

THE LUTHERAN CHURCH OF THE GOOD SHEPHERD



Where Strangers are Welcomed as Friends

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2018 Church Staff

Pastor: Rev. Dr. Mary Hinkle Shore **Minister of Music:** Dr. David Gresham
Outreach Ministry Coordinator: Kimberly Dunbar
Children's Ministry Coordinator: Heather Merritt
Organist: Dr. Vance Reese **Office Manager:** Whitney Ferrara

2019 CHURCH LEADERS

We thank the following leaders, as well as all who serve on committees, for their dedication to our congregation.

2019 Church Council

Bob Schuld, **President**
John Colflesh, **Vice-President**
Barbara Jackson, **Secretary**
Robert McKeown, **Treasurer**
Mike Anderson
Donna Brim
Lisa Busche
Raegan Eggleston
Cherie Hennig
Don Rumph

2019 Financial Secretary

Jane Madsen

2019 Committee Chairs

Audit: Ruth Lentz
Christian Education and Youth: Linea Warmke
Membership and Evangelism: Jane McKeown
Fellowship: De Carlson and Leigh Ann Stinson
Finance: Hal Galloway
Memorial Gifts: Jody Schuld
Mission Endowment Fund: Larry Fogdall
Mutual Ministry: Heidi Bullock
Property: Don Rumph, Fred Weed
Stewardship: Bill Johnson
Volunteer Ministry: Jody Schuld
WELCA: Barbara Meyer
World and Community: Kimberly Dunbar
Worship and Music: Laurie Johnson

Committee Organization



Pastor's 2018 Year-End Report

No 2018 report was provided.

Church Council 2018 Year-End President's Report

Following is a summary of key 2018 initiatives and accomplishments:

1. Revisions to the ELCA model constitution were reviewed to determine whether changes to the LCGS constitution are required. We found that our constitution is consistent with the ELCA model and only minor changes will be needed to ensure ongoing compliance with it. A more detailed review and revision of the LCGS constitution, bylaws and continuing resolutions is planned for 2019.
2. Whitney Ferrara was hired as Office Manager in January 2018, allowing Kimberly Dunbar to more effectively move into her position as Outreach Ministry Coordinator.
3. A follow-on effort to the 2014 Strategic Plan was undertaken, resulting in 5 new strategic objectives for 2019 through 2021. An “appreciative inquiry” process was used to conduct a series of structured cottage meetings with questions designed to gather congregation feedback for inclusion in the plan. The five (5) objectives approved by the congregation in November 2018 are:
 - Accompaniment
 - Children's Faith Formation
 - Lay Leadership
 - Music and Education Offered to the Community
 - Member Care
4. The Gift Policy was revised to provide clearer direction.
5. Health and safety conditions in and around the church were evaluated and a plan developed for initiating changes to help ensure quick response to any emergencies and protect the staff and parishioners. This plan will be a focus of further action in 2019.
6. The state of North Carolina has targeted South Broad Street for revised traffic patterns and lane modifications. LCGS will be affected by the changes, which may (or may not) begin in 2020. A presentation of the proposed changes was attended by members of LCGS and we are awaiting the final design and timing.
7. A Summer church service schedule was implemented with just one Sunday service held at 9:30 AM. The change did not garner much support and the two-service schedule was re-established in the Fall, with the only modification being the start time for the first service at 8:00 AM rather than 8:30 AM.

Robert Schuld
Council President

Audit Committee 2018 Audit Letter



The Lutheran Church of the Good Shepherd

"Where Strangers Are Welcomed as Friends"

June 7, 2018

As requested by the Congregation Council of the Lutheran Church of the Good Shepherd, an audit review of their financial records, financial statements issued, and the steps taken to ensure the protection of church funds, was undertaken for the year ending December 31, 2017 by the Audit Committee. An audit was also made of the Mission Endowment Fund for the same time period.

All income received was found to be properly accounted for, and in agreement with bank records, and expenditures complied with church budget limitations.

A report signed by the entire 2018 Audit Committee is attached to this letter. There are no changes to be made to the 2017 financial reports.

Sincerely,

A handwritten signature in cursive script, appearing to read "Ruth Lentz".

Ruth Lentz, Chair
2018 Audit Committee

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Education Committee 2018 Reflections

The committee held a mini-retreat in February 2018 to establish our goals for the year with an emphasis on children's education. Heather Merritt was hired as our Children's Ministry Coordinator. We involved the children in our worship services in several ways, including having them act a drama for the reading of a Sunday text, being ushers and acolytes, collecting the "Noisy Offering" and beginning a children's choir with the dedicated support of Kathye and David Gresham. We joined St. Philip's Episcopal Church for our summer Vacation Bible Study (VBS) program.

Another goal was to form more small groups, and a Men's Bible Study and a Journaling Group were initiated. Members of LCGS and Living Waters Lutheran Church in Cherokee shared personal stories for inclusion in devotional booklets for Lent and Advent. The name of the Adult Sunday School class was changed to "DiGG" or "Delving into God's Grace." The TTF (Twenties, Thirties and Forties) group name also changed, to "Intersections." Both name changes were done to define the groups more by their activities/discussions rather than by age groups. In September, the church changed the time of the first Sunday worship service to 8:00 which allowed for more time for various Christian education activities between the two worship services.

We continued to provide community-wide forums on the topics of mental health and racism during the year.

The Education Committee did face some challenges in 2018. Although the discussions were lively, spiritual and educational, participation in the Men's Bible Study was limited. The group decided to disband for a while and discussed having co-ed Bible studies and pot-luck dinners in congregation member homes once a month during June, July and August 2019 when there may be fewer Sunday adult education sessions. More long-range planning is needed for the DiGG and Intersections classes. We would also like to have more small groups, however, there are some challenges with scheduling, staffing and inviting participants.

Plans for 2019 include continued support for the growth of our children's program. We hope to implement the Godly Play curriculum and to have our own summer VBS programming. We will continue to provide opportunities for small group activities and community-wide forums. We have begun long-range planning for adult education for the DiGG and Intersections classes.

Linea Warmke
Education Committee Chair

Fellowship Committee 2018 Reflections

The Fellowship Committee focused on making positive changes in 2018, including the addition of new members and improved coordination and organization of activities. We also renewed our emphasis on the ministry of fellowship in light of the positive feedback from the strategic plan cottage meetings that clearly indicated LCGS members appreciate Sunday coffee hours, bereavement luncheons and other fellowship opportunities.

In addition to Sunday coffee hours following our worship services, we coordinated special events throughout the year, including (but not limited to) Lenten soup suppers, Easter Sunday brunch, the annual LCGS picnic, intergenerational game nights, luncheons for congregational meetings, weekly Advent dinners and bereavement luncheons.

Like other LCGS committees, the Fellowship Committee is challenged with having enough volunteers to support some of our efforts. The primary example is the staffing and coordination of Sunday coffee hours; many hours are dedicated each month to identifying and scheduling enough congregation members to support this important ministry. "LCGS Sundays" for which Fellowship Committee members provide the coffee hour refreshments, was implemented to mitigate some of this concern. Also, like other LCGS ministries, we are challenged with meeting increasing expectations for fellowship opportunities while working within the required budget parameters, but we are committed to effectively partnering with other committees to support as many events as possible in 2019.

De Carlson & Leigh Ann Stinson
Fellowship Committee Co-Chairs

Finance Committee 2018 Reflections

Looking over the past year, the Finance Committee is most proud of:

- Maintaining accurate financial records;
- Updating the financial policy to provide stronger controls over church finances; and
- Submitting a balanced budget to the Church Council and congregation.

The most significant challenges we faced were managing church finances while facing a significant reduction in pledged income and developing a balanced budget for 2019 against a significant reduction in pledges for next year. The LCGS finance policy was revised to strengthen financial controls, but still provide the flexibility needed to effectively manage expenses.

We have learned that we have a giving congregation that consistently supports special appeals for funding. Also, it is important to note that even in challenging years, our church maintains a strong financial position and that the Finance Committee can effectively manage LCGS finances.

Hal Galloway
Finance Committee Chair

Membership & Evangelism Committee 2018 Reflections

In 2018, we focused on reinvigorating the member care aspect of our mission by reestablishing our nurturing team. The services provided by this small group of dedicated volunteers include finding rides to church for people who may not be otherwise able to attend and coordinating meal deliveries for members in times of need. Committee members also reach out to members who have not attended worship services for a while to determine whether there is something their congregation can offer them.

We have been challenged with finding the best ways to reach out to the community at large and specifically, with LCGS neighbors on Fisher Road (i.e., understanding the appropriate channels through which to request permission or information about doing something). Like other church committees, we also struggle with finding enough volunteers to support our efforts, including making calls and visiting with members.

Over the past year, it has become increasingly clear to us that visitors to LCGS are very important; they appreciate the gift bags prepared by the committee, as well as the fellowship opportunities provided by the post-service coffee hours. We have also learned that, even though there is only one “Lectio Divina” group meeting, there are other small groups that meet regularly and are valuable to our congregation members.

Jane McKeown
Membership and Evangelism Committee Chair

Memorial Gifts Committee 2018 Reflections

A major accomplishment for 2018 was transferring the responsibility for Memorial Gifts bookkeeping to the LCGS Treasurer to ensure consistency with other church funds. We also worked to keep up with note-writing to those giving gifts, as well the to the families of those in whose names gifts were given.

The committee faces an ongoing challenge associated with tracking the spending from the Memorial Gifts Fund. While there is an established process for moving funds out of Memorial Gifts, the committee does not always receive the proper notifications that Committee Chairs are asking for money to be removed from their funds. This creates unnecessary inconsistencies in bookkeeping and time spent reconciling the discrepancies.

Clarifying the requirements for use of Memorial Gifts and clearly communicating expectations to everyone involved in the process will be a focus for 2019.

Jody Schuld
Memorial Gifts Committee Chair

Mission Endowment Fund 2018 Reflections

No 2018 report was provided.

**Mutual Ministry Committee
2018 Reflections**

No 2018 report was provided.

Property Committee 2018 Reflections

In addition to the regular schedule of jobs and repairs over the past year, Property Committee members are most proud of the following accomplishments:

- Replacing the water heater;
- Replacing the Administration Wing furnace and air conditioning; and
- Replacing locks and planting new shrubs.

The biggest challenge faced by the committee was the weather, which prevented outside painting and work on the Memorial Garden. Like other committees, we also suffered from lack of enough volunteers for some projects.

Don Rumph & Fred Weed
Property Committee Co-Chairs

Stewardship Committee 2018 Reflections

During 2018, the Stewardship Committee was proud to accomplish a successful stewardship campaign with the slogan, “Following, Loving and Service.” We also launched the “Noisy Offering” on the fifth Sunday of applicable months, in conjunction with efforts to get LCGS kids more involved in worship and ministry activities.

We were, however, challenged with finding ways to illustrate how our gifts are translated into the diverse ministries of the church. We also struggled with explaining how the Place of Grace campaign has extended our outreach ministries.

An important lesson learned – and one that will be a focus for 2019 – is that stewardship must be a year-round activity. We also learned that our congregation members are generous, will support needs that emerge throughout the year and want to support all forms of outreach.

Bill Johnson
Stewardship Committee Chair

World & Community Committee 2018 Reflections

During 2018, we focused on looking at the larger picture to understand the underlying causes of systemic issues. We were pleased with our continuing efforts with Living Waters Lutheran Church in Cherokee and feel progress is being made in establishing that connection. We also feel good about our efforts related to accompaniment, both locally and globally, and appreciate our congregation's financial support for programs that utilize the accompaniment model.

The most pressing challenge World & Community is facing is the need for a new chairperson, despite efforts to fill the role. Doing so is critical to allowing our Outreach Ministry Coordinator focus on this important LCGS role. In addition, communication with, and education for, the congregation is an ongoing challenge. It is also sometimes difficult to narrow the focus of our efforts, given the length and breadth of the work historically done by the committee.

We have learned the importance of building long-term relationships, along with the importance of listening to our mission partners and congregation members.

A list of 2018 World & Community-related donations and offerings is provided on the next page.

Kimberly Dunbar
Word & Community Committee Chair

World & Community Committee 2018 Donations & Offerings

Donations Outside Budget:	In-Kind Gifts and other Offerings
ELCA World Hunger - \$2,859	Monthly trash pick-up by "Road Warriors"
Thrivent Choice Dollars (collected) – \$1,322	Gifts for Sharing House's Christmas Blessings program
Sharing House - \$5,215.90	Hosted community Lenten worship and lunch
Good Shepherd Creche – \$8,690	Snacks for Sharing House's Getting Ahead classes
Brevard CROP Hunger Walk - \$1,100	Donation bin for Sharing House at LCGS year-round, with special collection for school supplies
Pastor's Discretionary Fund - \$2471.48	2 weekends of meals for The Haven
Lutheran Disaster Response - \$2,540	20 pans of sweet potatoes for Community Christmas Dinner
Lutheran World Relief - \$150	40 quilts for Lutheran World Relief
The Haven – \$2,005	50 kits for Lutheran World Relief
Florence Nightingale Global Health – \$400.23	School supplies, clothing, food and toiletries collected to support Living Waters' pantries and local schools
Transylvania County Schools' Giving Closets - \$600	Toothbrushes, orthopedic devices and medicine collected for Florence Nightingale Global Health's work in the Philippines
Department of Social Services (DSS) – \$1,214.28 for home safety equipment (20 fire extinguishers, 30 carbon monoxide detectors, 40 smoke detectors)	12 comfort bags for children working with DSS (including books, blankets, stuffed animals, and hand-written cards)
Children's Advocacy Center – \$179.88	Socks, underwear and toiletries collected for children working with DSS
SAFE – \$636.25 (community Koinonia service)	Hosted and provided refreshments for CARE Coalition's community series on youth and marijuana in May
ELCA Global Mission – \$375	RHC helped with DiGG classes focused on Rachel's Day (gun and other violence toward children)
Total: \$29,759.02	RHC led a DiGG class series in September on mental health and the church
	RHC hosted a community workshop presented by Meridian on trauma and resiliency in September
	Hosted Service of Hope and Consolation, providing refreshments
Fair Trade Sales in 2018: \$2,887.67	35 Letters for 2018 Offering of Letters Campaign
	Refreshments for Brevard CROP Hunger Walk
	Rise & Shine monthly tutoring group
	W&C led DiGG classes on the Doctrine of Discovery and LCGS' partnership with Living Waters
Donations Inside Budget:	Living Waters team facilitated learning and worship experiences for the congregation, including visits to Living Waters' worship services, Mars Hill museum exhibit on Cherokee culture and history, and Living Waters' pantry day
NC Synod Benevolence & Mission Support- \$19,900	W&C committee hosted a visit to LCGS by former YAGM to Senegal, Nate Zimdars, in January
ELCA Global Mission to support Rev. Kristin Engstrom, YAGM coordinator in Senegal – \$2,000	RHC led DiGG classes on looking at dementia and serious illness through a theological perspective in December
Total: \$21,899.96	Routine contact with Buster Bennet, our adopted seminary student through NC Synod
	W&C and RHC members provided articles for our newsletter
	Collected items for Transylvania County Schools' Giving Closets
	Held fair trade sales monthly
	RHC members attended trainings at Duke Divinity School in January and July
	RHC members completed significant work on an application for a mental health grant through ELCA's Disability Ministries

Worship & Music 2018 Reflections

Reflecting on 2018 accomplishments, Worship & Music Committee members are most proud of:

- Reaching out to Brevard College to invite two (2) young men to join us as LCGS “choral scholars.” In this role, students learn the intricacies of being a leader of church music while sharing their talents to the advantage of the LCGS choir.
- Helping our youth offer service to the church by offering leadership during worship (e.g., acolyte, usher, reader, youth choir, noisy offering).
- Working to establish two (2) distinct services for Christmas: a family service that incorporated the children and a later, more contemplative lullaby service.

The committee was challenged by scheduling Sunday morning activities and keeping up a fluid schedule while keeping children incorporated into worship. One of the most difficult challenges was dealing with the negative reaction by some to the Summer single service worship schedule.

An important lesson learned is that volunteer schedules must be held lightly and revised often. It is also important to not lose sight of how LCGS is blessed with an extraordinary music staff, volunteers and liturgical program. Although we start out intending to praise God in worship, weekly worship is really one of the most significant ways in which God blesses us.

Laurie Johnson
Worship & Music Committee Chair

Volunteer Ministry Committee 2018 Reflections

There was great participation in the 2018 Volunteer Ministry Fair! Nearly every LCGS group created a visual display to show congregation members what was happening in a given committee/group/ministry. Representatives from each organization were also available to answer questions from those gathering information.

We worked with the new member classes and scheduled various committee chairs to attend classes to discuss their charters. This is important in helping new church members determine in what areas they might like to volunteer.

We continued our efforts to schedule volunteers who support Sunday services. This included when we moved to one service during the summer, as well as filling positions for Christmas Eve services. We also worked with the Stewardship Committee to expand the definition of what “stewardship” means to the congregation.

An ongoing challenge is finding volunteers to replace those who have “retired” from volunteer duties because the current volunteer database is insufficient for supporting this effort. This will be a focus for improvement in 2019. It is also a significant challenge to change the mindset of some that Volunteer Ministry will find individuals to join specific committees. The more accurate perspective is that Volunteer Ministry will look for people who may work well with a specific committee and make the initial contact.

Creating a Sunday server schedule for two (2) services with a limited number of volunteers to fill certain roles and too many for other roles continues to be a challenge. This effort also includes checking against other volunteer position schedules to preclude schedule conflicts (e.g., users, nursery care, youth volunteers, coffee hour hosts).

Although the efforts of Volunteer Ministry are appreciated by those who serve, the committee needs additional members in order to meet all the needs and duties required. This will be especially true as we move forward with a lay leadership support program, which is one of our Strategic Plan objectives.

Jody Schuld
Volunteer Ministry Coordinator