



ANNUAL REPORT

FOR 2016

Shepherd of the Bay Lutheran Church

ANNUAL MEETING SHEPHERD OF THE BAY LUTHERAN CHURCH

January 29, 2017

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2015 Shepherd of the Bay Church Annual Meeting

January 31, 2016

Present: Members of the Congregation and Council Members

President Greg Casperson called the meeting to order at 10:17 a.m. and declared a quorum present as necessary.

Interim/Visiting Pastor Mike Zolnosky (hereinafter "*Pastor Mike*") opened the meeting in prayer.

Motion/Second to approve the 2015 Shepherd of the Bay Church Annual meeting minutes as reported and presented to the congregation; motion passed.

Treasurer Ron Hupe presented a breakdown of the 2015 year-end balance sheet for Shepherd of the Bay Church. Hupe mentioned that December of 2015 was the best month for donations that he could remember in recent years, but that 2015 ended with a loss/deficit which was presented to the congregation for review and consideration. Motion Diane Overby/second Wally Brandt to accept the 2015 Budget Report as presented by the Treasurer.

Nominating Committee Chair Carole Bergner presented the nominations for Church Council, the Scholarship Committee, Nominating Committee and Endowment Committee as follows:

Church Council:

Scott Henry, Alicia Kropuenske, Greg Casperson, Carl Jackson and Grace Rossman

Scholarship Committee: Anne Kifer

Nominating Committee: Carol Bergner, George Cobb

Endowment Committee: Werner Krause

Motion George Cobb/second Tom MacDonald to accept the slate of nominations for Church Council, Scholarship Committee, Nominating Committee and Endowment Committee. Motion passed.

Werner Krause presented the annual report for the Endowment Committee and explained the composition of the committee, including term limits. Funders were first distributed from the Endowment in 2015; other distributions will be managed annually by the committee. He also explained the "Mustard Seed" Fund, which can be started by any member or party with only a \$2,000.00 contribution and a pledge that such fund shall be contributed to annually for up to ten years until it has grown to \$10,000.00 within ten years, and thus may then be distributed like the other funds. Dick Burress asked for a clarification on distributions and clarification of where Pastor Foster's distributions were forwarded after his departure. Krause clarified same for the congregation, including information on scholarships and the Mission Fund. Pastor Foster's contributions were to the Mission Fund; all funds are invested with ELCA Endowment Funds. The committee will be looking at other investment options for review. Pastor Mike reminded the congregation that the Endowment Funds invested through ELCA bless many congregations and mission projects. There were no further questions. Motion/Second to accept the 2015 Endowment Fund Report/motion passed.

Casperson asked for a motion from the congregation to approve the written 2015 Annual Reports from the Finance Committee, Health and Welfare Committee and the Parish Nurse Report. Motion/Second to approve all three reports as submitted, motion passed.

Grace Rossman presented the Call Committee report for 2015. The committee has been convening very regularly. They forwarded one candidate for the pastoral position to the Council for the call, and after several meetings it was determined that the Church could not meet the salary demands of such candidate; as such, the Council rejected the candidate for monetary reasons based on the budget deficit. Rossman discussed the church's strength in the departure of Pastor Foster's retirement, and stated the Call Committee would welcome any suggestions on candidates for a new pastor. Casperson added that there is an increased need for privacy in the call process, which is why no formal reports have been given to date; with the internet and social media, privacy is needed for any candidate that chooses to leave an active position to take the position with Shepherd of the Bay Church.

Treasurer Ron Hupe presented the proposed 2016 Annual Budget for Shepherd of the Bay Church for the congregation's review and approval. He again addressed the 2015 deficit, which was caused by several contributing factors: Pastor Foster's departure and the death of several major annual contributors to the Church. Pledges were also down for 2016; as such, he felt an attainable budget was attempted and presented. One unknown remains the future permanent pastor's salary. Expenses have been cut where they could be cut. Sally Nesser asked about the number of actual members in the Church; Casperson felt the number could be accurately assessed at around 500 members, but only 150-175 pledges come back annually. There are also contributing members to the Church outside the membership. Casperson also stated some members have stated that they will decline pledging until they know there is a new pastor. The decreases in annual pledges and decreased pledges to the Building Fund have been significant. A second pledge mailing will be forthcoming in early 2016. Carol Williams asked for a clarification on the \$24,000.00 under the Missionary Fund; Hupe explained that the number is broken down in the Council reports into several categories. Werner Krause asked for a clarification of the budget debt and asked if the answer is to ask the congregation to "dig a little bit deeper", and asked if there would need to be more cuts as the year progressed. Casperson stated there will be a new Finance Committee for 2016, and there will be more discussion on the budget and the cuts after it is formed. Eloise Lindem asked if there is a category that addresses the actual members that are needed to contribute to any annual Synod payment, and asked if the seasonal members could be contacted for contributions. Hupe clarified that the Synod payments have not changed; Pastor Mike also stated that there used to be a benevolence request from the Synod based on the number of members in a congregation but it has not been enforced in several decades. Casperson stated that several major contributors passed away in 2015, including a contributor that had made an annual \$25,000.00 contribution for the past several years. It was clarified that the Synod payment has not changed and is included on the Budget under Outreach/Ministry. Motion by Krause, seconded by Jan Mielke, to accept the 2016 Annual Budget as presented.

New Business: Eloise Lindem asked why the Parish Nurse program had been eliminated for 2016; Casperson explained it was a duplication of services that are already provided in the community and that the Health & Wellness Committee will remain in full force and effect for the congregation should any issues arise, but that the current cut was based on the budget. Casperson also stated that there will be a re-clarification of ALL job descriptions currently on file for Shepherd of the Bay Church, but added that there have been no raises in four years to any of the 9 full or part-time employees of the Church, but there have been years when bonuses were awarded. There will be no raises or bonuses for 2016. It was clarified that the office has a master list of all Council and Committee members, as well as all full and part-time employees of the Church, and members are welcome to contact the Church Office for a copy of same. Dick Burress asked about the possibility of offering direct deposits for contributors to utilize, as it is an easy way to pay bills automatically, and Casperson stated that the possibility will be explored by the Budget Committee in the future, but the Church will continue to utilize the envelope system in the interim. Werner Krause also mentioned that stock can be transferred annually in lieu of direct deposits, having the same impact as a direct deposit system.

President Casperson thanks Lars Larsen and Barb MacDonald, retiring Council members that will remain active with their various committees, for their huge contributions of time and talent to the Council. He also thanked the membership for supporting him during his term of presidency.

Pastor Mike gave a brief speech about his term as "an interim for an interim" (for Interim Pastor Frank Maxwell) and that he has been warmly welcomed into the Church. He has concerns about the deficit, and feels that no further cuts can be made without hurting the quality of the Church, other than "doing without". He feels that Shepherd of the Bay Church and its congregation is a blessing to the community and that the congregation can focus more strongly on donations from the congregation and the community. His main concern is the pastoral salary for the incoming pastor. He feels the salary package is too low to get the experience needed for the Church as well as the experience the congregation wants. He concluded the meeting in prayer for the Church and its members and the Door County community.

Motion/second to adjourn the Annual Meeting for Shepherd of the Bay Church, and the meeting adjourned at 11:22 a.m.

Respectfully Submitted,

MaryKay Shumway, Secretary, Shepherd of the Bay Church

Interim Pastor's Report

This past May, I began my second "stint" as your interim pastor. As with most interim situations, the transition from one "permanent" pastor to the next has perhaps taken a bit longer than many had expected or hoped. But that's okay. It takes time for a congregation to fully adjust following the retirement of a pastor who shepherded their parish for more than a quarter of a century. It takes time to prayerfully re-evaluate ministries and priorities and staffing configurations. It takes time to search for the next pastor who will be the "right fit" for an active congregation.

From my perspective, the past nearly year and a half has been time well spent. A number of you have willingly taken on additional leadership roles. You have been open to suggestions and have embraced change (which can be difficult for Lutherans). Most importantly, Shepherd of the Bay has continued to be a faithful witness to the Gospel—offering weekly worship, an inspiring music ministry, Bible study opportunities, educating our young people, and supporting a host of outreach ministries.

After an extensive search process, the call committee has identified the candidate that they feel will best serve the needs of Shepherd of the Bay for years to come. The committee has been faithful to their mission and they deserve our appreciation and thanks. If all of the pieces continue to fall into place, Shepherd of the Bay's next pastor will be leading worship by early spring.

As I have shared with you many times, it was my great honor to serve as your interim pastor . . . it was a delight. Your new pastor will be greeted by a dedicated and faithful congregation. And, yes, with a new pastor comes the possibility of even more new ideas and suggestions and, dare I say, change. The good news is . . . I know that you are up to the challenge.

Shepherd of the Bay is a mission-focused congregation . . . anxiously waiting the arrival of your next pastor. Such things take time. But be of good cheer . . . the time is near.

In Christ's Service,
Pastor Frank Maxwell

2016 Council President's Letter

Our time of transition is rapidly coming to a close. We are expecting our new called pastor in mid-March. Everyone in the church has been very patient and supportive during this period, and I consider that a real blessing. Thank you for the energy and commitment you have given the church!

I think our congregation has grown in many ways, and we are a stronger and more cohesive bunch because of this transition period. In retrospect, I see the positives of functioning without a pastor, but I'm still happy to see it come to a close!

My hope is that once our new pastor has arrived and the dust has settled, that we remain engaged and working hard. Let's not become complacent or assume that the 'new guy' has it all covered!

Here are blessings that bring me joy:

- We are bringing a very strong roster of nominees to join council, a dedicated and smart group that make sound decisions and serve you very well.
- The congregation is on secure footing financially, and we exceeded projections in this interim.
- Volunteers in the church, committee members, council members, musicians- you've all stepped up, and you are amazing!
- Our building and grounds are as beautiful as ever, and we are served well by them. A sign of how useful the building has been is the wear and tear that we now address. Very capable buildings and grounds volunteers are repairing and replacing bit by bit. Thank you!
- How many churches can count on a caring professional like Carol to guide our church office?! She has been administrator, community liaison, technology guru, and lifeline. Thank you, Carol!
- Pledges are still coming in, and I see these as a sure confirmation of your dedication to our congregation.

I am greatly humbled by all of your efforts. Thank you.

-Grace Rossman

Youth and Family Ministry Annual Report for 2016

“Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful. Let the word of Christ dwell in you richly as you teach and admonish one another with all wisdom, and as you sing psalms, hymns, and spiritual songs with gratitude in your hearts to God. And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him.” Colossians 3:15-17

Praise God and thank you, for being the hands and feet of Christ as you share your faith with the youth of our congregation. This ministry has been blessed by your prayers, gifts of time, talent, and money.

Family and Youth Programs that meet on a regular basis:

- Little Lambs Story Hour for infants, toddlers & preschoolers (weekly) during school year
- Wonderful Wednesday after school program for 1-6 grades (Twice a month)
- Wonderful Wednesday five-week summer program for ages 3-4 through 6th grades
- Confirmation Classes and Fellowship for 7-8th grade (weekly during school year)
- Senior High Youth Dinner and Devotions 9-12 grade (twice a month during school year)
- Friends in Faith Mentor Program for high school youth (four group gatherings a year)

Other Activities in 2016

- Junior High Synod Youth Gathering in Neenah
- Summer Camp for Confirmation youth through Crossways
- Senior High Synod Youth Gathering in Manitowoc
- Senior High Mission Trip to Guatemala
- Wonderful Wednesday Activities: Sleep over, camp weekend at Imago Dei, art project with Jill Harding
- Senior High Youth Activities: Summer get together, Scavenger hunt, senior send off
- Confirmation Activities: Bowling,
- Infants, toddlers, and preschoolers: Mother’s Day Parade

Fundraisers:

- Pancake breakfast: \$757.00 for youth group
- Thrivent Funds: \$250 gift card for Pancake breakfast supplies and \$250 gift card for Lenten meal supplies.
\$500.00 donation
- Lenten meals: \$692.00
- Pastor Foster’s Bread making kit for youth group: \$60.00
- Fall Challenge Bike ride: \$400.00 for high school youth
- Hey, Hey 5k run: \$200.00 for high school youth group

Outreach and Service Projects in the church, community, and beyond:

Pre school age: Fall party, Birthday party for Jesus, Beach Party, Fruits of the Spirit Bike Event

Elementary age children:

- Continued sponsorship of a Compassion child in Rwanda
- 39 boxes to Operation Christmas Child, along with \$7.00 per box for shipping
- 6 quilts for the senior high 2016 graduates
- Summer Wonderful Wed. donation of \$170.00 for Guatemala
- Snowmen and heart decorations for nursing home
- 25 Soup Bowls for hunger through the Peninsula Art School

Confirmation youth:

- 9 Soup Bowls for hunger through the Peninsula Art School
- Served and cleaned up for Lenten meals
- Spring clean up at Scand

Senior High Youth:

- 30 Hour Famine for World Hunger \$5038.50
- Helped with a community fundraiser
- Volunteered at Bargains Unlimited and cleaned the church nursery
- Volunteered in Manitowoc
- Mission Trip to Guatemala
- Care Packages to college freshmen

All Ages:

- Campfire Ministry at the Sister Bay Beach on Sunday evenings during the summer months.
- Donations of household items to Lutheran World Relief for refugees
- Donations of household items and toys to Reformation

Milestone Ministry:

- Baptismal Birthday cards and folder of information for Parents and Godparents.
- Baptismal Birthday celebration for 1st and 2nd year (gift of a book or DVD)
- Prayer pillows for 3-4 year olds beginning Sunday school
- Blessing of the backpacks for the beginning of the school year
- Book on Prayer for new readers in 1st grade
- Giving banks for 2nd graders to teach them about stewardship
- New Bibles for 3rd and 7th graders
- Instruction and celebration meal for 5th grade First Communion
- Confirmation Sunday
- Blessing of new drivers
- Graduation Sunday
- Care packages to college freshman

The nursery is staffed with a childcare provider. Activity bags are provided for preschoolers during both services. A newsletter is sent to parents of 1-3 year olds. Birthday and baptismal birthday cards are sent to all Sunday school age children. Georgine Kretzeman received the Pencil Award for her dedication to the children and youth of our congregation. A Faith Formation website geared towards newborns-18 years old and parents is updated monthly and a Facebook page for adults and teens is used for communication weekly. Rachel Follingstad continues her leadership on the East Central Synod Youth Board to represent the Green Bay Conference for another year and Gabby Lettie was elected for two years. Kristi Appel was given a volunteer ministry award at a Recharge Conference we attended for youth and Family Ministry.

Submitted with Praise and Thanksgiving, Jane Burress/Youth Minister

Vacation Bible School Report

The theme for VBS 2016 was "How the Rock Got Rolled" and was the story of Holy Week. We followed the disciples thru stories about Palm Sunday, Maundy Thursday, Good Friday and Easter. The churches of Northern Door County partner on activities for the week and VBS is held at the First Baptist Church in Sister Bay.

As always, Shepherd of the Bay had a good turnout of adult volunteers and children. The Craft Committee is lead by Kristi Appel and Carol Omernick. Bruce Foster edited the skits and curriculum and Lynne Buchner directed the skits. We had many adults help with being tribal parents, craft helpers, set up and taking down of the craft booths and tents, snack helpers, picnic lunch helpers and clean up crew. Thanks to everyone who supported this wonderful program.

Carol Omernick

Sunday School

For the 2016 year, the Sunday School time was changed from 9:15am -10am to 9:00am - approximately 10:30am. This was done to try to find a happy medium between the congregation wanting to see the children in the church service/fellowship more and a desirable time that works for parents. A children's sermon was brought back into the service and I feel it is having a positive impact on the youth. They get to interact with the pastor and get a feeling of belonging. The more engaging the sermon with interactions from the congregation the more the children talk about it.

We have stayed with the Augsburg Fortress curriculum but have switched to a rotational lesson plan which offers more variety in activities for more diverse age groups. We have 2 classrooms. The first classroom is for preschoolers where we follow our Bible story through art, movement, song and snack. The second classroom is for 1st through 6th grade. We do similar activities but add science. There are many articles in Christian faith that say churches lose children from the church by the time they reach the age of 10 due to questions arising in this day of technology, all access to information and science. The children have had questions regarding different religions, science and space, evolution, death, etc. The list goes on and never ceases to amaze me. The rotational program has an excellent science portion that brings belief and faith in God and Jesus to these topics and more.

We have 32 children registered with an average weekly attendance of 13-18 children. The remaining balance of students are intermittent or special programs attendance.

We have: 13 preschoolers
9 1st-3rd grade
10 4-6th graders.

We ended our year performing a Christmas program that Lori Free performed back in 1996. She graciously donated new costumes and props to our christmas program and velvet storyboards for the preschool classrooms.

The teachers for the year are Lynne Buchner and Kristi Nelson Appel. We usually have 5-8 preschoolers and 5 uppers in attendance. A big thank you to our parents who have helped out. They are Amanda Christel, Jeremy and Cindi Schwab, Kit and Elizabeth Butz, Sandy Kopitzke, Marlee Tesnow, Mary Ann Rinkleff and Kristen Demarinis. If I have forgotten anyone know you are VERY much appreciated. We need at LEAST 2 people in the preschool classroom to maintain safety and could use more help. The parents have helped when asked but I am disappointed that the congregation that wants to see the children in church have not given their time to grow the children in their faith.

To date the Sunday School has collected \$35. I would like to continue to vote as a class as to where the money should be donated to in connection with the Guatemala mission trip. I utilized \$1700 of my budget for the year. I was continuing to use up the remnants of supplies we have had that is starting to fade, crumble and go bad from being stored for too many years. It would be nice for the Sunday School Coordinator to have a debit or credit card to be able to order more easily the things needed at the best price. Getting necessities has been limited to places with existing accounts and have not always met the needs.

For 2017 the classrooms have a need to be updated with organizational implements and biblical decoration. We also need all new milestone ministry gifts. We have used them all. This is an exciting time for Sunday School with such a high number of young children, we have a new beginning.

Respectfully submitted by
Lynne Buchner

Music Ministry

"Let the sea resound, and everything in it, the world, and all who live in it. Let the rivers clap their hands, let the mountains sing together for joy, let them sing before the Lord..." Psalm 98: 7-9A

It has been a wonderful year. Even though we did not have a full-time pastor, everyone worked hard to keep Shepherd of the Bay Lutheran Church alive with many Christ-honoring programs for all ages. The Sanctuary Choir continued to sing every Sunday throughout the year and the Handbell Choir played. We need a few more ringers, soooooo if you can play, please contact me. A special thank you to Scott Henry and Mary Perdue for leading the singing at the Contemporary Service. The music at Shepherd of the Bay expresses many styles: traditional hymns, contemporary gospel songs, sacred classics, etc. A Big Thank You to Judy Jackson and Greg Beem for the excellent piano and organ music each week.

It takes many people to make SOTB's music run smoothly for every single service. Please thank these people for their commitment to the Music Ministry in 2016.

The Gibraltar Male Quartet with Evan Henry, Collin Strege, Juan Jauregui and Eric Hoyerman, the Confirmation Band with Brady Ash, Bella Bunda, Bella Vartanian, Nina Sitte, Jolie Fitzgerald, Matthew Austgen and Mason Jungwirth. Kay Friedrich, flute (Margaret Thompson's daughter), Alicia Doudna, violin extraordinaire, the Gibraltar Choir directed by Mary Bondeson, Birch Creek teachers and students Megan Martin, Joseph Stoltz, Daren Castellenos, Charles Schuchat and Tomas Stark, Eric and Ellen Olson wonderful PMF oboe and viola players, Terry and Lori Everson great PMF trumpet and violin, Thomas Kluge, violin/viola player from PMF, Matt Hippen (Clink and Sharon Gall's grandson), Helen Molzahn and her brother Tom Vaaler, Ann Birnshein, trumpet, Ava Hitzeman, flute, PLUS the Sanctuary Choir members: Cindy Beem, Greg Beem, Carole Bergner, Ann Birnschein, Cheryl Becht, Sharon Cobb, Donna Henning, Caroly Hitzeman, Myrma Howard, Donna Hupe, Roberta Kutlik, Kristin Freed, Helen Molzahn, Tom Vaaler, Cathy Mangan, Jan Mielke, Gloria Serkland, Jan Stromen, Sandy Synnes, Karen Wilkinson, Pat Skogsbakken, Sue Provo, Gail Prine, Jeanne Aureluis, Sue Daubner Mary Fales, Gen Follingstad, Vernamae Juel, Eloise Lindem, Barb MacDonald, Mary Perdue, Shirley Rosenquist, Sigrid Ostrem, Robin Butchart, Juan Casanas, George Cogg, Dennis Fales, Ken Issel, Carl Jackson, Carol Weymier, Ken Bergner, Bill Henning, Scott Henry, Evan Henry, Elizabeth Henry, Bryan Follingstad, Rachel Follingstad, Erv Hitzeman, Gene Prine, John Skogsbakken, Keith Wickert, Clint Robison, Lyle Amundson, Jan Peterson, Fred Peterson, Patrice Chanpeau, Myron Marlett, Patricia Marlett, Barb Meyer, Bill Meyer, Bill Johnson, Carl Jackson, Connie Glowacki, Ed Stone, Barbara Gould, Kristin Freed, plus the many visitors who willingly join our choir in the summertime. THANK YOU also to Lynne Buchner and the Sunday School Choir. It is great to hear the young voices.

Thank you also to the Handbell Choir: Cherilyn Boock, Robin Butchart, Barbara Gould, Sue Daubner, Cathy Mangan, Mary Perdue, Grace Rossman, Carol Weymier, Kristin Freed and those wonderful subs: Scott, Cathy and Evan Henry, John Skogsbakken, Bill and Barb Meyer. We really need some handbell players, like YOU.

If I've forgotten anyone, please forgive me. I am truly grateful for all who use their talents to the glory of God at SOTB. Thank you to over 200 people. Praise the Lord. Thank you also to all who made the Ash Wednesday, Good Friday, Christmas Eve and Christmas Day service so special.

Besides our regular weekly choir schedule, the Sanctuary Choir presented two concerts at the Meadows in Sister Bay. Thank you choir. It is a wonderful evening of music that all the residents enjoy.

A special thank you to the Concert Series Committee for planning a wonderful 2016 special concert series. We had the privilege of hearing the artistry of two fine organists who come out of our Lutheran tradition. In July, Dr. Gregory Peterson, organist at Luther College, presented us with an organ concert as part of our 4th of July weekend celebration. Dr. Catherine Rodland, from St. Olaf College, performed a wonderful concert of organ music in September over the Labor Day weekend. Both artists performed programs that were very well received and enjoyed by all who attended. Thank you to those who helped by sponsoring the concerts, attending and bringing your friends, being greeters, ushers, providing lodging, and all those who helped with the receptions. THANK YOU

THANK YOU to the PMF for the use of the Steinway Concert Grand piano throughout the year. THANK YOU also to Peter Nehlsen for the use of the Baldwin Concert Grand piano. A special thank you to Peter Nehlsen and Gary Doudna for keeping all the instruments we use in wonderful condition. THANK YOU to Greg Beem for keeping the organ in wonderful condition. THANK YOU to Judy and Carl Jackson for the gift of a beautiful Steinway Grand piano. THANK YOU also to Mary Perdue for the wonderful practice piano. A lot of Thank You. We certainly are beyond blest !!!!!

I wish to thank Shepherd of the Bay for giving me the opportunity to serve the Lord with music. It has been a real joy to work and worship here since 1992. That 25 years has flown by. I ask for your prayers so I can *"Walk worthy of the vocation to which I am called, with all lowliness and meekness, with long-suffering, forbearing one another in love."* Ephesians 4:1-2

Respectfully submitted,
Gladys Austgen, Minister of Music
Shepherd of the Bay Lutheran Church

Worship & Music Committee 2016 ANNUAL REPORT

Shepherd of the Bay's Worship and Music Committee truly is the "little engine that could". Prior to being appointed as chairman in February, 2016, I served as a member of this committee without a great deal of knowledge, outside of the few tasks assigned to me. Since then, I've grown to learn and respect all that goes into making worship at Shepherd of the Bay so meaningful for so many people. This committee is tasked with recruiting ushers, readers, communion assistants, sound system operators, flower arrangements, communion setup, sanctuary decoration (think Christmas tree and banners), worship service design with the HUGE help this year of Gladys Austgen and Pastors Frank and Mike; the list could continue quite awhile and I'd still forget something or someone. Needless to say, I've enjoyed working with our committee members who give so much of their personal time in service to our Lord.

Outreach and evangelism occur in many forms at Shepherd of the Bay. One example that falls under the auspices of the Concert Series subcommittee is the continuation of professional organ concerts on our Dobson pipe organ. This past year we have presented concerts to the Northern Door community by Gregory Peterson of Luther College, Catherine Rodland of St. Olaf College and our own Greg Beem. All were very well received, and we plan to continue this tradition in 2017.

Worship is best when it evolves, reflecting the times in which we live. Stagnant, unchanging worship will not speak to us in the ways we need to grow our relationship with God. Worship at Shepherd of the Bay is not the property of this committee. We hope to act as conduits for your suggestions and requests. Worship will continue to evolve, especially as we move forward with a new pastor and his/her personal involvement. Please consider this your invitation to help shape worship at Shepherd of the Bay with input of any kind to me or any committee member.

Scott Henry

Women of the ELCA

2016 ANNUAL REPORT

Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up. Galations 6:9

Shepherd of the Bay WELCA continues to work for the good of others as we do God's work.

PURPOSE and COMMITMENT

As a community of women created in the image of God, called to discipleship in Jesus Christ and empowered by the Holy Spirit; ***the purpose of the women of the ELCA is to:***

- a. Commit ourselves to grow in faith
- b. Affirm our gifts
- c. Support one another in callings
- d. Engage in ministry and action
- e. Promote healing and wholeness in the church, society and the world

To accomplish the purpose of Women of the ELCA, Women of Shepherd Of The Bay commit themselves to:

- a. Come together for study, support and action
- b. Participate in the ministry of Women of the ELCA beyond the congregation
- c. Support financially the total program of the Women of the ELCA
- d. Designate leadership that shall be in communication with the synodical and church wide women's organization

Our Unit of WELCA conducted an Annual Meeting held on December 6, 2016 . The Leadership Team of our unit for 2017 was approved at this December meeting:

Officers:

President: Cheri Boock
Vice President: Pat Skogsbakken
Secretary: Karen Wilkinson
Treasurer: Cathy Mangan

Board Member Chair Persons:

Membership: Ronnie Robinson
Education: Carole Bergner
Social: Janet Stromen
Events: Cheri Boock
Missions: Bunny Sheahen

2016 IN REVIEW

EVENTS

SPAGHETTI SUPPER held on June 25 (\$1,671.00).

CAKE AUCTION was held on August 14 (\$710.00).

FALL BAKE AND PRODUCE SALE held on October 9 – held between church services with no lunch (\$1,602.00).

DISHCLOTH SALES are held throughout the year (\$93.00).

CHANGE BUCKET for Koinonia Kupboard (food pantry) donations during Fellowship Hour (\$795.69).

40 DAYS OF GIVING held during Lent (\$929.00)

SOCIAL

SCAND BIRTHDAY PARTY held on February 25

MISSION FEST held on September 13 with a “Secret Santa” presentation.

CHRISTMAS LUNCHEON- held on December 10 with “Countdown to Christmas” Puppet Show.

EDUCATION

BIBLE STUDIES with Ken Bergner (held weekly) and Vernamae Juel (held monthly),

BOOK DISCUSSION GROUP held monthly.

RETREAT AT BJORKLUNDEN held on November 7th. Leadership was provided by Pastor Barbara Sajna and Myrma Howard.

MISSIONS

MISSIONS PROJECTS GROUP met six months of the year to complete 154 quilts for Lutheran World Relief and sent out 41 hand knit sweaters, 45 baby caps and 20 blankets to World Vision. The Knitters completed 120 teddy bears. 85 bears were sent to the Mother Bear Project in Africa and 35 bears to Guatemala.

MEMBERSHIP

ROSE CLUB committee members remembered the 90th and 90+ birthdays of the women of Shepherd Of The Bay by presenting them a rose on their birthday.

SOCIAL SIX groups were formed for Christian Fellowship throughout the summer and fall. The Social Six Groups met once each month for three months that included a meal and fellowship. A joint meeting for all the groups was held for an evening of fun, food and games in October.

MEALS MINISTRY – Over 60 meals were prepared for Shepherd of The Bay members who were either hospitalized, experienced ongoing health issues or when there was a death in the family.

PRAYER CHAIN committee members sent prayer requests via phone or e-mail notifications. Bonnie Hanson and Cheri Boock are the contacts for the Prayer Chain.

PRAYER SQUARES – The small prayer squares were knit or crocheted and placed in a basket in the rear of the church - free to anyone who wanted them as a reminder to pray or give prayerful thanks.

MEMBERSHIP BOOKLETS - Committee events and social dates are compiled each December and are printed and assembled as a small handbook following the January Board Meeting. Every woman of Shepherd of the Bay as a member receives a copy for use during the year.

CONFIRMATIONS GIFTS: - Handmade wooden “Jesus” Plaques were given to each newly confirmed member in May.

The WELCA ANNUAL MEETING was held on December 6 to disburse the funds generated from our projects for 2016

<u>MISSIONARIES:</u>	\$1,200.00
<u>DOOR COUNTY DONATIONS:</u>	\$3,787.69
<u>WISCONSIN DONATIONS:</u>	\$ 300.00
<u>INTERNATIONAL DONATIONS:</u>	\$1,098.24
TOTAL	<u>\$7,085.93</u>

THANK YOU to the WELCA Board members and the WELCA members who planned and organized the many social events, fund raisers and educational opportunities throughout the year – you all are so very much appreciated!

Cheri Boock – WELCA President - 2016

WELCA TREASURER'S REPORT						
as of DECEMBER 31, 2016		2016 TOTALS				
			INCOME	EXPENSES		
ACCOUNT BALANCES	1/1/2016	BEGINNING BALANCE	\$824.17			
\$857.14		QUILTER'S GROUP				
		from QUILTERS CHECKING	\$685.50			
		BATTING	\$188.62	\$188.62		
		RETURNED BATTING	\$189.00			
		SEWING MACHINE TUNE UP		\$59.95		
		CHERYL LEMKE - THREAD SUPPLIES		\$17.41		
		DONATION FOR BATTING	\$60.00			
		FUND RAISERS				
		40 DAYS OF GIVING	\$929.00			
		SPAGHETTI DINNER	\$1,671.00	\$35.00		
		CAKE AUCTION	\$710.00			
		FALL SALE 2016	\$1,602.00			
		COOK BOOKS				
		DISH CLOTHS	\$103.00	\$130.80		
		FINGER LABYRINTHS	\$49.00			
		MISSIONS				
		UNITED WORLD MISSIONS		\$1,200.00		
		GUATAMALA TRIP - 2016		\$300.00		
		LUTHERAN WORLD RELIEF				
		ELCA WORLD HUNGER		\$1,129.00		
		HELP OF DOOR COUNTY				
		SECRET SANTA PROJECT		\$1,000.00		
		MINISTRY FUND				
		FAMILY SERVICES OF DOOR COUNTY				
		REFORMATION CHURCH				
		ST PAULS MILWAUKEE	\$150.00			
		GLOBAL HEALTH				
		WORD MADE FLESH				
		CHANGE BUCKET	\$801.69	\$795.69		
		STEN KORDON BENEFIT FUND		\$1,602.00		
		MISCELLANEOUS				
		BONNIE HANSON FOR BOOKLETS		\$150.00		
		SHIPPING - quilts	\$714.24	\$714.24		
		SHIPPING - sweaters		67.06		
		SHIPPING- MOTHER BEARS	\$265.00	\$255.00		
\$90.00		MEAL MINISTRY	\$90.00			
		ROSES		\$88.67		
		CONFIRMATION GIFTS				
		RETREAT	\$525.00	\$500.00		
\$500.00		CHRISTMAS LUNCHEON	\$794.00	\$192.29	still owe about \$500	
		DONATION	\$200.00			
		CHECKS		\$22.00		
WELCA BALANCE		BANK FEE OR INTEREST	0.57			
\$746.92						
	12/31/2016	TOTALS	\$10,551.79	\$8,447.73	\$2,104.06	Checkbook balance

SHEPHERD OF THE BAY WELCA

MISSION DONATIONS

	2012	2013	2014	2015	2016
MISSIONARIES					
Esdras & Karen Krebsky Latin America	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00
DOOR COUNTY DONATIONS					
Help of Northern Door County Ministry Fund	400.00	500.00	400.00	300.00	
SOTB Parish Nurse	200.00	250.00	200.00	200.00	
Koinonia Kupboard from Penny Jar	250.00	250.00			
Feed My People	3,071.42	350.00	250.00	220.00	795.69
Guatamala trip	166.18	150.00	50.00		
Scandia Village Capital Fund Drive		500.00	750.00		
Secret Santa					1,000.00
Matthew 25				200.00	
Family Services of Door County				180.00	
Sten Kordon Benefit Fund					1,602.00
SOTB MEAL MINISTRY					90.00
WISCONSIN DONATIONS					
Reformation Lutheran Church Milwaukee	300.00	400.00	300.00	150.00	
Phetsamone Vannanong Laosian	250.00	300.00	250.00	150.00	
INTERNATIONAL DONATIONS					
ELCA WORLD HUNGER					1,129.00
Lutheran World Relief	250.00	500.00	750.00	700.00	
Word Made Flesh		500.00	300.00	200.00	
Selian Lutheran Hospital - Tanzania	350.00	400.00	100.00	200.00	
Good Samaritan for women & children in Columbia	125.00	250.00			
LWR - Quilt shipping	421.40	500.00	460.00	452.50	714.24
LWR - Care Kit Shipping		265.00	267.00	212.00	
Mother Bear Project Shipping					255.00
TOTAL	\$6,984.00	\$6,315.00	\$5,777.00	\$5,064.50	\$7,085.93

Outreach Committee Report

The outreach committee has been a work in progress over this past year. The main focus this year has been reorganizing coffee hour service groups and setting up Lenten meals for 2017. I am a committee of one and would love to have some other members join me in making the Outreach committee an integral part of Shepherd of the Bay. The Outreach committee encourages you to make visitors feel welcome and comfortable. Please remember to invite your friends and neighbors to any of the wonderful concerts that we host throughout the year. We look forward to seeing new faces at Shepherd of the Bay!

Alicia Kropuenske

2016 World Marketplace

World Marketplace is still looking for someone to take over this project. In the meantime, Carol Omernick has taken over the ordering of Fair Trade Coffee, Chocolate bars, etc. We offered new seasonal coffees from Guatemala and Haiti. We also featured some of our new coffee blends at the coffee/fellowship hour between services a few times in 2016. Look for more of this in 2017.

With the help of Cindy Schaulis, Haitian artwork was ordered and put on display in the fellowship hall. During November and December we focused on helping the Haitian artists recover from the recent hurricane by selling some of their recycled metal drum and river stone artwork. The church has gathered a number of pieces through SERRV and Comite Artisanl Haitian (CAH). These two organizations provide essential equipment, training, and marketing so low income artisans and farmers can design and create new products and find new markets for their work. Your purchase of their unique artwork is just one small way to help put money directly into the pocket of Haitian artists to help them rebuild their lives.

Even though the World Marketplace is smaller in scale, our main goal is still to help struggling artists around the world.

Carol Omernick

Guatemala Mission Trip

Guatemala Short term Mission Trip 2016 had 18 participants which is our largest group to date. We had 7 high school students and 11 adults in this year's group. We shared God's love with many families. Six homes were built for Mayan women and children. Another six homes, built in previous years, were restored and painted. Two of the restored homes had an outdoor bathroom added. Water filters and cook stoves were installed for families to improve health and safety as well as to conserve wood, which is costly. We supplied each home, we visited, with an audio bible in their native language.

Our Group participated in food distributions for 50 to 100 widows. Each woman could receive a month's supply of basic food staples. School children were fitted and given shoes made on site. We assisted at evening feeding programs which fed children spiritually as well as physically. There are 3 Program sites which serve hundreds of children meals twice per week.

We prayed, played and shared the gospel. With the support of Congregation, the mission group was able to touch many lives for Christ.

We raised money by staffing water stations at various races in Door County, a booth at Marina Fest in Sister Bay, Lenten Meals, Husby's Fundraiser and donations by SOTB members.

In His service
John & Nora Zacek

Caring Shepherds Annual Report

The mission of *CARING SHEPHERDS* is to help members stay connected to our church when they cannot attend church on a regular basis. Shepherds visit or call members to provide a short visit and give them church bulletins.

Every Sunday DVD's are made of the first service and are distributed to members via the Shepherd's visits or through the mail. These DVD's are available for Free for our members. An average of twelve DVD's are made each week and are distributed every week to our members who are homebound. DVD's are also made and given for Baptisms, Weddings, Confirmation and some Concerts.



- Cheri Boock, David Boock and Keith Wickert

*Be shepherds of God's flock...
1 Peter 5:2a*

Social Six Annual Report



SOCIAL 6 Groups are formed with the purpose to meet for sessions during the year. Members sign up for one of the sessions and groups of six members per group are formed. The groups meet once each month over a three- month period for Christian Fellowship that centers around a meal, conversation and could include a fun activity.

Five *SOCIAL 6* Groups were formed for the MAY-JUNE-JULY sessions and seven groups were organized for the AUGUST – SEPTEMBER – OCTOBER session. A

SOCIAL 6 FUN NIGHT was organized as a finale for the year. The groups met for a delicious meal, socialization and games in October.

SOCIAL 6 groups for the months of JANUARY, FEBRUARY and MARCH were formed for 2017.

- Cheri Boock, Carol Weber and Carolyn Hitzeman –
2016 SOCIAL 6 Team

Stephen Ministry Annual Report 2016

Stephen Ministry is a world wide one-on-one Christian Lay Ministry available to people that are experiencing difficult personal times.

Stephen Ministers at Shepherd of the Bay donated countless hours in formal and informal visits based on individual needs throughout the congregation and community. There are currently 13 active ministers within the congregation.

On January 4, 2017, we began a class for new Stephen Ministers with 6 new candidates. The 14 classes will consist of learning about listening skills, assertiveness training, crisis theory, confidentiality and the process of Christian Care-giving.

Stephen Ministers are also available after church services for prayer or just private words. If you know someone that would benefit from a visit from a Stephen Minister, please contact George Cobb or any Stephen Minister.

Your continued support and prayers for the journey of Stephen Ministers and care receivers are greatly appreciated!

George Cobb

Call Committee Report

Immediately after this annual meeting, we will present details about our recommended candidate. The committee conducted a search through the Bishop's office initially, and then began to seek referrals and make calls to people we became aware of. It is through this process that we were fortunate enough to consider at least a dozen candidates before we met our recommended candidate.

During the initial transition period, a transition committee had identified the most important qualities our new pastor should possess. The call committee's job was to fulfill this as closely as we could. I think we hit the mark!

Many thanks to the call committee members who attended lots of meetings, conducted phone calls, asked excellent questions of each other and the candidates, and supported each other and the congregation happily and professionally throughout the process. They are Dave Boock, Ron Hupe, George Cobb, Alicia Kropuenske, Holly Thomas, Sharon Pluff, and Grace Rossman as chair.

Thank you,
Grace Rossman, chair

Church Library Annual Report 2016

Our church library collection includes 1600 titles in the form of books and DVD's. This includes materials for all ages and on many topics of interest.

The Youth Group moved the children's books from Fellowship Hall to the upstairs hallway to be more easily used in the Sunday School area. Again the summer reading program was held in conjunction with Wonderful Wednesdays for children in preschool through grade six. Children checked out books and read for information and enjoyment under the supervision of Cynthia Drey.

We invite church members and friends to browse the library shelves in the Fellowship Hall for materials to meet their needs.

Sharon Cobb

Building and Grounds Report

Please look for addendum.

ENDOWMENT COMMITTEE – 2016 REPORT

The Shepherd of The Bay Endowment Committee met four times in 2016 and authorized distributions from the Endowment for the following ministries:

General Purpose	\$2,185
Youth	750
Health and wellness	375
Missions	750

During the first quarter of 2016 the Endowment assumed responsibility for the investment of all scholarship perpetual funds. In 2016 the Endowment provided over \$7,600 to the Scholarship Committee. These monies were distributed between college bound high school seniors (\$4,400) and adult women acquiring new skills (\$3,200)

During the year the Endowment accepted donations 1.) to the existing Mustard Seed Fund designated to provide funding for Building and Grounds and 2.) to establish a new Mustard Seed Fund to provide funding for the music program.

The Committee also approved distributions from the Endowment applicable to 2017 for the following ministries:

General Purpose	\$2,275
Youth	775
Health and wellness	375
Missions	1,025
Scholarships –	
High School Seniors	\$4,650
Women	3,200

The Endowment Fund and it's sub-funds are always available to receive contributions which are tax deductible as itemized deductions to the limit allowed by the IRS Code.

The Shepherd of The Bay Endowment manages funds contributed in memory of the following:

George Lings
Clyde Casperson
Louise Buchholz

ENDOWMENT COMMITTEE:

Werner W. Krause, Chairperson
Bill Matson
David Boock

Pastor
Council Pres. Grace Rossman
Treasurer Ron Hupe

**Shepherd of the Bay Lutheran Church
Balance Sheet**

		December 31, 2016		
Account Description		Actual	YTD	
			Jan 1 Bal*	Variance
ASSETS				
Current Assets				
	Regular Cash	137,618	130,327	7,291
	CD's	184,478	162,264	22,214
	Debt Retirement Cash	31,054	43,592	(12,538)
	Investments	-	2,580	(2,580)
	ELCA Endowment Fund	260,228	257,745	2,483
	ELCA Scholarship Fund	-	-	-
	Prepaid Assets	-	-	-
	Deposits with Vendors	-	-	-
Total Current Assets		613,378	596,508	16,870
Fixed Assets				
	Church Building & Equipment	3,950,861	3,950,861	-
	Construction in Progress	-	-	-
Total Fixed Assets		3,950,861	3,950,861	-
	SOTB - Loans Receivable	-	199,829	(199,829)
TOTAL ASSETS		4,564,239	4,747,198	(182,959)
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
	Regular A/C Payable	7,142	3,455	(3,687)
	Credit Cards	820	1,317	497
	Accrued Payroll	7,000	-	(7,000)
	Payroll Liabilities	3,110	3,748	638
	Auxiliary Organization Cash	6,438	9,391	2,953
	Outreach Payable	275	420	145
	Benevolence Payable	11,410	4,311	(7,099)
	Accrued Expenses	20,992	15,972	(5,020)
	Miscellaneous Receipts	75,792	87,616	11,824
	Unrestricted Funds	58,061	47,276	(10,785)
	Restricted Investment Funds	-	127,580	127,580
	Restricted Other Funds	366,146	376,801	10,655
Total Current Liabilities		557,186	677,887	120,701
Long Term Liabilities				
	Thrivant Mortgage	509,516	572,455	62,939
	SOTB - Construction Loan	-	74,829	74,829
	SOTB - Parsonage Fund Loan	-	125,000	125,000
Total Long Term Liabilities		509,516	772,284	262,768
Total Liabilities		1,066,702	1,450,171	383,469
Equity				
	Beginning Equity	3,297,026	3,297,026	-
	Parsonage Loan Equity	127,580	-	(127,580)
	Current Year Activity	72,727	-	(72,727)
	Rounding	2	1	(1)
	Net Income	202	0	(202)
Total Equity		3,497,537	3,297,027	(200,510)
TOTAL LIABILITIES & EQUITY		4,564,239	4,747,198	182,959

Shepherd of the Bay Lutheran Church

		Year Ending	December 31, 2016		
Shepherd of the Bay Revenue Statement		YTD		Variance	
		Actual	Budget	Fav (UnFav)	LastYear
Income					
	Regular Offering	353,342	330,000	23,342	353,148
	Endowment Income	4,060			
	Parish Nurse Giving	370	4,060	(3,690)	2,845
	Debt Reduction Income	76,264	70,000	6,264	67,793
	Mission Giving	1,310	2,500	(1,190)	3,239
	YearEnd Surplus Transfer	-	-	-	27,682
	Other Income	3,313	2,350	963	2,102
Total Income		438,659	408,910	29,749	456,809
Expense					
	Ministry	19,429	24,100	4,671	23,633
	Music	19,097	23,797	4,700	20,538
	Operating Expenses	82,966	95,640	12,674	92,247
	Office Expense	18,055	18,500	445	18,717
	Outreach Ministry	15,070	15,170	100	18,480
	Pastor (Salary & Expenses)	62,289	98,345	36,056	83,172
	Other Salary & Payroll Taxes	96,689	98,820	2,131	121,805
	Mortgage Payments	86,052	86,052	-	85,981
	Mission Payments	1,310	3,250	1,940	-
	Year End Adjustments	37,500	-	(37,500)	3,239
Total Expense		438,457	463,674	25,217	467,812
Net Income		202	(54,764)	54,966	(11,003)

Shepherd of the Bay Proposed 2017 Budget						
		2016	2016	2017		
		Actual	Budget	Budget		Var2016A
Income						
	Regular Offering	353,342	330,000	365,000		11,658
	Parish Nurse Giving	370	-	-		(370)
	Endowment Income	4,060	4,060	4,060		-
	Debt Reduction Income	76,264	70,000	76,000		(264)
	Mission Giving	1,310	2,500	2,000		690
	YearEnd Surplus Transfer	-	-	-		-
	Misc Income	3,313	2,350	3,600		287
Total Income		438,659	408,910	450,660		12,001
Expense						
	Ministry	19,429	23,100	23,850		(4,421)
	Music	19,097	23,797	23,297		(4,200)
	Operating Expenses	82,966	95,640	92,950		(9,984)
	Office Expense	18,055	18,500	20,150		(2,095)
	Outreach Ministry	15,070	15,170	13,120		1,950
	Pastor (Salary & Expenses)	62,289	98,345	108,153		(45,864)
	Other Salary & Payroll Taxes	96,689	98,820	98,820		(2,131)
	Mortgage Payments	86,052	86,052	86,052		-
	Mission Payments	1,310	3,250	2,000		(690)
	Year End Adjustments	37,500	-	-		37,500
Total Expense		438,457	462,674	468,392		(29,935)
Net Income		202	(53,764)	(17,732)		(17,934)

Shepherd of the Bay - 2016 Benevolence & Outreach Payments

From Designated Outreach Contributions

Christmas Families	845	
Word Made Flesh (Cami Goble)	320	
World Vision	200	

1,365

Accrued Missions

Transferred to Youth Fund for 2017 trips	4,000	
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4,000

Samaratin Fund

Soup supplies	274	
4 persons helped	1,535	

1,809

Other Benevolence - authorized 2016 paid 2017

Bridges	1,024	
Crossways Camping Ministries	1,024	
Door County Habitat for Humanity	1,024	
Help of Door County	1,024	
Katie's Fund	1,024	
Koinonia Cupboard (Food Pantry)	1,024	
Northern Door Child Care	1,024	

7,168

Outreach Ministry

ELCA	11,220	
Latin America Mission (Ed Krebsky)	1,800	
Lutheran Social Services	250	
Reformation	1,100	
Scandia Village - for use by Chaplan	700	

15,070

Total Benevolence and Outreach Payments **29,412**

SHEPHERD OF THE BAY CHURCH REPORT OF MEMBERSHIP

	BAPTIZED	CONFIRMED
A. MEMBERSHIP AS OF DECEMBER 31, 2015	706	553
B. Members received by:		
Baptism	3	0
Affirmation of Faith	0	0
Transfer	0	0
Confirmation	<u>7</u>	<u>7</u>
	10	7
Sub Total	716	560
C. Members removed by:		
Death	9	9
Transfer	4	4
Statistical Adjustment	<u>19</u>	<u>19</u>
	32	32
D. MEMBERSHIP: DECEMBER 31, 2016	684	528

WORSHIP LIFE OF SHEPHERD OF THE BAY LUTHERAN

Sunday Worship Services = 99
 Holy Communion Services = 99
 Other Services = 9
 Saturday Worship Services = 0

Average Weekend Attendance:

2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
319	289	301	304	326	295	285	279	256	258	207

STATISTICAL REPORT FOR SHEPHERD OF THE BAY LUTHERAN

Baptized members:

2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
780	807	815	819	832	798	774	750	713	706	684

Confirmed members:

631	658	664	667	673	657	637	612	574	553	528
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PASTORAL ACTS FOR 2016

	MEMBERS	NON-MEMBERS
Baptisms	1	2
Confirmation	6	1
Weddings	2	1
Funerals	2	1