387	-	
Worship Bulletins	837	634	545	550	1%
Fine Arts Group	0		49	-	
Miscellaneous	179	93	-17	-	
Total Music / Worship	3,047	3,285	4009	4,550	12%
<b>Social Concerns</b>					
Social Concerns	0	0		75	100%
Total Social Concerns	100	0	0	75	100%
<b>Stewardship</b>					
Offering Envelopes	1,066	918	748	800	6%
Stewardship Drive	965	888	186	500	63%
Total Stewardship	2,031	1,806	934	1,300	28%

**Lutheran Church of the Good Shepherd  
Budget Worksheets - 2012**

Description	Actual 2009	Actual 2010	Actual 12/2011	Budget 2012	% change
<b>Pastoral Staff</b>					
Senior Pastor	64,231	74,819	37211	40,944	9%
Reimburse FICA Tax-Senior Pastor	0		2459	4,014	39%
Housing Equity-Senior Pastor	0	13,448	25208	11,533	-119%
Disability Senior Pastor	353			2,429	100%
Retirement-Senior Pastor	0			5,649	100%
Health-Senior			15008	12,880	-17%
Travel-Pastoral Staff	0	103	1443	3,600	60%
Continuing Education-Senior Pastor	0		1150	900	-28%
Conventions/Retreats-Senior Pastor	0	145	340	600	43%
Professional Expense-Senior Pasto	0		102	300	66%
Pastor Emeritus				6,000	100%
Pulpit Relief	0		299	-	
Housing - Interim Pastors	20,640				
Call Committee Expense		100	1482		
<b>Total Pastoral Staff</b>	<b>85,224</b>	<b>88,615</b>	<b>84702</b>	<b>88,850</b>	<b>5%</b>
<b>Program Staff</b>					
CYF Director	30,846	15,759	13944	19,695	29%
Childrens Education Director		15,759	14352	15,759	9%
YAC Director	889	1,778	2000	3,000	33%
Organist	5,100	4,800	5475	5,100	-7%
Senior Choir Director	5,056	5,582	4678	5,262	11%
Contemporary Worship Coordinator	8,218	8,515	8187	8,543	4%
Accompanist- Senior choir	1,500	1,400	1375	1,575	13%
Retirement-Youth Director	1,856				
Supplemental Health-Youth Director	700				
Payroll Taxes	4,039	4,109	3955	4,235	7%
Travel Program Staff	247			500	100%
Continuing Education Program Staff	630	145	1020	500	-104%
<b>Total Program Staff</b>	<b>59,081</b>	<b>57,847</b>	<b>54986</b>	<b>64,169</b>	<b>14%</b>
<b>Support Staff</b>					
Custodial Services	23,668	24,898	17613	17,940	2%
Secretary	26,148	27,064	22447	25,592	12%
Secretary mileage				150	100%
Bookkeeper	2,885	3,322	3039	3,600	16%
Nursery	1,116	1,068	792	1,000	21%
Retirement-Custodian	2,497	2,400			
Supplemental Health-Custodian	1,240	1,290			
Retirement-Secretary	2,615	2,269			
Supplemental Health-Secretary	1,295	1,105			
Payroll Taxes	3,626	4,242	3034	3,330	9%
<b>Total Support Staff</b>	<b>65,090</b>	<b>67,658</b>	<b>46924</b>	<b>51,612</b>	<b>9%</b>

**Lutheran Church of the Good Shepherd  
Budget Worksheets - 2012**

Description	Actual 2009	Actual 2010	Actual 12/2011	Budget 2012	% change
<b>Property</b>					
Electric	15,414	14,462	16815	17,000	1%
Natural Gas	14,745	12,914	12721	13,000	2%
Water	2,545	2,671	3445	3,400	-1%
Garbage	1,144	1,146	1257	1,250	-1%
Parsonage	957	300			
Insurance	12,119	10,098	15345	8,700	-76%
Supplies	2,943	2,436	4736	3,000	-58%
Repairs General Fund (3%)	8,618	1,537	8758	9,090	4%
Purchased Equipment	525	3,380	1872	1,000	-87%
Maintenance - Building		464	2054	2,000	-3%
Maintenance - Equipment	726	1,077	766	1,000	23%
Snow Removal	728	1,420	2960	2,500	-18%
Lawn Care	219	132	172	200	14%
Church Van	871	75	100	-	
Miscellaneous		623	100		
Elevator Maintenance/Repairs	180	125	1045	200	-423%
<b>Total Property</b>	<b>61,734</b>	<b>52,859</b>	<b>72,144</b>	<b>62,340</b>	<b>-16%</b>
<b>Administration</b>					
Office Supplies	2,801	3,255	2979	2,000	-49%
Postage	2,271	2,032	1722	1,680	-3%
Telephone	1,693	1,602	1709	1,600	-7%
Equipment Leases	3,378	3,076	2179	2,200	1%
Equipment	0	0	206	500	59%
Equipment Maintenance	1,907	1,024	2505	1,500	-67%
Software and Web Support	400	1,085	749	500	-50%
Miscellaneous / Computer Supplies	577	2,119	900	750	-20%
Internet Service	829	765	975	1,750	44%
Bank Charges	145	375	272	120	-126%
Conventions/Retreats Secretary	725	361	95	300	68%
<b>Total Administration</b>	<b>14,726</b>	<b>15,693</b>	<b>14,292</b>	<b>12,900</b>	<b>-11%</b>
<b>Debt / Interest</b>					
Line of Credit Interest	1,152	345			
Cost of Loan - transfer		2,076			
Debt Retirement-Mortgage				10,200	100%
<b>Total Debt / Interest</b>	<b>1,152</b>	<b>2,421</b>		<b>10,200</b>	<b>100%</b>
<b>Offerings Less Expense</b>					
Total Offerings	320,292	305,376	311,167	319,400	3%
Total Expenditures	323,631	317,886	306,758	323,471	5%
Over (Under)	(3,339)	(12,510)	4,408	(4,071)	208%

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Accrual Basis

Lutheran Church of the Good Shepherd  
Actual YTD vs. Budget YTD  
January through December 2011

	Jan - Dec 11	Budget	\$ Over Budget	% of Budget
<b>Income</b>				
<b>Weekly Offerings</b>				
Regular Envelopes	283,373.95	280,000.00	3,373.95	101.2%
Loose	8,546.47	8,000.00	546.47	106.8%
<b>Total Weekly Offerings</b>	<b>291,920.42</b>	<b>288,000.00</b>	<b>3,920.42</b>	<b>101.4%</b>
<b>Special Offerings</b>				
Initial Offering	246.00	300.00	-54.00	82.0%
Lent	3,442.00	5,000.00	-1,558.00	68.8%
Easter	3,860.00	2,800.00	1,060.00	137.9%
Thanksgiving	1,061.39			
Christmas	2,972.00	3,500.00	-528.00	84.9%
Missions	4,212.00	4,000.00	212.00	105.3%
Sunday School Registration	305.00	700.00	-395.00	43.6%
Confirmation Registration	470.00	500.00	-30.00	94.0%
Vacation Bible School Reg	335.00	200.00	135.00	167.5%
Building Use Income	211.78			
Miscellaneous - Offerings	2,131.00			
<b>Total Special Offerings</b>	<b>19,246.17</b>	<b>17,000.00</b>	<b>2,246.17</b>	<b>113.2%</b>
<b>Total Income</b>	<b>311,166.59</b>	<b>305,000.00</b>	<b>6,166.59</b>	<b>102.0%</b>
<b>Gross Profit</b>	<b>311,166.59</b>	<b>305,000.00</b>	<b>6,166.59</b>	<b>102.0%</b>
<b>Expense</b>				
<b>Missions</b>				
ELCA Benevolence	18,360.74	17,280.00	1,080.74	106.3%
Mission Support				
204521 - Malawi	275.00			
Lutheran Social Services	310.00			
Luther Park	261.00			
Mission Support - Other	3,466.00	4,000.00	-534.00	86.7%
<b>Total Mission Support</b>	<b>4,312.00</b>	<b>4,000.00</b>	<b>312.00</b>	<b>107.8%</b>
Missions - Other	50.00			
<b>Total Missions</b>	<b>22,722.74</b>	<b>21,280.00</b>	<b>1,442.74</b>	<b>106.8%</b>
<b>Education</b>				
Sunday School Curriculum and Supplies	2,003.11	1,500.00	503.11	133.5%
256518 - Wednesday SS	295.20	400.00	-104.80	73.8%
Confirmation Supplies	475.23	1,000.00	-524.77	47.5%
VBS Curriculum	1,066.10	1,250.00	-183.90	85.3%
Confirmation Retreats	0.00	500.00	-500.00	0.0%
Adult Study Materials	196.86			
Rally Sunday	0.00	200.00	-200.00	0.0%
<b>Total Education</b>	<b>4,036.50</b>	<b>4,850.00</b>	<b>-813.50</b>	<b>83.2%</b>
<b>Evangelism</b>				
Advertising	1,182.04	1,500.00	-317.96	78.8%
Evangelism Programs	139.80	50.00	89.80	279.6%
Portals of Prayer	615.50	699.92	-84.42	87.9%
New Member Services	70.91	75.00	-4.09	94.5%
<b>Total Evangelism</b>	<b>2,008.25</b>	<b>2,324.92</b>	<b>-316.67</b>	<b>86.4%</b>
<b>Music / Worship</b>				
Piano / Organ Maintenance	1,024.00	1,000.00	24.00	102.4%
Altar Supplies / Flowers	1,177.94	1,000.00	177.94	117.8%
Copyrights	843.21	1,000.00	-156.79	84.3%
Choir / Bells Music	387.40	1,000.00	-612.60	38.7%
Worship Bulletins	544.77	400.00	144.77	136.2%
Fine Arts Group	48.50	50.00	-1.50	97.0%
Miscellaneous - Music/Worship	-16.97	200.00	-216.97	-8.5%
<b>Total Music / Worship</b>	<b>4,008.85</b>	<b>4,650.00</b>	<b>-641.15</b>	<b>86.2%</b>

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 Accrual Basis

**Lutheran Church of the Good Shepherd**  
**Actual YTD vs. Budget YTD**  
 January through December 2011

	Jan - Dec 11	Budget	\$ Over Budget	% of Budget
<b>Social Concerns</b>				
Social Concerns Programs	0.00	75.00	-75.00	0.0%
<b>Total Social Concerns</b>	0.00	75.00	-75.00	0.0%
<b>Stewardship</b>				
Offering Envelopes	748.36	1,000.00	-251.64	74.8%
Stewardship Programs	185.95	1,000.00	-814.05	18.6%
<b>Total Stewardship</b>	934.31	2,000.00	-1,065.69	46.7%
<b>Youth</b>				
Youth Chaperones	0.00	500.00	-500.00	0.0%
<b>Total Youth</b>	0.00	500.00	-500.00	0.0%
<b>Pastoral Staff</b>				
Salary - Senior Pastor	37,210.85	43,300.00	-6,089.15	85.9%
Reimburse FICA Tax - Senior	2,459.27	4,154.00	-1,694.73	59.2%
Housing Equity - Assoc Pastor	25,208.32	11,000.00	14,208.32	229.2%
Health / Retirement - Senior	15,007.75	19,865.00	-4,857.25	75.5%
Travel - Senior Pastor	1,443.10	3,000.00	-1,556.90	48.1%
Cont Education - Senior Pasto	1,150.00	900.00	250.00	127.8%
Conventions/Retreats - Senior	340.00	600.00	-260.00	56.7%
Professional Expense - Senior	101.95	300.00	-198.05	34.0%
Pulpit Relief	298.84	800.00	-501.16	37.4%
Call Committee Exp	1,481.68	6,000.00	-4,518.32	24.7%
<b>Total Pastoral Staff</b>	84,701.76	89,919.00	-5,217.24	94.2%
<b>Program Staff</b>				
Salary - Youth & Ed Director	28,295.56	31,518.00	-3,222.44	89.8%
Organist	5,475.00	5,100.00	375.00	107.4%
Senior Choir Director	4,677.76	5,262.00	-584.24	88.9%
Wednesday Childrens Ministry	1,999.98	2,000.00	-0.02	100.0%
Contemporary Worship Coordina	8,186.62	8,543.00	-356.38	95.8%
Accompanist - Senior Choir	1,375.00	1,500.00	-125.00	91.7%
Payroll Taxes - Program Staff	3,955.41	3,467.00	488.41	114.1%
Travel - Youth Director	0.00	500.00	-500.00	0.0%
LaySchool Cont Ed -Director	1,020.21	500.00	520.21	204.0%
<b>Total Program Staff</b>	54,985.54	58,390.00	-3,404.46	94.2%
<b>Support Staff</b>				
Salary - Custodian	0.00			
Custodial Services	17,612.58	28,395.00	-10,782.42	62.0%
Salary - Secretary	22,446.69	21,600.00	846.69	103.9%
Salary - Bookkeeper	3,038.75	3,600.00	-561.25	84.4%
Salary - Nursery	792.00	1,100.00	-308.00	72.0%
Supplemental Health - Custodi	0.00			
Payroll Taxes - Support Staff	3,033.90	3,910.00	-876.10	77.6%
<b>Total Support Staff</b>	46,923.92	58,605.00	-11,681.08	80.1%
<b>Property</b>				
Utilities - Electric	16,814.55	15,000.00	1,814.55	112.1%
Utilities - Natural Gas	12,721.20	14,000.00	-1,278.80	90.9%
Utilities - Water	3,444.55	2,600.00	844.55	132.5%
Utilities - Garbage	1,256.63	1,150.00	106.63	109.3%
Insurance	15,344.59	13,700.00	1,644.59	112.0%
Maintenance Supplies	4,736.22	3,000.00	1,736.22	157.9%
Repairs General Fund (3%)	8,757.61			
Repairs - Buildings	2,054.35	8,610.00	-6,555.65	23.9%
Repairs - Equipment	649.00			
Equipment Purchase	1,872.00			
Maintenance Equipment	116.52	500.00	-383.48	23.3%
Elevator Maintenance/Repairs	1,045.00	200.00	845.00	522.5%
Snow Removal	2,960.00	1,500.00	1,460.00	197.3%
Lawn Care	172.24	200.00	-27.76	86.1%

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 Accrual Basis

**Lutheran Church of the Good Shepherd**  
**Actual YTD vs. Budget YTD**  
 January through December 2011

	Jan - Dec 11	Budget	\$ Over Budget	% of Budget
Church Van	100.00	75.00	25.00	133.3%
Miscellaneous - Property	100.00			
<b>Total Property</b>	<b>72,144.46</b>	<b>60,535.00</b>	<b>11,609.46</b>	<b>119.2%</b>
<b>Administration</b>				
Office Supplies	2,953.55	2,600.00	353.55	113.6%
Postage	1,722.37	2,400.00	-677.63	71.8%
Telephone	1,709.06	1,600.00	109.06	106.8%
Equipment Leases	2,179.11	1,500.00	679.11	145.3%
Office Equipment	206.35	500.00	-293.65	41.3%
Office Equipment Maintenance	2,505.48	1,000.00	1,505.48	250.5%
Computer Supplies	900.37	500.00	400.37	180.1%
Software Support	748.85	1,300.00	-551.15	57.6%
Miscellaneous - Admin	25.54			
Internet Service	975.13	800.00	175.13	121.9%
Bank Charges	271.64	120.00	151.64	226.4%
Conventions/Retreats - Admin	95.00	500.00	-405.00	19.0%
<b>Total Administration</b>	<b>14,292.45</b>	<b>12,820.00</b>	<b>1,472.45</b>	<b>111.5%</b>
<b>Total Expense</b>	<b>306,758.78</b>	<b>315,948.92</b>	<b>-9,190.14</b>	<b>97.1%</b>
<b>Net Income</b>	<b>4,407.81</b>	<b>-10,948.92</b>	<b>15,356.73</b>	<b>-40.3%</b>

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Accrual Basis

Lutheran Church of the Good Shepherd  
Current YTD vs. Prior YTD

January through December 2011

	Jan - Dec 11	Jan - Dec 10	\$ Change	% Change
<b>Income</b>				
<b>Weekly Offerings</b>				
Regular Envelopes	283,373.95	275,099.04	8,274.91	3.0%
Loose	8,546.47	7,991.17	555.30	7.0%
<b>Total Weekly Offerings</b>	291,920.42	283,090.21	8,830.21	3.1%
<b>Special Offerings</b>				
151000 - Non-ELCA offerings	0.00	2,000.00	-2,000.00	-100.0%
Initial Offering	246.00	296.00	-50.00	-16.9%
Lent	3,442.00	5,120.78	-1,678.78	-32.8%
Coin Folders	0.00	688.11	-688.11	-100.0%
Easter	3,860.00	2,734.00	1,126.00	41.2%
Thanksgiving	1,061.39	635.00	426.39	67.2%
Christmas	2,972.00	4,075.00	-1,103.00	-27.1%
Missions	4,212.00	4,227.00	-15.00	-0.4%
Sunday School Registration	305.00	180.00	125.00	69.4%
Confirmation Registration	470.00	831.00	-361.00	-43.4%
Vacation Bible School Reg	335.00	455.00	-120.00	-26.4%
Building Use Income	211.78	100.00	111.78	111.8%
Miscellaneous - Offerings	2,131.00	944.26	1,186.74	125.7%
<b>Total Special Offerings</b>	19,246.17	22,286.15	-3,039.98	-13.6%
<b>Total Income</b>	311,166.59	305,376.36	5,790.23	1.9%
<b>Gross Profit</b>	311,166.59	305,376.36	5,790.23	1.9%
<b>Expense</b>				
<b>Missions</b>				
ELCA Benevolence	18,360.74	13,243.51	5,117.23	38.6%
Mission Support				
204521 - Malawi	275.00	0.00	275.00	100.0%
Lutheran Social Services	310.00	241.00	69.00	28.6%
Luther Park	261.00	417.00	-156.00	-37.4%
Mission Support - Other	3,466.00	3,569.00	-103.00	-2.9%
<b>Total Mission Support</b>	4,312.00	4,227.00	85.00	2.0%
Missions - Other	50.00	0.00	50.00	100.0%
<b>Total Missions</b>	22,722.74	17,470.51	5,252.23	30.1%
<b>Education</b>				
Sunday School Curriculum and Supplies				
Sunday School Supplies	0.00	1,693.45	-1,693.45	-100.0%
Sunday School Curriculum and Supplies - Other	2,003.11	204.74	1,798.37	878.4%
<b>Total Sunday School Curriculum and Supplies</b>	2,003.11	1,898.19	104.92	5.5%
256518 - Wednesday SS	295.20	485.07	-189.87	-39.1%
Confirmation Supplies	475.23	1,338.97	-863.74	-64.5%
VBS Curriculum	1,066.10	1,321.19	-255.09	-19.3%
Confirmation Retreats	0.00	724.11	-724.11	-100.0%
Adult Study Materials	196.86	29.95	166.91	557.3%
Rally Sunday	0.00	70.17	-70.17	-100.0%
<b>Total Education</b>	4,036.50	5,867.65	-1,831.15	-31.2%
<b>Evangelism</b>				
Advertising	1,182.04	3,482.19	-2,300.15	-66.1%
Evangelism Programs	139.80	39.80	100.00	251.3%
Portals of Prayer	615.50	728.78	-113.28	-15.5%
New Member Services	70.91	69.88	1.03	1.5%
<b>Total Evangelism</b>	2,008.25	4,320.65	-2,312.40	-53.5%
<b>Music / Worship</b>				
Piano / Organ Maintenance	1,024.00	437.00	587.00	134.3%
Altar Supplies / Flowers	1,177.94	1,455.32	-277.38	-19.1%
Copyrights	843.21	494.95	348.26	70.4%
Choir / Bells Music	387.40	171.91	215.49	125.4%
Worship Bulletins	544.77	633.93	-89.16	-14.1%
Fine Arts Group	48.50	0.00	48.50	100.0%
Miscellaneous - Music/Worship	-16.97	92.64	-109.61	-118.3%
<b>Total Music / Worship</b>	4,008.85	3,285.75	723.10	22.0%
<b>Stewardship</b>				
Offering Envelopes	748.36	917.86	-169.50	-18.5%
Stewardship Programs	185.95	887.92	-701.97	-79.1%
<b>Total Stewardship</b>	934.31	1,805.78	-871.47	-48.3%

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01/16/12

Accrual Basis

Lutheran Church of the Good Shepherd  
Current YTD vs. Prior YTD

January through December 2011

	Jan - Dec 11	Jan - Dec 10	\$ Change	% Change
<b>Youth</b>				
Youth Programs	0.00	43.00	-43.00	-100.0%
<b>Total Youth</b>	0.00	43.00	-43.00	-100.0%
<b>Pastoral Staff</b>				
Salary - Senior Pastor	37,210.85	74,819.48	-37,608.63	-50.3%
Reimburse FICA Tax - Senior	2,459.27	0.00	2,459.27	100.0%
Housing Equity - Assoc Pastor	25,208.32	13,448.48	11,759.84	87.4%
Health / Retirement - Senior	15,007.75	0.00	15,007.75	100.0%
Travel - Senior Pastor	1,443.10	103.00	1,340.10	1,301.1%
Cont Education - Senior Pasto	1,150.00	0.00	1,150.00	100.0%
Conventions/Retreats - Senior	340.00	145.00	195.00	134.5%
Professional Expense - Senior	101.95	0.00	101.95	100.0%
Pulpit Relief	298.84	0.00	298.84	100.0%
Call Committee Exp	1,481.68	100.00	1,381.68	1,381.7%
<b>Total Pastoral Staff</b>	84,701.76	88,615.96	-3,914.20	-4.4%
<b>Program Staff</b>				
Salary - Youth & Ed Director	28,295.56	31,517.76	-3,222.20	-10.2%
Organist	5,475.00	4,800.00	675.00	14.1%
Senior Choir Director	4,677.76	5,582.23	-904.47	-16.2%
Wednesday Childrens Ministry	1,999.98	1,777.76	222.22	12.5%
Contemporary Worship Coordina	8,186.62	8,515.18	-328.56	-3.9%
Accompanist - Senior Choir	1,375.00	1,400.00	-25.00	-1.8%
Retirement - Youth Dir	0.00	0.00	0.00	0.0%
Payroll Taxes - Program Staff	3,955.41	4,108.87	-153.46	-3.7%
LaySchool Cont Ed -Director	1,020.21	145.40	874.81	601.7%
<b>Total Program Staff</b>	54,985.54	57,847.20	-2,861.66	-5.0%
<b>Support Staff</b>				
Salary - Custodian	0.00	24,897.60	-24,897.60	-100.0%
Custodial Services	17,612.58	0.00	17,612.58	100.0%
Salary - Secretary	22,446.69	27,063.72	-4,617.03	-17.1%
Salary - Bookkeeper	3,038.75	3,322.50	-283.75	-8.5%
Salary - Nursery	792.00	1,068.00	-276.00	-25.8%
Retirement - Custodian	0.00	2,400.00	-2,400.00	-100.0%
Supplemental Health - Custodi	0.00	1,290.00	-1,290.00	-100.0%
Retirement - Secretary	0.00	2,269.08	-2,269.08	-100.0%
Supplemental Health-Secretary	0.00	1,105.03	-1,105.03	-100.0%
Payroll Taxes - Support Staff	3,033.90	4,242.01	-1,208.11	-28.5%
<b>Total Support Staff</b>	46,923.92	67,657.94	-20,734.02	-30.7%
<b>Property</b>				
Utilities - Electric	16,814.55	14,462.36	2,352.19	16.3%
Utilities - Natural Gas	12,721.20	12,914.24	-193.04	-1.5%
Utilities - Water	3,444.55	2,670.50	774.05	29.0%
Utilities - Garbage	1,256.63	1,146.10	110.53	9.6%
Utilities - Parsonage	0.00	299.98	-299.98	-100.0%
Insurance	15,344.59	10,097.65	5,246.94	52.0%
Maintenance Supplies	4,736.22	2,436.40	2,299.82	94.4%
Repairs General Fund (3%)	8,757.61	1,537.17	7,220.44	469.7%
Repairs - Buildings	2,054.35	463.97	1,590.38	342.8%
Repairs - Equipment	649.00	389.50	259.50	66.6%
Equipment Purchase	1,872.00	3,379.70	-1,507.70	-44.6%
Maintenance Equipment	116.52	687.85	-571.33	-83.1%
Elevator Maintenance/Repairs	1,045.00	125.00	920.00	736.0%
Snow Removal	2,960.00	1,420.00	1,540.00	108.5%
Lawn Care	172.24	131.58	40.66	30.9%
Church Van	100.00	75.00	25.00	33.3%
Miscellaneous - Property	100.00	622.94	-522.94	-84.0%
<b>Total Property</b>	72,144.46	52,859.94	19,284.52	36.5%
<b>Administration</b>				
Office Supplies	2,953.55	3,128.66	-175.11	-5.6%
Postage	1,722.37	2,031.51	-309.14	-15.2%
Telephone	1,709.06	1,601.90	107.16	6.7%
Equipment Leases	2,179.11	3,075.69	-896.58	-29.2%
Office Equipment	206.35	0.00	206.35	100.0%
Office Equipment Maintenance	2,505.48	1,023.56	1,481.92	144.8%
Computer Supplies	900.37	2,118.70	-1,218.33	-57.5%
Software Support	748.85	1,084.95	-336.10	-31.0%
Miscellaneous - Admin	25.54	125.66	-100.12	-79.7%
Internet Service	975.13	764.88	210.25	27.5%
Bank Charges	271.64	374.36	-102.72	-27.4%
Conventions/Retreats - Admin	95.00	360.51	-265.51	-73.7%
<b>Total Administration</b>	14,292.45	15,690.38	-1,397.93	-8.9%

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01/16/12  
Accrual Basis

Lutheran Church of the Good Shepherd  
Current YTD vs. Prior YTD  
January through December 2011

	Jan - Dec 11	Jan - Dec 10	\$ Change	% Change
Debt / Interest				
Debt Interest	0.00	-41.08	41.08	100.0%
Line of Credit Interest	0.00	386.41	-386.41	-100.0%
Total Debt / Interest	0.00	345.33	-345.33	-100.0%
806350 - Loan Costs	0.00	2,076.00	-2,076.00	-100.0%
Total Expense	306,758.78	317,886.09	-11,127.31	-3.5%
Net Income	4,407.81	-12,509.73	16,917.54	135.2%

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01/16/12  
Accrual Basis

Lutheran Church of the Good Shepherd  
**Balance Sheet**  
As of December 31, 2011

	<u>Dec 31, 11</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
Checking/Savings	
Petty Cash	75.00
020325 · Charter Bank Checking	7,202.76
020350 · Charter Bank - Debt Retirement	9,443.63
<b>Total Checking/Savings</b>	<u>16,721.39</u>
<b>Total Current Assets</b>	16,721.39
<b>Fixed Assets</b>	
Equipment	275,319.95
Real Estate	
20999 · Improvements	31,956.00
89000 · Proceeds from sale	-89,834.56
Real Estate - Other	974,581.00
<b>Total Real Estate</b>	916,702.44
020950 · Dedicated Sound System	20,000.00
<b>Total Fixed Assets</b>	<u>1,212,022.39</u>
<b>Other Assets</b>	
020399 · Church Reserve LOC-charter	7,100.00
<b>Total Other Assets</b>	<u>7,100.00</u>
<b>TOTAL ASSETS</b>	<u><u>1,235,843.78</u></u>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Accounts Payable	
Accounts Payable	7,329.05
<b>Total Accounts Payable</b>	7,329.05
<b>Other Current Liabilities</b>	
<b>Dedicated Funds</b>	
Dedicated-Food Pantry	50.00
Dedicated-Food Baskets	74.43
Dedicated-IHN	375.09
Dedicated-Sunday Sch Offering	1,373.10
Dedicated-Debt Retirement Env	26,694.38
Dedicated-Gifts & Memorials	20.00
Dedicated-Good Shep Foundation	-93.97
due to intern for tuition	97.45
Dedicated-Weddings	824.42
Dedicated-Miscellaneous	1,155.01
<b>Total Dedicated Funds</b>	<u>30,569.91</u>

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Accrual Basis

Lutheran Church of the Good Shepherd  
**Balance Sheet**  
As of December 31, 2011

	<u>Dec 31, 11</u>
<b>Accrued Payroll Related</b>	
Social Security Taxes	1,310.29
Medicare Taxes	244.38
Federal Income Taxes	367.00
State Income Taxes	245.18
Annuities	1,335.55
<b>Total Accrued Payroll Related</b>	<u>3,502.40</u>
<b>Total Other Current Liabilities</b>	<u>34,072.31</u>
<b>Total Current Liabilities</b>	41,401.36
<b>Long Term Liabilities</b>	
Church Debt	
042411 - Charter principal payment	212,708.17
Church Debt - Other	32,000.00
<b>Total Church Debt</b>	<u>244,708.17</u>
<b>Total Long Term Liabilities</b>	<u>244,708.17</u>
<b>Total Liabilities</b>	286,109.53
<b>Equity</b>	
Fund Balance	945,326.44
Net Income	4,407.81
<b>Total Equity</b>	<u>949,734.25</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>1,235,843.78</u></u>

Lutheran Church of the Good Shepherd  
Statements of Offerings and Expense - Summary

	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Nov 11	Dec 11	TOTAL
<b>Income</b>													
Weekly Offerings	26,218	23,778	21,878	27,908	24,998	18,017	27,329	20,721	21,272	28,951	23,080	27,801	291,920
Special Offerings	700	370	1,519	6,434	1,883	380	307	626	520	1,845	1,401	3,481	19,246
<b>Total Income</b>	<b>26,918</b>	<b>24,148</b>	<b>23,397</b>	<b>34,342</b>	<b>26,881</b>	<b>18,377</b>	<b>27,636</b>	<b>21,347</b>	<b>21,792</b>	<b>30,796</b>	<b>24,481</b>	<b>31,282</b>	<b>311,167</b>
<b>Gross Profit</b>	<b>26,918</b>	<b>24,148</b>	<b>23,397</b>	<b>34,342</b>	<b>26,881</b>	<b>18,377</b>	<b>27,636</b>	<b>21,347</b>	<b>21,792</b>	<b>30,796</b>	<b>24,481</b>	<b>31,282</b>	<b>311,167</b>
<b>Expense</b>													
Missions	2,031	1,695	1,606	1,913	3,464	1,340	1,925	1,444	1,548	2,150	1,627	1,978	22,723
Education	347	763	22	218	153	198	849	308	336	81	397	364	4,037
Evangelism	72	315	103	220	180	83	86	225	159	112	249	216	2,008
Music / Worship	139	180	100	91	997	524	229	235	888	49	171	427	4,009
Stewardship						748		186					934
Pastoral Staff	7,323	8,212	7,524	3,661	8,805	6,823	7,568	6,587	6,680	7,193	6,863	7,463	84,702
Program Staff	4,927	4,930	5,405	3,269	5,295	4,627	3,878	5,416	2,975	3,473	4,922	4,922	54,986
Support Staff	4,239	4,822	4,667	3,325	2,549	3,103	3,847	3,685	4,150	4,015	4,038	4,404	46,924
Property	9,551	7,529	3,990	4,333	4,879	4,153	4,428	7,109	3,740	6,716	4,984	10,721	72,144
Administration	1,655	1,260	1,163	1,480	814	1,129	921	827	744	1,007	2,187	1,138	14,292
<b>Total Expense</b>	<b>30,283</b>	<b>29,808</b>	<b>24,580</b>	<b>18,509</b>	<b>27,145</b>	<b>22,710</b>	<b>23,731</b>	<b>26,003</b>	<b>21,201</b>	<b>24,796</b>	<b>25,418</b>	<b>32,577</b>	<b>306,759</b>
<b>Net Income</b>	<b>-3,365</b>	<b>-5,658</b>	<b>-1,183</b>	<b>15,832</b>	<b>-464</b>	<b>-4,333</b>	<b>3,906</b>	<b>-4,656</b>	<b>591</b>	<b>6,000</b>	<b>-966</b>	<b>-1,295</b>	<b>4,408</b>

LUTHERAN CHURCH OF THE GOOD SHEPHERD  
DEBT RETIREMENT ACCOUNT 2011

Beginning Balance January 1, 2011	\$30,205.67
Debt Retirement Income:	
January	\$674.00
February	\$574.00
March	\$687.00
April	\$550.00
May	\$628.00
June	\$1,355.00
July	\$943.00
August	\$972.00
September	\$980.00
October	\$505.00
November	\$956.00
December	\$1,220.00
 Total Deposits	 \$10,044.00
Total Interest	\$197.16
 TOTAL INCOME	 \$40,446.83
 EXPENSES	
Total Loan payments for 2011	\$27,500
(Interest paid \$11,160)	
(Principal \$16,340)	
 DEBT RETIREMENT BALANCE	 \$12,946.83