



GOOD SHEPHERD LUTHERAN CHURCH



2024 Annual Report

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.

71th Annual Meeting

CONTENTS

3	Agenda
4	2024 Annual Meeting Minutes
7	Pastor's Report
9	Voting Information
10	Nominating Committee
11	President's Report
12	Property
13	Evangelism
15	Social Ministry
16	Youth
17	Council Member Report- Julie Kim
18	Worship Attendance
20	Friends Feeding Friends
21	Finance Report
25	2025 Proposed Budget
27	Photos: A Year In Review

2025 MEETING AGENDA

OPENING

Call to order and opening prayer

Motion to accept agenda

Review of 2024 Annual Meeting Minutes

CHURCH COUNCIL ELECTIONS

REPORTS

Finance Committee report

Presentation & Adoption of 2025 budget

Pastor's Report

Social Ministries

Evangelism

Youth

Property

Report of Council elections

OTHER BUSINESS

Preschool Update

Selection of 2 lay members for 2025 Synod Assembly (May 17)

Congregational Input (questions, ideas, comments)

CLOSING

Prayer

Adjournment

2024 Annual Meeting Minutes

Seventieth Annual Congregational Meeting

January 28, 2024, Fellowship Hall

Call to Order and Opening Prayer

The 2024 Annual Meeting of Good Shepherd Lutheran Church (GSLC) was called to Order at 11:30 a.m. by Renee Reis, Council President.

Opening Prayer by Rev. Jeremy Serrano

A quorum (minimum 15) was established with 32 members in attendance in Fellowship Hall.

MOTION made by Marcia Sander to accept the January 28, 2024 Seventieth Annual Congregational Meeting Agenda; seconded by Sue Hertless; motion passed.

Review of February 5, 2023 Annual Meeting Minutes, previously approved by Good Shepherd Lutheran Church Council.

MOTION made by Sue Hertless that the new Council receive and approve minutes at the first Council meeting after the Annual Congregational Meeting; seconded by Mark Deniston; motion passed.

CHURCH COUNCIL ELECTIONS

Renee Reis explained the nominating committee was comprised of current Good Shepherd Lutheran Church Council members. We have 3 council nominations:

Scott Etzel is nominated for a second 3 year term expiring in 2027

Susan Metzger is nominated for a 3 year term expiring in 2027

Julie Kim is nominated for a 3 year term expiring in 2027

MOTION made by Karen Mahshi to accept slate of members by acclamation; seconded by Mark Deniston; 31 ayes, 1 nay; motion passes

REPORTS/UPDATES

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

FINANCE COMMITTEE REPORT/BUDGET

Anessa Hileman thanked the Finance Committee (Greg Buchholz, Sherry Chaplin, Reyanne Freeman, Jon Moss, Linda Rodemsky, Marcia Sander, Vicki Smiglewski) for their work this year. GSLC has maintained a positive financial position. We successfully transferred our bookkeeping services to St. Matthew, improving processes, and using electronic systems for paying bills. This has ensured reliable financial reporting throughout the year. The Finance Committee has met monthly since May.

2023 Financial Year Summary highlights: decrease in offerings and cell tower income but there was an increase in facility use income; increase in property expenses; expenses were greater than income; bank balance was maintained; increases in investment account due to increase in market value; there was no need to pull money from investment account.

Projected 2024 income and expenses were discussed factoring in offering decreases, greater expenses, the need to pull money from investment account, using FFF Building Fund balance to fund Fellowship Hall kitchen renovation, and investment for upgrades for

pre-school.

2024 Budget highlights: Pastor's salary to be increased by half the difference of the 2024 Synod minimum effective 2/1/2024; increase sound tech salary to meet 2024 minimum wage; increase utility expenses; fund Evangelism; measures taken to achieve a balanced budget include underfunding Property Committee Fund and pause on monies being set aside for Capital Improvement.

PRESENTATION/ ADOPTION OF 2024 BUDGET

MOTION made by Kathy Reis to approve 2024 Budget; seconded by Patrick Harvey; Discussion- none; motion passed.

MOTION made to clear zero funds accounts o the books moving the China/Silver Fund to the FFF Building Fund and the Bell Choir, Choir, and Organ Funds to the General Fund at request of Finance Committee by Renee Reis; seconded by Mark Deniston; Discussion – none; motion passed.

REV. JEREMY SERRANO REPORT

This congregation is small but mighty and I am grateful to be working as your Pastor. I am making a commitment to grow this church via 'faith funnel' reaching out to the community at large, narrowing down to interested crowds, congregation members, and committed members to grow GSLC. Church council to assess how to grow the GSLC community with the main goal of connecting people with Jesus Christ.

COUNCIL PRESIDENT REPORT (Renee Reis)

It has been a pleasure to be Church Council President and thank you to all of those who serve on committees that make this congregation run smooth. Involvement highlights include Clayton Pride Parade, Concord July 4 Parade, and our sister Parish in El Salvador. Don't be afraid to volunteer! Looking forward to 2024.

PROPERTY REPORT (Mike Henry)

Overview of 2023 contained in report. Looking forward to FH Kitchen Renovation in 2024. 2023 included work on the parsonage (gutters). Mark Deniston thanked Mike Henry and the entire property committee for their work. Closed with simple reminder that if you see something that needs to be done on the campus, say something.

EVANGELISM REPORT (Sue Hertless)

See report in Annual Report. Help is always needed for Blessing Bags. Contact Dana Deniston for more information. God's work is in our hands.

SOCIAL MINISTRY (Scott Etzel)

See report in Annual Report.

Helping Hands Montessori Pre-school contacted GSLC to lease space in the downstairs sanctuary for a pre-school. Council is amenable to exploring this opportunity and is seeking the congregation's approval to enter into lease negotiations and to allocate up to \$20,000 in funding to make the necessary upgrades to make the space ready for a pre-school.

MOTION made to allow Church Council to enter into lease negotiations with Helping Hands Montessori Pre-School by Scott Etzel; seconded by Sue Hertless; Discussion- none; 21 ayes, 4 nays, 3 abstentions; motion passed.

MOTION made to authorize the allocation of up to \$20,000.00 in funding to make the necessary upgrades to the downstairs sanctuary to make the space ready for a pre-school by Scott Etzel; seconded by Sue Hertless; Discussion – none; 25 ayes, 1 nay, 2 abstentions; motion passed.

SELECTION OF TWO LAY MEMBERS FOR 2024 SYNOD ASSEMBLY

Sue Hertless and Julie Kim volunteered.

MOTION made to select Sue Hertless and Julie Kim as GSLC Members to attend Synod Assembly in Fresno by Renee Reis; seconded by Sue Hertless; Discussion- none; motion passed.

OPPORTUNITY FOR CONGREGATIONAL INPUT (questions, ideas, comments)

Fellowship Hall acoustics are being improved as Levi Serrano's Eagle Scout project. Crucifix in chancel is in need of refurbishment.

Scott Etzel and Karen Mahshi to evaluate plants on campus in an effort to keep the unhoused out.

Kristi Buchholz wants to establish a meal train to help members in times of need.

Mark Deniston has suggested that if the pre-school opportunity falls through, that GSLC look into selling the lower lot parcel.

ADJOURNMENT

MOTION made by Kathy Reis to adjourn meeting; seconded by Kristi Buchholz; motion passed; meeting adjourned at 1:24p with a closing prayer from Pastor.

Minutes respectfully submitted by,
Tracey Rentner
Council Secretary

PASTOR'S REPORT

Dear People of Good Shepherd,

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

The growth of a community is not measured in numbers but in something far more meaningful. Together, we have deepened our love for Jesus, and it is this love that compels us to go out into the world and care for our neighbors.

As I reflect on the past year, I am filled with gratitude for the ways we have journeyed together as a community of faith. This year has been one of growth, collaboration, and new opportunities for ministry.

I am so proud of the church we have become. You continue to serve the most needy of the community through our Friends Feeding Friends Ministry. You have continued to care for those in El Salvador by raising money for them and offering weekly prayers. You have hosted regular blood drives that have a literal life-saving impact on the community. All the while you come to worship regularly, quietly volunteer to maintain our property, provide food after worship, help in the church office, and serve on our various teams. I am so grateful to serve Good Shepherd.

Let me take a moment to share with you the significant milestones we have achieved together.

CELEBRATING INCLUSIVITY

This year, we again proudly demonstrated our commitment to inclusivity and justice by participating in the local Pride Parade. This is our second year witnessing to the love of Jesus in the community. This event was more than just a public witness; it was an opportunity to embody God's radical love for all people. Seeing members of our congregation march with joy and courage alongside members of the wider community was truly a highlight of the year. Thank you to everyone who participated, planned, and supported this effort to live out our mission as a welcoming and affirming church.

HOME GROUPS

This past year, we took an exciting step by launching home groups, starting with two groups and a total of eight participants. While these groups didn't grow as we had hoped and eventually concluded, we see this as part of the natural rhythm of ministry. Every effort teaches us something valuable, and I remain enthusiastic about the potential of small group gatherings. This year, I look forward to exploring new formats and opportunities to bring us together in meaningful and impactful ways!

EMPOWERING OUR YOUTH

Our youth played a pivotal role in the life of our church this year, culminating in their participation in the ELCA Youth Gathering. This transformative event provided them with an opportunity to deepen their faith, build relationships, and engage in meaningful service. I am deeply thankful for all who supported our youth in this journey of spiritual growth.

ASSISTING MINISTERS

In response to our congregation's evolving needs, we introduced the Assisting Minister Ministry this year. This initiative has empowered members of our congregation to take on leadership roles in worship and other aspects of church life. The willingness of so many of you to step forward has been

a testament to the vitality of our community. By sharing responsibilities and gifts, we have strengthened our shared ministry and enriched our worship experiences.

ST. JOHN'S

This year, we embarked on a new chapter by entering into a shared pastoral arrangement with another congregation: St. John's Lutheran Church in Antioch. Though still new, this partnership has been a blessing in many ways, allowing us to extend our reach and collaborate in ministry. While sharing a pastor has required some adjustments, it has also deepened our understanding of what it means to be the body of Christ, united across congregational boundaries.

We have only been at this endeavor for 3 months. But, it seems to be going very well. We worship at St. John's at 9:00am and Good Shepherd at 10:30am. I have only been late to worship once, and it is a testament to our ministry team that we started on time with music and were able to seamlessly continue when I arrived.

I want to thank you for your flexibility, understanding, and dedication as we navigate this shared journey. I look forward to our shared ministry and the future.

LOOKING AHEAD

As we step into a new year, let us continue to embrace our calling to be a community of faith, love, and service. Together, we can build on the foundation we have laid, seeking new ways to grow in faith and serve our neighbors. I am excited about the opportunities ahead and am confident in the Spirit's guidance as we move forward.

Thank you for your ongoing prayers, support, and partnership in ministry. It is an honor to serve as your pastor and to walk this journey of faith with you. May God's blessings abound as we continue to share Christ's love in all that we do.

Let us all have gratitude for where we are and hope that God will continue to move in us and through us.

Peace,
Rev. Jeremy Serrano

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:

Mike Henry - Second term expires January 2025

Anessa Hileman - First term expires January 2025

Tracey Rentner - First term expires January of 2026

Renee Reis - Second term expires January 2026

Scott Etzel - Second term expires January 2027

Susan Metzger - First term expires January 2027

Julie Kim - First term expires January 2027

Greg Buchholz - First term expires January 2026 (Vacated January 2025)

Sue Hertless - Third term expires January 2025

The nominating committee has presented to the Church Council one person to be voted in for election to the Church Council. The Candidates term will expire in January 2028.

The 2025 Council will (should) have a total of 8 members: 6 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 vacancies of the Church Council for 2025.

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

Mike Henry is nominated for his second 3-year term expiring January 2028

The nominating committee was composed of:

The current Good Shepherd Council Members

Respectfully submitted,

Nominating Committee

COUNCIL PRESIDENT

I would like to start by thanking everyone on council, for making 2024 an amazing year. I have continued learning more of the ins and outs of being your Council President and appreciate everyone's help with that growth. I would also like to thank the members of Good Shepherd for allowing me the opportunity to be a part of this great team.

This year as a council we focused on the book "I Refuse to Lead a Dying Church" and will continue reading a chapter a month, which we will review at our council meetings. We have also focused on growing and evangelizing, deciding once again as a council to have Good Shepherd participate in Clayton's Pride Parade, as well as have a booth for community outreach. Our booth was wonderful, we had several different give-a-way items that were a hit with those walking by. We also partnered up with Holy Trinity and sent five of our youth to the ELCA Youth Gathering in Louisiana. The new preschool Holding Hands Montessori Preschool was completed and is now up and running. And our Fellowship Hall Kitchen has been remodeled and detail cleaned, allowing for future facility rentals.

This year has been full of healthy, wonderful growth as a community. We celebrated the ten-year anniversary of Pastor Jeremy being called to Good Shepherd, having reached a huge milestone as being one of the longest called pastors at Good Shepherd. And our council, joined with the members of this congregation, voted on partnering with St. John's Lutheran Church in Antioch, and began sharing Pastor Jeremy with their congregation. 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, taking the extra time and effort to help see a project finished, and being flexible throughout all of the processes.

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

Renee Reis

PROPERTY TEAM

Notable Property Committee Activity:

KITCHEN UPGRADE / REMODEL:

- 1) Kitchen equipment replacement and associated finishes completed.
- 2) New Dishwasher needs factory authorized technician to troubleshoot potentially defective Booster Heater before use.
- 3) Health Department issued approval for full Kitchen use with no restrictions.
- 4) Deep cleaning of Kitchen upon completion of construction was performed by professional cleaning service.
- 5) Kitchen construction delays were in part due to unforeseen circumstances (e.g.) Plumbing Contractor becoming ill immediately following authorization to proceed, plan check approvals taking longer than anticipated and equipment shipping delays.

PARSONAGE:

- 1) Emergency Plumbing repairs were performed to replace broken sewer lines
- 2) Full Termite treatment performed after inspections revealed significant infestation.

FELLOWSHIP HALL:

- 1) Approved Acoustic Sound Panel installation.
Work performed by Levi Serrano and his team in accordance with guidelines for Eagle Scout Project.

SANCTUARY:

- 1) LED Lighting upgrades for Pulpit/Lectern/Alter.
- 2) Hot Water Heater re-installed including repair of gas line as required.
- 3) Select shrub and bush removal / trimming around exterior to reduce unauthorized activity at/near building.
- 4) Broken/damaged cover for irrigation valves replaced with new cover.

Thank you,
Mike Henry – Property Committee Chair

EVANGELISM ANNUAL REPORT

SMALL GROUP MEETING

Small group meetings continued through LENT. The group took a break after Lent.

WINTER NIGHTS PROGRAM

Good Shepherd has participated in Winter Nights since 2006. The program has changed and is still changing. It was part of the Interfaith Council but filed for their own 501(c)(3) in 2021 the number of families are smaller who enter the program. This year we had 3 families with 3 people in each family. Total of nine people.

We will participate in the program from March 10th through 31, 2025. United Methodist Church will be the hosting church with the following churches helping with preparing meals, playing with the children, and helping with their homework

Clayton Valley Presbyterian
St Bonaventura
First Presbyterian
Good Shepherd Lutheran

The changes for this year are we will not have to sleep over at the church, United Methodist will cook all the meals on the weekend. However, I did request on their last night March 30th Good Shepherd has always prepared that meal and prayed for God to watch over them and keep them safe and healthy. We will do that this year also.

Each church will only be responsible for approximately 3-4 meals. As soon as the dates are given, they will be shared. We should begin placing in our offering a few dollars marked Winter Nights to cover the cost of the food.

Please join us by volunteering to cook or help with homework and show them that we love them and support them in this journey to find a job and home for their family.

PARKING LOT SALE JULY 13TH

We held our annual parking lot sale, and it was a HUGE success. We had 34 vendors to fill out and pay for a space to sell their items. Feedback from customers and vendors was space easy to get to, parking adequate, prices reasonable. They thanked us for doing this every year. Additionally, we had a food truck vendor to offer his services not only for this event but for our Christmas Day Meal. This event brought \$778 to us just by renting spaces. Money was used to buy food for Christmas Day Meal Just for You.

A CHRISTMAS MEAL JUST FOR YOU

We served approximately 90 people a Christmas Day Meal. The people raved about the chicken curry and rice, vegetables, salad, bread, drinks, and dessert. Sonny is an excellent chef and volunteered his skills to our event. Additionally, we had a musician, Jim Funk, to also call and volunteer for singing and guitar playing. I must admit he was pretty good!!! We agreed to stay in touch as he would like to help anytime, he is available. Cost of the event \$1,150. Cost per person was \$12.78.

We had small presents under the tree for children and adults, fruit on the tables in baskets, and pastries were donated from Sweet Bakery in Concord for people to take home for later.

Thank you to all who helped in the food prep work, set-up, serving, and clean up. You are an awesome group of people.

SPREADING OUR LOVE IN EL SALVADOR

We did not go to El Salvador this year due to health issues. However, Pastor Christian did come to Good Shepherd and attend the Synod Assembly with Sue and Betty. Pastor Bob Swartz from St. James, in Redding along with Pastor Christian held two workshops at the assembly called **Making Connections and Building Bridges**. Pastor Christian was here from May 31st to June 10th.

Good Shepherd Sponsored 33 children in the El Salvador Children's Scholarship Program.

You made it possible for 33 children to attend The Colegio Lutherano Salvadoreno School in Cabanitas Apopa in January 2025 with your support. The \$15,000 dollars has been wired to the El Salvador Lutheran Synod. It cost \$450 a year for one child to attend. It pays for the teacher's salary plus school supplies.

I have been very concerned that we may not be able to sustain this level of financial commitment and have been working to bring in other individuals and congregations. What is currently in place **starting 2025** is the following: a church or individual can send a check to the Sierra Pacific Synod, PO Box 119, Berkeley, CA 94701. Please write on memo line El Salvador Children's Lutheran Scholarship Fund. The Synod will handle the rest. But **what is the rest?** They will send all money collected for this purpose to Global Mission to be transferred to El Salvador. **Why is this important?** We are not up to date or know all the laws for international transferring of money out of the country. This process will protect the church or individual from breaking any laws. You can continue to give your El Salvador money to the Good Shepherd and the church will take care of the rest. We will be getting very soon pictures of the children we are supporting, bio's, as well as grades and deportment.

Noisy Offering - 2024 the last Sunday of each month we collected a total of \$665.89.

Recycling - 2024 \$788.47. Are you aware that the Brentwood Ace Hardware in Brentwood owned by Tony Rogelstad and his son give us all their recycling of cans and plastic each month. We in turn send the employees once a year pizza from Mountain Mike's to say **Thank You for Helping Us to Help Others**. We have done this for eight years. Bet you didn't Know!!!!!! Or maybe you did know!!!!!!

It has been an honor and a privilege to serve my Lord and Savior, and the Good Shepherd Church for the past nine (9) years. The experience has taught me new skills that are not part of corporate American skills taught in business but skills that Jesus teaches us in the Bible that show us love, generosity, and kindness. I have learned to trust God with prayer when I am afraid or unsure of the right actions. This has led to growth in my faith, leadership, and acquiring of skills that I never imagined I could master.

I thank God and you my Christian Brothers and Sisters for helping in my quest to grow deeper in Christ.

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 2024 summary report from Dana Deniston.
- **Blood Drives** – Partnered with American Red Cross (ARC) in June, August, October and December, successfully collecting 100 units of blood in 2024 (a 33% increase over 2023 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. Provided training for volunteer tutors.
 - **Little Free Library box** - Provided 24-hour access to free reading materials in support of community needs through Diablo Valley Literacy Council.
- **Montessori Preschool** – Partnered with Holding Hands Montessori Preschool (a small local woman owned and led company) to start a Montessori Spanish-bilingual preschool in the basement of the sanctuary building.

In addition to the above programs, goals and plans for 2025 include:

- **Outreach events and Activities** – Engage church council on a monthly basis in deciding which outreach events and activities to promote congregation involvement and support in 2025.
- **Blood Drives** – Partner with American Red Cross (ARC) in hosting five blood drives on Thursdays in 2025.
- **Housing on church campus** – Prayerfully entering into dialog with church council on ways that Good Shepherd can assist with the current housing shortage in our area and California in general. 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

YOUTH MINISTRY

This was a very exciting year for our youth! Good Shepherd partnered with Holy Trinity in San Carlos, and in July brought five of our youth to Louisiana for the 2024 ELCA Youth Gathering. It was an exciting week, full of wonderful speakers, great music, educational activities, and adventures galore! We started the trip with an airboat tour, saw alligators up close and personal, tasted 'gator, frog legs, and beignets. Each evening, we joined with the other 16,000 youth to sing, pray, and listen to guest speakers. The ELCA Youth Gathering ended with the announcement of our next location for 2027, Minneapolis Minnesota! If you have youth who will be in 8-12 grade in 2027, it is a perfect time to consider sending them with us to the Gathering!

Confirmation classes continued throughout the year, and with the new preschool located in the basement of the Sanctuary, we relocated to the church office for a time. We will be looking forward to our new location in classroom 3 at the start of the new year. Along with a new class location, our youth are also looking forward to a few activities; miniature golf, rock climbing (for the youth leader 'rock climber watching'), and a trip to Great America or Santa Cruz Boardwalk. Let your middle and high school youth know that they are encouraged and more than welcome to participate in these activities!

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

COUNCIL MEMBER REPORT

More Than Coffee & Donuts: GS Fellowship

One Saturday evening almost two years ago, I received a text asking if I could bring in a box of Starbread for the following day's fellowship: no one had signed up in the Narthex. Since then, I have had the pleasure of routinely helping out with prepping, supplying, and serving Good Shepherd's Fellowship alongside Rosemary F. and Scott E.

Originally, a couple of boxes of King's donuts were enough for our fellowship when our worship started earlier. Now, we are serving light meals with donuts sporadically making an appearance. Though I love being in the kitchen, I hope to pull in others who also love good food and good company. We could definitely use your support: join us in the kitchen or help us with ingredients--please read our weekly newsletter, check out our website, or check-in with either myself, Julie K., or Scott E.

Diablo Valley Literacy Council: Your Sponsorship Supporting Our Community

Diablo Valley Literacy Council was started by Good Shepherd congregants almost 50 years ago. The organization has been helping local and surrounding communities' adults with their English as a second language. Whether it's parents looking to help their children with their schoolwork, recent refugees accessing local assistance/employment programs, or immigrants seeking citizenship, DVLC volunteers have been making a significant impact on our communities.

Good Shepherd's continued sponsorship by providing invaluable space for meetings and resources allows DVLC to focus on recruiting members and matching them to adults seeking to improve their English skills. As a result, hundreds of volunteers have impacted thousands to find and thrive in our country over the years. DVLC looks forward to maintaining this union for the next 50 years.

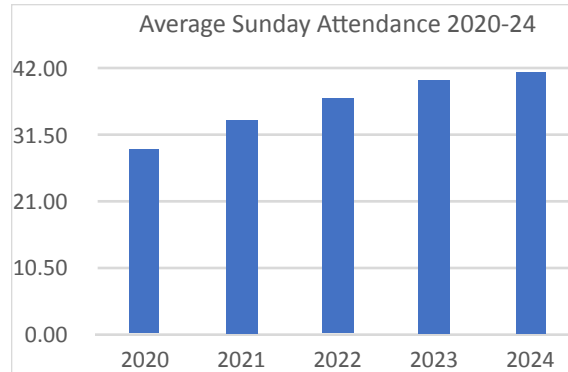
Good Health & Good Spirit: Chair Yoga on Wednesdays

Wednesdays 2pm - 3pm: Chair Yoga is here! Focusing on strengthening your balance and core while being mindful of your body's needs is what we're all about. Join us.

Julie Kim

WORSHIP AND ATTENDANCE 2024

This year we saw a slow but steady growth in our in-person and on-line worship totals. Some long-time members died this year but we welcomed new members and visitors to our weekly worship services. Our active membership is remaining steady.



Along with Sunday worship, we also had Lenten worship and suppers, and two Christmas Eve services. On Christmas Eve, we had 22 members of St John's join us for the 5pm Candlelight service.

We also took our worship out into the community by joining with other churches in worship at the Clayton Pride Festival in downtown Clayton in June. In the summer, we met in Fellowship Hall for a few weeks. That worship provides a more intimate experience.

Each week we broadcast the Sunday worship service live on YouTube. The service is also recorded and can be viewed at any time from the link on our church webpage. If you are unable to worship in person or have a conflict you can always join the on-line worship in the comfort of your own home.

If you can't get to worship due to transportation issues, let us know by calling the church office or emailing us at office@gsconcord.com and we can arrange transportation.

We welcome everyone in many ways to connect with God in a weekly worship setting. We also have daily Devotional Booklets available. If you cannot pick one up in person, let us know if you would like one sent or delivered to you.



When Covid shut down our regular worship schedule, we lost some of the established groups who made our worship services successful. We are slowly rebuilding our dedicated volunteers. If you are interested in joining in or just finding out more information, please contact me, any council person, Pastor Jeremy or email the church office.

I would like to recognize the following people who regularly contribute to our worship experience. (my apologies if I have left your name off)

Music: Tom Deans Flegel
Audio/Visual Jamie Rodemsky, Ben Serrano, Levi Serrano, back-up Linda Rodemsky
Bulletin/Slide Creation: Julie Kim
Ushers: Ron Figueroa, Rory Kappesser, Anessa Hileman
Assisting Minister: Sue Hertless, Susan Metzger, Renee Reis, Maureen Tetley, Elsie Witt
Altar Guild: Nancy Judge, Kathy Reis, Renee Reis
Lectors: Many wonderful readers volunteer to do this weekly

And after the worship service is over, Julie Kim has taken on the responsibility for making sure we have tasty food/snacks to nourish our bodies. If you have not joined us for fellowship after the in-person worship, you are missing out on some terrific food and conversation. Thanks also to Scott Etzel for assisting Julie and anyone else who contributes to the food being served.

Thank you to everyone who contributes to the worship experience. Your presence is felt. Please join us in-person or on-line and invite your friends and neighbors to join us. All are Welcome!

Susan Metzger

FRIENDS FEEDING FRIENDS

Friends Feeding Friends (FFF) is Good Shepherd's local outreach, servicing Contra Costa County. FFF was started in memory and in honor of Sarah Jean Deniston who passed suddenly at the age of 8. As a preschooler, Sarah wanted hungry people to have food. So we made her dream a reality.

In 2024, our 21st year of service, we helped 51,806 people with food, household furnishings, clothing, linens, grooming supplies, etc. True to our name, the majority of our assistance to others came in the form of food, a basic necessity. We operated a choice pantry to allow clients to choose the items. Many clients told us that what we provide really helps them, especially the Seniors.

Half of the food we distributed was for the homeless or unhoused folks who live outdoors. We believed that they are the most needy and food insecure. Our food blessing bags that we pack daily, went out throughout the entire county. For many, it was the only food they had for the day. Our Advent collection was especially helpful for the blessing bags. Thank you to all who donated!!

FFF continues to operate on donated funds, food and items. The majority of our donated funds go towards purchasing food to give to others. Our food comes from the Food Bank of Contra Costa and Solano, Trader Joe's, Ranch 99, Saint Matthew Lutheran Church, Bishop's Storehouse, Sam's Club, Costco and private donors. We are thankful for all donations.

We could not operate without our fantastic volunteers! We are blessed and we feel fortunate to be able to help others on a regular basis.

Respectfully Submitted,

Dana Deniston

FINANCE

Recognition: Good Shepherd Lutheran Church wishes to acknowledge the Finance Committee for their time and talents in 2024: Greg Buchholz, Sherry Chaplin, Reyanne Freeman, Anessa Hileman, Jon Moss, Linda Rodemsky, Marcia Sander, and Vicki Smiglewski. We express ongoing gratitude to our dedicated Counters, Greg Buchholz, Kristi Buchholz, Anessa Hileman, Sue Hertless, Marcia Sander, and Vicki Smiglewski, 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 due in part to two new income sources: St. John's Pastor Share and Holding Hands Montessori Preschool. We are grateful to the members of council who made these ventures possible to ensure the sustainability of our church.

Good Shepherd's total income for 2024 was \$256,385.00. This total includes Offering Income as well as Other Income, including Cell Tower Income, Investment Income, St. John's Pastor Share, Preschool Income and Facility Use.

Offering Income	\$104,830.00
Other Income	<u>\$151,554.00</u>
Total Income	\$256,385.00

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	\$ 34,977.00
El Salvador School Scholarship	\$ 10,470.00
Resurrection Church, El Salvador	\$ 8,805.00
Capital Improvements	\$ 3,210.00
Other Designated	<u>\$ 8,374.00</u>
Total Designated Funds Collected	\$ 65,836.00

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 2025.

*Respectfully submitted,
Anessa Hileman, Treasurer
Finance Committee*

GOOD SHEPHERD LUTHERAN CHURCH
Balance Sheet
As of December 31, 2024

Account	Dec 31, 24
Bank of America Checking (0287)	\$ 71,053.73
Bank of America Debit Card (8614)	\$ 2,557.96
CASH	\$ 73,611.69
Vanguard STAR Fund (0056)	\$ 122,598.32
Vanguard Wellington Fund (0521)	\$ 131,943.79
Valuation Adjustment (0056/0521)	\$ 15,673.28
SECURITIES	\$ 270,215.39
Vanguard Endowment MMF (2222)	\$ 39,584.73
Vanguard Endowment Well (2222)	\$ 64,376.15
Valuation Adjustment (2222)	\$ 51,801.43
ENDOWMENT SECURITIES	\$ 155,762.31
CURRENT ASSETS	\$ 499,589.39
TOTAL ASSETS	\$ 499,589.39
Bank of America Visa (9201)	\$ 940.46
Capital Expenditure Reserve	\$ 9,683.54
Deferred Revenue	\$ 6,083.76
CURRENT LIABILITIES	\$ 16,707.76
TOTAL LIABILITIES	\$ 16,707.76
Capital Improve. & Maint. Fund	\$ 1,073.00
FFF Building Fund	\$ 8,779.56
Flowers Fund	\$ 63.40
Memorials Fund	\$ 8,728.49
Fellowship Committee Fund	\$ 2,016.47
Youth Fund	\$ 17,783.28
Archive Reserve Fund	\$ 100.00
El Salvador School Scholarship Fund	\$ 12,885.65
Resurrection Church Fund	\$ 2,561.16
Winter Nights Fund	\$ -
Community Christmas Dinner Fund	\$ 1.04
Friends Feeding Friends Fund	\$ 25,354.07
Ebenezer Fund	\$ 548.02
TEMPORARILY RESTRICTED	\$ 79,894.14
General Fund Equity	\$ 402,987.49
UNRESTRICTED	\$ 402,987.49
NET ASSETS	\$ 482,881.63
TOTAL LIABILITIES AND NET ASSETS	\$ 499,589.39

GOOD SHEPHERD LUTHERAN CHURCH
Profit & Loss Budget vs. Actual YTD
January through December 2024

	Jan - Dec 24	Budget	\$ Over Budget
REVENUE			
5 Contributions-Cash/Check/EFT	\$ 103,473.42	\$ 115,000.00	\$ (11,526.58)
7 Noncash Contributions	\$ 1,357.00	\$ -	\$ 1,357.00
CONTRIBUTIONS	\$ 104,830.42	\$ 115,000.00	\$ (10,169.58)
14 Cell Tower Rental Income	\$ 86,882.46	\$ 76,955.00	\$ 9,927.46
15 Facilities use income	\$ 6,973.03	\$ 8,000.00	\$ (1,026.97)
19 Interest/Dividend income	\$ 36,849.71	\$ 25,000.00	\$ 11,849.71
20 Preschool Income	\$ 10,446.00	\$ -	\$ 10,446.00
21 St Johns-Pastor Share	\$ 10,403.00	\$ -	\$ 10,403.00
OTHER INCOME	\$ 151,554.20	\$ 109,955.00	\$ 41,599.20
TOTAL REVENUE	\$ 256,384.62	\$ 224,955.00	\$ 31,429.62
EXPENSES			
24 Licenses & Taxes	\$ 754.00	\$ 800.00	\$ 46.00
26 Altar Guild	\$ 254.99	\$ 200.00	\$ (54.99)
27 Maintenance & Repairs	\$ -	\$ 375.00	\$ 375.00
28 Supplies	\$ 924.11	\$ 900.00	\$ (24.11)
WORSHIP	\$ 1,933.10	\$ 2,275.00	\$ 341.90
PERSONNEL EXPENSES			
31 Salaries & Wages	\$ 83,207.50	\$ 81,918.00	\$ (1,289.50)
32 Payroll Taxes	\$ 6,895.16	\$ 1,245.00	\$ (5,650.16)
34 Employer Retirement Contribution	\$ 10,659.71	\$ 9,200.00	\$ (1,459.71)
35 Other Pay	\$ 550.00	\$ -	\$ (550.00)
39 Housing Allowance	\$ 3,000.00	\$ 3,000.00	\$ -
40 Pastor Social Security Offset	\$ 5,000.00	\$ 5,000.00	\$ -
41 Supply Pastor	\$ 1,100.00	\$ 1,750.00	\$ 650.00
Compensation	\$ 110,412.37	\$ 102,113.00	\$ (8,299.37)
43 Insurance	\$ 978.52	\$ 1,500.00	\$ 521.48
44 Workers Comp Insurance	\$ 824.15	\$ 895.00	\$ 70.85
45 Employer Provided Housing Equity - Pastoral	\$ 4,999.92	\$ 5,000.00	\$ 0.08
Benefits & Insurance	\$ 6,802.59	\$ 7,395.00	\$ 592.41
46 Literature and Study Materials	\$ 83.90	\$ 200.00	\$ 116.10
50 Continuing Education	\$ 1,000.00	\$ 1,000.00	\$ -
51 Discretionary Fund	\$ 154.00	\$ 200.00	\$ 46.00
52 Auto Expense Reimbursement	\$ 764.81	\$ 300.00	\$ (464.81)
TOTAL PERSONNEL EXPENSES	\$ 119,217.67	\$ 111,208.00	\$ (8,009.67)
CONGREGATION			
55 Education, Seminar & Conference	\$ 825.00	\$ 1,000.00	\$ 175.00
57 Other Business Expenses	\$ 1,265.07	\$ 1,800.00	\$ 534.93
58 WELCA	\$ 802.00	\$ -	\$ (802.00)
TOTAL CONGREGATION	\$ 2,892.07	\$ 2,800.00	\$ (92.07)

GOOD SHEPHERD LUTHERAN CHURCH
Profit & Loss Budget vs. Actual YTD
January through December 2024

	Jan - Dec 24	Budget	\$ Over Budget
ADMINISTRATION			
61 Maintenance & Repairs	\$ 4,217.49	\$ 3,700.00	\$ (517.49)
62 Outside Services	\$ 440.00	\$ -	\$ (440.00)
63 Bookkeeping Services	\$ 10,800.00	\$ 10,800.00	\$ -
64 Organist	\$ 750.00	\$ 3,000.00	\$ 2,250.00
65 Postage and Shipping	\$ 215.37	\$ 75.00	\$ (140.37)
66 Supplies	\$ 696.57	\$ 500.00	\$ (196.57)
68 Evangelism	\$ 959.32	\$ 2,000.00	\$ 1,040.68
69 Technology	\$ 1,811.90	\$ 2,000.00	\$ 188.10
70 Banking Activities	\$ 173.00	\$ 175.00	\$ 2.00
TOTAL ADMINISTRATION	\$ 20,063.65	\$ 22,250.00	\$ 2,186.35
PLANT OCCUPANCY			
74 Utilities-Fire Alarm	\$ 1,357.00	\$ 360.00	\$ (997.00)
75 Utilities-Gas & Electric	\$ 35,436.20	\$ 35,000.00	\$ (436.20)
76 Utilities-Telephone&Internet	\$ 2,092.68	\$ 1,790.00	\$ (302.68)
77 Utilities-Garbage	\$ 8,589.50	\$ 7,700.00	\$ (889.50)
78 Utilities-Water	\$ 7,137.95	\$ 6,300.00	\$ (837.95)
Utilities	\$ 54,613.33	\$ 51,150.00	\$ (3,463.33)
79 Insurance	\$ 10,276.04	\$ 9,190.00	\$ (1,086.04)
80 Licenses & Taxes	\$ 6,860.36	\$ 6,500.00	\$ (360.36)
83 Gardening	\$ 8,007.00	\$ 6,540.00	\$ (1,467.00)
84 Janitorial	\$ 3,960.00	\$ 3,960.00	\$ -
85 Supplies	\$ 672.87	\$ 700.00	\$ 27.13
86 Property Committee	\$ 16,106.93	\$ 8,382.00	\$ (7,724.93)
88 Preschool Expenses	\$ 24,293.99	\$ -	\$ (24,293.99)
TOTAL PLANT OCCUPANCY	\$ 124,790.52	\$ 86,422.00	\$ (38,368.52)
TOTAL EXPENSES	\$ 268,897.01	\$ 224,955.00	\$ (43,942.01)
REVENUES OVER (UNDER) EXPENSES	\$ (12,512.39)	\$ -	\$ (12,512.39)

2025 Good Shepherd Lutheran Church Proposed Budget

<u>Description</u>	<u>2024 Budget</u>	<u>Dec-24 Actual</u>	<u>Diff</u>	<u>PROPOSED 2025 Budget</u>
Cash Contributions				
Cash/Check/EFT	\$ 115,000.00	\$ 104,830.42	\$ (10,169.58)	\$ 96,500.00
Total Cash Contributions	\$ 115,000.00	\$ 104,830.42	\$ (10,169.58)	\$ 96,500.00
Other Income				
Cell Tower Rental	\$ 76,955.00	\$ 86,882.46	\$ 9,927.46	\$ 84,732.00
St. John's	\$ -	\$ 10,403.00	\$ 10,403.00	\$ 67,121.00
Preschool	\$ -	\$ 10,446.00	\$ 10,446.00	\$ 19,863.00
Facilities Use	\$ 8,000.00	\$ 6,973.03	\$ (1,026.97)	\$ 7,600.00
Interest/Dividend	\$ 25,000.00	\$ 36,849.71	\$ 11,849.71	\$ 15,000.00
Total Other Income	\$ 109,955.00	\$ 151,554.20	\$ 41,599.20	\$ 194,316.00
TOTAL REVENUE	\$ 224,955.00	\$ 256,384.62	\$ 31,429.62	\$ 290,816.00
PASTORAL STAFF				
Pastoral Staff Compensation				
Housing Allowance	\$ 3,000.00	\$ 3,000.00	\$ -	\$ 3,000.00
Pastor Social Security Offset	\$ 5,000.00	\$ 5,000.00	\$ -	\$ 5,000.00
Supply Pastor	\$ 1,750.00	\$ 1,100.00	\$ 650.00	\$ 2,100.00
Salaries, Wages	\$ 65,640.00	\$ 65,979.50	\$ (339.50)	\$ 72,149.00
Total Pastoral Staff Compensation	\$ 75,390.00	\$ 75,079.50	\$ 310.50	\$ 82,249.00
Pastoral Staff Benefits				
Insurance	\$ 1,500.00	\$ 978.52	\$ 521.48	\$ 600.00
Retirement	\$ 9,200.00	\$ 10,659.71	\$ (1,459.71)	\$ 11,775.00
Housing Equity	\$ 5,000.00	\$ 4,999.92	\$ 0.08	\$ 5,000.00
Total Pastoral Staff Benefits	\$ 15,700.00	\$ 16,638.15	\$ (938.15)	\$ 17,375.00
Senior Pastor Expenses				
Auto Reimbursement	\$ 300.00	\$ 764.81	\$ (464.81)	\$ 800.00
Continuing Education	\$ 1,000.00	\$ 1,000.00	\$ -	\$ 1,000.00
Discretionary Fund	\$ 200.00	\$ 154.00	\$ 46.00	\$ 200.00
Professional Expenses	\$ -	\$ -	\$ -	\$ 200.00
Literature and Study Materials	\$ 200.00	\$ 83.90	\$ 116.10	\$ 200.00
Total Senior Pastor Expenses	\$ 1,700.00	\$ 2,002.71	\$ (302.71)	\$ 2,400.00
MINISTRIES STAFF				
Ministries Staff Compensation				
Salaries, Wages				
Worship Director	\$ 14,614.00	\$ 14,614.00	\$ -	\$ 15,000.00
Sound/AV Tech	\$ 1,664.00	\$ 1,664.00	\$ -	\$ 2,080.00
Total Salaries, Wages	\$ 16,278.00	\$ 16,278.00	\$ -	\$ 17,080.00
Total Ministries Staff Compensation	\$ 16,278.00	\$ 16,278.00	\$ -	\$ 17,080.00
Ministries Staff Benefits				
Payroll Taxes	\$ 1,245.00	\$ 6,895.16	\$ (5,650.16)	\$ 1,260.00
Workers Comp. Insurance	\$ 895.00	\$ 824.15	\$ 70.85	\$ 825.00
Total Ministries Staff Benefits	\$ 2,140.00	\$ 7,719.31	\$ (5,579.31)	\$ 2,085.00

2025 Good Shepherd Lutheran Church Proposed Budget

<u>Description</u>	2024 <u>Budget</u>	Dec-24 <u>Actual</u>	<u>Diff</u>	PROPOSED 2025 <u>Budget</u>
Worship				
Altar Guild	\$ 200.00	\$ 254.99	\$ (54.99)	\$ 200.00
Licenses, Taxes	\$ 800.00	\$ 754.00	\$ 46.00	\$ 800.00
Maintenance, Repairs	\$ 375.00	\$ -	\$ 375.00	\$ 375.00
Supplies	\$ 900.00	\$ 924.11	\$ (24.11)	\$ 1,025.00
Total Worship	\$ 2,275.00	\$ 1,933.10	\$ 341.90	\$ 2,400.00
Congregation				
Education, Seminar, Conference Fees	\$ 1,000.00	\$ 825.00	\$ 175.00	\$ 1,000.00
Other Business Expenses	\$ 1,800.00	\$ 1,265.07	\$ 534.93	\$ 1,800.00
Synod Tithe	\$ -	\$ -	\$ -	\$ 1,000.00
WELCA	\$ -	\$ 802.00	\$ (802.00)	\$ -
Total Congregation	\$ 2,800.00	\$ 2,892.07	\$ (92.07)	\$ 3,800.00
Administration				
Banking Activities	\$ 175.00	\$ 173.00	\$ 2.00	\$ 175.00
Capital Improvements	\$ -	\$ -	\$ -	\$ 14,895.00
Repairs, Maintenance	\$ 3,700.00	\$ 4,217.49	\$ (517.49)	\$ 4,570.00
Facility Coordinator	\$ -	\$ 440.00	\$ (440.00)	\$ -
Bookkeeping Services	\$ 10,800.00	\$ 10,800.00	\$ -	\$ 12,000.00
Organist	\$ 3,000.00	\$ 2,250.00	\$ 750.00	\$ 1,500.00
Postage and Shipping	\$ 75.00	\$ 215.37	\$ (140.37)	\$ 185.00
Evangelism	\$ 2,000.00	\$ 959.32	\$ 1,040.68	\$ 3,300.00
Supplies	\$ 500.00	\$ 696.57	\$ (196.57)	\$ 800.00
Technology	\$ 2,000.00	\$ 1,811.90	\$ 188.10	\$ 2,000.00
Miscellaneous	\$ -	\$ -	\$ -	\$ 900.00
Total Administration	\$ 22,250.00	\$ 21,563.65	\$ 686.35	\$ 40,325.00
Plant Occupancy				
Insurance	\$ 9,190.00	\$ 10,276.04	\$ (1,086.04)	\$ 11,818.00
Licenses, Taxes	\$ 6,500.00	\$ 6,860.36	\$ (360.36)	\$ 6,860.00
Preschool	\$ -	\$ 24,293.99	\$ (24,293.99)	\$ 1,500.00
Gardening	\$ 6,540.00	\$ 8,007.00	\$ (1,467.00)	\$ 9,684.00
Janitorial	\$ 3,960.00	\$ 3,960.00	\$ -	\$ 3,960.00
Supplies	\$ 700.00	\$ 672.87	\$ 27.13	\$ 700.00
Property Committee	\$ 8,382.00	\$ 16,106.93	\$ (7,724.93)	\$ 15,000.00
Utilities				
Fire Alarm Systems	\$ 360.00	\$ 1,357.00	\$ (997.00)	\$ 1,444.00
Gas and Electric	\$ 35,000.00	\$ 35,436.20	\$ (436.20)	\$ 42,000.00
Telephone and Internet	\$ 1,790.00	\$ 2,092.68	\$ (302.68)	\$ 2,220.00
Trash Pick-Up	\$ 7,700.00	\$ 8,589.50	\$ (889.50)	\$ 8,580.00
Water	\$ 6,300.00	\$ 7,137.95	\$ (837.95)	\$ 6,900.00
Total Utilities	\$ 51,150.00	\$ 54,613.33	\$ (3,463.33)	\$ 61,144.00
Total Plant Occupancy	\$ 86,422.00	\$ 124,790.52	\$ (38,368.52)	\$ 110,666.00
TOTAL EXPENSES	\$ 224,955.00	\$ 268,897.01	\$ (43,942.01)	\$ 278,380.00
NET INCOME	\$ -	\$ (12,512.39)	\$ (12,512.39)	\$ 12,436.00

PHOTOS



claytonpride.com



Learn more!

save the date for the 3rd annual

CLAYTON PRIDE PARADE

SUNDAY, JUNE 2, 2024
10:00 AM
MAIN STREET, CLAYTON

Clayton marches with pride, stands with love





Parking Lot Sale

Celebrating 10 years of having a pastor



God's Work Our Hands Sunday



Friends Feeding Friends



Thank you Bishop's Storehouse for your donation of mustard!! Our clients appreciate everything you share with FFF!





Home Group



Youth Gathering



Kitchen Work



Gary Bunt watering our trees with reclaimed water

Concord BART

