



SHEPHERD

OF THE BAY

2024 Annual
Congregational
Report

Shepherd of the Bay Lutheran Church

11836 State Highway 42

Ellison Bay, WI 54201

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

All around us, we see signs of God's love and goodness. A person who has stepped away from church for many years steps back into a congregation, feeling the call of the Holy Spirit. Young adults feeling isolated in a digital-first world start gathering in person in a small group, enjoying the warmth of a hug and a new friend asking about their week. A mother plants a garden, and it yields fruits and vegetables, giving her nutritious food for her kids and extra produce to sell at the local market. Everywhere we look, we see signs of Christ's love. In Psalm 93, we read: "More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore" (4-5).

God's love is a majestic thing, and it moves us to share it in word and deed. The ministries of our congregations, our synods and the ELCA churchwide organization are all working together to share God's love with people in our neighborhoods, across our country and around the world.

I am so grateful for you, dear church. Your generosity to each of these three expressions of the church — your congregation, your synod and the churchwide organization — has bolstered the church's ability to share the message of God's love to people who are longing for it. Through your

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—Psalm 93:4-5

financial resources, your time volunteering and accompanying others, and your voices, you've helped carry this message of God's majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God's promises, sure of God's love and goodness.

A handwritten signature in cursive script that reads "Elizabeth A. Eaton". The signature is written in dark ink on a light background.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

2024 ANNUAL MEETING SHEPHERD OF THE BAY LUTHERAN CHURCH
January 26, 2025

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Shepherd of the Bay 2023 Annual Meeting Minutes

January 28, 2024

1. Welcome – Council President, Cheryl Becht

2. Call to Order – Cheryl Becht

3. Opening Prayer – Pr. Jim Honig

4. Approval of the Minutes from 2022 Annual Meeting on January 29, 2023

a. Motion to approve by Sue Daubner, 2nd by Jim Grasse. Motion carried.

5. Approval of Consent Agenda and Items

a. Motion to approve Staff and SOTB Ministry Reports, by Dick Burress, 2nd by Sue West. Motion Carried.

6. Reflections and Report – Pr. Jim Honig

Pastor Jim thanked everyone for a very successful Soup Dinner fundraiser for the Reising family. He emphasized that as Christians we are the body of Christ on earth, and so being, we are here to do his work. There are statistics that indicate 25% of Americans no longer believe in God and a larger number have no church affiliation. As a church we are figuring out that it's not going to be programs and buildings that make us the body of Christ in this world. The challenge is putting our words into action. It is, as we have heard so often, building a relational fabric within our congregation. And then using that relational fabric to reach out into the community, thinning the walls between church and community.

7. Treasurer Report and Approval of 2024 Budget – Grace Rossman

a. Grace assumed the position of Treasurer this year upon the retirement of Ron Hupe. She recognized Financial Committee members Scott Schultz, Dick Burress, and Les Keeper for their invaluable insight and assistance.

a. Actual revenue for 2023 includes the gains on our investment accounts as well as interest earned Grace feels that amount is a very good result and that 2023 ended well.

b. New accounting software and a new payroll system were initiated at the beginning of the year.

c. In light of the retirement of the mortgage, Grace explained Council recommended budget items, which include funding a new ministry to be defined and guided by the findings of the Thriving Congregations project, an increase in the Capital Maintenance Reserve fund, and a 5% cost of living increase for staff. Motion to approve 2024 Budget by George Cobb, 2nd by Carol Bergner. Motion carried.

8. Recognition & Thanks to Outgoing Council Members – Cheryl Becht

a. Sue Daubner and Dick Burress – Dick has served as President and Vice President, Sue has served as Council Secretary twice. Many thanks to both!

9. Election of New Council Members

Motion to elect nominees Jane Burress and Adam Johnson as Council Members by Dan Farwell, 2nd by Sharon Pluff. Motion carried.

10. Ratify Revised Constitution

Motion to accept by Gretchen Farwell, 2nd by Vicki Amundson. Motion carried.

11. Closing Prayer -- Pr. Jim Honig

12. Meeting Adjourned

Respectfully submitted by Micky Swanson

Pastor's Report

In the fall of 2022 when we began the journey that we have called our Thriving Congregations Initiative, we committed to a couple of important things. We committed to read the scriptures and pray together, sensitive to listening to God's leading for our life together. We committed to practices that would strengthen the relational fabric of the congregation. And we pledged to a sense of mission that would send us into the local community, thinning the walls between church and world.

2024 is the year that we have begun to see the fruits of those commitments. God has been good. God has answered our prayers and has led us to some invigorating new horizons of mission and ministry. In 2024, we began hosting monthly potluck dinners as a way to draw us closer together in fellowship. Those gathering have been popular and well-attended far beyond my expectations and have proved how good it is to be together and how much we crave opportunities to build the relational fabric of our congregation. A new men's fellowship and faith group was started, feeding both the relational and the faith needs of men of our congregation. We experienced our first year of a community garden that we hope will grow and prosper as a way to use our congregational assets for the benefit of

After studying and distilling the data from hundreds of one-on-one meetings and a round of house meetings, we determined two areas we would focus on: meeting the needs of the seniors of our congregation and outreach to the community. A Research and Action Team was formed in the late summer to address the focus on meeting the needs of seniors. That team completed their work in December and offered recommendations to the council; those recommendations will issue in concrete action early in 2025. The Research and Action Team for community outreach will begin their work in January 2025.

In addition to this important work, the basic foundation of our congregation's life continues. Every week, we gather around word and sacrament to listen to the word, to pray, to sing and praise, to support and hold each other up — in short to be built into the body of Christ in this place and to do Christ's work in this place. Our worship life brings a quality experience each and every week. In our worship life, we bade farewell to Greg Beem as our principal organist. And though we knew it would be difficult to find a competent organist to continue our tradition of high-quality worship, God has provided a new organist, Randy Manges, whom we welcome in January. After a long hiatus due to the pandemic, members of our congregation were able to resume their annual mission trip to Guatemala, providing important relief and sharing the love of Christ.

Klaud's Pantry continues to thrive and to offer hope and relief to struggling families in Door County. Both members and the larger community have been generous in supporting this ministry that unfortunately, is needed by many members of our community.

Programmatic elements of our congregation that have been part of our ministry for a long time continue: regular visits to the sick and shut-in, ministry to and with children, youth, and families, a strong music program to support our Sunday morning worship, bible studies, providing comfort and ritual to families grieving the death of loved ones, and service opportunities.

I am thankful to work with such a capable staff who are hard-working, dedicated and so good at what they do. In addition, I give thanks for competent and high-functioning congregational leaders. No one person can lead a congregation to its best ministry. It takes a team, and the leadership team at Shepherd of the Bay is outstanding.

Together we are building a warm and inviting congregation that people want to be part of. Over the past 2 years, we have welcomed 30 new members, representing 15 households. In addition, each week we welcome regular attendees who for their own reasons do not wish to become members, but who have by their action indicated that Shepherd of the Bay is their church home.

Read any expert about the future of congregational ministry and you will hear one consistent theme: the nature of congregational ministry is changing and the tried and true strategies for congregational vitality will not work into the future. There is no blueprint and there is no one size fits all solution. Each congregation will have to figure out how they will be part of God's mission in the world and be diligent in a constant listening and discerning for God's guiding and for opportunities for service and growth. And that is what we are doing. And that is the work that God is blessing.

Pr. Jim Honig

Council President's Letter

Shepherd of the Bay Lutheran Church's congregational meeting is my last duty as council president. As I write this report I'm thinking of the people in California whose homes and churches have been burned to the ground by the horrible fires there. As much as we are blessed by a beautiful building we know that it isn't an outside structure that our faith is built on, but rather the examples of love, support, caring and kindness from those inside that matter most.

We have then taken what is in our hearts out into the community to help others. Just a few include:

1. Klaud's Pantry which provides food for those who struggle to feed their families.
2. Two community Gardens with one being next to Koepsel's Farm Market and the other on our church property. Both give fresh produce to Klaud's Pantry as well as garden spaces to community members.
3. Starting a program for visiting, supporting and helping our senior members with things they now have difficulty doing on their own.
4. Taking communion to shut-ins which also gives them comfort, support and a connection to our church when they can't be present.
5. The audio visual system that provides a way to see the services for those who are unable or too far away to be in the sanctuary.

By no means do I want to minimize the devastating loss of houses of worship in California. While our building means a great deal, we draw our strength from the love and faith that comes from within.

Finally I want to thank you for the privilege of serving as the president and now look forward to continue working on the council to find more ways to demonstrate our faith and gratitude for the blessings that surround us.

Peace Be With You,
Cheryl Becht, Council President

Children, Youth, and Family Ministry

Lynda Pietruszka

As I flipped over my “Star Card” this Epiphany season, and the word, “Gratitude” appeared, I was struck by how spot on this word has been for our children, youth, and family ministry, within this past year! There is much to be grateful for, in the light of faith formation here at Shepherd of the Bay!

Third Sundays, Pancakes and Praise

September through May, each third Sunday, following Communion, children and families join us upstairs for a pancake breakfast followed by a time of faith formation for the entire family! Pancakes and Praise Sundays have been very successful, averaging five families in regular attendance. The other Sundays in the month, Sunday School for children ages 4-grade 6, follows the Children’s message, and is located in the conference room, first floor. We have averaged six children in attendance. We added “Worship Celebration” bags as an opportunity to follow and learn the order of worship, and contribute our “tithe” in the form of gratitude.

Little Lambs Bible Story Hour

Each Thursday morning, October through May, from 9:30-10:45 a.m., infants, toddlers, preschoolers and their care- providers are invited for a time of free play, Bible stories, art, music, games, and more! This year, we have four families who are members of other churches in the community, and one family from Shepherd of the Bay. The age has shifted from a preschool format to infants and toddlers, because of the make up of the children.

Wonderful Wednesdays

Every first and third Wednesday, from October through May, Gibraltar school students in Kindergarten through sixth grade are transported by the Shepherd of the Bay van, for a time of fun and fellowship, Bible stories, art, music, special guests, games, snacks, service, and more. The first half of 2024, we averaged 15 children. The second half we averaged 10 children. The direct result of our lower attendance stems from alternative after school programs offered through out the community on Wednesday nights.

Summer Wonderful Wednesdays

Children ages four through grade six, may register to spend five Wonderful Wednesdays from 9:00 a.m. to 4:00 p.m. at SOTB for a full day of fun, Bible Stories, music, arts and crafts, games, free play, water splash fun, movies, special guests, and a culminating field trip! The summer of 2024, we averaged fifteen children, with half from Shepherd of the Bay, and the other half, either vacation visitors, or coming from other churches. Our field trip was to “The Vault” for ice cream floats, then onto Ellison Bay Beach for fun in the sun.

Confirmation

The first three Wednesdays of each month, Pastor Jim and Lynda Pietruszka alternate instruction for two students, Kenzie Thomas and Erik Wolfe. Addison Schauke, a third student, receives Confirmation instruction from Pastor Jim, on line, because she resides in Sturgeon Bay. The remainder of the month provides opportunities for retreats, fellowship, field trips, service and outreach. Students are encouraged to attend the Synod Youth retreat, “Journey with Jesus”, and Confirmation camp in the summer. Reaghan Buchner received her Reaffirmation of Baptism, and was Confirmed in May of 2024.

High School Youth

September through May, every second and fourth Wednesday from 6:30 to 8:00 p.m., students in grades nine through twelve, gather for fun, fellowship, devotion, reflection, and planning for the next big event or community service! February retreat, Spring 30 Hour Famine, and Summer travel! High School average attendance three to six students, but climbs during special events, as our students are good to invite friends from the community. We celebrated the graduation of the following students on high school senior Sunday, May 2024: Vanessa DeMarinis, Cooper Gaddes, McKailey Reisen, Chloe Alexander, Jamie Appel, and Abbey Nelson. High School students attended the National Youth Gathering in New Orleans, summer of 2024; Carena Reisen, and Bobby Oppen. High School students participated in a mission trip to Duluth, MN through Youth Works; Bobby Oppen, Xavier Gaddes, Cosette Orrick, and Reaghan Buchner. Students also participated in the Synod Youth Gathering retreat, “Journey with Jesus”, at Imago Dei in February of 2024.

Nursery

The nursery is used for gathering and play for Thursday Little Lambs. The nursery is open Sunday mornings and during special events. The nursery is a space for parents and care providers to spend time with their little ones during worship (the service is on intercom). There are age appropriate toys, a changing table, and a rocking chair for nursing, and a crib, available. Currently we have one family who visits the nursery on Sunday. They were invited to give input if staffing is needed. Currently there are no volunteers or paid staff for the nursery.

Prayground

On the east side of the Sanctuary, we provide a year round “Prayground” for small children, attending worship with their families. We also provide activity bags for young children. Both are stocked and changed seasonally by one of our faith formation volunteers.

Highlights of Faith Formation in 2024

- “Touch the Water, Taste the Bread” first Communion class participants, who celebrated and received the holy sacrament for the first time; Lila Canard, and Ethan Olson, and Kirschen Koehler.
- Carol Omernick received the “Pencil Award” for outstanding support of faith formation for our children and youth, specifically the many years of supporting Vacation Bible school.
- Debbie Clement shared her passion for pollinators, and rock hound, Cal Pierson shared his passion for rock and mineral collecting, at Summer Wonderful Wednesday.
- The National Youth Gathering in New Orleans
- Hosting the J-1 Students in the “Craft Barn”, sending postcards home.
- Christkindl market Christmas crafts for kids, watching our kids from SOTB sing with their Gibraltar choir
- Journey with Jesus Middle School/High School retreat at Imago Dei camp
- Beginning Youth Group camp for children in grades 3-6
- Resurrection Easter Egg Hunt
- Youth Mission trip to Duluth
- Advent Workshop
- Intergenerational Children’s Radio Christmas program
- Vacation Bible School

Outreach and Service

- National Youth Gathering neighborhood trash removal, New Orleans, LA
- Youth works mission at the Damiano Center, Duluth, MN
- Ellison Bay Day in the Park, Children’s Activity Center
- Journey with Jesus, Imago Dei, Homeless Shelter Packs
- The Great Cereal Box Domino Challenge for the Door County Food Coalition
- Soup Supper/Silent Auction fund raiser, medical funding for Carena Reisen
- Card Ministry

Milestone Ministry

- Back to School Back Pack Blessings
- Early Readers
- Bible Sunday for Confirmation students, and grades 3 and 4.
- Confirmation and Graduation Sundays
- Baptism and Birthday cards
- First Holy Communion

Fundraising

- Banana Bread Sale
- Easter Bake Sale
- Wednesday Lenten Meals
- Door County Candle sale
- Peninsula Bike Challenge aid station
- HeyHey 5K aid station

Communication

- Facebook Shepherd of the Bay Family and Friends Page
- SOTB monthly newsletter and church website
- Email, text, U.S. mail, and phone calls, flyers
- Personal visits

Youth Director Training/Experiences

- Ten week online training, Stephen Leadership certification
- Synod Youth Leadership cohort dinner group
- Synod Youth Board, ad hoc
- Journey with Jesus Retreat planning team/workshop facilitator
- Children's Garden development
- Mental Health Fair committee
- Cut Up Club leader
- Faith Formation team leader
- SOTB van driver for Social outings, and Christkindl market
- Connecting with children, youth, and families by attending events at Gibraltar school
- Vacation Bible School volunteer
- Attending information conference for the state of Childcare in Door County

Ongoing

- Safety training and background checks for volunteers
- Intergenerational Partnerships
- Partnerships with Thriving Congregations
- Updating communications/program planning
- "Shepherding" families in need

VACATION BIBLE SCHOOL REPORT

Shepherd of the Bay joined the six churches of Northern Door County the week of June 10-14, 2024 to have a Vacation Bible School (VBS) taking place at the First Baptist Church in Sister Bay. We welcomed 120 children, ranging from preschool to 6th grade. Registration takes place mainly online, making it easy for many kids who don't have a church home to get involved. This opens the door for new friendships and experiences, inviting them into a welcoming community.

The theme for VBS 2024 was "Come to the King" and was a collection of parables from the Matthew and Luke in the New Testament. These included the Prodigal Son, the Pearl of Great Price, the Good Samaritan, the Widow and the Unjust Judge.

The central teaching points were:

1. God's love and forgiveness is for all of us, no matter how much we have sinned.
2. Jesus calls us to share his love with others with humility.
3. God wants us to go to him in prayer for all we need.

As always, Shepherd of the Bay had a good turnout of adults, volunteers, and children. The Craft Committee is led 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 teachers, 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 & Kristi Appel

Music Ministry

Continuity and change have been constant companions in the Music Ministry of Shepherd of the Bay in the year of 2024. Allow me to address the “change” aspect of this past year. Our organist, Greg Beem, served our church community faithfully for many years and just this October retired from his position after amending his position earlier in the year, finally retiring fully from our midst on October 1, 2024. While Greg was transitioning to a life of retirement, a very capable guest organist played our Sunday worship services with elegance and dedication. Scott Bourdeau came to us on many Sunday mornings, having crossed over Death’s Door Passage from his home on Washington Island. Scott has been a good colleague, as was Greg before him. Shepherd of the Bay has been the happy recipient of these two talented and gifted musicians’ work on numerous Sunday mornings during the year. Our church is grateful for their musicianship and their collegiality. We await the arrival of our new organist, Randall Manges, as he is due to begin his tenure “on the bench” with Shepherd of the Bay on January 19, 2025.

Before Greg resigned his position at Shepherd, he oversaw the refurbishment of our 20-year-old Dobson Tracker Organ by the talented personnel from the Dobson Organ Company in Lake City, Iowa. Because of this much needed attention by skilled artisans for a week in June, we should be able to enjoy this beautiful instrument on Sunday mornings for many years to come.

Attending to our two Steinway grand pianos in the sanctuary throughout the year has been our good friend and gifted piano technician, Peter J. Nehlsen. Peter travels to us from his home on Washington Island whenever we need our instruments tuned and, if need be, repaired. It is helpful for us to be reminded that this generous piano technician has never presented our church with a bill for his services, stating that this is his contribution as a Christian to the work of the church. We are grateful for his service.

Continuity has been the benchmark of the Music Department of Shepherd of the Bay this busy year! We have hosted many concert events in our sanctuary space:

Organists Karen Black and Charles Barland, Pianist Jonathan Bass, Colin & Friends Indigenous Music presentation, four separate chamber concerts by Midsummer Music and our own Shepherd Showcase, featuring the musicians from our Sanctuary Choir and various instrumentalists from our own church family.

During this year, we were sad to say a final goodbye to several of our Sanctuary Choir and other cherished church members, celebrating their funeral services together as a church: Carl Jackson, Gary Doudna, Lyle Amundson, Donna Hupe, David Aurelius, Phyllis Turner and beloved Gibraltar kindergarten teacher from the larger community, Margaret Loving. It is always such an honor to celebrate these wonderful people’s lives in a final farewell of Christian love and remembrance.

One of the highlights of the Sanctuary Choir’s year was the selection, purchase and arrival of our new choir robes with liturgical collars (signifying the four colors of the church year: red, blue, green and purple). Spearheading this project from beginning to end was Sheila Lundquist, ably assisted by Jill Lhost. What a worthy effort this was, a bigger project that either woman would have anticipated. We, as a choir, are very grateful for their leadership and perseverance. We wore these new robes and our red collars for the first time as we processed into the sanctuary, singing “A Mighty Fortress Is Our God” on Reformation Sunday, October 27, 2024. (By the way, our old choir robes and collars have all been cleaned and are awaiting new homes! Perhaps someone reading this account will know of a choir in need of new robes! We would love to “pay them forward” to someone else’s church choir. Contact Sheila or Jill or me. We are ready to ship them off for some new singers to wear!)

Along with our new choir robes (All God’s Children Need a Robe!), we needed to find an adequate place to store them safely. In stepped Tom and Barb Tuttle, who purchased and installed curtain rods and new curtains to keep the robes clean and free of dust. Tom also built a second closet system for our “tall robes”, allowing them to hang without dragging on the floor. We, as a Sanctuary Choir, are grateful beyond measure for the generosity, skill and kindness shown to us by Tom and Barb.

I mentioned earlier that we have outstanding instrumental musicians and talented singers in our Sanctuary Choir and Shepherd family and friends. Here are the folks that have participated in our church services this year, playing their instruments: organ Greg Beem and Scott Bourdeau; violin Charlotte Bogda, Alicia Doudna, David Rubin (PMF); viola Ellen Caruso Olson (PMF) and oboe Eric Olson (PMF); cello Mara McClain (Midsummer’s Music); saxophone Erik Torkelson; trumpet Jim Honig; French horn Mike Fordney and Kent Moraga; trombone Paul Bellino (PMF), Bradley Ward (PMF), Terry Leahy (PMF); flute Sharon Johnson; percussion Erik Olson; bells Diane Ludwigsen, Amy Mueller.

And our talented singers, who have stepped into solo and ensemble roles in our church services: Mary Perdue, Sue Szabo, Sharon Johnson, Sandy Reisenauer, Scott Henry, Jeanne Aurelius, Cheryl Furlich, Ruth Ann Hjelle.

Our amazing Sanctuary Choir members have sung every week of the year and every special service asked of them in 2024. This is a very unusual circumstance for most church choirs, who normally take the summer off. The Sanctuary Choir of Shepherd of the Bay sings every Sunday, every season of the year. The summer months (June through September) the Sanctuary Choir transforms itself into that formidable force known as “Choir Lite”, performing choral miracles every Sunday morning with a very limited rehearsal time before the service begins, with whomever walks through the rehearsal door and wants to sing that day. I added up the total number of Choral Anthems the Sanctuary Choir sang this past year: 71 different anthems within the 2024 calendar year! Outstanding output for an outstanding choir!

Finally, I would like to draw attention to a special event in June: The Musicians of Shepherd of the Bay presented an afternoon of music entitled “Shepherd Showcase”. This offered an opportunity, spearheaded by Jim Grasse, to feature the musicians in our music family in a special way, singing choruses, playing instrumental pieces, singing solos and combining voices to create a variety of vocal ensembles. Those participating were:

Dwight Anderson, Jeanne Aurelius, Cheryl Becht, Gregory Beem, Carole Bergner, Ken Bergner, Charlotte Bogda, George Cobb, Solbjørg Daubner, Alicia Doudna, Cheryl Furlick, Nancy Goss, Cathy Henry, Scott Henry, Ruth Ann Hjelle, Jim Honig, Judith Jackson, Jill Lhost, Sheila Lundquist, Edee Madsen, Cathy Mangan, Joseph Megan, Barb Meyer, Bill Meyer, Jim Nelson, Judi Nelson, Erik Olson, Mary Perdue, Sue Provo, Sandy Reisenauer, Gloria Serkland, John Skogsbakken, Pat Skogsbakken, Linda Smith, Erik Torkelson, Tara Torkelson, Russ Zage.

What an exciting musical event this was, followed by a variety of culinary treats provided by Jim, Jessica and Jimmy Grasse.

One final thought I would like to share with you: Music does not happen in a vacuum. Music is meant to be shared with friends and with community. God has given many of us the Gift of Music and has shown us the Joy of Creating Music with friends and colleagues. That is what we continue to celebrate in our Shepherd community of musicians for the Glory of God and the Joy of Everyday People like us. William Shakespeare said it best: **If Music be the Food of Love, Play On! Sing On!** How can we not?

I am grateful to serve Shepherd of the Bay in my capacity as Sanctuary Choir Director and Principal Pianist. It is a true joy to create music with my dear colleagues in the Sanctuary Choir, instrumental colleagues in the church community and occasionally to offer a piano solo or two on a Sunday morning. Thank you for the opportunity to serve this church community, which has evolved into a cherished family for me. I can hardly wait to discover what 2025 has to offer all of us!

Judith Jackson, Sanctuary Choir Director and Principal Pianist
Soli Deo Gloria

Worship and Music Committee

SOTB’s Worship and Music Committee meets monthly, working with Pastor Jim and staff to help accomplish the many behind-the-scenes tasks related to our worship services. The committee was chaired by Lyle Amundson, until his death in March of ’24. Lyle described the tasks of the committee as “the recruiting of readers, ushers, communion assistants and sound system operators; making sure the banners and flowers are in place and that the altar is set up for communion.” A big word of appreciation goes out to ALL who make this possible, including committee members Sharon Pluff, Cheryl Becht, Sue Daubner, Jane Mohit, Judith Jackson, Carol Omernick, Jim Honig, Lynda Pietruszka and Greg Beem.

Concerts (Organ, Piano, etc) at SOTB also fall under the umbrella of the W & M Committee. Greg Beem, chair of the Concerts subcommittee shares the following:

As a part of church life, Shepherd of the Bay strives to interact with the community around us through evangelism and outreach. One way that outreach takes place here at Shepherd of the Bay is through our Summer Concert Series. This past summer we had three SOTB sponsored concerts which were all well received. In June, we were privileged to experience the music of “Shepherd Showcase” which showcased the talent of our many musicians here at Shepherd of the Bay. We also heard organ performances by Dr. Karen Black of Wartburg College and Dr. Charles Barland of the University of Dubuque. These events require much planning and expense to make them happen and we are grateful to those individuals who have worked so hard to make these events a reality.

This committee welcomes anyone with interest, to join. Reach out to the church office with your contact info and we’ll advise you of our next meeting.

Respectfully submitted, Scott Henry – committee member

Women of the ELCA

WELCA Quilting Group

The Quilting Group continues to meet on Thursday mornings in the fellowship hall from October to May. Many thanks to Barb Tuttle for her dedicated service to this ministry. She reorganized the closets, totes, and supplies to allow for a smooth transition as she resigned her position as leader.

Quilters constructed around 60 quilts, which were distributed in Guatemala by the mission group (Carol reported they were well appreciated) and to Lutheran World Relief ministry (LWR). It was noted that LWR extended disaster relief efforts to include the US just in time to provide thousands of quilts to the victims of Hurricanes Milton and Helene. Quilts and hygiene kits were provided to the crews of ships stranded in the Port of Baltimore after the bridge collapsed. Many did not have visas and weren't allowed to leave ship for weeks. Regardless of where the LWR quilts end up around the world, their purpose is to help someone keep warm.

New members are always welcome, no sewing experience required. There are many simple steps, and the fellowship is exceptional. Donations of sheets and fabric are appreciated.

Micky Swanson

Building and Grounds Report

The following report covers the projects and maintenance activities during 2024.

Thank you to all those who supported or donated to fund the various activities and projects listed below.

Carrena Reisen for keeping the building clean.

Steve Nuey for keeping our parking lot, driveways clear of snow and ice.

Garden Club for keeping our grounds beautifully maintained.

Glen Rossman for keeping the lawn mowers tuned up.

Our building suppliers that help us keep the building and grounds in good condition; A&A Fire & Security, Action Electric, Culligan, Eagle Mechanical Inc, Ferrellgas, Going Garbage, Hartmann Signs, Lakeshore Waste Systems, May Sports Center, Riesterer & Schnell Inc, TruGreen, Vans Fire & Safety, Warner-Wexel LLC, Wil-Kil Pest Control.

Grounds

Garden Club – Thank you Scott Thies for leading the weekly ground keeping efforts with our volunteers. We continue to receive many positive comments about the grounds from our members and visitors. Lawn service for Weed, fertilizer and pest control continued.

2024 Building Repairs and Improvements

HVAC Systems – Bi-annual maintenance continued. The AC unit for the Fellowship Hall died. This is the 2nd of 9 AC units.

Pest Control – Quarterly maintenance continued.

Fire Protection – Annual inspection and maintenance of the extinguishers, fire door and alarms continued.

Carpet Cleaning – The carpeting in the Fellowship Hall, Narthex, 1st floor hallway and Conference Room was cleaned May.

Sanctuary Ceiling Light Insulation – The insulating of the recessed lights in the sanctuary ceiling started and will finish in early 2025.

Round Tables – 15 new round tables for the Fellowship Hall.

Community Garden – A new Community vegetable garden was started off the NW corner of the Bus Barn. Rain gutters were added to the Bus Barn to collect water in a new 1500gal storage tank to provide water for the garden.

Rear Entrance off Humbug Rd – The end of the driveway near Humbug Rd was regraded to allow the water to drain off to the sides. New gravel was added to the area in front of the bus barn to even out some low spots and fill-in a rough area used for the children's picnic tables and sandbox.

Youth Play Area – Basketball and pickleball court lines were painted on the parking lot behind the choir room.

Capital Improvement Plans – Gathering quotes from various suppliers on a variety of projects continued through 2024.

Choir Room Closet – Curtains to protect the robes and a new shelf for hanging the longer robes were installed.

Hallway Door – A new pass through lockset was installed on the door adjacent to the conference room.

AV Maintenance – There was no significant maintenance required.

Members Volunteer Involvement in 2024

Buildings and Grounds Committee – Dick Burress, Carol & Karl Omernick, Scott Thies, Joel Thomas, Tom Tuttle

Garden Club – Dick Burress, Cal Pierson, Lynda Pietruszka, Don Provo, Adan Rice, Glen Rossman, Tim and Margaret Schoewe, Scott Thies, Tom Tuttle, Bill Wegehaupt, and Tim West - approx. 500man-hrs

Interior Cleaning - Carrena Reisen

AV Operators - Ron Hupe, Scott Eckdahl, Tom Tuttle

2025 – No major projects are planned.

Submitted by,
Thomas Tuttle - Chair Buildings and Grounds

Annual Report for Outreach Committee 2024

Thank you to everyone who has served in the various outreach activities offered by Shepherd of the Bay. These activities cannot happen without your generous gifts of time. “God is not unjust; he will not forget your work and the love you have shown him as you have helped his people and continue to help them.” Hebrews 6:10

Bridges: Shepherd of the Bay hosted a Bridges event the end of August. There were 24 volunteers from our church, 7 from Orchard Fellowship, and 8 from Bridges. We served a meal, had a campfire with S’mores, volleyball, Segways, pickle ball, basketball, provided a craft, and tours of the tower. There were about 120 in attendance.

Habitat for Humanity/Housing Partnership: Volunteers from Shepherd of the Bay organized and provided meals for Habitat Humanity/Housing Partnership home build in Sister Bay. Shepherd of the Bay worked with eight other churches to provide meals. Two people from our church worked on a regular basis to help build the home. The home was completed in time for the family to move in by Christmas.

Christkindlmarkt: Shepherd of the Bay provided free transportation for the Sister Bay Historical society Christkindlmarkt again this year. The drivers received around \$500 in tips, which were given to Klaud’s Pantry.

Mental Wellness Speaker and Fair

A committee has been working on a mental wellness resource event, scheduled for April 23, 2025. Tasha Schuh <https://www.tashaschuh.com/about> will speak at Gibraltar in the afternoon and at Shepherd of the Bay following the resource fair, which is from 4:30-6:30pm. A meal will be served during the fair.

Highway Clean Up

Shepherd of the Bay participates in the Wisconsin Adopt-A-Highway Program. Trash is removed from the sides of Highway 57 south of Sister Bay from Highway Q to Grove Road. This is accomplished in late spring with eight or so volunteers, who work 1.5-2 hours collecting about ten large bags of cans, bottles, and miscellany.

Prayer Chain

A group of people pray for individuals in our congregation and community upon request.

See below for individual reports on Klaud’s Pantry, Guatemala Mission, and Stephen Ministry.

Submitted with gratitude and praise to God.

Jane Burress/Church Council

Klaud's Food Pantry

"Do the good that is yours to do." (2024 Advent devotional and sermon.)

So many people have embraced the above message in keeping Klaud's Pantry as a critical resource for the Northern Door Community. We continue to receive regular donations from area churches, civic and business organizations, and many Shepherd of the Bay members and non-members.

Monetary contributions totaled over \$10,000 in 2024, and there was a constant supply of food, personal hygiene and cleaning supplies donated. We have also been very grateful for gifts of knitted hats and scarves, hand-made greeting cards and much more.

The Door County Food Pantry Coalition continues to support us when needed. This past fall, Hickey Bros Fisheries and the Coalition worked together to provide frozen salmon fillets to the pantries each month beginning in November. What a generous and amazing gift to our clients!

This summer, we had fresh vegetables for the Pantry because of the SOTB garden. Thank you to Tara Torkelson, Grace and Glen Rossman, Don Koepsel and others who made that happen!

Ongoing thanks to Carol Omernick who regularly shops to keep the fridge and freezer well-stocked. Thanks also to Tom Tuttle who set up more shelves to provide extra space for food, winter hats, scarves & mittens, and resource information. We also appreciate the faithfulness of Carolyn Hitzeman, Sue Meredith, Lynda Pietruszka, Debbie & Terry Wolf, and Barb & Russ Zage for re-stocking pantry items.

We are Blessed to be a Blessing!

Gratefully, Edee Madsen and Klaud's Friends

Stephen Ministry

Stephen Ministry has made a home at Shepherd of the Bay for many years. However, it is currently undergoing a revitalization. Carol Omernick and Lynda Pietruszka both Stephen Ministers, participated in a ten week on-line training to become Stephen Leaders. Stephen Leaders equip our congregation's lay people to provide one-to-one Christian care to people in our congregation and community who are experiencing difficulties in their lives.

Stephen Ministry is a confidential ministry. The identity of those receiving care and everything they discuss with a Stephen Minister remain private. The minister takes on the role of "prayer giver" however, God, is the "cure giver". The minister is not a therapist, but an active listener, and can provide resources when needed.

Coming into the new year, we strive to:

- Contact ministries within Shepherd of the Bay, researching how Stephen Ministry might partner or benefit that ministry, while identifying potential care receivers.
- Identify those who might be called to train to become Stephen Ministers.
- Utilize the current resource collection from Stephen Ministry to assist other care providing ministries in the church.
- Educate the congregation to become familiar with Stephen Ministry, making it approachable, as we build a culture of "It's ok to ask for help".
- Begin offering training modules that not only benefit an incoming Stephen Minister, but anyone in a care giving role.

I would like to express my gratitude to George Cobb, a Stephen Leader, for providing leadership mentoring.

Linda Pietruszka, Stephen Leader

Christ caring for people through people, a ministry of help, hope, and healing.

Bear one another's burdens, and in this way you will fulfill the law of Christ. Galatians 6:2

Guatemala Mission Trip

We partnered with Peace Lutheran Church in Antigo, WI, to send a team of 15 people to Guatemala. The members of Shepherd of the Bay traveling from March 19 to 27, 2024, included Nora Zacek, Gabi Solomon, Laney Zacek, Helen Cordon, and Carol Omernick.

The programs at Manos de Jesus in Guatemala are evolving after the pandemic, with a focus on building relationships within the community. One of the initiatives is a VBS-style soccer day camp. We also contributed by assisting in the tutoring center, providing small group English lessons for local children who fell behind in school during the pandemic. We visited the families of children attending the soccer camp as well as our sponsor families, bringing along blankets made by our WELCA quilters, food, and other essential items.

During our visit to Guatemala, we coincided with Holy Week when the children are on Easter break from school. To make the most of this time, we sponsored some fun activities for the kids, including a field day at one of the education program sites. The children were divided into teams, and we all enjoyed competing in various games. Additionally, we rented a park in a neighboring town that featured an outdoor pool. We played soccer, ultimate frisbee, enjoyed a picnic lunch of hot dogs, and swam in the pool. Many of the kids had never been to a pool before, and most did not know how to swim, but everyone had a great time!

A crucial aspect of building connections with the people of Guatemala is learning about their culture. We took a tour around the city of Chichicastenango, where Manos de Jesus is located, to gain insight into Mayan culture and traditions. Chichicastenango is one of the largest centers of idol worship in Guatemala, underscoring our mission to share the love of Jesus in this significant area. Our experience culminated in witnessing the solemn Good Friday celebrations in the city of Antigua, a UNESCO World Heritage site, where we observed the poignant Processions of the Cross, featuring beautifully adorned floats bearing statues of Jesus carrying the cross as they were carried through the streets for hours.

To support our mission, we continue to fundraise through events such as a water station at the Door County Half Marathon and a freezie pop station at the Door County Triathlon. We have also hosted two Lenten Meals.

Think about it ... Pray about it ... Join us!

Nora Zacek and Carol Omernick

Thriving Congregations

The Thriving Congregation program is to thicken the relationships within the church and to thin the walls with our communities. We have attended four training sessions, conducted by the Black Mountain School of Theology and Community at the Montreat Conference Center, in Montreat NC. The last one was completed in March, 2024. There was to be a fifth and final get together for all the churches that participated in our group in October to share their experiences but it was postponed due to the hurricane that caused so many damages in North Carolina.

During 2024, we invited thirty non team members- the Church Council, the Church Staff, and a selection of long term members, newer members, and people who winter in warmer places- to be trained to read and code the the minutes of the house meetings and to tell us what this data said to them and what areas we should focus on. Twenty-two people spent many hours on this task, and then met in small groups to tell us what they found- what was mentioned most often, what was most important, what would be most impactful.

The Thriving Congregation reviewed all of these groups findings, and decided on two areas to create research action teams. They were Senior Care and Community Engagement.

A charter was developed for the Senior Care team in the summer for the team to make recommendations by the end of 2024. The team was lead by Pat Skogsbakken, and the team members were Dick Burress, Carolyn Hitzeman Ruth Ann Hjelle, Nancy Megan, and Sue Provo. They researched what senior services were available in the area, connected about 30 seniors from SOTB, and conducted a written survey that was distributed at church and in the mail. They made their recommendations in December. We would like to thank them for all of their work. The Thriving Congregation team and Church Council will meet in January and February to make decisions about moving forward.

We initially intended to form the second team on Community Engagement in 2024, but due to a number of unforeseen circumstances, we will start that in early 2025.

There were a number of things that were started (or restarted after COVID) in 2023 or 2024 that didn't come from an action research team, but from an environment where people with shared interests stepped forward with ideas of things that would meet the needs of people within SOTB and the wider community. The Lenten service and meal series, exercise classes at church, the community garden, the welcome packets for new members, the directory of groups within the church, transportation for Chriskindl mart, transportation for social events, a game night, Social 6/7, a men's group, hosting an annual Bridges event, providing food for Habitat for Humanity workers, more bakers and helpers for fellowship on Sunday mornings, lay Eucharist ministers, just to name some examples.

As we start this new year, we ask that we all prayerfully pay attention to our church family and community. And pray for discernment as we make decisions on the Senior Care initiatives, start the Community Engagement research action team, and start another round of one on one meetings and house meetings to get to know each other better.

Vicki Amundson for the Thriving Congregation Team

Endowment Report

The Endowment fund at the end of year totaled \$308,606, an increase of \$33,692, due to a generous gift from the Carl Jackson estate and growth. Note that withdrawals of \$24,000 were also made. The attached report reflects fees and earnings for the month of December only but reflects all withdrawals and deposits for the year.

The fund grows two ways- through generous contributions and growth in the market. The fund is used to augment expenditures for the church.

Grace Rossman- treasurer

Shepherd of the Bay Lutheran Church

12/1/24 - 12/31/24

<i>Shepherd of the Bay Lutheran Church</i>	Beginning Balance (12/1/24)	Total Additions/ Contributions	Total Withdrawals/ Distributions	Dividend & Interest Income Earned	Total Fees Charged	Total Capital Gains/ Losses	Ending Balance (12/31/24)
<i>Undesignated</i>	\$ 75,576.48	\$ -	\$ -	\$ 2,006.33	\$ 74.44	\$ (4,331.98)	\$ 73,176.40
<i>George Lings - Youth Ministry</i>	\$ 46,281.18	\$ -	\$ -	\$ 1,228.63	\$ 45.58	\$ (2,652.80)	\$ 44,811.43
<i>George Lings - Parish Nurse</i>	\$ 11,895.34	\$ -	\$ -	\$ 315.79	\$ 11.72	\$ (681.83)	\$ 11,517.58
<i>George Lings - Home Missions</i>	\$ 10,745.07	\$ -	\$ -	\$ 285.25	\$ 10.58	\$ (615.90)	\$ 10,403.84
<i>Bruce Foster - Missions</i>	\$ 33,343.59	\$ -	\$ -	\$ 885.17	\$ 32.84	\$ (1,911.23)	\$ 32,284.70
<i>Building & Grounds</i>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<i>Scholarship Fund</i>	\$ 125,090.85	\$ -	\$ -	\$ 3,320.80	\$ 123.21	\$ (7,170.10)	\$ 121,118.34
<i>Music</i>	\$ 15,795.63	\$ -	\$ -	\$ 419.33	\$ 15.56	\$ (905.39)	\$ 15,294.01
Total	\$ 318,728.14	\$ -	\$ -	\$ 8,461.30	\$ 313.93	\$ (18,269.22)	\$ 308,606.29

Year To Date	Total Additions/ Contributions	Total Withdrawals/ Distributions	Dividend & Interest Income Earned	Total Fees Charged
<i>Undesignated</i>	\$ 25,000.00	\$ 12,285.96	\$ 2,831.19	\$ 720.46
<i>George Lings - Youth Ministry</i>	\$ -	\$ -	\$ 1,832.95	\$ 515.54
<i>George Lings - Parish Nurse</i>	\$ -	\$ -	\$ 471.11	\$ 132.51
<i>George Lings - Home Missions</i>	\$ -	\$ -	\$ 425.55	\$ 119.69
<i>Bruce Foster - Missions</i>	\$ -	\$ -	\$ 1,320.56	\$ 371.42
<i>Building & Grounds</i>	\$ -	\$ 11,714.04	\$ 115.91	\$ 87.98
<i>Scholarship Fund</i>	\$ -	\$ -	\$ 4,954.17	\$ 1,393.43
<i>Music</i>	\$ -	\$ -	\$ 625.58	\$ 175.95
Total	\$ 25,000.00	\$ 24,000.00	\$ 12,577.02	\$ 3,516.99

Shepherd of the Bay Lutheran Church

Statement of Financial Position

As of December 31, 2024

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1010 Nicolet Checking (3445)	7,620.61
1120 Nicolet MM (7510)	232,310.36
1130 Nicolet Bank CD	150,000.00
Total Bank Accounts	\$389,930.97
Other Current Assets	
1165 Endowment Fund	262,924.24
Total Other Current Assets	\$262,924.24
Total Current Assets	\$652,855.21
Fixed Assets	\$4,018,816.66
TOTAL ASSETS	\$4,671,671.87
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	\$ -5,147.15
Credit Cards	\$8,880.53
Other Current Liabilities	
2010 Payroll Deductions Payable	-684.39
2200 Accrued Benevolence	14,108.28
2300 Accrued Expenses	31,643.34
2400 Miscellaneous Receipts	90,054.80
3100 Unrestricted Funds	250,981.03
3300 Restricted Funds	51,155.99
Total Other Current Liabilities	\$437,259.05
Total Current Liabilities	\$440,992.43
Total Liabilities	\$440,992.43
Equity	\$4,230,679.44
TOTAL LIABILITIES AND EQUITY	\$4,671,671.87

Shepherd of the Bay Lutheran Church				
Budget vs. Actuals: Budget_FY24_P&L - FY24 P&L				
January - December 2024				
	Total			
	Actual	Budget		Proposed 2025 Budget
Revenue				
Total 6100 Regular Offering	\$468,411.58	\$497,000.00		520,000
Total 6200 Additional Giving/Income	\$23,061.82	\$24,000.00		20,500
Total Revenue	\$491,473.40	\$521,000.00		540,500
Expenditures				
Total 7100 Worship	\$1,814.62	\$4,500.00		4,800
Total 7400 Caring for Building & Grounds	\$113,950.36	\$117,000.00		122,672
Total 7600 Benevolence	\$24,702.20	\$27,596.00		27,596
Total 8100 Administration	\$20,470.14	\$45,050.00		30,000
Total 8200 Staff	\$324,329.25	\$313,675.49		334,374
Total 8400 Faith Formation & Other Program	\$15,410.03	\$21,500.00		19,400
Total Expenditures	\$500,676.60	\$529,321.49		538,842
Net Operating Revenue	-\$9,203.20	-\$8,321.49		1,657
Net Revenue	-\$9,203.20	-\$8,321.49		1,657
Tuesday, Jan 14, 2025 09:35:46 AM GMT-8 - Accrual Basis				

Shepherd of the Bay Benevolence in 2024 Not Part of the Budget

We received designated gifts for these which fully or partially funded them:

Klaud's Pantry	\$8,754.07
United Way of Door County.	500.00
Habitat for Humanity	100.00
DC Housing Partnership	300.00
Soup Ministry	86.00
Community Garden	2,761.11
Target Gift Cards	750.00
Direct Cash Assist	3,150.00
Bills Paid for Others	11,027.75
Stephen Ministers	3,534.00

This is part of our budget:

Scholarships	1,700.00
recipients- Helen McCormack, McKailey Reisen, Cooper Gaddes	

Total Local Outreach	<u>\$32,662.93</u>
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ELCA Outreach is part of our budget:

Undesignated	25,596.00
Designated for Hurricanes	200.00

Total ELCA	<u>\$25,796.00</u>
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Total 2024 Benevolence	<u>\$58,458.93</u>
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Congregation Consulting Services

2558 Stearns Way
St. Cloud, MN 56303
Tel: (320) 250-2354
www.congconsult.com

Non-CPA Audit Findings and Recommendations Letter

October 1, 2024

Shepherd of the Bay Lutheran Church
11836 State Hwy 42
Ellison Bay, WI 54210

Dear Council President, Audit Committee Chair or Finance Chair:

Congregation Consulting Services Inc. (CCS Inc.) is pleased to have performed a Non-CPA Audit of your church for the year ended December 31, 2023.

Based on audit work performed, the books and records of Shepherd of the Bay Lutheran Church appear to be materially accurate. Testing performed also found, with some exceptions as noted in this report, that the controls governing the financial operations process appear to be in place and operating as intended. Although controls over financial operations appear to be adequate, additional work could be done in the following areas that would help strengthen existing controls:

- Establish a Finance Committee. One was formed by Grace in the 1st Quarter of 2024.
- There is weakness in the Internal Controls in the Finance area because of the limited number of people available. These responsibilities fall almost entirely on the Treasurer.
Grace comments: I pay the bills and reconcile the checkbook- this could be separated to create oversight. I also report member contributions which also could be separated.
- Implement the ELCA Congregation Records Retention Schedule
ELCA recommends a 7 year retention which we will adhere to in the future.

In addition to the recommendations regarding existing controls, we made the following observations when performing our Non-CPA Audit:

- Pastor Honig's W-2 needed to be corrected to include the amount of his wages.
The initial payroll setup had an error which we corrected.
- The Form I-9s (Employment Eligibility Verification) were not located. We recommend that Grace secure these for your current staff.
- Most invoices in our disbursements sample didn't contain any approval signatures. Grace explained that many of these vendors send invoices on a regular monthly basis.

- In doing our work on the disbursements, we found that there were a significant number of Voided Checks, particularly in the earlier part of the year. Also, there were a few checks missing in the sequence.
This occurred before I began my work as treasurer in March 2023 . The missing checks were later accounted for..
- The Bank Reconciliation for the General Fund Checking Account was materially off. We worked with Grace to go through the transactions in the General ledger and make corrections. That account now reconciles and the Balance Sheet was re-issued to reflect that change.
- There are two outstanding checks written out of the General Fund Checking Account that should be reviewed: Check 9960 written on 08/11/2023 to XXXXXX for \$150.00 and Check 10048 written on 12/26/2023 to XXXXX for \$84.00. These had not cleared the bank as of 04/30/2024.
Names have been removed for the purpose of this report.
- Additional interest could have been, and still could be, earned especially in the Money Market Bank Account. A rough estimate of the interest is as much as \$6,250 (\$250,000 at 2.5%). A CD is currently earning 4.4% till July.
- The Weekly Counter Sheets had no signatures from the Counters. Also, several Envelopes were missing for the Sunday that we sampled. We also didn't find the Bank Deposit Slip, but the count sheet total did trace to the Bank Statement.
I keep the deposit report, slips, and receipts on file. Brian was not aware of that.
- The principal portion of debt payments should be reflected as a reduction in liability on the Balance Sheet, rather than as an expense on the Income Statement.
- This change was made.

Please feel free to contact me with any questions regarding the above-listed recommendations and observations.

Brian Ulrich
President
Congregation Consulting Services Inc.
2558 Stearns Way
St. Cloud, MN 56303
Mobile Phone: (320) 250-2354
Email: congconsult@gmail.com

Comments from Grace Rossman, SOTB Treasurer:

I am not aware that the congregation had ever participated in any sort of outside review, and Congregation Consulting Services offered their services at a perfect time for this. This group does non-CPA audits for churches and small non-profits. The in-person work was done in two visits in June and September. I found the review to be very helpful, and I appreciate the opportunity to learn. Council agrees this should be repeated periodically. In the meantime, the Finance Committee and I will establish procedures for in-house reviews. Congregation Consulting fees with travel expenses total \$5,769 which was paid from the memorial fund.

SHEPHERD OF THE BAY CHURCH REPORT OF MEMBERSHIP

	<u>BAPTIZED</u>	<u>CONFIRMED</u>
A. MEMBERSHIP AS OF DECEMBER 31, 2023	509	348
B. Members received by:		
Baptism	3	0
Affirmation of Faith	7	7
Transfer	14	14
Confirmation	<u>1</u>	<u>1</u>
	25	22
Sub Total	534	370
C. Members removed by:		
Death	8	8
Transfer/Moved	16	16
Other	0	0
Statistical Adjustment	<u>10</u>	<u>10</u>
	34	34
D. MEMBERSHIP: DECEMBER 31, 2024	500	336

WORSHIP LIFE OF SHEPHERD OF THE BAY LUTHERAN

Sunday Worship Services = 52 Weekday Worship Services = 0
 - In person services = 52 Other Services = 11
 - Drive in services = 52
 - Online services = 52

Average Weekend Attendance

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
256*	258*	207*	223*	197*	179*	128***	108***	103***	110***	111***
230**	231**	195**	200**	179**	161**	88****	58****	23****	33****	37****

*Includes weekday services - Lent (2019 Lent & Vespers)

**Does Not include weekday services

*** *In-person worship including drive in services*

**** *On line (YouTube) first 7 days after posting*

STATISTICAL REPORT FOR SHEPHERD OF THE BAY LUTHERAN

Baptized members:

2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
713	706	684	680	660	644	583	555	528	509	500

Confirmed members:

574	553	528	519	498	481	434	400	362	348	336
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PASTORAL ACTS FOR 2024

	<u>MEMBERS</u>	<u>NON-MEMBERS</u>
Baptisms	2	0
Confirmation	2	1
Weddings	0	2
Funerals	8	3