

# GOOD SHEPHERD LUTHERAN CHURCH



Good Shepherd Lutheran Church exists to **reach** out in Jesus' name and **gather** in deep community, to **learn** and **grow** into God's Kingdom, to **serve** our neighbor and **worship** the creator.

# 70th Annual Meeting

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# 2023 MEETING AGENDA

<b>OPENING</b>
Call to order and opening prayer
Motion to accept agenda
Review of 2023 Annual Meeting Minutes
<b>CHURCH COUNCIL ELECTIONS</b>
<b>REPORTS</b>
Finance Committee report
Presentation & Adoption of 2024 budget
Rev. Jeremy Serrano
Social Ministries
Evangelism
Report of Council elections
<b>OTHER BUSINESS</b>
Preschool Proposal & Vote
Selection of 2 lay members for 2023 Synod Assembly (June 6-9)
Congregational input (questions, ideas, comments)
<b>CLOSING</b>
Prayer
Adjournment

# **2023 Annual Meeting Minutes**

## **Sixty-Ninth Annual Congregational Meeting**

February 5, 2023, Fellowship Hall

### **CALL TO ORDER AND OPENING PRAYER**

The 2023 Annual Meet of Good Shepherd Lutheran Church (GSLC) was called to order at 11:28am on February 5, 2023 by Kristi Buchholz, Council President.

Opening prayer by Pastor Jeremy Serrano

A quorum (minimum of 15) was established with 37 members in attendance in Fellowship Hall.

**MOTION** made by Vickie Smiglewski to accept the February 5, 2023, Sixty-Ninth Annual Congregational Meeting Agenda; seconded by Marcia Sander; motion passed.

Review of February 6, 2022 Annual Meeting Minutes, previously approved by Good Shepherd Lutheran Council.

### **CHURCH COUNCIL ELECTIONS**

Kristi Buchholz explained the nominating committee was composed of the current Good Shepherd Lutheran Church Council. We have two council nominations:

Renee Reis is nominated for a second 3-year term expiring in 2026

Greg Buchholz is nominated for a 3-year term expiring in 2026

Tracey Rentner nominated herself for Council Secretary, a 3-year term expiring in 2026

Marcia Sander made a motion to accept slate of members by acclamation; seconded and passed.

### **REPORTS / UPDATES**

(Some individual committee reports are contained within the Annual Report)

#### **Finance Committee Report / Budget**

Anessa Hileman thanked the Finance Committee Laura Mott, Gordon Monroe, Greg Buchholz, Marcia Sander, Reyanne Freeman, Sherry Chaplin, Linda Rodemsky, Jon Moss and Rev. Jeremy Serrano. We express ongoing gratitude to our dedicated Counters, Sue Hertless, Scott Etzel, and Betty Jacobson, our Financial Secretary, Susan Metzger and our bookkeeper, Jackie Forrester. The Finance Committee will resume in Q1 2023, new members include Reyanne Freeman, Sherry Chaplin, Linda Rodemsky, Jon Moss, and Vicki Smiglewski.



All the money is accounted for, and the budget is accurate for 2022 and 2023. We had some big hits to the budget and the market and some of our investments took some losses. We had a backlog of bills and filing and changing access to the investments was a challenge. Marcia Sander and Candace Bradley did a great job with the filing and backlog of bills. Kristy persevered and got the changes and access to our investments.

The big, unexpected expense items were the bees in the walls, the broken sewer pipe, and the church heater repair. We did use some of our investment funds to cover the cost of the roof on Fellowship Hall.

The December offerings was generous, and we ended the year in the black with \$16K.

What is happening now is Jackie Forrester the bookkeeper will work through February to make sure the money has been placed in the right accounts. The bookkeeper at Saint Matthew will be working 5 hours a week starting in February. Good Shepherd will be paying for bookkeeping services through Saint Matthew.

We were scheduled to do an audit last year and as you know that did not happen. We will do an audit this year.

We have some designated accounts that we want to consolidate. They are Socialuths and Leisure Lunch to be moved to Fellowship. Neyenhouse Memorial, after all bills are paid, will go to Ebenezer Fund.

**Motion** made by Sue Hertless, seconded by Renee Reis, motion passed.

Mid year you will receive a written report on the State of the Finances at Good Shepherd.

### **Presentation / Adoption of 2023 Budget**

Marcia Sander presented the 2023 Budget for a vote.

**Motion** made by Sue Hertless to accept the adoption of the 2023 budget; seconded by Tracey Rentner; motion Passed

### **Rev Jeremy Serrano Report**

This congregation is faithful and I am grateful I am working fulltime as your pastor. I am committed to growing this church. Are you? What does that mean? I need 2 hours a week of your time. Many people have left and now it is time to build a community. We need to get to know each other and build a community of faith. We can do that together. Everyone needs to join a home group that meets once a week. Some groups will meet in the morning, some in the afternoon, and others in the evening. They have a meal together, study the Bible, and learn about each other. It is easier to invite people to your home than to invite them to church.

When they get to know you, and then you invite them to church they will come. We have weathered the pandemic and now it is time to build God's church.

### **Social Ministry Report**

Good year a lot of volunteers. Friends Feeding Friends provided food for over 4,000 people a month. We need volunteer for moving furniture and ideally someone with a van or truck.

We held 3 blood drives in 2022, and will have 4 drives in 2023.

The 1st and 3rd Thursday of each month we have Senior Food Bank and can see we are meeting community needs by the long lines of people who come to receive food.

Another way you can help is by replenishing the Little Box of Love in the lower parking lot. Each week the box becomes empty make an effort to restock.

### **Evangelism Report**

If you look at the Balance Sheet as of December 31, 2022 it shows El Salvador School Scholarship fund at \$9,459.43. I have wired \$10k to the El Salvador Lutheran Ministry on 1-23-23 for 28 children to receive scholarships for 2023. This is a case where finance and council know the \$10K is in bank; just not in the right line item.

Pastor Bekah Davis and Sue Hertless are planning a mission trip. "Get to Know your neighbor." We can take 40 people to San Salvador on May 12 through 20th for a cost of \$1,750 which includes airfare, lodging, meals, transportation, and interpreters. If you would like to go or if you want to go but may need some financial assistance let Sue Hertless know.

### **Congregation Authorization**

Need a motion for council to approve today's annual meeting minutes at the first Council Meeting on 2-7-2023.

Motion made by Mark Denniston, seconded by Marcia Sander, motion passed.

**Selection of Two Lay Members for 2023 Synod Assembly** in Burlingame on September 15-17, 2023.

Renee Reis volunteered to attend as a voting member.

**Motion** made by Tracey Rentner, seconded by LizAnne Bickert, motion Passed

The 2 lay member remains vacant at this time and will be discussed, identified, and named later this year.

### **OPPORTUNITY FOR CONGREGATIONAL INPUT** (questions, ideas, comments)

Scott Etzel would like to form a committee to plan Good Shepherd's 75 Jubilee and Celebration. Looking for volunteers.

Scott Etzel is working on a new approach to Evangelism and Witnessing and this could be a way that Home Groups can be involved.

Donna Albrecht asked that we look at acoustical treating Fellowship Hall as there is a lot of echoes.

The beautiful bells that are not being used what can be done? Donna Albrecht and Elsie Witt will look at the situation.

Flag on pole needs replacing. Property is working on that.

Pastor's stairs need replacing. Also being looked at by property.

### **ADJOURNMENT**

Motion made by Tracey Rentner to adjourn; seconded by Candace Bradley, and meeting was adjourned at approximately 12:05pm.

Minutes respectfully submitted by,  
Sue Hertless  
Council Member

# PASTOR'S REPORT

Dear People of Good Shepherd,

Grace and peace to you from God our Father and our Lord Jesus Christ. Amen.

I am grateful that 2023 felt like a normal year. There are still remnants of the pandemic that linger, but overall we were able to carry out together the ministry to which we are called. Our community is smaller, but since the pandemic, our attendance has continued in the upward direction. I am hopeful that will continue into 2024.

Our Friends Feeding Friends ministry continues to be a foundational ministry of the church that does the most good for the local community. We have increased what we do because the community has been in such dire need. The food lines continue to get longer. This last year we have given out food from the fellowship hall, kitchen, and church office. The church council has been continuing to plan a way to give our FFF food distribution a stable, permanent location for food distribution. Good Shepherd's FFF ministry is a principal part of our ministry to the world; every member of Good Shepherd should get involved in some way with that ministry.

Resurrection Lutheran Church, our Salvadorian sister parish, continues to spread the Word of God to the people of El Salvador. We pray for them regularly and take up a noisy offering for them on the last Sunday of the month, in addition to sending and receiving delegations to deepen our love and ministry across borders. We have continued to sponsor children at the Salvadorian Lutheran school and will continue to make connections by having kids educated in their community.

This year we also began Small Groups. We started 2 groups that meet regularly in people's homes. The purpose of these groups is deepen fellowship, offer mutual prayer, and provide a safe place for people to talk about what they believe. Currently, we only have about 15% of the congregation involved in a group, and I hope that number increases in this new year.

2023 was also our first year in participating in the Clayton Valley Pride Festival. In that event we worshipped with Clayton Valley Presbyterian Church before the event began at the park and had people from the community participating with us. We hosted a booth in which we gave away items with our church name on it. We had games for kids, and most importantly, as we drew people to the booth, our volunteers were able to share the love of Jesus with a community that is often at odds with the Church.

Overall, God continues to implement God's will of justice, love, community, and care in and through our congregation. We continue to have trials, but the Church of Christ has always had trials. God will always give us a way forward.

As a community we will step into our future by being a community that makes its decisions using the following values:

We will choose  
LIFE over Death  
COMMUNITY over Isolation  
FUN over Drudgery  
FRONTIER Thinking over Fortress Mindsets  
NOW over Later

I remain grateful for my call to Good Shepherd and the ministry that God has given me here. I remain hopeful that God will continue to use Good Shepherd to serve the community and bring people into relationship with Christ.

Peace,  
Rev. Jeremy Serrano

Pastor Jeremy preaching “The Doors We Will Choose” while Jessica Serrano writes the names of the doors.



# VOTING INFORMATION

Our Church Constitution requires congregational election of Church Council members providing a council of at least 8 but no more than 12 at any period in time.

Our current church Council is composed of our Pastor, and the elected members serving the terms indicated below:

**Scott Etzel** - First term expires January 2024

**Mike Henry** - Second term expires January 2025

**Sue Hertless** - Third term expires January 2025

**Anessa Hileman** - First term expires January 2025

**Greg Buchholz** - First term expires January 2026

**Tracey Rentner** - First term expires January of 2026

**Renee Reis** - Second term expires January 2026

The nominating committee has presented to the Church Council three persons to be voted on for election to the Church Council. The candidates' terms will expire January 2027.

The 2024 Council will (should) have a total of 10 members: 8 elected members, the Pastor, and the Treasurer. The Treasurer is a member of the Council, appointed, not elected, and thus has voice, but no vote.

The Council has approved the nominating committee's slate of nominees for the open positions. Additional nominations may be made from the floor at the Annual Meeting. However, the nominated member must either be present to accept the nomination or have provided a written acceptance of the nomination available to the presiding officer at the meeting.

This year, because we are hosting the meeting live in the Fellowship Hall we will vote with a show of hands by those present.

All confirmed members of Good Shepherd Lutheran Church are eligible to vote. Ten percent of the congregations membership is required for a quorum. A simple majority of those total votes cast constitutes election.

# NOMINATING COMMITTEE

The Nominating committee was formed of our current Council Members and charged with the task and responsibility of preparing a list of candidates for the 4 vacancies of the Church Council for 2024.

One congregational member eligible for a second term on the current Council responded positively and is nominated for s second term on Council:

**Scott Etzel** is nominated for his second 3-year term expiring January 2027

Two congregation members have agreed to be nominated:

**Julie Kim** is nominated for her first 3 year term expiring January 2027

**Susan Metzger** is nominated for her first 3 year term expiring January 2027

The nominating committee was composed of:

The current Good Shepherd Council Members

Respectfully submitted,

Nominating Committee



## **COUNCIL PRESIDENT**

I would like to start by saying this past year has been extremely educational for me as your Council President. I have received so much help and guidance from the other council members, I simply cannot thank them all enough. It is a great experience to work with such strong and dedicated people, and that is the blessing I received this past year.

As a council, we focused on the 7 Marks of Discipleship, growing and evangelizing, knowing our spiritual gifts, and what we need to work on for our own spiritual journey. We decided as a council to have Good Shepherd participate in Clayton's Pride Parade, as well as have a booth for community outreach. We also participated in the Fourth of July Parade in downtown Concord, inviting those around to learn more about God and Good Shepherd.

All the wonderful things that Good Shepherd has done over the last year could not have been accomplished without the dedication of church members volunteering. As the new year begins, I ask that you take a minute to consider volunteering. Whether that is on a committee, helping in the office or during church service, or even joining the council, each person brings a wonderful beauty to the mix. It may be easy at times to shy away from the extra "work" that comes with volunteering, but when everyone pitches in and helps, amazing things happen.

Thank you for allowing me the opportunity to serve as your Council President, and I look forward to the future God shows us.

Respectfully Submitted,  
Renee Reis

# PROPERTY TEAM

## Summary of major/capital improvements:

### KITCHEN UPGRADES AS REQUIRED BY CONTRA COSTA ENVIRONMENTAL HEALTH

1. Construction has started with the demolition of the existing Dishwasher/Disposal and sinks.
2. The Coffee Maker has been relocated to its permanent location and the final water line has been installed. Temporary power has been installed and will be replaced by permanent power as soon as possible.
3. The City of Concord Planning Department has requested a supplemental plan showing Entry-Exit locations for Fellowship Hall and dimensions for ADA compliance. This plan has been developed and submitted for review. It is not anticipated to trigger any additional costs to the project and/or have any negative impact on what is now a 6-8 week estimated construction schedule.
4. A construction barrier will be installed prior to the concrete removal work that is expected to take place the week of January 28th. That barrier will then remain in place through the duration of the project.
5. The Kitchen will remain accessible through the door to the exterior but may not be accessible through the door from the main Hall depending on how the barrier needs to be put into place.
6. The Kitchen should remain available for access to the window wall sinks, cabinets, Island, Pass-through, Coffee maker, refrigerator, Pantry and Stove/Oven use through the construction process.

## Dish Network / T-Mobile

1. The latest adds/move/changes for this project have been completed.

## Church Sign

1. The existing sign has been painted and illuminated and there is no immediate plan to replace it at this time.

## Fellowship Hall Air Conditioner Replacement

1. While there were plans to replace the AC Unit servicing the Classrooms and Fireside Room, those plans have been replaced with a more cost effective option to only “service” the existing unit after that recommendation was made by an HVAC contractor who inspected the unit. This will be done before the weather warms up again.
2. Price quotes will be obtained to put the Fireside Room on the same Zone as the Main Hall.

## **Fellowship Hall Baseboard Heating**

- New Baseboard Heaters installed.

## **Parsonage**

1. Rain gutters were cleaned and repaired.
2. Front Steps/Deck replaced
3. Defective Sump Pump in Basement was replaced.
4. Termite treatment was performed.

## **Flag Pole**

1. Inspection was performed by ANC who initially installed the Flag Pole
2. The pole has a slight “lean” but is structurally sound.
3. Existing Rigging will be replaced as required.
4. The Pole can handle up to (3) Nylon Flags.
5. The new flags will: (1) 6x10 US Flag, (1) 4x6 California Flag, (1) 4x6 Christian Flag
6. Schedule for this work is contingent upon the repair of ANC Boom truck which is anticipated to be ready for use by the first part of February.

## **Summary of miscellaneous property improvements/plans:**

1. Dump trailer that was full of debris was emptied. Dump trailer needs work to make it road-worthy before any future use.
2. Mower was repaired.
3. New coat hooks were installed in Fellowship Hall. Several more are planned for the hallway leading to the Bathrooms as a convenience for the many Use-Groups.
4. Office Door Lock was repaired
5. Old Fluorescent tubes were replaced by new Energy Efficient tubes in the Kitchen.
6. Parking lot Pole Light power was re-installed @ the light along the driveway between lower and upper parking lots.
7. On-going Weed Abatement continues.
8. Sprinkler System Repairs and Upgrades are planned.
9. Ceiling Fans and Light Fixture Globes in FH were cleaned.
10. New Flat Screen was installed in FH.
11. Door locks repaired and alarm contacts replaced @ FH East doors.
12. Broom/Mop hooks installed in Pantry next to Kitchen.
13. Toilets in Sanctuary and FH services and repaired.
14. New entry light w/ control installed over Alarm Key Pad in FH.

The Property Committee thanks all of those who spend time and effort watering the grounds, doing general weed and flower maintenance, trash pick-up and provide overall maintenance to ensure the church property is presentable to our congregation, visitors, use groups and the community.

Should anyone have any comments/concerns/ideas that are not addressed in this annual report, please contact me by phone, e-mail or after services on Sundays.

Thank you,  
Mike Henry  
925-595-4895 / ceidirect123@gmail.com

# EVANGELISM ANNUAL REPORT

## Evangelism 2023 Annual Report

Evangelism focuses on two levels of sharing the Good News about Jesus's life, death, and resurrection and how it has changed our lives. We engage in activities internationally and domestically/locally and during these activities we share our life and faith.

### **Internationally**

The year began with Pastor Christian Chavarria who was the Theologian in Residence coming to the Sierra Pacific Synod to visit as many churches as possible and meet the people. He arrived on 1-3 and left on 1-16. Sue picked him up at the airport and he stayed at her home. We visited 7 churches that covered from Bethel Lutheran in Fresno to Saint James in Redding and over to Palo Alto Grace Lutheran where he preached two services. We visited with Bishop Jeff Johnson, and he preached at University Chapel Lutheran Church. Other churches were Cross and Crown in Rohnert Park and Faith Lutheran in Chico. We had a 3 hour lunch with interim Bishop Claire Burkat. The conversation was spirited and spiritual about what brought us to Christ. Life changing conversations. On this trip Pastor Christian visit brought 3 churches to enter into a Sister Parish relationship with El Salvador Lutheran churches. The churches are Saint James in Redding, Trinity Lutheran in Porterville, and Marin Lutheran in Corte Madera. Praise God and give Him the Glory. Good Shepherd stands as a church who helps other churches get involved in Sister Parish relationships.

February 20 through March 7th Sue was in Cairo Egypt to see how a small church in size and number of people worshipping could care for 40,000 refugees a week, Saint Andrews Lutheran Church. Funded solely by donations. We now have Pastor Bekah Davis serving the next 4 years as Executive Director Saint Andrews Refugee Services. There were 4 people from Good Shepherd on this journey in Cairo Pastor Jeremy Serrano, Jessica N, Serrano, Elsie Whitt, and Sue Hertless.

Pastor Bekah Davis and Sue Hertless on May 12-20th led a group of 8 representing 3 churches from our Synod (Saint Francis, Saint Marks, and Good Shepherd). From Good Shepherd were Renee Reis, Scott Etzel, Betty Jacobsen, and Sue Hertless.

Pastor Christian Chavarria was invited to be a guest at Bishop Jeff Johnson's installation, and he arrived on 12-4 and stayed until 12-11-23. Again, we visited churches to meet their people. Emmanuel Lutheran Church Modesto, Trinity Lutheran Fresno, Trinity Lutheran Porterville, and Marin Lutheran Corte Madera. At the installation of Bishop Jeff Johnson, Pastor Christian presented a crosier he had personally designed and had made. A Crozier is a hooked staff that is carried by the bishop as a symbol of pastoral office just in case you didn't know what a

crozier was. Pastor Christian preached at 2 services at Saint Matthew on 12-10. The next day he flew home.

### **Domestically/Local**

Recycling aluminum cans and plastic bottles is a way you have been supporting El Salvador with the money raised but it also helps our environment by closing the loop on CO2 emissions. This year we raised \$998.39. Now I know that is about \$200 less than last year. One of our biggest donors retired and the ability to get recycling is less. However, I personally think you have done an excellent job. I appreciate your faithfulness to bring cans and bottles up to the church. HUGE THANK YOU!!

Noisy Offering is another way we raise money for our Sister Parish Resurrection Lutheran Church. The last Sunday of every month we collect loose change in tin cans from people attending church. This year we received \$739.31. Another big THANK YOU.

School Scholarship Program - Good Shepherd supports 33 children in this program. On our mission trip we went to the Lutheran school in Apopa. One of the parents spoke about what it means to have their children in a Christian school where values are taught and learned. Additionally, English as a second language is also taught. In the scholarship fund we have \$16,331.29. However, on 1-9-24, I wired \$15,000 down to the El Salvador Lutheran Synod for 2024 school year which begins this month.

Winter Nights - was held March 13-20th and we are in our 16th year of supporting this program. The only difference is this year we do not have any money marked for Winter Nights. This year dates will be April 22-May 6, 2024.

Parking Lot Sale - was held August 6th. The purpose was to offer to the community a way to sell items and to meet us. It was a HOT HOT day but we stuck it out we made \$700 after expenses ie permit to sell hot dogs, drinks, chips, and cookies. We sold 23 spaces to the public. The money raised is to go toward purchase of food for Christmas Day Meal for those who need a place to go and have a meal on Christmas Day.

Christmas Day Meal for those who need - On Christmas Day we served 64 meals to the community. We started at 6:00am and prepared pork tenderloin, ham, mashed potatoes, rolls, salad, and pie. We had plenty of volunteers. To do this event again a fund raiser will be required as we depleted the account. Dana provided feedback from her clients who attended: a man with a family of five said everything was wonderful and they enjoyed all of it and said thank you. Others liked the ham but not the pork as it seemed a little dry and the mashed potatoes were good, but they were rich. Overall people enjoyed the meal. All left over food was taken to the shelter on Arnold Drive.

I want to thank Susan Metzger who created great \$5.00 gift bags for children, Outstanding Job. Betsy Schmidt and Julie Kim created a beautiful banner that brought walk-ins to the Christmas Meal. You were awesome. Thank you. And those who donated to the children's gift bags you made it special for the children. Thank You.

Together we have made a difference in people's lives in our community and outside our community. It has been a good 2023 and I am looking forward to what we can create in 2024. May God Bless each of our lives.

Respectfully submitted,  
Sue Hertless



# SOCIAL MINISTRY/OUTREACH

John 14:12 states; I tell you for certain that if you have faith in me, you will do the same things I am doing. You will do even greater things, now that I am going back to the Father.

This bible verse gets at the deeper mission of the Social Ministry and Outreach program at Good Shepherd. Not only did we help many needy people this year, but hopefully our efforts brought some of them closer to God.

With the many volunteers and staff at Good Shepherd doing God's work over the past year in the following ways, we truly have demonstrated that Social Ministry and Outreach serves the needy in our community:

- **Friends Feeding Friends (FFF)** – See 2023 summary report from Dana Deniston.
- **Blood Drives** – Partnered with American Red Cross (ARC) in June, October and December, successfully collecting 75 units of blood in 2023 (a 23% increase over 2022 units donated).
- **Senior Food Program** – Partnered with Food Bank of Contra Costa and Solano Counties to provide free groceries to seniors age 55 or older on the first and third Thursdays each month
- **Little Box of Love Food box** – Provided 24 hour access to free food, water and clothing in support of community needs
- **Diablo Valley Literacy Council (DVLC)**
- **DLVC library/Tutoring Space** – Provide space in former “Fireside Room” for DVLC library and for tutoring of English language learning students.
- **Free Library box** - Provided 24-hour access to free reading materials in support of community needs through Diablo Valley Literacy Council.
- **Montessori Preschool** - Engaged in dialog with small local woman led company on potential for siting a Montessori Spanish-bilingual preschool on campus. See attached Motions at the end of the report.

In addition to the above programs, goals and plans for 2024 include:

- **Blood Drives** – Partner with American Red Cross (ARC) in hosting four blood drives on Thursdays in 2024.
- **Montessori Preschool** - Presenting a proposal to the congregation for approval to lease space in the Sanctuary basement to a Montessori Spanish-bilingual preschool.

These are just some of the Good Shepherd Social Ministry/Outreach programs.

We were successful this past year through the tremendous efforts of the men, women and children of Good Shepherd. Thank you! Please reach out to a church council member if you know of other programs so that we can include them in our prayers and support as a council, or if you would like to get involved in one or more of the programs listed above.

Thank you!

Scott Etzel

Social Ministry/Outreach

## **MOTIONS**

1) Approve the council to enter into a lease agreement with the preschool on behalf of the church should the council deem it advantageous to Good Shepherd to do so.

2) Authorize council spending up to \$20,000 in 2024 to cover legal expenses associated with lease documents as well as expenses to make repairs and improvements to the Sanctuary building necessary for the preschool to operate in the basement should the council deem it advantageous to Good Shepherd to do so.

# YOUTH MINISTRY

In April of 2023, the Junior High and High school youth took adventure up a notch and decided to give paintball a try. We were excited to have twelve youth attend this event! With their goggles on, the group split up into two teams and battled it out.

A few things we learned from this adventure:

Paintballs can leave bruises.

An open window does not make great cover, especially when your back is turned away from it.

Siblings or not, you will be shot at, probably more so if they are your sibling.

Paintballs run out quickly, especially when split between 12 teens.

Take lots of breaks and drink plenty of water.

Paintball is awesome and a bit exhausting.

Confirmation classes continued throughout the year, with an average of four youth in attendance. In September we were able to register for the 2024 ELCA Youth Gathering that is being held in New Orleans, Louisiana. Good Shepherd will be sending five youth to this event! With the gathering having been cancelled several times over these past few years, this is a highly anticipated event, and they are looking forward to the experience. Please keep them in your prayers during the next few months leading up to the event, as a lot of planning will be taking place.

I have enjoyed being able to work with the youth of Good Shepherd and am excited to see what this next year has planned for us.

Respectfully submitted,

Renee Reis

Youth Committee

# **FRIENDS FEEDING FRIENDS**

It was another busy year for Friends Feeding Friends (FFF). In 2023, our 20th year of service, we helped serve 54,877 people in Contra Costa County with the majority of the assistance coming in the form of a basic necessity, food. Our food came from various sources and all of it was temporarily gathered for one purpose, to help others in our community.

As in past years, FFF ran exclusively on volunteer labor, and donated funds. Our volunteers were truly amazing!! Because of all their hard work, we were able to reach out to so many more in our community, and FFF continued to grow.

For the majority of the year, we operated our food distribution or pantry 5 days a week. For the last few months of 2023, we reduced our pantry distribution to 4 days a week. This change allowed us to operate more efficiently, and effectively.

We continued to pack an estimated 1,600-2,000 food blessing bags/month for the homeless living outdoors. For many, these bags were the only food they had. The blessing bags were distributed throughout the entire Contra Costa County.

FFF also provided assistance to those transitioning from homelessness to housing, and we also continued to cook and provide hot meals to the adult shelter in Concord.

Through FFF, we gratefully served others. Thanks be to God!!

Respectfully Submitted,  
Dana Deniston

## WORSHIP AND ATTENDANCE 2023

As we continue in this post-Covid-19 Pandemic world, it is wonderful to see so many of our members and friends returning to worship in-person. We have seen so many changes since the spring of 2020, when we had to shut down due to the worldwide Covid-19 Pandemic.

This is not to say that Covid is gone. We still need to be vigilant in our health practices as Covid is still here and constantly evolving. We need to remember to mask up as needed, use hand sanitizer, get vaccinated, and stay home when we don't feel well; as recommended by the medical infectious disease experts.

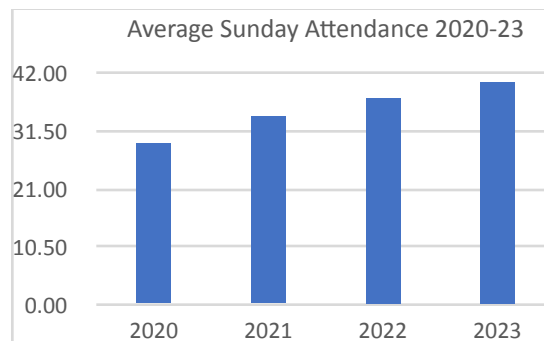
As a church we have made changes in order to keep worshiping together. Now and continuing into the future we offer both in-person and virtual live broadcasts of our weekly Sunday service **every week**. Thanks to Jamie Rodemsky, Tom Deans-Flegel, and Pastor Jeremy we have continued to invest in new equipment and lighting in order to provide a much-improved broadcast. In 2023 we added new equipment in Fellowship Hall that allowed us to broadcast live from that location also. We have a large TV screen on the wall and a camera mount etc. for an enhanced in-person and broadcast experience. Every week we have on average 4 to 9 families watch the Sunday worship service **live** on-line. Also, the service is recorded and is available through the church website ([gsconcord.com](http://gsconcord.com)) for viewing by anyone at any time. If you miss a Sunday either in-person or live on-line we encourage you to watch at your leisure later.

For those who have not yet returned to in-person worship, we encourage you to worship with us as you are comfortable. Masks are not routinely required but some still wear masks at every worship. Whatever makes you feel more at ease. If you are more comfortable worshiping from the safety of your home, please do. (A bonus: you can worship in your pj's and sing along as loud as you want at home)

On Christmas Eve 2023, we had two beautiful Candlelight services with members and their families and local visitors. They were stirring candlelight filled services to celebrate the birth of Jesus.



Our average weekly attendance in 2023 grew to 40 which is up every year since the beginning of the pandemic. We have new people visiting us in worship along with our regular attendees.



Please join us in-person or on-line. All are Welcome!

Susan Metzger

# FINANCE

**Recognition:** Good Shepherd Lutheran Church wishes to acknowledge the Finance Committee for their time and talents in 2023: Greg Buchholz, Sherry Chaplin, Reyanne Freeman, Anessa Hileman, Jon Moss, Linda Rodemsky, Marcia Sander, and Vicki Smiglewski. We express ongoing gratitude to our dedicated Counter, Sue Hertless, our Financial Secretary, Susan Metzger, office volunteer, Scott Etzel, and our bookkeeper, Kathy Frattini. Most importantly, we recognize and thank you, our church family and friends, who have shared faith, love and financial support to Good Shepherd throughout this past year.

**Summary:** Good Shepherd Lutheran Church has maintained a positive financial position. This is largely due to the skillful guidance and hard work the Finance Committee who strive to maintain this level of stewardship.

Good Shepherd's total income for 2023 was \$246,727.00. This total includes Offering Income as well as Other Income, including Cell Tower Income, Investment Income, and Facility Use.

Offering Income	\$109,111.00
Other Income	<u>\$137,616.00</u>
Total Income	\$246,727.00

Designated funds are required to be used for the purpose they are given for. At Good Shepherd Lutheran Church, your financial backing allows the Friends Feeding Friends Ministry, along with community organizations, to provide food, furnishings and hope to those in need. The financial assistance to the Resurrection Church in El Salvador is recognized through continued prayer and thanksgiving from a grateful community.

Friends Feeding Friends	\$ 42,063.00
El Salvador School Scholarship	\$ 11,417.00
Resurrection Church, El Salvador	\$ 7,314.00
Capital Improvements	\$ 4,332.00
Other Designated	<u>\$ 2,262.00</u>
Total Designated Funds Collected	\$ 67,388.00



Thank you for your continued patronage, prayers and financial support to Good Shepherd Lutheran Church and all of our ministries. May we all be blessed with a thriving, healthy 2024.

*Respectfully submitted,  
Anessa Hileman, Treasurer  
Finance Committee*

# GOOD SHEPHERD LUTHERAN CHURCH

## Balance Sheet

As of December 31, 2023

Account	Dec 31, 23
Bank of America Checking (0287)	\$ 68,511.49
Bank of America Debit Card (8614)	\$ 3,412.55
<b>CASH</b>	<b>\$ 71,924.04</b>
Vanguard STAR Fund (0056)	\$ 155,357.43
Vanguard Wellington Fund (0521)	\$ 163,512.90
Valuation Adjustment (0056/0521)	\$ 10,888.81
<b>SECURITIES</b>	<b>\$ 329,759.14</b>
Vanguard Endowment MMF (2222)	\$ 38,069.49
Vanguard Endowment Well (2222)	\$ 57,373.83
Valuation Adjustment (2222)	\$ 33,503.45
<b>ENDOWMENT SECURITIES</b>	<b>\$ 128,946.77</b>
Accounts Receivable	\$ 14,856.42
<b>CURRENT ASSETS</b>	<b>\$ 545,486.37</b>
<b>TOTAL ASSETS</b>	<b>\$ 545,486.37</b>
Bank of America Visa (9201)	\$ 144.85
Capital Expenditure Reserve	\$ 14,895.00
Deposits received	\$ 1,357.00
Deferred Revenue	\$ 1,900.00
<b>CURRENT LIABILITIES</b>	<b>\$ 18,296.85</b>
<b>TOTAL LIABILITIES</b>	<b>\$ 18,296.85</b>
Capital Improve. & Maint. Fund	\$ 4,601.54
Sabbatical Award Fund	\$ -
FFF Building Fund	\$ 20,821.13
Caedmon's Little Box Fund	\$ -
Flowers Fund	\$ 319.79
Memorials Fund	\$ 11,579.79
Fellowship Committee Fund	\$ 3,038.92
Youth Fund	\$ 27,695.35
China/Silver Fund	\$ 7,491.70
Archive Reserve Fund	\$ 100.00
Bell Choir Fund	\$ 1,601.23
El Salvador School Scholarship Fund	\$ 16,331.29
Resurrection Church Fund	\$ 5,727.68
Winter Nights Fund	\$ 768.89
Community Christmas Dinner Fund	\$ (3.20)
Giving Thanks Fund	\$ -
Choir Fund	\$ 1,129.14
Friends Feeding Friends Fund	\$ 35,944.45
Ebenezer Fund	\$ 548.02
Kitchen Fund	\$ -
Organ Fund	\$ 6,491.43
<b>TEMPORARILY RESTRICTED</b>	<b>\$ 144,187.15</b>
General Fund Equity	\$ 383,002.37
<b>UNRESTRICTED</b>	<b>\$ 383,002.37</b>
<b>NET ASSETS</b>	<b>\$ 527,189.52</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 545,486.37</b>

**GOOD SHEPHERD LUTHERAN CHURCH**  
**Profit & Loss Budget vs. Actual YTD**  
**January through December 2023**

	Jan - Dec 23	Budget	\$ Over Budget
<b>REVENUE</b>			
5 Contributions-Cash/Check/EFT	\$ 109,069.61	\$ 124,000.00	\$ (14,930.39)
6 Contributions - Other	\$ 41.08	\$ -	\$ 41.08
<b>CONTRIBUTIONS</b>	\$ 109,110.69	\$ 124,000.00	\$ (14,889.31)
15 Cell Tower Rental Income	\$ 82,990.34	\$ 88,900.00	\$ (5,909.66)
16 Facilities use income	\$ 9,831.76	\$ 100.00	\$ 9,731.76
20 Interest/Dividend income	\$ 44,794.00	\$ 14,860.00	\$ 29,934.00
<b>OTHER INCOME</b>	\$ 137,616.10	\$ 103,860.00	\$ 33,756.10
<b>TOTAL REVENUE</b>	\$ 246,726.79	\$ 227,860.00	\$ 18,866.79
<b>EXPENSES</b>			
23 Licenses & Taxes	\$ 711.50	\$ 800.00	\$ 88.50
25 Altar Guild	\$ 228.92	\$ 200.00	\$ (28.92)
26 Maintenance & Repairs	\$ 423.96	\$ 500.00	\$ 76.04
27 Supplies	\$ 1,113.23	\$ 850.00	\$ (263.23)
<b>WORSHIP</b>	\$ 2,477.61	\$ 2,350.00	\$ (127.61)
<b>PERSONNEL EXPENSES</b>			
30 Salaries & Wages	\$ 79,340.54	\$ 76,459.00	\$ (2,881.54)
31 Payroll Taxes	\$ 4,057.01	\$ 1,326.00	\$ (2,731.01)
33 Employer Retirement Contribution	\$ 8,899.29	\$ 9,703.00	\$ 803.71
38 Housing Allowance	\$ 3,000.00	\$ 3,000.00	\$ -
39 Pastor Social Security Offset	\$ 5,000.56	\$ 5,000.00	\$ (0.56)
40 Supply Pastor	\$ 1,800.00	\$ 2,000.00	\$ 200.00
<b>Compensation</b>	\$ 102,097.40	\$ 97,488.00	\$ (4,609.40)
42 Insurance	\$ 1,637.77	\$ 1,500.00	\$ (137.77)
43 Workers Comp Insurance	\$ 895.53	\$ 450.00	\$ (445.53)
44 Employer Provided Housing Equity - Pastoral	\$ 4,999.92	\$ 5,000.00	\$ 0.08
<b>Benefits &amp; Insurance</b>	\$ 7,533.22	\$ 6,950.00	\$ (583.22)
45 Literature and Study Materials	\$ 126.51	\$ 200.00	\$ 73.49
49 Continuing Education	\$ 1,621.21	\$ 1,000.00	\$ (621.21)
50 Discretionary Fund	\$ -	\$ 500.00	\$ 500.00
51 Auto Expense Reimbursement	\$ -	\$ 300.00	\$ 300.00
<b>TOTAL PERSONNEL EXPENSES</b>	\$ 111,378.34	\$ 106,438.00	\$ (4,940.34)
<b>CONGREGATION</b>			
54 Education, Seminar & Conference	\$ 935.00	\$ 1,200.00	\$ 265.00
56 Other Business Expenses	\$ 1,070.47	\$ 1,800.00	\$ 729.53
57 WELCA	\$ 250.00	\$ -	\$ (250.00)
<b>TOTAL CONGREGATION</b>	\$ 2,255.47	\$ 3,000.00	\$ 744.53

**GOOD SHEPHERD LUTHERAN CHURCH**  
**Profit & Loss Budget vs. Actual YTD**  
**January through December 2023**

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	<b>Jan - Dec 23</b>	<b>Budget</b>	<b>\$ Over Budget</b>
<b>ADMINISTRATION</b>			
60 Maintenance & Repairs	\$ 3,144.15	\$ 4,000.00	\$ 855.85
61 Outside Services	\$ 5.18	\$ -	\$ (5.18)
62 Bookkeeping Services	\$ 12,300.00	\$ 16,500.00	\$ 4,200.00
63 Organist	\$ 2,750.00	\$ 1,500.00	\$ (1,250.00)
64 Postage and Shipping	\$ 129.88	\$ 150.00	\$ 20.12
65 Supplies	\$ 589.25	\$ 650.00	\$ 60.75
68 Technology	\$ 4,208.51	\$ 2,000.00	\$ (2,208.51)
69 Banking Activities	\$ 202.32	\$ 175.00	\$ (27.32)
<b>TOTAL ADMINISTRATION</b>	<b>\$ 23,329.29</b>	<b>\$ 24,975.00</b>	<b>\$ 1,645.71</b>
<b>PLANT OCCUPANCY</b>			
71 Insurance	\$ 9,188.80	\$ 8,192.00	\$ (996.80)
72 Licenses & Taxes	\$ 9,481.30	\$ 7,500.00	\$ (1,981.30)
75 Gardening	\$ 6,554.26	\$ 6,400.00	\$ (154.26)
76 Janitorial	\$ 4,725.00	\$ 3,660.00	\$ (1,065.00)
77 Supplies	\$ 1,122.21	\$ 600.00	\$ (522.21)
78 Utilities	\$ 47,774.55	\$ 40,850.00	\$ (6,924.55)
79 Property Committee	\$ 19,289.26	\$ 9,000.00	\$ (10,289.26)
80 Capital Improvements	\$ 14,895.00	\$ 14,895.00	\$ -
<b>TOTAL PLANT OCCUPANCY</b>	<b>\$ 113,030.38</b>	<b>\$ 91,097.00</b>	<b>\$ (21,933.38)</b>
<b>TOTAL EXPENSES</b>	<b>\$ 252,471.09</b>	<b>\$ 227,860.00</b>	<b>\$ (24,611.09)</b>
<b>REVENUES OVER (UNDER) EXPENSES</b>	<b>\$ (5,744.30)</b>	<b>\$ -</b>	<b>\$ (5,744.30)</b>

2024 Good Shepherd Lutheran Church Proposed Budget

<u>Description</u>	<u>2023 Budget</u>	<u>Dec-23 Actual</u>	<u>Diff</u>	<u>PROPOSED 2024 Budget</u>
Cash Contributions				
Cash/Check/EFT	\$ 124,000.00	\$ 109,110.69	\$ (14,889.31)	\$ 115,000.00
Total Cash Contributions	\$ 124,000.00	\$ 109,110.69	\$ (14,889.31)	\$ 115,000.00
Other Income				
Cell Tower Rental	\$ 88,900.00	\$ 82,990.34	\$ (5,909.66)	\$ 76,955.00
Facilities Use	\$ 100.00	\$ 9,831.76	\$ 9,731.76	\$ 8,000.00
Interest/Dividend	\$ 14,860.00	\$ 44,794.00	\$ 29,934.00	\$ 25,000.00
Total Other Income	\$ 103,860.00	\$ 137,616.10	\$ 33,756.10	\$ 109,955.00
<b>TOTAL REVENUE</b>	<b>\$ 227,860.00</b>	<b>\$ 246,726.79</b>	<b>\$ 18,866.79</b>	<b>\$ 224,955.00</b>
PASTORAL STAFF				
Pastoral Staff Compensation				
Housing Allowance	\$ 3,000.00	\$ 3,000.00	\$ -	\$ 3,000.00
Pastor Social Security Offset	\$ 5,000.00	\$ 5,000.56	\$ (0.56)	\$ 5,000.00
Supply Pastor	\$ 2,000.00	\$ 1,800.00	\$ 200.00	\$ 1,750.00
Salaries, Wages	\$ 60,493.00	\$ 63,115.06	\$ (2,622.06)	\$ 65,640.00
Total Pastoral Staff Compensation	\$ 70,493.00	\$ 72,915.62	\$ (2,422.62)	\$ 75,390.00
Pastoral Staff Benefits				
Insurance	\$ 1,500.00	\$ 1,637.77	\$ (137.77)	\$ 1,500.00
Retirement	\$ 9,703.00	\$ 8,899.29	\$ 803.71	\$ 9,200.00
Housing Equity	\$ 5,000.00	\$ 4,999.92	\$ 0.08	\$ 5,000.00
Total Pastoral Staff Benefits	\$ 16,203.00	\$ 15,536.98	\$ 666.02	\$ 15,700.00
Senior Pastor Expenses				
Auto Reimbursement	\$ 300.00	\$ -	\$ 300.00	\$ 300.00
Continuing Education	\$ 1,000.00	\$ 1,621.21	\$ (621.21)	\$ 1,000.00
Discretionary Fund	\$ 500.00	\$ -	\$ 500.00	\$ 200.00
Literature and Study Materials	\$ 200.00	\$ 126.51	\$ 73.49	\$ 200.00
Total Senior Pastor Expenses	\$ 2,000.00	\$ 1,747.72	\$ 252.28	\$ 1,700.00
MINISTRIES STAFF				
Ministries Staff Compensation				
Salaries, Wages				
Worship Director	\$ 14,614.00	\$ 14,613.40	\$ 0.60	\$ 14,614.00
Sound/AV Tech	\$ 1,352.00	\$ 1,612.08	\$ (260.08)	\$ 1,664.00
Total Salaries, Wages	\$ 15,966.00	\$ 16,225.48	\$ (259.48)	\$ 16,278.00
Total Ministries Staff Compensation	\$ 15,966.00	\$ 16,225.48	\$ (259.48)	\$ 16,278.00
Ministries Staff Benefits				
Payroll Taxes	\$ 1,326.00	\$ 4,057.01	\$ (2,731.01)	\$ 1,245.00
Workers Comp. Insurance	\$ 450.00	\$ 895.53	\$ (445.53)	\$ 895.00
Total Ministries Staff Benefits	\$ 1,776.00	\$ 4,952.54	\$ (3,176.54)	\$ 2,140.00

## 2024 Good Shepherd Lutheran Church Proposed Budget

<u>Description</u>	PROPOSED			
	<u>2023</u> <u>Budget</u>	<u>Dec-23</u> <u>Actual</u>	<u>Diff</u>	<u>2024</u> <u>Budget</u>
Worship				
Altar Guild	\$ 200.00	\$ 228.92	\$ (28.92)	\$ 200.00
Licenses, Taxes	\$ 800.00	\$ 711.50	\$ 88.50	\$ 800.00
Maintenance, Repairs	\$ 500.00	\$ 423.96	\$ 76.04	\$ 375.00
Supplies	\$ 850.00	\$ 1,113.23	\$ (263.23)	\$ 900.00
Total Worship	\$ 2,350.00	\$ 2,477.61	\$ (127.61)	\$ 2,275.00
Congregation				
Education, Seminar, Conference Fees	\$ 1,200.00	\$ 935.00	\$ 265.00	\$ 1,000.00
Other Business Expenses	\$ 1,800.00	\$ 1,070.47	\$ 729.53	\$ 1,800.00
WELCA	\$ -	\$ 250.00	\$ (250.00)	\$ -
Total Congregation	\$ 3,000.00	\$ 2,255.47	\$ 744.53	\$ 2,800.00
Administration				
Banking Activities	\$ 175.00	\$ 202.32	\$ (27.32)	\$ 175.00
Capital Improvements	\$ 14,895.00	\$ 14,895.00	\$ -	\$ -
Repairs, Maintenance	\$ 4,000.00	\$ 3,144.15	\$ 855.85	\$ 3,700.00
Bookkeeping Services	\$ 16,500.00	\$ 12,300.00	\$ 4,200.00	\$ 10,800.00
Organist	\$ 1,500.00	\$ 2,750.00	\$ (1,250.00)	\$ 3,000.00
Postage and Shipping	\$ 150.00	\$ 129.88	\$ 20.12	\$ 75.00
Evangelism	\$ -	\$ -	\$ -	\$ 2,000.00
Supplies	\$ 650.00	\$ 594.43	\$ 55.57	\$ 500.00
Technology	\$ 2,000.00	\$ 4,208.51	\$ (2,208.51)	\$ 2,000.00
Total Administration	\$ 39,870.00	\$ 38,224.29	\$ 1,645.71	\$ 22,250.00
Plant Occupancy				
Insurance	\$ 8,192.00	\$ 9,188.80	\$ (996.80)	\$ 9,190.00
Licenses, Taxes	\$ 7,500.00	\$ 9,481.30	\$ (1,981.30)	\$ 6,500.00
Gardening	\$ 6,400.00	\$ 6,554.26	\$ (154.26)	\$ 6,540.00
Janitorial	\$ 3,660.00	\$ 4,725.00	\$ (1,065.00)	\$ 3,960.00
Supplies	\$ 600.00	\$ 1,122.21	\$ (522.21)	\$ 700.00
Property Committee	\$ 9,000.00	\$ 19,289.26	\$ (10,289.26)	\$ 8,382.00
Utilities				
Fire Alarm Systems	\$ 300.00	\$ 305.85	\$ (5.85)	\$ 360.00
Gas and Electric	\$ 24,600.00	\$ 30,522.51	\$ (5,922.51)	\$ 35,000.00
Telephone and Internet	\$ 2,650.00	\$ 2,189.40	\$ 460.60	\$ 1,790.00
Trash Pick-Up	\$ 6,200.00	\$ 7,637.85	\$ (1,437.85)	\$ 7,700.00
Water	\$ 7,100.00	\$ 7,118.94	\$ (18.94)	\$ 6,300.00
Total Utilities	\$ 40,850.00	\$ 47,774.55	\$ (6,924.55)	\$ 51,150.00
Total Plant Occupancy	\$ 76,202.00	\$ 98,135.38	\$ (21,933.38)	\$ 86,422.00
TOTAL EXPENSES	\$ 227,860.00	\$ 252,471.09	\$ (24,611.09)	\$ 224,955.00
NET INCOME	\$ -	\$ (5,744.30)	\$ (5,744.30)	\$ -



# A Year in Review - 2023



January 5th - Dinner with Pastor Christian from El Salvador



February 15th - Home Groups!



April 9th - Easter Sunday



April 30th - Youth Group outing - Paintball!



May 24th - Pancake Fellowship



July 4th - Concord Parade







July 5th - Pride Parade



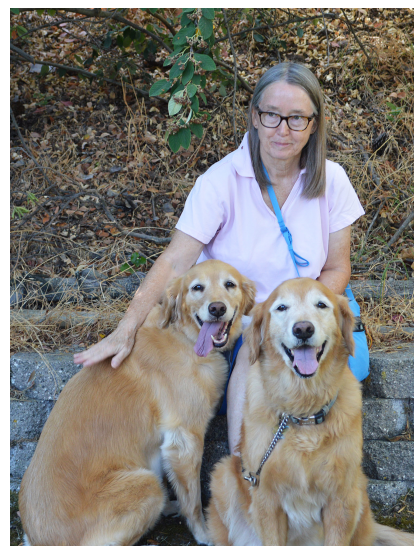


August 4th - Game Night

September 17th - Synod Assembly



October 1st - Sunday School begins!



October 8th - Blessing of the Animals







December 10th - Joint worship with St. Matthew's



NICAN MOPOHUA



December 12th - The Feast of Our Lady of Guadalupe



December 21st - Young at Heart Strength Training Class

