



## Council Minutes (Amended)

August 8, 2023

**Attendees:** Rev Jeremy Serrano, Sue Hertless, Scott Etzel, Mike Henry, Renee Reis, Tracey Rentner

**Excused:** Greg Buchholz, Aneessa Hileman

Meeting Called to Order at 7:02p by Renee Reis

**Recognitions:** Sue, Julie, Rich, Mike for all of the work they did on the Parking Lot Sale. Jessica Serrano for volunteering to lead music at our Sunday worship service when no other musician was available.

**Correspondence:** Thank you note from VistAbility for allowing use of facilities

**Growing and Evangelizing Our New Way Forward** – Marks of Discipleship (weekly worship, daily prayer, daily Bible reading, evangelizing (telling the story of Jesus), fellowship/spiritual friendships, serving, giving/tithing) and how to get the congregation to committed members – Daily Bible Reading: devotional book (passive), verses via app; Fellowship: member directory, pancake breakfast; Serving: volunteers and volunteer opportunities, Friends Feeding Friends ministry, worship assistants, Little Box, Diablo Valley Literacy; Weekly Worship: Sunday services in-person and YouTube; Daily Prayer – devotional book (passive); Sunday School: Adult – parables, people of the Bible (passive); Social Media sharing of what we do; Home Groups; Spreading ashes at BART on Ash Wednesday

### **Old Business:**

**Approval of Minutes for July** – Motion made to accept and approve July meeting minutes; motion seconded; no discussion; motion carried

### **New Business:**

**Evangelism** - None

**Fellowship** – None

**Property / Long Range** – Janitorial Services: time to table discussion on new janitorial provider and keep existing janitorial provider and work with them to fine tune services. There have been no recent complaints about janitorial services indicating things are improving alleviating concerns over services as provided. Kitchen remodel status – no sequencing schedule for remodel as of 8/8/23. Kitchen remodel slated to start January 2024.

**Stewardship** – None

**Social Ministry** – Alternate Funding re air conditioning unit- use unrestricted funds in lieu of appeal to congregation. Motion made to use unrestricted funds on hand to pay for air conditioning repairs; Mtn seconded; Discussion fundraising is vital for more than just fundraising, participation in church fundraising on that scale historically low, timeframe to meet appeal/fundraise, use money on hand as good stewards of congregation monies to be here for more years; 4 ayes, 1 nay; Motion Passed.

Motion made to take funds from Bank of America checking to pay for pastor's salary differential to bring him to minimum Synod salary guidelines; Motion seconded; No discussion; 4 ayes, 1 abstention; Motion Passed.

**Amendment to Minutes 1- Due to no member of the Finance Committee being present, the Council decided electronically to table motion until it can be made with a member of the Finance Committee present.**

**Amendment to Minutes 2 – Discussion re Friends Feeding Friends to move into office prior to kitchen remodel**

**Worship and Music** – Opportunity to Explore: Sharing our ministry gifts with neighboring Lutheran congregations St Matthew's, Walnut Creek and St. Mark's, Pleasant Hill; Lay Persons are being asked to preach one Sunday per month.

**Finance** – None

Motion made to adjourn meeting, Motion seconded, motion carried.

Reports are attached from Property, Social Ministry, Finance (Balance sheet revised (6.2023) and P&L revised (6.2023), and Pastor's Report

Meeting adjourned at 8:48p by Renee Reis

Respectfully submitted,

Tracey Rentner, Council Secretary



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Respectfully submitted,

Tracey Rentner, Council Secretary



**Date: 08/08/2023**

**Team: Property**

**Name: Mike Henry**

### **SPECIAL RECOGNITIONS:**

**Everyone who waters, picks-up trash, prunes, mows and reports deficiencies to help keep the campus clean, neat and safe.**

### **PAST EVENTS/ ACCOMPLISHMENTS:**

Received Kitchen Equipment for remodel project (currently stored in Fellowship Hall to save storage container cost of \$600.00 delivery & \$125.00 per month rental)

Parsonage front steps/deck repaired (follow-up work by contractor pending)

(1) Proposal to replace AC Unit servicing Classrooms (FFF) / Fireside Room received.  
(working on getting 2<sup>nd</sup> proposal from another HVAC contractor before making motion to approve)

### **UPCOMING EVENTS/GOALS:**

**Kitchen Remodel**

**Junk/Debris haul-off**

**Storage Closet relocation**

**New lock on Garbage Bin**

**Replace broken belt on mower**

**Obtain bids/cost to rezone HVAC in Fireside Room to Fellowship Hall AC Unit**

**Parsonage rear deck secondary repair**

**Flag installation**

**Pole Light repair at driveway between lower-upper parking lots**

**LONG TERM GOALS:** [Events or goals that extend beyond 2 months. Include dates.]

Kitchen remodel completion

Parsonage rain gutter repair/replacement

Parsonage window replacements

**CONCERNS:** [Any concerns for the upcoming months]

Effect of Kitchen remodel on facility use-groups / events either already scheduled or pending

Remodel Schedule pending from CH Plumbing (Council to determine date Kitchen can be turned over to contractor and shut-down until completion)

- Shut-down / safe-off Plumbing & Electrical
- Demolition / Haul-off & Disposal
- Floor work by Plumber
- Flooring modifications by GSLC or T.B.D.
- Wall coverings by GSLC or T.B.D.
- Electrical relocation (DW, GD, Coffee Power) by GSLC
- Plumbing equipment install
- Relocate Coffee equipment (T.B.D.) Upper Cabinet replace?
- Inspections / turn-over

**OTHER COMMENTS:** [Any other comments]

Nothing at this time

**COUNCIL ACTION ITEMS:**

**Janitorial change – quick discussion to either shelf this topic and keep current vendor, reconsider quote from alternate vendor or continue to look for replacement.**



**Date: 8/6/2023**

**Team: Social Ministry**

**Name: Scott Etzel**

## **SPECIAL RECOGNITIONS:**

Dana Deniston and the FFF volunteers – For ongoing service to the community with Friends Feeding Friends programs distributing food, clothing, and furnishings to those in need.

Mike Henry for coordinating the Fellowship Hall kitchen remodel project in addition to all of the other property work he is doing on campus.

## **PAST EVENTS/ ACCOMPLISHMENTS:**

### **Friends Feeding Friends (FFF) summary for July 2023**

- FFF helped 3,437 people with food in July, 3144 with groceries and bags of ready-to-eat food for the unhoused, and 293 for the shelter and Philip Dorn Respite patients. We also distributed, clothing, linens, books and small household items to pantry clients.
- The Food Bank was closed on July 4 and we usually pick up our huge weekly load of food on Tuesdays. So, we decided to close our pantry distribution July 3 and July 4. This addressed our lack of fresh food, and helped our volunteers have more time for the holiday.
- FFF provided new kitchen and bathroom items as well as furniture for 5 households, 2 of which were for single moms with kids.
- We are grateful for the donations of food from Sveaborg, Saint Matthew, Concord Bishops Storehouse, and our community supporters, as well as the household and furniture donations from many in our community. And thank you to those who donated cat and dog food.
- For the shelter clients, FFF provided backpacks, new duffle bags, umbrellas, bath towels, pillowcases, and disposable plates.
- Most of all, we are thankful for all the hard work that our volunteers put in 5-7 days a week. We couldn't reach as many people as we do without great helpers.
- Current church financial liabilities designated for FFF in Balance Sheet are:
  - \$20,821.13 – FFF Building (fund) (as of June 30, 2023)
  - \$40,535.57 - Designated Special Purpose (DSP) (as of June 30, 2023)
  - \$5,306.33 - FFF Debit Card balance (as of June 30, 2023)

### **Senior Food Program**

- GSLC partnered with the Food Bank of Contra Costa and Solano Counties to provide free groceries to seniors age 55 or older on the first and third Thursdays in July (July 6th and 20th).

### **American Red Cross Blood Drives**

June 8th Blood Drive was a success with 19 units of blood donated.

Have confirmed the following dates for American Red Cross Blood Drives at Good Shepherd;

- Thursday, October 12<sup>th</sup> (9 am to 3 pm). [Click here to make an appointment](#)
- Tuesday, December 19<sup>th</sup> (note the new date)

## **UPCOMING EVENTS/GOALS:**

- None

**Date: 8/6/2023**

**Team: Social Ministry**

**Name: Scott Etzel**

**LONG TERM GOALS:** [Events or goals that extend beyond 2 months. Include dates.]

- Moving FFF food distribution from Fellowship Hall/kitchen into spare office in Fellowship Hall (2023).

**CONCERNS:** [Any concerns for the upcoming months]

- FFF: Temporary loss of kitchen use by FFF while it is remodeled in 2023. This includes daily food distribution during week as well as cooking for shelter meals once per month on Saturdays.
- FFF: Storage of household goods and furnishings in Luther Hall, and in some rooms on second floor of office building over capacity preventing access in the event of an emergency such as a fire or electrical issue. Note: Significant progress made in clearing access lanes in main room on second floor of office building in Spring of 2022.

**OTHER COMMENTS:** [Any other comments]

- None

**COUNCIL ACTION ITEMS:**

- None



**Statement of Financial Position for Period 6 - June****Company#: 2 Name: Good Shepherd Lutheran Church****Fiscal Year Beginning 1/1/2023**

<b><u>Account</u></b>	<b><u>6/30/23</u></b>
Bank of America Checking (0287)	\$77,827.64
Bank of America Debit Card (8614)	<u>\$5,306.33</u>
<b>CASH</b>	\$83,133.97

Vanguard STAR Fund (0056)	\$155,357.43
Vanguard Wellington Fund (0521)	\$163,512.90
Valuation Adjustment (0056/0521)	<u>\$6,922.75</u>
<b>SECURITIES</b>	\$325,793.08

Vanguard Endowment MMF (2222)	\$37,487.71
Vanguard Endowment Well (2222)	\$54,595.21
Valuation Adjustment (2222)	<u>\$27,849.14</u>
<b>ENDOWMENT SECURITIES</b>	\$119,932.06

<b>CURRENT ASSETS</b>	<u>\$528,859.11</u>
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<b>TOTAL ASSETS</b>	<u>\$528,859.11</u>
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Visa Citi Costco Business Card 2535	\$0.00
FICA (SS) Taxes Withheld	(\$0.06)
Medicare Taxes Withheld	(\$0.03)
Payroll non-cash clearing account	\$0.00
Capital Expenditure Reserve	\$7,447.50
Deposits received	<u>\$777.00</u>
<b>CURRENT LIABILITIES</b>	\$8,224.41

<b>LONG-TERM LIABILITIES</b>	<u>\$0.00</u>
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<b>TOTAL LIABILITIES</b>	<u>\$8,224.41</u>
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Capital Improve. & Maint. Fund	\$2,627.04
Sabbatical Award Fund	\$0.00
FFF Building Fund	\$20,821.13
Caedmon's Little Box Fund	\$190.87
Flowers Fund	\$319.79
Memorials Fund	\$12,198.19
Fellowship Committee Fund	\$3,632.86
Youth Fund	\$28,310.91
China/Silver Fund	\$7,491.70
Archive Reserve Fund	\$100.00
Bell Choir Fund	\$1,601.23
El Salvador School Scholarship Fund	\$10,259.29
Resurrection Church Fund	\$6,356.46
Winter Nights Fund	\$768.89
Community Christmas Dinner Fund	\$663.00
Giving Thanks Fund	\$0.00
Choir Fund	\$1,129.14
Friends Feeding Friends Fund	\$40,535.57
Ebenezer Fund	\$1,256.08
Kitchen Fund	\$0.00
Organ Fund	<u>\$6,491.43</u>

<b>TEMPORARILY RESTRICTED</b>	\$144,753.58
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General Fund Equity	<u>\$375,881.12</u>
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<b>UNRESTRICTED</b>	\$375,881.12
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<b>NET ASSETS</b>	<u>\$520,634.70</u>
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<b>TOTAL LIABILITIES AND NET</b>	<u>\$528,859.11</u>
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**ASSETS**

**Budgeted Financial Statement for Period 6 - June**  
**GSLC Income Statement**

<u>Account #, Description</u>	<u>Actual for</u>	<u>Budget for</u>	<u>Actual YTD</u>	<u>Budget YTD</u>	<u>Budget Annual</u>
<b>REVENUE</b>					
5 Contributions-Cash/Check/	\$6,674.39	\$10,333.34	\$54,316.45	\$61,999.96	\$124,000.00
<b>CONTRIBUTIONS</b>	<b>\$6,674.39</b>	<b>\$10,333.34</b>	<b>\$54,316.45</b>	<b>\$61,999.96</b>	<b>\$124,000.00</b>
15 Cell Tower Rental Income	\$11,158.36	\$7,408.34	\$45,457.84	\$44,449.96	\$88,900.00
16 Facilities use income	\$180.00	\$8.34	\$3,881.00	\$49.96	\$100.00
20 Interest/Dividend income	\$555.68	\$1,238.34	\$23,462.04	\$7,429.96	\$14,860.00
<b>OTHER INCOME</b>	<b>\$11,894.04</b>	<b>\$8,655.02</b>	<b>\$72,800.88</b>	<b>\$51,929.88</b>	<b>\$103,860.00</b>
<b>TOTAL REVENUE</b>	<b>\$18,568.43</b>	<b>\$18,988.36</b>	<b>\$127,117.33</b>	<b>\$113,929.84</b>	<b>\$227,860.00</b>
<b>EXPENSES</b>					
23 Licenses & Taxes	\$295.83	\$66.67	\$711.50	\$399.98	\$800.00
25 Altar Guild	\$0.00	\$16.67	\$0.00	\$99.98	\$200.00
26 Maintenance & Repairs	\$0.00	\$41.67	\$0.00	\$249.98	\$500.00
27 Supplies	\$93.64	\$70.84	\$716.28	\$424.96	\$850.00
<b>WORSHIP</b>	<b>\$389.47</b>	<b>\$195.85</b>	<b>\$1,427.78</b>	<b>\$1,174.90</b>	<b>\$2,350.00</b>
<b>PERSONNEL EXPENSES</b>					
30 Salaries & Wages	\$6,393.26	\$6,371.59	\$38,359.20	\$38,229.46	\$76,459.00
31 Payroll Taxes	\$103.42	\$110.50	\$3,003.68	\$663.00	\$1,326.00
33 Employer Retirement Cont	\$734.51	\$808.59	\$4,407.06	\$4,851.46	\$9,703.00
38 Housing Allowance	\$250.00	\$250.00	\$1,500.00	\$1,500.00	\$3,000.00
39 Pastor Social Security Off	\$416.66	\$416.67	\$2,500.60	\$2,499.98	\$5,000.00
40 Supply Pastor	\$250.00	\$166.67	\$1,300.00	\$999.98	\$2,000.00
<b>Compensation</b>	<b>\$8,147.85</b>	<b>\$8,124.02</b>	<b>\$51,070.54</b>	<b>\$48,743.88</b>	<b>\$97,488.00</b>
42 Insurance	\$124.87	\$125.00	\$874.09	\$750.00	\$1,500.00
43 Workers Comp Insurance	\$0.00	\$37.50	\$895.53	\$225.00	\$450.00
44 Employer Provided Housin	\$416.66	\$416.67	\$2,499.96	\$2,499.98	\$5,000.00
<b>Benefits &amp; Insurance</b>	<b>\$541.53</b>	<b>\$579.17</b>	<b>\$4,269.58</b>	<b>\$3,474.98</b>	<b>\$6,950.00</b>
45 Literature and Study Mater	\$0.00	\$16.67	\$0.00	\$99.98	\$200.00
49 Continuing Education	\$0.00	\$83.34	\$1,008.64	\$499.96	\$1,000.00
50 Discretionary Fund	\$0.00	\$41.67	\$0.00	\$249.98	\$500.00
51 Auto Expense Reimbursen	\$0.00	\$25.00	\$0.00	\$150.00	\$300.00
<b>TOTAL PERSONNEL EX</b>	<b>\$8,689.38</b>	<b>\$8,869.87</b>	<b>\$56,348.76</b>	<b>\$53,218.78</b>	<b>\$106,438.00</b>
<b>CONGREGATION</b>					
54 Education, Seminar & Con	\$935.00	\$100.00	\$935.00	\$600.00	\$1,200.00
56 Other Business Expenses	\$0.00	\$150.00	\$0.00	\$900.00	\$1,800.00
<b>TOTAL CONGREGATIO</b>	<b>\$935.00</b>	<b>\$250.00</b>	<b>\$935.00</b>	<b>\$1,500.00</b>	<b>\$3,000.00</b>
<b>ADMINISTRATION</b>					
59 Maintenance & Repairs	\$325.10	\$333.34	\$1,291.00	\$1,999.96	\$4,000.00
60 Outside Services	\$0.00	\$0.00	\$5.18	\$0.00	\$0.00
61 Bookkeeping Services	\$900.00	\$1,375.00	\$7,550.00	\$8,250.00	\$16,500.00
62 Organist	\$250.00	\$125.00	\$1,500.00	\$750.00	\$1,500.00
63 Postage and Shipping	\$0.00	\$12.50	\$59.75	\$75.00	\$150.00
64 Supplies	\$0.00	\$54.17	\$503.59	\$324.98	\$650.00
66 Evangelism	\$0.00	\$0.00	\$121.39	\$0.00	\$0.00
67 Technology	\$72.00	\$166.67	\$407.00	\$999.98	\$2,000.00
68 Banking Activities	\$44.95	\$14.59	\$79.83	\$87.46	\$175.00
<b>TOTAL ADMINISTRATION</b>	<b>\$1,592.05</b>	<b>\$2,081.27</b>	<b>\$11,517.74</b>	<b>\$12,487.38</b>	<b>\$24,975.00</b>

**Budgeted Financial Statement for Period 6 - June**  
**GSLC Income Statement**

<b><u>Account #, Description</u></b>	<b><u>Actual for</u></b>	<b><u>Budget for</u></b>	<b><u>Actual YTD</u></b>	<b><u>Budget YTD</u></b>	<b><u>Budget Annual</u></b>
<b>PLANT OCCUPANCY</b>					
70 Insurance	\$0.00	\$682.67	\$9,188.80	\$4,095.98	\$8,192.00
71 Licenses & Taxes	\$0.00	\$625.00	\$3,134.68	\$3,750.00	\$7,500.00
74 Gardening	\$559.26	\$533.34	\$3,284.26	\$3,199.96	\$6,400.00
75 Janitorial	\$305.00	\$305.00	\$2,745.00	\$1,830.00	\$3,660.00
76 Supplies	\$38.74	\$50.00	\$528.03	\$300.00	\$600.00
77 Utilities	\$2,918.49	\$3,404.17	\$21,229.47	\$20,424.98	\$40,850.00
78 Property Committee	\$1,064.31	\$750.00	\$11,383.70	\$4,500.00	\$9,000.00
79 Capital Improvements	\$1,241.25	\$1,241.25	\$7,447.50	\$7,447.50	\$14,895.00
<b>TOTAL PLANT OCCUPA</b>	<b>\$6,127.05</b>	<b>\$7,591.43</b>	<b>\$58,941.44</b>	<b>\$45,548.42</b>	<b>\$91,097.00</b>
<b>PLANT, OCCUPANCY &amp;</b>	<b>\$7,719.10</b>	<b>\$9,672.70</b>	<b>\$70,459.18</b>	<b>\$58,035.80</b>	<b>\$116,072.00</b>
<b>COMMUNITY</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>TOTAL EXPENSES</b>	<b>\$17,732.95</b>	<b>\$18,988.42</b>	<b>\$129,170.72</b>	<b>\$113,929.48</b>	<b>\$227,860.00</b>
<b>REVENUES OVER (UND)</b>	<b>\$835.48</b>	<b>(\$0.06)</b>	<b>(\$2,053.39)</b>	<b>\$0.36</b>	<b>\$0.00</b>
<b>Transfers</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
99 Fellowship Committee	\$109.00	\$0.00	\$665.00	\$0.00	\$0.00
100 El Salvador School Schol	\$1,257.00	\$0.00	\$5,344.87	\$0.00	\$0.00
104 Resurrection Church, El S	\$630.01	\$0.00	\$3,193.16	\$0.00	\$0.00
108 Friend Feeding Friends	\$2,149.00	\$0.00	\$17,576.13	\$0.00	\$0.00
113 Capital Improvements	\$380.00	\$0.00	\$2,357.00	\$0.00	\$0.00
114 Youth	\$0.00	\$0.00	\$10.00	\$0.00	\$0.00
<b>Restricted Contributions</b>	<b>\$4,525.01</b>	<b>\$0.00</b>	<b>\$29,146.16</b>	<b>\$0.00</b>	<b>\$0.00</b>
117 Winter Nights	\$0.00	\$0.00	(\$1,217.19)	\$0.00	\$0.00
118 El Salvador Scholarships	\$0.00	\$0.00	(\$10,045.00)	\$0.00	\$0.00
119 Resurrection Church El S	\$0.00	\$0.00	(\$5,918.86)	\$0.00	\$0.00
120 Friend Feeding Friends	(\$4,849.58)	\$0.00	(\$14,424.95)	\$0.00	\$0.00
122 Giving Thanks	\$0.00	\$0.00	(\$573.15)	\$0.00	\$0.00
124 Sabbatical Award	\$0.00	\$0.00	(\$7,791.22)	\$0.00	\$0.00
125 FFF Building	\$0.00	\$0.00	(\$2,000.00)	\$0.00	\$0.00
127 Fellowship Committee	(\$421.81)	\$0.00	(\$882.48)	\$0.00	\$0.00
131 Youth	\$0.00	\$0.00	(\$448.13)	\$0.00	\$0.00
134 Kitchen	\$0.00	\$0.00	(\$8,000.00)	\$0.00	\$0.00
135 Memorials	(\$826.92)	\$0.00	(\$826.92)	\$0.00	\$0.00
137 Capital Improvements &	\$0.00	\$0.00	(\$7,329.96)	\$0.00	\$0.00
<b>Restricted Expenses</b>	<b>(\$6,098.31)</b>	<b>\$0.00</b>	<b>(\$59,457.86)</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>RESTRICTED ACCOUNT</b>	<b>(\$1,573.30)</b>	<b>\$0.00</b>	<b>(\$30,311.70)</b>	<b>\$0.00</b>	<b>\$0.00</b>
138 Unrealized Gains/Losses	\$14,137.26	\$0.00	\$36,810.81	\$0.00	\$0.00
<b>NET INCOME</b>	<b>\$13,399.44</b>	<b>(\$0.06)</b>	<b>\$4,445.72</b>	<b>\$0.36</b>	<b>\$0.00</b>



**Date: August 8, 2023**

**Team: Word & Sacrament**

**Name: Rev. Serrano**

**SPECIAL RECOGNITIONS:**

- Sue, Julie, Rich, Mike for all the work they did on the Parking Lot Sale.
- Jessica Serrano for volunteering to lead music at our Sunday Worship service when no other musician was available.

**PAST EVENTS/ ACCOMPLISHMENTS:**

**WORSHIP:** Worship is going well in the hall. The space is brighter, livelier, and people seem to like to be able to hear each other sing. We will continue in the hall through August.

**UPCOMING EVENTS/GOALS:**

**LAY PREACHING:** During the last quarter of the year I will be working with people in our congregation to bring us the word on a monthly Basis. This is continuing to work on Goal #2.

September: Scott

October: Julie

November: Sue

December: (Still looking)

**LONG TERM GOALS:** [Events or goals that extend beyond 2 months. Include dates  
**2022-2023 Goals**

1. Re-ignite our ministry of visiting homebound members.
  1. Take them communion
  2. Invite congregation members along on these visits.
2. Find means of invigorating worship
  1. Recruit Congregation Members to speak in church
  2. Pulpit Swap with other congregations
3. Create Small Groups that meet on a regular basis.
  1. Strive to have most congregation members active in a home group.
4. Growth and Evangelism
  1. Create programs, tools, and preaching series to aide with growth and evangelism.

## **2022-2023 Goal Progress**

### **Goal 1:**

- I have been putting out the invitation in our weekly newsletter for parishioners to join me in worship. I have not had anyone take me up on this offer.

### **Goal 2:**

- October 16, 2022: Sue Hertless preached.
- I have recruited people to give a testimony during Advent.
  - Advent 1: Kristi Buchholz
  - Advent 2: Scott Etzel
  - Advent 3: Elsie Witt
  - Advent 4: Jessica Serrano
- March 19, 2023: Scott Etzel spoke about Home groups.
- April 30, 2023: Kathy Reis Spoke about Home Groups.
- I have changed the order of worship to include a block of singing at the beginning of the service. My hope is that people will use the time of singing as a way to bring themselves before God in worship and prayer.
- I have begun to use sermon series.

### **Goal 3:**

- Pilot Small group was started February 2, 2023 and continues to meet on Thursday nights.
- May 4, 2023 A Small Group started and meets Thursday at 1:00pm at Good Shepherd.
- Small groups will resume in September.

### **Goal 4:**

- I have changed this goal from - Restructure the organization of the congregation in our constitution and bylaws- and am working instead on creating ways for us to grow our congregation and focus on evangelism.
  - Scott Etzel and I have been meeting regularly to plan growth & Evangelism discussion during council meeting
  - During council we have been discussing growth & Evangelism
- I have started a preaching series on spiritual gifts. This series will lead into what it means to be a committed disciple.

### **CONCERNS:** [Any concerns for the upcoming months]

Tom will be gone July 23 and John Yeh is not available. I have already begun looking for a replacement for that day, but everyone I have asked is unavailable. I will keep looking, and may need to adjust the liturgy if we do not have a musician for that Sunday.

**OTHER COMMENTS:** [Any other comments]

Reminder: The Council agreed to a review of the pastor in the summer.

**UPCOMING DATES:**

August 21-22: I will be out of the office.

September 14-17: Sierra Pacific Synod Assembly