

2024 ANNUAL REPORT
GOOD SHEPHERD EVANGELICAL LUTHERAN CHURCH
4141 Mormon Coulee Road La Crosse, WI 54601

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9	President of the Congregation— Jim Bugge
10	Vice-President of the Congregation—Janette Dawson Secretary of the Council—Kim Dockham

Church Staff Reports:

	Office Manager—Rick Laufenberg
11	Office Assistant—Kathy Johnson Director of Music—Randy Lyden
12	Sanctuary Choir Director—Karl Greenfield Bell Choir Director—Linda Jerome
13	Sunday School Choir—Darlene Lassig Children’s Ministry— Brea Ellison Youth Ministry— Karina Bronson

Outreach Ministry Reports:

14	Parish Education—Lori Lowell Care Ministry Team—Don Skibba Stewardship—Sara Wrobel
15	Membership, Growth & Fellowship—Tim Knudsen
16	Good Shepherd Prayer Chain—Kathy Johnson
17	Altar Guild—Kathy Johnson Christmas Caring Tree—Candie Luehne Good Shepherd Women-WELCA—Lori Lowell
18	Good Shepherd Men’s Group—Men’s Group Building & Grounds—Al Johnson Finance Committee—Dianne Hamann
19	Good Shepherd Trust Foundation Endowment—Todd Holtz
20	Memorials & Special Gifts—Rick Laufenberg Hospitality Committee—Bill Klein

Organization Reports:

21	Sugar Creek—Jesse Klosterboer Executive Director
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23	LuMin—Naomi Stennes-Spidahl

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Annual Meeting Agenda
12:00pm February 9, 2025

Opening Devotions
Declaration of Quorum
Approval of Minutes of 2023 Annual Meeting
Treasurer's Report
Pastor's Report
President's Report
Reception of 2024 written reports (pages 10 to 27)

Old Business

New Business

- ◆ Election of Church Council Members: 6 are needed for a 3-year term; names of those who accepted the nomination to Church Council are: Tom Anderson, Barb Smyth, Jennifer Laszewski, Barb Coppernoll-Geary, Jen Servais and Glen Johnson.

*Completing the first year of their first 3-year term are: Jim Bugge and *Kim Dockham. Barb Smyth and Jennifer Laszewski were elected by the council in 2024 to fill vacancies that had arisen. They are both eligible and willing to begin a regular term in 2025.*

*Completing the second year of their first 3-year term are: *Tom Lynch, and Matt Heberlein.*

*Completing the third year of their first 3-year term are: Lori Lowell, *Erica Pedrazoli, and Janette Dawson.*

Completing the first year of their second 3-year term are: Karl Noll, and Tim Knudsen.

Completing the second year of their second 3-year terms are: Thea Johnson, and Mark Skolos.

Completing the third year of her second 3-year term, and not eligible for re-election is: Sara Wrobel

Completing the 1-year term as Youth Representative is: Anja Johnson. Anja was appointed by the council in 2024 and is eligible to remain in 2025.

** not continuing on council, or not seeking re-election*

- ◆ Authorization for the Church Council to appoint voting members to the 2024 Synod Assembly. The Synod Assembly will be held on June 6th and 7th in Westby. The Synod-wide worship will be on June 8th at Riverside Park.
- ◆ Election of Sugar Creek Bible Camp Annual Meeting Voting Members. The Annual Meeting will be February 23, 2025 at 2:00pm. You can vote for two nominees, the nominees are Jim Bugge and Brenna Weeks.
- ◆ Vote for approval of the 2025 Budget.
- ◆ Vote for approval of one Sunday service at 9:30am over the summer beginning after Memorial Day and running until after Labor Day.

Adjournment, Lord's Prayer, Benediction

Statistical Report

I. Pastoral Acts

Baptisms	5
Confirmations	11
Funerals	14
Weddings	1

I. Membership

1. Baptized Membership end of last year 2023	680
2. Baptized Members received during 2024	
a. By Baptism (15 yrs. and under)	4
b. By Baptism (16 yrs. and older)	1
c. By affirmation of faith	0
d. By transfer	18
e. From other sources and statistical adjustment	0
f. Total members received this year	23
3. Baptized Members removed during 2024	
a. By Death	14
b. By transfer	2
c. For other reasons & statistical adjustment	150
d. Total members removed this year	166
4. Baptized Membership, end of 2023	680
5. Total Confirmed Membership, end of 2024	537
6. Number baptized youth who were confirmed in 2024	11
7. Average weekly in person worship attendance in 2024	153
8. Average weekly online worship attendance in 2024	35
9. Total number of people actively participating in the life of the congregation in 2024	537

At the Annual Meeting of the congregation in February of 2005, the following was added to the By-Laws of Good Shepherd:

A member who does not, for a period of one year, partake of Holy Communion, support the Church with their offering and does not appear to have a desire to participate in the life and worship of the congregation, shall be contacted by the pastor and/or someone from church leadership, encouraging them to become active. If during the second year they have not done so, they will be notified by church leadership that they have been removed from our church membership.

Thus, the figure listed in 5 addresses not only the By-Law, but also those who had been on the Inactive List of the congregation. All names are still part of the church records, but in keeping with the required reporting to the ELCA, the numbers listed reflect those who have not communed, contributed, or attended worship for the previous two years.

Official Acts of 2024

The following 19 individuals were welcomed as returning or new members of our church in 2024:

Jon & Deanna Lindahl, Catherine Jacobson, Brooke Midtlien, Aaron Dummer, Ashley Kennedy, Andrew & Sarah Quinn, Don Juen, Diana Teasley, Ashley Umberger-Marciniak, Steven & Aimee Vance, Barbara Coppernoll-Geary, Jim & Dawn Kuchta, Kevin & Cindy Anderson, Mary Turner, DeAnn Sears.

There were 5 baptisms held at Good Shepherd in 2024: Brooke Midtlien, Cecelia Calko, Lily Dahl, Maeve Kennedy, Evelyn Marciniak.

The following 11 young people were Confirmed on Sunday, May 5, 2024: Aiden Peck, Brooklyn Peck, Anja Johnson, Ben Bahls, Brayden Christianson, Brooklyn Finlayson, Caleb Sanwick, Claire Von Ruden, Doyle Prentice, Elizabeth Osley, Kaylyn Torkelson.

There was 1 marriage conducted by our Pastor in 2024: Steven & Amiee Vance

There were 14 members of Good Shepherd who died in 2024: Anna Erickson, Alex Duresky, Steve Stelzl, John Payne, Rosemary Werner, Roger Sorenson, Lois Juen, Howard Klemp, Bonnie Brown, Shirley Holman, Eldora Hohlfeld, Ed Keuper, Ramon Erickson, Lila Seager. *May their memories be blessed among us.*

**2023 ANNUAL MEETING MINUTES
FEBRUARY 11, 2024**

Opening Devotion: Led by Pastor Harald Bringsjord

Declaration of Quorum: Meeting was called to Order by Sara Wrobel, President of the Congregation, at 12:09 p.m. A quorum was declared with 31 members present when called to begin the meeting.

Approval of Minutes of 2022 Annual Meeting: Tim Knudsen made the motion to approve the 2022 Annual Meeting Minutes, 2nd by Steve Stelzl. Motion approved.

Treasurer's Report: Todd Holtz presented the Treasurer's Report. Sara Wrobel made the motion to approve the 2022 Treasurer's Report, 2nd by Erica Pedrazoli. Motion approved.

Pastor's Report: Pastor Harald Bringsjord presented the Pastor's Report. Sarah Wrobel made the motion to approved the Pastor's Report, 2nd by Joan Schultz. Motion approved.

President's Report: Sara Wrobel presented the President's Report. Erica Pedrazoli made the motion to approve the President's Report, 2nd by Kathy Johnson. Motion approved.

Reception of 2022 Written Reports: There are many reports listed in the agenda packet. Please take the time to review as needed. Motion made by Todd Holtz to approve all reports listed on pages 10 - 22 of the Annual Meeting packet, 2nd by Steve Stelzl. Motion approved.

Old Business: None

New Business:

1. **Election of Church Council Members:** Sara Wrobel presented nominees for Council: Jim Bugge and Kim Dockham. Sara Wrobel made the motion to approve, 2nd by Erica Pedrazoli. Motion approved.
2. **Authorization for the Church Council to appoint voting members to the 2024 Synod Assembly:** Sara Wrobel presented information on the upcoming Synod Assembly. Sara Wrobel made the motion to approve Stephanie and Tom Anderson and Andrea Bringsjord for Synod Assembly, 2nd by Joan Schultz. Discussion followed. Motion approved.
3. **Election of Sugar Creek Bible Camp Annual Meeting Voting Members:** Sara Wrobel presented information on the upcoming Sugar Creek Annual Meeting. Sara Wrobel made the motion to approved Mark Skolos and Roger Weeks Jr., for Sugar Creek Annual Meeting, 2nd by Lori Lowell. Motion approved.
4. **Vote for approval of the 2024 Budget:** Todd Holtz presented information on the 2024 Budget. Tammy Klein made the motion to approve the 2024 Budget, 2nd by Erica Pedrazoli. Discussion followed. Motion Approved.
5. **One Service for Summer:** Erica Pedrazoli presented council's recommendation of moving to one service on Sunday's in Summer (Sunday after Memorial Day to the Sunday after Labor Day). Janette Dawson discussed the reasoning behind due to lack of volunteers. Discussion was made to table what time the service will occur to and host a second meeting. There was a motion was made Tammy Klein to move to one service at 9:00 in the summer (Sunday after Memorial Day to Sunday after Labor Day, 2nd by Jane Strangstalien. Discussion followed. There was an amendment to motion to remove the time. Amendment vote. Motion carried.

Motion to go to one service in the Summer, 2nd by Jane Crandall. 2 nos. Motion vote – No = 10/ yes = 19. Motion carried.

Adjournment at 1:12 p.m. Motion by Jim Bugge, 2nd Kathy Johnson.

Lord's Prayer and Benediction: Lead by Pastor Harald Bringsjord

Annual Treasurer's Report, December 2024

Balance Sheet:

This year the church ended the year at a loss of \$29,000. Envelope offerings were down significantly by \$20,000 this year. The Columbarium also had a niche returned for a \$4,500 change. Planned transfers from the General Fund were made to the Building Contingency, the Technology fund, and the Pastor Sabbatical Reserve. After a Special Meeting of the Congregation approved this spending, an additional transfer was done from Memorials & Special Gifts fund to the General Fun to pay for new pumps. The Building Contingency Fund balance is added to annually to help offset expenses, which tend to be large when repairs or maintenance of the church buildings are concerned. This strategic savings can alleviate seeking additional funds through campaigns or appeals. The Youth Account was active this year as fundraising money went in and trip expenses came out for the Youth Gathering in New Orleans.

Income Statement:

General Fund income for 2023 was \$8,100.74 lower than the projected amount. General Fund expenses were \$27,622.84 less than budgeted, offsetting the income shortfall. With the transfers for the large expenses for the new boiler, the expected budget shortfall was eliminated.

Income = (Lines in green)

Weekly envelope offerings were at or below budget numbers from 2023. Envelope offerings were down by \$40,000 year over year but prepaid offerings adjusted the net difference to \$20,000 from last year.

Donations reflected lower this year over last, the traditional year end giving increase during the last couple of months of 2024 were not enough to offset the lower-trending support.

Expense = (Lines in orange)

Building expenses have been higher for the year with continued work on the furnace and correlating expenses, asbestos removal, and labor.

Pastoral Staff Expense is under budget by \$43,725 primarily due to budgeting for insurance for Pastor Harald that is not used at this time. Pastor did have an increase in expense due to insurance claims.

Support Staff Expense is under budget by \$3,139.

Endowment expenses reflect gifts to other organizations on behalf of the church and funded by income from the Trust fund.

Designated/Restricted/Endowment Funds = (Lines in pink)

Designated Funds Income remains strong with comparable numbers to last year. Endowment expenses are low with little variance, and Designated funds expenses are slightly lower than last year. The Investment Fund has increased year to date over 2023 by \$17,759.26.

Designated Funds also include transfers from the General Fund for items budgeted for future expenses:

\$8,000 for Building Contingency Fund
\$1,500 for Pastor Sabbatical Reserve
\$500 for Technology Fund.

Definition Key for accounts below

A = All General Fund Accounts

B = All Designated Fund Accounts

C = All Endowment Fund Accounts (held in trust)

D = Endowment Account within our church for prayer garden

E = Youth Fund Related Accounts

F = Building/Content Related Accounts

Balance Sheet
Good Shepherd Lutheran Church
December 31, 2024

Good Shepherd Lutheran Church - La Crosse
Balance Sheet Summary

Assets	12/31/24	11/30/24	10/31/24	09/30/24	08/31/24	07/31/24
A General Checking Account	\$ 220,632.60	\$ 193,704.10	\$ 185,022.41	\$ 199,494.69	\$ 207,468.97	\$ 211,650.04
B Designated Funds Bank Account	\$ 143,072.74	\$ 157,276.49	\$ 154,245.79	\$ 152,803.16	\$ 154,928.41	\$ 154,075.54
C Lyle & Norma Anderson Scholarship CDs	\$ 999.93	\$ 999.93	\$ 999.93	\$ 999.93	\$ 999.93	\$ 999.93
C Pastor Mattes Memorial Investment	\$ 59,387.66	\$ 57,062.98	\$ 57,062.98	\$ 57,062.98	\$ 54,228.13	\$ 54,228.13
C Endowment Fund Bank Acct-Coulee	\$ 11,381.87	\$ 7,292.53	\$ 7,291.92	\$ 12,290.91	\$ 8,273.17	\$ 9,022.42
C Trust Foundation-ELCA Plan A	\$ 362,788.54	\$ 362,788.54	\$ 362,788.54	\$ 362,788.54	\$ 348,139.06	\$ 348,139.06
D Prayer Garden Endowed Care Account	\$ 10,216.89	\$ 10,216.89	\$ 10,216.89	\$ 10,216.89	\$ 10,216.89	\$ 10,216.89
E Youth Bank Account	\$ 9,141.81	\$ 6,943.49	\$ 5,977.52	\$ 5,408.52	\$ 6,174.52	\$ 6,228.68
E Youth Scrip Card Inventory	\$ 3,000.20	\$ 2,735.60	\$ 2,735.60	\$ 3,160.95	\$ 2,035.95	\$ 1,833.50
F Church Building	\$ 2,054,468.17	\$ 2,054,468.17	\$ 2,054,468.17	\$ 2,054,468.17	\$ 2,054,468.17	\$ 3,775,185.17
F Church Contents	\$ 323,799.01	\$ 323,799.01	\$ 323,799.01	\$ 323,799.01	\$ 323,799.01	\$ 323,799.01
Total Assets	\$ 3,198,889.42	\$ 3,177,287.73	\$ 3,164,608.76	\$ 3,182,493.75	\$ 3,170,732.21	\$ 4,895,378.37

Liabilities and Fund Balances

	12/31/24	11/30/24	10/31/24	09/30/24	08/31/24	07/31/24
Total Liabilities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
A General Fund	\$ 189,206.23	\$ 162,277.73	\$ 153,596.04	\$ 163,088.32	\$ 171,062.60	\$ 175,243.67
A Prayer Garden/Columbarium	\$ 6,426.37	\$ 6,426.37	\$ 6,426.37	\$ 11,406.37	\$ 11,406.37	\$ 11,406.37
A Summer Reserve	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
A Community Advocacy & Outreach	\$ 59,085.00	\$ 59,085.00	\$ 59,085.00	\$ 59,085.00	\$ 59,085.00	\$ 59,085.00
B Pastor Sabbatical Reserve	\$ 4,600.00	\$ 3,450.00	\$ 3,450.00	\$ 3,450.00	\$ 3,450.00	\$ 3,450.00
B Anderson Scholarship	\$ 4,418.03	\$ 4,418.03	\$ 4,418.03	\$ 4,411.10	\$ 4,411.10	\$ 4,411.10
B Bell Choir	\$ 2,473.54	\$ 2,473.54	\$ 2,473.54	\$ 2,473.54	\$ 2,473.54	\$ 2,473.54
B Building Repairs Contingency	\$ 17,919.36	\$ 9,919.36	\$ 9,919.36	\$ 9,919.36	\$ 9,919.36	\$ 9,869.21
B Choir Robes	\$ 678.09	\$ 678.09	\$ 678.09	\$ 678.09	\$ 678.09	\$ 678.09
B Christenson Floral Fund	\$ 2,146.83	\$ 2,146.83	\$ 2,146.83	\$ 2,146.83	\$ 2,146.83	\$ 2,146.83
B Food for Schools Project	\$ 1.57	\$ 266.85	\$ 895.46	\$ 755.48	\$ 600.48	\$ 30.68
B GS Mens Group	\$ 746.95	\$ 746.95	\$ 746.95	\$ 746.95	\$ 746.95	\$ 746.95
B Memorials & Special Gifts	\$ 23,354.33	\$ 47,028.25	\$ 46,996.44	\$ 46,653.78	\$ 46,071.89	\$ 45,959.10
B Karen Arndt Windows Memorial	\$ 1,015.00	\$ 1,015.00	\$ 1,015.00	\$ 1,015.00	\$ 1,015.00	\$ 1,015.00
B Holman Youth Reserve	\$ 10,741.75	\$ 10,561.75	\$ 10,441.75	\$ 10,441.75	\$ 10,441.75	\$ 10,441.75
B Pastor JL Mattes Scholarship	\$ 85.77	\$ 85.77	\$ 85.77	\$ 85.77	\$ 85.77	\$ 85.77
B Music-Special	\$ 2,527.85	\$ 2,527.85	\$ 2,527.85	\$ 2,527.85	\$ 2,527.85	\$ 2,527.85
B Technology Fund	\$ 611.43	\$ 111.43	\$ 111.43	\$ 111.43	\$ 111.43	\$ 111.43
B Womens Ministry-WELCA	\$ 11,167.24	\$ 11,261.79	\$ 7,754.29	\$ 6,801.23	\$ 9,663.37	\$ 9,543.24
B GS Women-WELCA Scholars	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
C Anderson Youth Endow CDs	\$ 999.93	\$ 999.93	\$ 999.93	\$ 999.93	\$ 999.93	\$ 999.93
C Pr JL Mattes Memorial Investmt	\$ 59,387.66	\$ 57,062.98	\$ 57,062.98	\$ 57,062.98	\$ 54,228.13	\$ 54,228.13
C Endowment Trust Fund	\$ 2,786.75	\$ 2,786.75	\$ 2,786.75	\$ 2,786.75	\$ 2,786.75	\$ 2,786.75
C Endowment Interest-Expendable	\$ 8,595.12	\$ 4,505.78	\$ 4,505.17	\$ 9,504.16	\$ 5,486.42	\$ 6,235.67
C ELCA Plan A Investment	\$ 362,788.54	\$ 362,788.54	\$ 362,788.54	\$ 362,788.54	\$ 348,139.06	\$ 348,139.06
D Columbarium Endowed Care	\$ 10,216.89	\$ 10,216.89	\$ 10,216.89	\$ 10,216.89	\$ 10,216.89	\$ 10,216.89
E Youth Account	\$ 12,142.01	\$ 9,679.09	\$ 8,713.12	\$ 8,569.47	\$ 8,210.47	\$ 8,062.18
F Building & Equipment	\$ 2,378,267.18	\$ 2,378,267.18	\$ 2,378,267.18	\$ 2,378,267.18	\$ 2,378,267.18	\$ 4,098,984.18
Fund Balances	\$ 3,198,889.42	\$ 3,177,287.73	\$ 3,164,608.76	\$ 3,182,493.75	\$ 3,170,732.21	\$ 4,895,378.37
Total Liabilities and Fund Balances	\$ 3,198,889.42	\$ 3,177,287.73	\$ 3,164,608.76	\$ 3,182,493.75	\$ 3,170,732.21	\$ 4,895,378.37
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

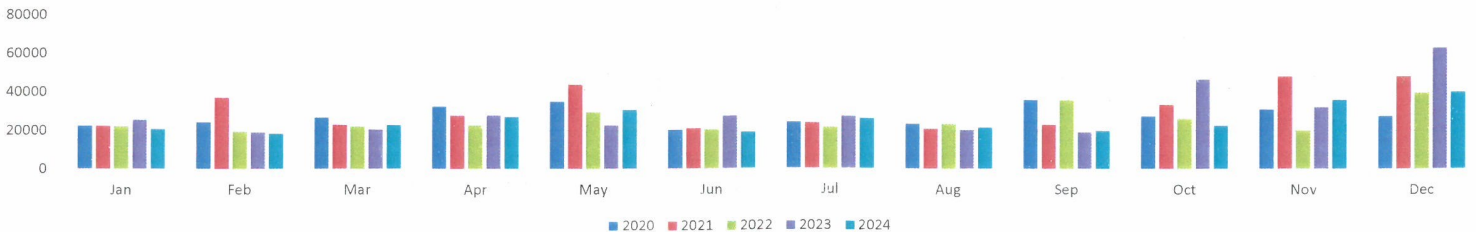
* The statement for the ELCA Plan A investment was not yet available at the creation of this report. That fund will be reconciled on the January 2025 financials.

Income Statement
Good Shepherd Lutheran Church
Month Ended December, 2024

	December 24 Actual	December 24 Budget	Variance	December 23 Actual	December 24 YTD Actual	December 24 YTD Budget	Variance	December 23 YTD Actual
General Fund Income:	\$ 70,091.41	\$ 64,882.00	\$ 5,209.41	\$ 70,759.85	\$ 366,975.77	\$ 421,100.00	\$ (54,124.23)	\$ 409,899.26
General Fund Expense:	\$ 59,822.91	\$ 42,073.00	\$ 17,749.91	\$ 34,662.13	\$ 412,763.57	\$ 470,977.00	\$ (58,213.43)	\$ 447,764.16
General Fund Income/(Loss):	\$ 10,268.50	\$ 22,809.00	\$ (12,540.50)	\$ 36,097.72	\$ (45,787.80)	\$ (49,877.00)	\$ 4,089.20	\$ (37,864.90)
Net Designated Funds Income:	\$ 7,856.10	\$ -	\$ 7,856.10	\$ 19,221.93	\$ 57,144.32	\$ -	\$ 57,144.32	\$ 52,050.05
Net Designated Funds Expense:	\$ 2,936.93	\$ -	\$ 2,936.93	\$ 22,491.05	\$ 46,505.10	\$ -	\$ 46,505.10	\$ 50,323.36
Net Endowment Funds Income:	\$ 4,089.34	\$ -	\$ 4,089.34	\$ 3,631.30	\$ 15,795.35	\$ -	\$ 15,795.35	\$ 14,829.66
Net Endowment Funds Expense:	\$ -	\$ -	\$ -	\$ 28.65	\$ 13,745.29	\$ -	\$ 13,745.29	\$ 14,096.65
Net Income:	\$ 21,601.69	\$ 22,809.00	\$ (1,207.31)	\$ 41,198.73	\$ 15,981.09	\$ (49,877.00)	\$ 65,858.09	\$ (5,423.62)
Transfers from Gen. Fund to Other Funds:					\$ 9,675.00			\$ 10,340.00
Transfers to Gen. Fund from Other Funds:					\$ 26,310.00			\$ 59,287.26
Gen. Fund Income/Loss after Transfers:					\$ (29,152.80)			\$ 11,082.36

Account	December 24 Actual	December 24 Budget	Variance	December 23 Actual	December 24 YTD Actual	December 24 YTD Budget	Variance	December 23 YTD Actual
Revenues								
Envelope Offerings	\$ 39,866.77	\$ 33,166.00	\$ 6,700.77	\$ 62,761.53	\$ 306,537.03	\$ 350,000.00	\$ (43,462.97)	\$ 346,142.09
Loose, Holiday, Special, Other Total	\$ 29,445.58	\$ 30,526.00	\$ (1,080.42)	\$ 7,496.03	\$ 48,471.65	\$ 56,800.00	\$ (8,328.35)	\$ 28,936.71
Prayer Garden Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Columbarium Sales/Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,040.00
Thrivent, Bldg, General Other Total	\$ 762.01	\$ 1,190.00	\$ (427.99)	\$ 483.15	\$ 11,736.37	\$ 14,300.00	\$ (2,563.63)	\$ 24,506.05
Designated/Restricted Funds Total	\$ 3,607.30	\$ -	\$ 3,607.30	\$ 5,179.22	\$ 27,751.11	\$ -	\$ 27,751.11	\$ 18,427.21
Youth Fundraising Total	\$ 4,217.00	\$ -	\$ 4,217.00	\$ 14,011.00	\$ 28,976.75	\$ -	\$ 28,976.75	\$ 33,226.60
Columbarium Endowed Care Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Revenues	\$ 77,898.66	\$ 64,882.00	\$ 13,016.66	\$ 89,930.93	\$ 423,472.91	\$ 421,100.00	\$ 2,372.91	\$ 461,278.66
Expenditures								
Administrative Expenses Total	\$ 1,556.65	\$ 1,308.00	\$ 248.65	\$ 1,050.51	\$ 17,049.82	\$ 19,700.00	\$ (2,650.18)	\$ 16,801.27
Benevolence Expense Total	\$ 4,802.22	\$ 3,699.00	\$ 1,103.22	\$ 4,774.66	\$ 43,304.82	\$ 45,420.00	\$ (2,115.18)	\$ 46,187.34
Building & Grounds Expense Total	\$ 29,724.25	\$ 7,655.00	\$ 22,069.25	\$ 4,044.38	\$ 82,525.50	\$ 67,900.00	\$ 14,625.50	\$ 124,510.21
Colum./Prayer Garden Expense Total	\$ -	\$ -	\$ -	\$ -	\$ 5,170.50	\$ -	\$ 5,170.50	\$ 3,441.60
Member/Hospitality Expense Total	\$ 115.15	\$ 373.00	\$ (257.85)	\$ 252.82	\$ 3,068.15	\$ 4,500.00	\$ (1,431.85)	\$ 2,688.83
Parish Education Total	\$ 962.35	\$ 696.00	\$ 266.35	\$ 1,327.50	\$ 5,110.01	\$ 7,800.00	\$ (2,689.99)	\$ 5,860.45
Pastoral Staff Expense Total	\$ 8,475.94	\$ 13,723.00	\$ (5,247.06)	\$ 10,493.65	\$ 108,324.69	\$ 152,050.00	\$ (43,725.31)	\$ 101,359.08
Stewardship Expense Total	\$ 1,324.27	\$ -	\$ 1,324.27	\$ -	\$ 2,019.77	\$ 2,300.00	\$ (280.23)	\$ 1,532.27
Support Staff Benefits Total	\$ 4,136.54	\$ 4,321.00	\$ (184.46)	\$ 4,045.17	\$ 48,717.91	\$ 51,857.00	\$ (3,139.09)	\$ 46,666.22
Support Staff Expense Total	\$ 8,655.54	\$ 10,007.00	\$ (1,351.46)	\$ 8,154.59	\$ 94,376.90	\$ 115,950.00	\$ (21,573.10)	\$ 94,957.94
Worship Expenses Total	\$ 70.00	\$ 291.00	\$ (221.00)	\$ 518.85	\$ 3,095.50	\$ 3,500.00	\$ (404.50)	\$ 3,758.95
Designated Fund Expenses Total	\$ 2,936.93	\$ -	\$ 2,936.93	\$ 22,491.05	\$ 46,505.10	\$ -	\$ 46,505.10	\$ 50,323.36
Endowment Expenses Total	\$ -	\$ -	\$ -	\$ 28.65	\$ 13,745.29	\$ -	\$ 13,745.29	\$ 14,096.65
Total Expenditures	\$ 62,759.84	\$ 42,073.00	\$ 20,686.84	\$ 57,181.83	\$ 473,013.96	\$ 470,977.00	\$ 2,036.96	\$ 512,184.17
Other Revenues								
Bank Interest Total	\$ 17.05	\$ -	\$ 17.05	\$ 19.14	\$ 230.72	\$ -	\$ 230.72	\$ 274.41
Investment Income Total	\$ 6,445.82	\$ -	\$ 6,445.82	\$ 8,430.49	\$ 65,291.42	\$ -	\$ 65,291.42	\$ 45,207.48
Total Other Financial Sources-Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Balance	\$ 21,601.69	\$ 22,809.00	\$ (1,207.31)	\$ 41,198.73	\$ 15,981.09	\$ (49,877.00)	\$ 65,858.09	\$ (5,423.62)

Envelope Offerings By Month



Report of the Pastor

As we reflect on our Good Shepherd Church's journey, we must decide whether to focus on the negative aspects or celebrate the positives. For instance, while we will miss Jen Servais as our Confirmation and Youth Coordinator, it is wonderful that Karina Bronson has taken on this role, and it has been going well. Should we dwell on not having connected with as many youth and families as we would have liked, or should we recognize the opportunity to create a program that supports youth attending Bible camp and fosters relationships with their families?

Should we feel sad about discontinuing the tradition of having two worship services on Sunday mornings during the summer, or should we see the switch to one combined service as a positive change that allowed us to meet more people?

The perspective from which we view the world greatly influences our lives. One of my favorite stories by Dewitt Jones in the video "Celebrate What's Right with the World" is about two stonecutters from centuries ago. When asked what he was doing, one stonecutter replied, "I'm cutting stone," while the other said with a smile, "I'm building a cathedral." Though they were doing the same work, one saw it as burdensome, while the other viewed it as a labor of love contributing to something greater.

I cherish that, during my 11½ years here, our church has embraced five core principles: radical hospitality, dynamic worship, intentional faith formation, adventurous mission and service, and extravagant generosity. These principles guide us to innovate and celebrate longstanding traditions.

These principles are embodied by each of us individually and through our collective efforts in worship and various church organizations. As you read through this annual report, you will find committee reports detailing our many activities. We can see it as overwhelming that there are so many committees and teams, or we can celebrate the many people eager to engage in our congregation's ministries.

Many members live out our core principles daily, even without belonging to a ministry team or committee. However, I'd like to take a moment to acknowledge those actively involved in these groups. Here are some of the Good Shepherd ministries active in 2024 and expected to continue in 2025:

- GS Women-WELCA, Lydia Circle, GS Men's Group
- Confirmation, Senior High Youth Group, Sunday School, Parish Education Committee
- Prayer Chain, Hospitality, Quilters, Buildings and Grounds, Membership Growth & Fellowship, Grief Support Group, Trust Foundation Team
- Sunday School Choir, Bell Choir, Sanctuary Choir, Sounds of Praise Musical Team, Music Leader for 8:30 Worship
- Area Schools Food Project, Funeral Luncheon Meals Team, Come to Supper, Mobile Meals, God's Work Our Hands Team
- Altar Guild Workers, Bagging Communion Kits, Plant Care Team, Caring Tree Project, Gift Bags for Care Center and Homebound Residents
- Worship Readers, Ushers, Greeters, Live Stream Camera and PowerPoint Team
- Holiday Marketplace, Rummage Sale Team, Game Night and Bunco Night Leaders, Care Ministry Team, Church Council, Finance Committee, Stewardship Committee, Office and Janitorial Staff, Music Coordinator, Parish Nurses

Throughout this annual report, you will find detailed accounts from many of these groups. I am excited by the level of participation in our congregation and look forward to even more involvement in the coming years.

Thank you for your confidence in Pastor John and me as your pastors.

On January 26, 2025, I shared this story in my sermon, and I would like to conclude with it for this annual report, by Chinonyerem John Obinna Isaac:

The Lie said to the Truth, “Let’s take a bath together; the well water is lovely.”

The Truth, still suspicious, tested the water and found it agreeable. They bathed together, but suddenly, the Lie leapt out and ran away with the Truth’s clothes.

Furious, the Truth climbed out to retrieve her clothes. But upon seeing the naked Truth, the world looked away in anger and contempt.

Poor Truth returned to the well, hiding her shame. Since then, the Lie has roamed the world, dressed as Truth, and society is content—preferring the adorned lie over the naked truth.

In a culture where distinguishing truth from lies is challenging, I am grateful for a church that strives to live out God’s truth, honoring all people and serving God in myriad ways.

As we conclude this annual meeting, remember: "Go forth into the world to serve God with gladness; be of good courage; hold fast to that which is good; render no one evil for evil; strengthen the fainthearted; support the weak; help the afflicted; honor all people; love and serve God, rejoicing in the power of the Holy Spirit. Go in peace, serve the Lord."

And we respond, “Thanks be to God. Amen.”

Thank you for your generosity of time, talents, and possessions. May God's blessing be with us as we journey together, surrounded by Christ’s love.

Pastor Harald Bringsjord

President of the Congregation

This year at Good Shepherd Lutheran has been exciting and positive. It so wonderful to see all the great things happening at Good Shepherd Lutheran. I would like to mention a couple of those that are new:

1. The congregation voted at the annual meeting last year to experiment with having one service during the summer. Having one service during the summer needs to be voted on again at this year’s annual meeting. It was decided to have a 9:30am service and then have a “Summer Social” where the congregation could have coffee and treats either before or after the service. Attendance during the service was strong and the social time went over very well with lots of conversations among members. Since the “Summer Social” was so successful it has been carried over to a weekly event. Thank you to everyone that organizes and continues to contribute to this positive event.
2. Faith Webs have been created for the youth of the church. This is another way to support our young people in a positive, nurturing way.

Thanks to all of the people that volunteer to help with things that need to be done at Good Shepherd. It seems that if something needs to be done, someone steps up and it gets done. Thanks also to all of you that volunteer around the community.

Thanks to all members for your financial support as well as your support with time and talents. It has been an honor to serve as your president this year.

Jim Bugge

Vice President of the Congregation

Thank you for taking the time to read the annual report and learn more about our church.

It was with great sadness that on April 15, 2024 we learned of the passing of our Vice President/Council member Steve Stelzl. Steve was active in numerous church committees and was relied on for his expertise in technology. His humor, friendships and dedication to Good Shepherd Church was also appreciated. We are very fortunate to have had the opportunity to work alongside Steve on Council. With Steve's passing, it was necessary to fill the Vice President role.

At the June 18th, 2024 Council Meeting, I was nominated followed by being asked if I would take on this role and I accepted. A little about me, I have been a member here at Good Shepherd for over 55 years with parents who were charter members. It is very exciting to see the church grow in attendance as well as in numerous opportunities to get to know others and grow in our own spirituality.

My hope for this coming church year is to see an increase in volunteering and participation in these activities showing the community that Good Shepherd Church is not just open on Sundays. Please don't hesitate to ask about any of the committees, support opportunities, ushering, as well as social events such as game night! Every one of you are appreciated by your Church family as well as loved by God.

Respectfully submitted,
Janette Dawson
Vice President of the Congregation.

Secretary of the Council

As Good Shepherd Secretary, I regret that I am only able to serve 1 year of my 3 year term. Although short lived, I have learned a great deal about the purpose and the important work of GS Church Council. I have also learned about the numerous committees that support our church and the congregation.

As secretary, my position included attending monthly Executive and Council meetings, sending out the agendas, and recording the meeting minutes. That's where my first hurdle began. As a retired RN, my computer skills were minimal. With an over abundance of patience, understanding and help from Rick Laufenberg and Kathy Johnson, I have learned that anything is possible! Thank you!!

Executive meetings are held prior to the Council meetings. Agenda items are created and emailed to the council members. Diversity of the Council members allows for a variety of thoughts and ideas. This is truly a gift.

At each monthly council meeting, we open with prayer. The agenda is followed, discussions are respectful and on task. Previous minutes, Treasurers report, Thank you cards, Old Business, New Business, Committee Reports and updates, are a few of the topics discussed. Motions are made and approved after council members debate and conclude with all in favor. We conclude each meeting with the Lord's Prayer.

God's Work, Our Hands. It was a gift to serve on this very important council.
Kim Dockham

Office Manager

2024 was a great year at Good Shepherd! Attendance at our regular 8:30 and 10:30 worship services has increased, and switching to a single 9:30 service over the summer provided a fuller church and richer worship service, as well as an opportunity to meet members we may not see when we have two services. The addition of treats and coffee every Sunday is also much appreciated, thank you to Tim Knudsen for all he does to make this happen! Our 8:30 service and the summer service continues to be live streamed every Sunday to a growing audience on our website, www.gslacrosse.org.

Church events such as the Burrito Breakfast, Game Night, Bunco, Men's Group, Lydia Circle and WELCA are thriving and Sunday School has great attendance and provides a meaningful learning experience for our Sunday Schoolers. Thank you to Brea Ellison for all her hard work and dedication keeping this program going. Our Confirmation and Youth Program continues under the new leadership of Karina Bronson, who replaced Jen Servais as the coordinator. She has been doing a wonderful job as coordinator, and is a great addition to our staff.

2024 brought more improvements to Good Shepherd with the installation of two new heating system circulation pumps and repair work continues on some of the individual room units. This all coupled with the new boilers installed last year should provide us with a trouble free system for years to come.

Financially, it could have been better. We ended the year with general fund expenses exceeding our general fund income by \$29,153. On a brighter note, when all of the designated and investment fund income and expenses are included, we finished the year up by \$15,181. Your contributions allow us to continue to provide quality worship services, as well as Sunday School and Youth Programs, and continue support for our member programs who use our facilities. Thank you to all of you for your continued and generous support of Good Shepherd Lutheran Church, not only through your offerings, but also through sharing your time and you talents.

Respectfully Submitted,
Rick Laufenberg
Office Manager

Office Assistant

The year 2024 was a year of getting even closer to what Good Shepherd was before the pandemic. My duties have changed a little, I continue to help Rick where and whenever he needs me. Helping with the day to day office needs, keeping the church calendar so they are up to date and correct. Maintaining the churches membership roster, with your help by keeping me informed of any changes in your life like names, addresses, phone numbers, email addresses, etc. We prepared for and had 5 of baptisms, 1 wedding, 10 confirmands were confirmed and new members that joined, YEAH!! And we mourn the death of 14 members this past year and weep together with their loved ones, as we also rejoice in the promise of hope in the resurrection.

Mobile Meals: Good Shepherd has been involved with Mobile Meals for many years. This last year we had 5 people who helped with delivering 9 weeks those meals. We would like to thank: Randy Page, Jim & Sue Bugge, Shelly Saegrove, Susy Foster. If I have inadvertently left someone off this list, I apologize because we truly appreciate all of you helping with this community program. We are always looking for more drivers, if you think you might be interested in helping with this ministry, please contact me in the office, Monday thru Friday, 8am to 1pm. Thank you!!

Ushering/Reading: Similar to last year, we have not been able to go back to the old way of having a Usher Schedule. Due to the fact that most cannot return to ushering because of the COVID restrictions. I have had to resort to making phone calls which takes a lot of time for me to make these calls. We have sign up sheets on the bulletin board in the back of church, if you are willing to help with ushering or doing the readings, could you please sign up where ever you see an empty spot. That would be so appreciated.

Kathy Johnson,
Office Assistant

Director of Music/Worship & Music/Sounds of Praise

The Year 2024 saw the musicians at Good Shepherd play an integral role in leading our worship. Karl Greenfield, our Sanctuary Choir Director, serves as song leader at the Sunday 8:30 worship service, so the people watching online can hear the words of the hymns and liturgy the congregation is singing. Percussionist David Osley regularly enhances our congregational singing by playing drums at the 8:30 worship service. Joan Schultz also makes regular contributions to our congregational singing with the tambourine and maracas. A big thank you to Karl, Dave and Joan!

The Adult Bell Choir and Youth Bell Choir, under the excellent leadership of Linda Jerome, continue to bless and enhance our worship with inspiring and well-performed handbell anthems. The Sanctuary Choir, under the outstanding leadership of Karl Greenfield, continues to elevate our worship services with a wide variety of well-prepared choral anthems. The Good Shepherd Sunday School Choir, under the wonderful leadership of Darlene Lassig, brightens our worship with spirited and delightful musical presentations. Sounds of Praise has also continued to enhance our worship by adding the tonal variety of various musical instruments to our congregational singing. A big thank you to the members of these fine groups for their hard work and devotion! And a big thank you to Linda, Karl and Darlene for their inspiring leadership!

We have continued to sing many hymns from the hymnal All Creation Sings, which is a supplement to the cranberry-colored Evangelical Lutheran Worship hymnal in our pews. Many of the hymn tunes in All Creation Sings are new and unfamiliar to us, while other tunes are familiar, but with new hymn texts set to them. It continues to be my goal to expand our hymn base at Good Shepherd by introducing contemporary new hymn tunes at a rate that is comfortable for the congregation, while maintaining the familiar and beloved hymns of our faith.

Respectfully submitted,
Randy Lyden
Director of Music/Organist

Sanctuary Choir

2024 was another great year for the Sanctuary Choir. We welcomed some new singers to the fold who have been a welcome addition to our choir. We also welcomed back a couple of singers who had sung with us in the past. That being said, our door is always open. We will always welcome more singers. I've said since day one when I began as the director in 2011, my goal is for the entire congregation to be in the choir. That will always be my goal.

If you find yourself wanting to join us, and one of the obstacles is child care while we sing, Jaime and I have been navigating this for many years with our own children. We have been blessed to have help from others to watch the kids while we rehearse or perform for services. As the old saying goes, "It takes a village". Good Shepherd has been a second family for us, and we have many "parents" who watch out for our kids as their own, and for that I am grateful, as it allows Jaime and I to continue to make music with the Sanctuary Choir.

I look forward to continued growth of the choir both in numbers and musicianship as we progress into 2025. I also want to recognize Randy for all his help in rehearsals as he helps the choir learn all their notes at the piano, and is such a gifted musician as our accompanist. Thank you all for your continued support of the Sanctuary Choir.

Respectfully Submitted,
Karl Greenfield
Sanctuary Choir Director

Bell Choir

The Good Shepherd adult bell choir performed in church three times this past year. And we are pleased to report we have been able to maintain a youth bell choir and they performed in church twice, including as part of the Christmas program.

We would like to thank the staff and Good Shepherd members who continue to support and encourage our bell choirs at Good Shepherd!

Respectfully submitted by:
Linda Jerome
Good Shepherd Bell Choir Director

Sunday School Choir

Our children's choir is now part of our Sunday School itinerary. It includes all of the Sunday School children, and we sing songs together at the beginning of Sunday School time. Because of the many ages of the children, from Pre-K thro' 5th Grade, we do a variety of songs, some easier, and a few a little more difficult, but we like to sing action songs, that we all can participate in. I really enjoy being a part of this, and I think the children do too! We try to sing one Sunday a month in Church, as part of the Children's time. We hope you enjoy our singing, as much as we enjoy singing for you!

Respectfully submitted,
Darlene Lassig
Sunday School Choir Director

Children's Ministry

2024 was a great year for our children's ministry. Within the 2024 year, 34 Sunday Schoolers learned about House on the Rock, The Sower, Widows Coins, Fruit of the Spirit, Noah's Ark, and The Plagues. We also had about 28 kids join us for our "F.A.I.T.H Lab" a Science Vacation Bible School in August. Students learned that we should believe, keep asking and praying, serve and help others, that God impacts our lives, and to celebrate God.

Within 2024, the children received milestones. Pre-K received a story book or tote bag, Kindergarten received their musical bear, 1st grade received their prayer blocks, 2nd grade received their prayer pillows, 3rd grade received their bibles, 4th grade received their prayer journals, and six 5th graders attended Seder Supper. We finished off 2024 with our Christmas Program. I could not do Sunday School without the help of the amazing following people who helped during the Sunday School year: Janet Torkelson, Austin Stalsberg, Lori Lowell, Kylie, Bill, and Tammy Klein, Jessica Peterson, Julie Foreman, Patty Kraemer, Lynn Pataska, Darlene Lassig and Kari and Steve Ellison.

Respectfully submitted,
Brea Ellison

Youth Ministry

It has been a great year for our Good Shepherd teens! As Jen Servais stepped down in May, I began my role as the new confirmation coordinator beginning September in which we began looking at the Old Testament.

Our youth has been amazing helping out with Burrito Breakfast as well as helping out with ConFest that took place in October. Confirmation has had a number of activities that involved helping in the church community and outside the church community such as, helping with Sunday School's Christmas program and bell ringing in December. The eighth graders got to join our youth in Gingerbread House making, and got to meet some of the high schoolers and share some fellowship with each other.

I want to give a huge thank you to our amazing guides and those who have been such an important role in these teenagers' lives: Kim Locknane, Cathy Jacobson, Stephanie Andersen, Jill Kohlstedt, and the amazing parents who bring their teens to Confirmation every Wednesday night. They have been amazing at helping our students thrive and show that the congregation of the church cares about their faith. Pastor Harald has also been a great influence in their faith journeys and wants to help them grow within the church community.

The confirmands are so grateful to have such amazing individuals guiding them on their

confirmation journeys. Let's be honest, none of this would be possible without the help and support of Kathy and Rick! The kids and guides appreciate your help so much! I would also like to thank Tim Knudsen for helping the youth with the burrito breakfasts! They enjoy serving and having fellowship with the congregation. I also want to give appreciation to Bridget and Mark Skolos for helping with selling Kwik Trip cards and raising money for the youth! I have been so blessed to be working with such amazing individuals and I couldn't ask for a better group! I cannot express how proud I am at how far they have all come! My first year as the youth director has been such a joy and blessing and I am thankful to watch these teens grow their faith!

In Peace,
Karina Bronson

Parish Education

The members of the Parish Education Committee shared and discussed information, programming, events, joys, and concerns regarding Adult Education, Confirmation, Library, Nursery, Sunday School, Vacation Bible School, and Youth.

The meetings were held the fourth Tuesday of the month from 6-7pm in the Library with a Zoom option.

Jen Servais, Youth Ministry Coordinator, was thanked for her years of service on Rally Day Sunday along with Karina Bronson being introduced as the new Youth Ministry Coordinator.

The members of the committee were: Karina Bronson, Brea Ellison, Julie Foreman, Kathy Johnson, Tammy Klein, Jen Servais, Pastor John Stennes-Spidahl, and Janet Torkelson.

Respectfully submitted,
Lori Lowell

Care Ministry Team

The mission of the Care Ministry Team is to connect our church family with our home-bound and nursing home resident members. We achieve this through monthly in-person visits, typically lasting about one hour. During these visits, we strive to get to know each member by sharing personal stories, communion, devotions, prayers, and any news from Good Shepherd. We deeply appreciate that these members wish to stay connected with the church family, even though they may no longer attend church in person.

Since the inception of this ministry, we have received a great deal of positive feedback from both the Care Ministers and our home-bound/nursing home resident members, indicating that we are making a meaningful difference in their lives and ours.

In 2024, we had 10 Care Ministers visit 33 members in their homes or at care facilities/nursing homes. The number of Care Ministers and members requesting visits changes throughout the year, so we are always looking for new Care Ministers to join our team and help maintain these vital connections. We generally meet once a quarter as a team to review Care Ministry activities.

If you are interested in becoming a Care Minister, please contact the office at 608-788-0450 for more information.

Thank you.
Respectfully submitted,
Don and Darcy Skibba

Stewardship

“Time, Talent and Treasure” *“Where our time goes, there our hearts will be also.”* Matthew 6:21
Good Shepherd challenges each member to participate in the Time, Talent, and Treasure mission, by

sharing your gifts in love, as Jesus taught us.

Because this was such a successful mission in 2023 and participation not only rose, but fostered new connections with the church, Stewardship decided to keep this mission for another year of sharing Tim, Talent and Treasure within Good Shepherd!

Time slips were created and used throughout the year at several stations resulting in a total of **1,095** hours!!

Time

Do you have time that you could share within the church weekly or monthly? An hour can make such a difference! Times are set to your calendar, or by events that most interest you. Do you want the best for Good Shepherd? Be a part of what makes it so special!

Talent

Do you have talents or job experience that you could share within church? An hour can make such a difference! Set your availability or select needs that best fit your availability. Committees, enhancing worship, and church needs/visioning are just a few ways you can be involved!

Treasure

Returning what God has entrusted to us, offerings are given in support of Good Shepherd's ministry. Each year the congregation is challenged to further the impact made in this community and our world. Knowing each person has their preferred way of giving, many options are available for supporting Good Shepherd.

All ages can participate!

Creating art, saying prayers, helping at church, reading to others, friendly phone calls, singing, playing an instrument are just a few ideas to be involved in Time and Talent giving. Bringing a "noisy collection" of coins can be made as a Treasure offering. Use these ideas or be creative in giving your own unique gift!

On behalf of the Stewardship Committee, thank you for your participation and ask for your continued energy to grow ministry, participate in the impact of Good Shepherd, and putting action to an idea!

Stewardship Committee:

Pastor Harald Bringsjord, Jim Bugge, Todd Holtz, Lori Lowell, Sara Wrobel (Chair)

MGF – Membership, Growth & Fellowship

Special thanks go out to the members of the Membership, Growth and Fellowship Committee for their efforts in assisting to grow the congregation and for assisting in the creation of a culture in which all members of the congregation feel welcomed and appreciated as part of the Good Shepherd family. Committee members who carry out this mission include Barb Smyth, Bill Klein, Candie Luehne, Pastor Harald, Kathy McLain, Karl and Julie Noll, Kathy Johnson, Janette Dawson and Roger Weeks.

The MGF Committee has been using a blended in person and virtual meeting throughout 2024. Events that the MGF Committee hosts include New Member Orientation, Name Tag Sunday, National Night Out, Faith Webs, the Summer Sunday Social, and the Burrito Breakfast.

New Member Orientations usually occur annually, but are scheduled as needed when the number of new members since the last orientation warrants. The last new member orientation was on November 12th this year. We had several new members attend. Their pictures are on the wall by the choir room.

Name Tag Sunday is traditionally one Sunday a month. It is hosted by different groups from Good Sheppard. The purpose of Name Tag Sunday is for people to get to know the other members or visitors

at church.

National Night Out is a national event that happens throughout the US on the first Tuesday of August. The purpose of the event is to help get to know the people in your neighborhoods. We work with the Hintgen Neighborhood Association to provide an opportunity for people in the neighborhood of Good Shephard to come enjoy hot dogs, chili dogs, snacks, and drinks. The event runs from 5 to 7pm. The City of La Crosse Police Department and Shelby Fire Departments come to help the neighbors get to know them and have fun.

The Burrito Breakfast was started as a way for the congregation to enjoy a meal and have some fellowship in between services. It is held on the first Sunday of each month between services during the school year. We take the summer off. The youth have really embraced the Burrito Breakfast! They serve up eggs, vegetables, sausage, and tortillas. A very big thank you to Ruth Faulhaber and Sue Bugge for always providing delicious muffins! Remember to thank they youth for helping make and serve the meals with your free will offering! 100% of free will offerings go to the youth programs!

The Summer Sunday Social started as a way for those who attend the single summer service to get to know each other! There are treats, fruit, coffee, and lemonade for everyone to enjoy! The plan is for this to continue this summer as well. We have continued the social hour between services except on the Burrito Breakfast Sundays.

We welcome anyone with interest in our charter and/or ideas regarding how to promote membership and fellowship and a willingness to help bring ideas to fruition to attend our meetings, or better yet, to become an active member of the Membership, Growth & Fellowship Committee. We meet at 6pm on the Mondays preceding Church Council Meetings which usually fall on the third Monday of the month. If you would like additional information, feel free to contact Pastor Harald, Tim Knudsen 608-790-1534 or any other member of the committee.

Respectfully submitted,
Tim Knudsen

Good Shepherd Prayer Chain

The Prayer Chain was organized in 1989 for the purpose of answering prayer requests in times of crisis. Prayer requests should be at the consent of the person or family in need. Please call the church office, 608-788-0450, to start the Prayer Chain cycle. A monthly 'summary' is sent out to our Prayer Chain members and this is completed by Kim Johnson. We thank Kim for all of the work she does to keep our Prayer Chain working so well.

In 2024 the Prayer Chain had many prayer requests. I would thank all the prayer warriors for their prayers. They include Carol Abraham, Stephanie Andersen, Susan Bahls, Gundi Bay, Chuck & Linda Brigson, Andrea Bringsjord, Pastor Harald Bringsjord, Judy Brockman, Karina Bronson, Arlene Dreves, Susy Foster, Barb Foye, Denise Geiwitz, Sara Hallberg, Jane Hammel, Ione Harder, Barb Hegge, Ann Hudson, Kim Johnson, Patty Johnson, Ann Keuper, Tammy Klein, Ellen Klemp, Darlene Lassig, Janelle Laufenberg, Sally Lindahl, Candie Luehne, Phyllis Lynch, Pat Oliver, Betty Olson, Karen Osley, Mary Post, Jim & Jan Quinn, Trudy Ristow, Sandra Rockwell, Joan Schultz, Barb Smyth, Pastor John Stennes-Spidahl, Irene Winterhack and Sharon Yushta. We have been able to maintain the same group of people in this very important ministry. Thank you to all of you that are apart of this Prayer Chain. If you would like to join us in praying for our members and friends, please call Kathy Johnson at 608-788-0450.

Submitted by,
Kathy Johnson

The Altar Guild

The biggest change with communion has been the method of distribution. To make the change to common cup distribution, the process has been rewritten and given to each member of the committee.

We initiated in person communion on Nov. 2023. With the help of members of this committee as well as the usher staff, we have been able to provide this type of communion. I am extremely grateful to everyone assisting with this ministry.

Members thus far are, Andrea Bringsjord, Sue & Jim Bugge, Janette Dawson, Arlene & Dewey Dreves, Barb Foye, Kathy & Al Johnson, and Jane Strangstalien.

To keep pace with our Stewardship Appeal this year of Time, Talents, and Treasures, if Altar Guild is something you are interested in please let me know by calling to 608-788-0450.

Kathy Johnson, Interim Chairperson

Christmas Caring Tree

This was our eleventh year doing the Christmas Caring Tree. Thank you to all of those who went out of their way to contact us about the names of the residents, went out and purchased almost every thing the residents asked for, wrapped up all the gifts and brought them to church.

We were able to give 67 residents of local nursing homes gifts from “Santa”, in other words YOU!! After we were able to collect all of the gifts from all of you, Pennie & I delivered them to the different nursing homes. I went to the Christmas party at Benedictine Nursing Home, they truly enjoyed there gifts! So, again thank you all for all your love and care. Good Shepherd Members always go over and above. On behalf of the residents who received the gifts, “A Big Thank You!!”

Respectfully submitted,
Candie Luehne

Good Shepherd Women -WELCA

WELCA is Women of the Evangelical Lutheran Church in America.

OUR PURPOSE STATEMENT “As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world.”

All women of Good Shepherd Lutheran Church are members of Good Shepherd Women -WELCA. The meetings were held the first Thursday of each month at 6pm in the Mattes Center or Welcome Area (during the winter) with a Zoom option.

In February, the annual Election of Officers took place with the following results: President - Lori Lowell, Vice President - Sue Bugge, Treasurer - LeeAnn Lyden, and Secretary - Linda Schoen.

WELCA was very involved at Good Shepherd Lutheran Church and in the community hosting and participating in some of the following projects and events: attended the Lenten Brunch at Our Redeemer Lutheran Church, Maundy Thursday Soup Supper, Easter Breakfast, awarded the Good Shepherd Women-WELCA Scholarship to Emma Osley, Quilting Group, Name Tag Sunday/WELCA Sunday, Ice Cream Social, Monthly Birthday Parties at Riverside Traditional Care, annual rummage sale, Lutheran World Relief donations of quilts, personal care health kits and school kits loaded on the Lutheran World Relief Semi Trailer, Holiday Marketplace, attended conferences, distributed annual donations,

attended the Advent Luncheon at Our Redeemer Lutheran Church, purchased Christmas gifts for a Hintgen family, and rang bells for the Salvation Army.

Respectfully,
Lori Lowell

Good Shepherd Men's Group

“Our mission is to spread God’s word with fellow men. Involving other church groups such as Youth group, Parish Ed, Membership, Worship & Praise, Buildings & Grounds, and etc. We will work on and help fund church projects. As well as working with outside organizations to benefit our surrounding community.”

We are always looking for new members and our open to new ideas of things we can do. Any adult male member of Good shepherd is welcome to join. We meet every Sunday evening from 6:30 to 8pm. Any questions, please email Randy Page at grimmcaf@hotmail.com We look forward to seeing you at a meeting soon!

Submitted by,
Good Shepherd Men's Group

Building and Grounds

The Building and Grounds committee takes pride when working on tasks that keep the building well-maintained and the exterior looking good. In 2024 at the Spring clean-up, we washed many windows inside and out, made improvements to the lighting in the sanctuary and a few other tasks. Thanks to all of you that helped with the clean-up. Throughout the year, the committee also raised some pews about 3 inches in the back of the sanctuary at the request of the church council. A costly improvement, which had to be approved by a special meeting, was to replace the circulating pump and install a back-up pump for the heating system. Thankfully that is all behind us now.

Thank you to Heidi Harder for planting flowers in the new planters along Birch Street, the main planter under the awning, and the corner garden by the garage. I am sure that she had to water these often to keep them alive with the dry summer we had. I hope she continues this service in the years to come. Lastly, I would also like to thank my fellow members of the building and grounds committee for their help; Ron Price, Bill Klein, Tim Stalsberg, Jim Bugge, Rick Laufenberg, Mark Skolos, Tom Lynch, and Rob Hamann.

Al Johnson, Chairman - Building and Grounds Committee

Finance Committee

The Finance Committee was established in September 2012 to ensure the integrity and accuracy related to the church's finances. The finance committee makes recommendations to the church council. The council is then responsible for discussing these recommendations and voting to accept, modify or reject the recommendation.

Finance Committee members include:

Dianne Hamann, Chair
Sara Wrobel (Treasurer)
Kari Ellison (Assistant Treasurer)

Berek Weingart
Mark Torgerud
Ben Addington
Pastor Harald Bringsjord (ex-officio)
Jim Bugge (President of the Congregation)
Janette Dawson (Vice President of the Congregation)

The responsibilities of the Finance Committee are:

Annual Budget Plan:

The committee shall solicit budget requests from appropriate ministry groups that are funded through the church. If a request is not granted due to the overall financial situation, a Finance Committee member will meet with the appropriate group for further discussion and input. The committee will present a draft budget plan to the Church Council by its November meeting. The draft budget plan was presented to the Church Council in November, 2024. The final budget approved by the Church Council is included in the annual meeting materials.

General Fiscal Responsibility:

The committee will receive an engagement letter from an outside accounting firm for an annual financial review. This review will be discussed and approved by the Finance Committee. When the financial review is completed, the Finance Committee will receive a letter from a representative of the accounting firm with the results of the financial review including any adjusting entries made. The Finance Committee will meet with the representative of the accounting firm as needed. For the 2023 calendar year, a financial review was completed by Herb Gust of Morrison & Associates, Certified Public Accountants and based on this review, they were not aware of any material modifications that needed to be made to our financial statements.

Internal Financial Processes:

The Finance Committee will periodically review financial controls including:

- The prompt and responsible accounting and bank depositing of the offering
- Appropriate financial controls for the receiving and disbursing of non-offering funds
- Review of bank accounts

In 2024, a monthly review of the bank accounts was performed along with a review of other reconciliations.

All reconciliations and financial statements were prepared promptly. The Treasurer or Assistant Treasurer reviewed and signed off on all paper and electronic payments during the year.

Respectfully submitted,
Dianne Hamann, Finance Committee Chairperson

Good Shepherd Evangelical Lutheran Church Trust Foundation

The Good Shepherd Evangelical Lutheran Church Trust Foundation was established to manage the Endowment funds of Good Shepherd Lutheran Church. Requests are reviewed quarterly for distribution of funds. Applications are available from the office and the church website. Funds are distributed to further Good Shepherd's mission statement and core values. The Foundation is funded with directed contributions, investment gains, interest earned on the Endowment Fund bank accounts, and transfers of 75% of unrestricted memorials given to Good Shepherd.

2024 Trust Foundation Financial Reports

Balance Sheet as-of 12/31/2024:

Endowment Interest-Expendable, Coulee Bank:	\$8,595.12
Endowment Trust Fund, Coulee Bank:	\$2,786.75
Bank Total:	\$11,381.87
Investment in ELCA Trust Plan A:	\$356,082.76
TOTAL FUNDS:	\$367,464.63

Income and Expenses Year End 12/31/24

Income:	
Interest:	\$8.36
Expenses:	
Insurance:	\$818.00
Distributions*	\$12,927.29
* Just Move Event expenses, WAFER, Sugar Creek Bible Camp, Trust Foundation Scholarship, Come for Supper, Longfellow Middle School Clothes Closet, LuMin Campus Ministry, Coulee Region RSVP, La Crosse Thanksgiving Dinner	

Respectfully submitted,

Trust Foundation Committee:

Todd Holtz
Kim Dockham
Sara Wrobel

Trust Foundation Advisory Panel:

Pastor Bringsjord
Rick Laufenberg
Janette Dawson

Memorials and Special Gifts

Gifts to the Memorials & Special Gifts Fund are meaningful tributes to the memory of a loved one, or to honor a special person or a special occasion. Designated funds that can be contributed to are: Bell Choir Fund, Music Fund, Youth Ministry Fund, Pastor JL Mattes or Lyle & Norma Anderson Scholarship Funds, Prayer Garden Fund and Women's Ministry. Memorials may also be undesignated. 75% of undesignated memorials are transferred to The Good Shepherd Trust Foundation quarterly for investment in our ELCA Plan A fund, or benevolences bestowed by the Trust Foundation. The remaining memorial funds are available for use for the needs and projects of the church, and may be applied for by members or staff, and must be approved by the memorials committee.

We also have another opportunity to give specific gifts. It is our Giving Tree, located in the corner nearest the main doors in the welcome area. These gifts, along with memorials, are acknowledged every month in the Voice newsletter.

Respectfully Submitted,
Rick Laufenberg

Hospitality Committee:

Hospitality Committee: The hospitality committee is a small group in numbers but large in heart and supports church committees and events. Hospitality – The friendly generous reception of members, guests, visitors, and strangers. We have adopted this as a mission statement which is the goal of everything we participate in. We are always looking for a couple more committee members, but just as importantly

volunteers that just want to help work at the many things we do. We meet on the 3rd Thursday of the month at 6pm In person at church and also have a zoom option. Watch our church calendar, voice newsletter, bulletins, and on line communications for future meetings.

Respectfully submitted,
Chair Bill Klein

Sugar Creek Bible Camp

Your Ministry Impact: 2024 in Numbers

Your support for Sugar Creek Bible Camp makes a lasting difference for kids, families, and churches! You teach skills for faith & life to strengthen their connections to your church through fun, Christ-centered adventures. Youth face big new challenges, but Jesus answers in a bigger way, through you! Celebrate all the “God stories” you made possible this year:

Summer Bible Camp

- 20 unique Summer Camp Programs for K-12 & Families
- 448 Overnight Summer Campers
- 129 Explorer/Forester Day-Campers onsite + 50 at Congregational Day Camps
- 154 Family Campers
- 29 Summer Youth Ministry Staff + 42 Professional Leaders Volunteering (pastors, youth leaders, nurses, doctors, & builders) at Summer Bible Camp

Special Programs led by Sugar Creek

- 20 Adult Programs & Events: craft retreats, bus trips, special events, and more
- 8 Weekend Youth Retreats including church lock-ins & synod youth events
- 3 Family Camp sessions with 36 families attending
- 33 Church Visits – preaching, WELCA, Council Visits, Camp Sundays & Trainings
- 15 Full-Time Equivalent (F.T.E.) Youth & Family Ministry staff employed at Sugar Creek through 2024, providing Christian Education with and for your church

Meaningful Retreats & Events

- 88 Retreats & Events at Sugar Creek in the “off season!” (Sept. to May)
- 3592 guests at 116 events for Churches, Families, Schools, and Hobbyists
- 117 guests at other Christian Youth Retreats at Sugar Creek
- 898 guests at multiple Outdoor Education Days
- 45 hard-working supporters at 3 Volunteer Weekend programs
- 56 Volunteer Day events: Volunteer Tuesdays, Mass Mailing & more
- 4176 guest-nights and 7227 guest-days graciously hosted
- 52 of 52 Weeks of 2024 hosting groups and events in lodges & cabins!

All are Welcome at Bible Camp

272 Summer Bible Campers awarded financial aid from camp totaling \$74,300
+15 Summer Bible Campers received extra need camperships totaling \$7,740

Recent Sugar Creek summer staff ordained as Lutheran Pastors in 2024: +3

Contact Hours of intentional Christian Education this year at camp: 51,454* *conservative estimate

Thank you for YOUR ministry to the future of our Church and World!

SugarCreekBibleCamp.org 608-734-3113 office@SgrCreek.org ACA Accredited

Good Shepherd/MMOC Men's Golf League

Good Shepherd/MMOC Men's Golf League In 2024 we golfed 18 nights, had a mid-season fun night, an end of the season fun night and concluded with our Annual Banquet. Awards presented at the banquet included Best Golfer, Low Average, Best Round, and the J.L. Mattes Most Improved Golfer Award. The biggest honor of the night, the prestigious Harlan "Peany" Michaels Toothpick award which is presented to the golfer who best represents the ideals, beliefs, and overall best qualities of the league, was presented to Greg Powell. A huge thank you goes out to Dave Swift-Walsh's Golf Center for hosting the league and for all you do for us. Our 59th consecutive season will start Tuesday, May 6th, with a 4:30pm 1st Tee Off at Walsh's Golf center weather permitting. All Men 18 and over are welcome to join the league as a full time golfer or as a sub golfer, for more info or to join contact Bill Klein at 608-780-8861 or bkleinpackfan@yahoo.com.

Respectfully submitted,
Bill Klein - Secretary

LuMin

Lutheran Campus Ministry



What is LuMin?

LuMin (Lutheran Campus Ministry) is a ministry of the La Crosse Area Synod that serves all three institutions of higher education in La Crosse, WI: UW-L, Viterbo, and Western Technical. LuMin is known as a safe, comfortable, and welcoming place—a community where students can grow in faith by finding true community, building relationships, and exploring what it means to love and serve God and others in the world today.



Fall '24 Programming

- Offered Free Cookie Wednesdays at the UW-L campus and made the UW-L student news (<https://theracquet.org/17089/news/free-cookies-where/>).
- Offered pop-up events like "Popcorn, Packers, and Prep!" and "Pumpkin Painting."
- Offered weekly fellowship and meal on Wednesday evenings.
- Hosted the UW-L Pride Center for Friendsgiving.



2024-25 Board Goals

- Bolster communication with our constituent base and express gratitude for the generous gifts of congregations and individuals, LuMin will engage in improving donor relations.
- Enter into visioning and strategic planning.
- Onboard and support new Pastor and Administrative Assistant.



Thank You!

- Thank you for your volunteer and financial support for the ministry of LuMin. By joining us in our mission, you become part of the fabric of LuMin, supporting students in one of the most impactful thresholds in their life.
- Congregational and individual gifts are becoming a larger part of our financial base. We invite congregations and individuals to consider supporting LuMin through their benevolence funds in the upcoming fiscal year.



Highlights of 2024

- Pastor Kathryn Thompson called as the new Campus Pastor. Began ministry on 8.1.24, ordained 11.23.24, and installed 1.26.25.
- Hired new Administrative Assistant, Amy Dale, who began 12.17.24.

CONTACT US

1334 Pine Street
La Crosse, WI 54601

pastorkathryn@luminlax.org
admin@luminlax.org
www.luminlax.org



2025 General Fund Budgeted Income

Account	2023 Actual	2024 Budget	2024 Actual	Variance	2025 Budget
Revenues					
Envelope Offerings	326,142.09	350,000.00	306,537.03	-43,462.97	350,000.00
Other Contribution Revenue-Summary					
Childrens Envelopes	338.73	300.00	429.94	129.94	300.00
Christmas Offerings	1,604.00	3,500.00	2,162.00	-1,338.00	3,500.00
Confirmation Offerings	25.00	200.00	72.00	-128.00	200.00
Giving Tree Income	110.00	100.00	0.00	-100.00	100.00
Initial Offerings	536.00	300.00	339.00	39.00	300.00
Lenten/Easter Offerings	4,487.00	5,000.00	6,972.00	1,972.00	6,000.00
Loose Offerings	11,758.32	9,000.00	5,138.45	-3,861.55	8,000.00
Prepaid Offering Income	22,610.00	30,500.00	27,562.00	-2,938.00	25,000.00
Regular Bulletins	321.00	400.00	325.00	-75.00	400.00
Special Gifts-General Fund	5,325.56	6,000.00	3,890.26	-2,109.74	5,000.00
Sunday School Income	1,237.10	1,000.00	1,080.00	80.00	1,000.00
Thanksgiving Offerings	584.00	500.00	501.00	1.00	500.00
SubTotal Other Contribution Revenue	48,936.71	56,800.00	48,471.65	-8,328.35	50,300.00
Other Revenue-Summary					
General Fund-Other Income	14,532.04	5,000.00	3,508.37	-1,491.63	5,000.00
Special Events/Church Activities Income	678.01	500.00	331.00	-169.00	500.00
Thrivent Choice Dollars	3,343.00	3,000.00	1,177.00	-1,823.00	3,000.00
Wedding/Building Use	5,640.00	5,800.00	6,720.00	920.00	5,800.00
SubTotal Other Revenue-Summary	24,506.05	14,300.00	11,736.37	-2,563.63	14,300.00
Total Budgeted Revenues	399,584.85	421,100.00	366,745.05	-54,354.95	414,600.00

2025 General Fund Budgeted Expenses

Expenditures	2023 Actual	2024 Budget	2024 Actual	Variance	2025 Budget
Administrative Expenses-Summary					
Credit Card Fees	377.98	400.00	429.4	29.40	400.00
Financial Review	400.00	1,000.00	420	-580.00	1,000.00
Laypersons/Synod Meetings/Particip.	1,000.00	3,000.00	1275	-1,725.00	3,000.00
Office Expenses	6,740.75	7,500.00	7287.79	-212.21	7,500.00
Postage/Mailing Expense	1,792.54	1,800.00	1137.63	-662.37	1,800.00
Weekly Updates Expense	6,490.00	6,000.00	6500	500.00	6,000.00
SubTotal Administrative Expenses	16,801.27	19,700.00	17049.82	-2,650.18	19,700.00
Benevolence-Summary					
ELCA Benevolence	33,471.00	35,000.00	32754	-2,246.00	35,000.00
ELCA Synod Missions	1,154.00	1,000.00	1258.75	258.75	1,000.00
Lutheran Campus Ministry Support	2,128.00	1,000.00	1408	408.00	1,000.00
Lutheran Social Services	2,400.00	2,400.00	2500	100.00	2,400.00
Other Misc. Benevolence	3,735.84	2,000.00	1917.22	-82.78	2,000.00
Outreach Ministry	483.00	1,100.00	480	-620.00	1,100.00
Sugar Creek Bible Camp	1,920.00	1,920.00	1920	0.00	1,920.00
Sugar Creek Scholarships	895.50	1,000.00	1066.85	66.85	1,000.00
SubTotal Benevolence-Summary	46,187.34	45,420.00	43304.82	-2,115.18	45,420.00
Building & Grounds Expense-Summary					
CenturyLink	4,136.04	4,000.00	4224.26	224.26	4,000.00
Church Maintenance	3,402.37	4,000.00	3869.62	-130.38	4,000.00
Church Purchases	59,977.97	1,600.00	1642.21	42.21	1,600.00
Church Repairs	5,301.73	8,500.00	28552.22	20,052.22	8,500.00
Church Service Agreements	17,626.28	15,500.00	14180.66	-1,319.34	15,500.00
Insurance Coverage	9,988.58	9,500.00	10429.75	929.75	9,500.00
Water/Sewer Utility	3,663.26	3,800.00	3844.48	44.48	3,800.00
Xcel Energy	20,413.98	21,000.00	15782.3	-5,217.70	21,000.00
SubTotal Building & Grounds Expense	124,510.21	67,900.00	82525.5	14,625.50	67,900.00
Building Contingency Fund & Tech Fund	8,000.00	8,500.00	8,500.00	0.00	8,500.00
SubTotal Annual Contribution to Fund	8,000.00	8,500.00	8,500.00	0.00	8,500.00
Member/Hospitality Expense-Summary					
Church Activities Expense	1,404.47	2,000.00	1280.18	-719.82	2,000.00
Hospitality/Kitchen Expense	1,284.36	2,000.00	1607.56	-392.44	2,000.00
Member/Volunteer Appreciation	0.00	500.00	180.41	-319.59	500.00
SubTotal Member/Hospitality Expense	2,688.83	4,500.00	3068.15	-1,431.85	4,500.00

2025 General Fund Budgeted Expenses

Expenditures	2023 Actual	2024 Budget	2024 Actual	Variance	2025 Budget
Parish Education-Summary					
Confirmation	660.12	1,200.00	1,075.46	-124.54	1,200.00
Library/Publications	545.06	600.00	332.50	-267.50	600.00
Sunday School/Nursery	1,740.60	2,800.00	2,781.60	-18.40	3,300.00
VBS/Summer/Family Events	900.94	1,200.00	575.45	-624.55	800.00
Youth Progaming	2,013.73	2,000.00	345.00	-1,655.00	2,000.00
SubTotal Parish Education	5,860.45	7,800.00	5,110.01	-2,689.99	7,900.00
Pastoral Staff Expense-Summary					
Part-Time Assistant Pastor Salary	4,475.25	7,000.00	5,508.00	-1,492.00	7,000.00
Pastor Auto Allowance	2,159.01	1,500.00	1,648.49	148.49	1,600.00
Pastor Books/Publications	226.65	300.00	62.57	-237.43	300.00
Pastor Continuing Education	0.00	800.00	0.00	-800.00	800.00
Pastor Housing Allowance	40,000.08	40,000.00	40,000.08	0.08	40,000.00
Pastor Pension & Insurance	9,011.71	58,200.00	8,981.76	-49,218.24	45,600.00
Pastor Sabbatical Expense	0.00	1,150.00	0.00	-1,150.00	1,150.00
Pastor Salary	44,792.38	41,700.00	51,593.79	9,893.79	46,000.00
Pastor Synodical Meetings	419.00	900.00	530.00	-370.00	900.00
Pulpit Supply/Guest Clergy	275.00	500.00	0.00	-500.00	500.00
SubTotal Pastoral Staff Expense	101,359.08	152,050.00	108,324.69	-43,725.31	143,850.00
Stewardship Expense-Summary					
Membership/Stewardship Expense	275.00	1,000.00	695.50	-304.50	1,000.00
Offering Envelopes	1,257.27	1,300.00	1,324.27	24.27	1,300.00
SubTotal Stewardship Expense	1,532.27	2,300.00	2,019.77	-280.23	2,300.00
Support Staff Benefits-Summary					
Social Security-Employer	7,606.65	9,457.00	7,641.31	-1,815.69	9,457.00
Staff Pension/Insurance	39,059.57	42,400.00	41,076.60	-1,323.40	42,400.00
SubTotal Support Staff Benefits	46,666.22	51,857.00	48,717.91	-3,139.09	51,857.00
Support Staff Expense-Summary					
Bell Choir Director	1,367.45	1,600.00	1,836.29	236.29	1,700.00
Choir Director	1,576.00	1,800.00	1,670.56	-129.44	1,800.00
Community Advocate	0.00	5,000.00	0.00	-5,000.00	5,000.00
Custodian	2,282.41	5,750.00	3,660.56	-2,089.44	5,000.00
Office/Building Manager	47,453.63	50,000.00	48,342.31	-1,657.69	51,000.00
Office Assistant	15,683.08	18,000.00	12,007.79	-5,992.21	17,000.00
Organist/Music Coordinator	19,735.92	19,800.00	19,735.92	-64.08	19,800.00
Sunday School Director	5,000.50	8,500.00	3,799.52	-4,700.48	8,600.00
Youth Ministries Coordinator	1,858.95	5,500.00	3,323.95	-2,176.05	5,500.00
SubTotal Support Staff Expense	94,957.94	115,950.00	94,376.90	-21,573.10	115,400.00
Worship Expenses-Summary					
Choir/Music Expense-General Fund	631.79	1,000.00	145.10	-854.90	1,000.00
Worship Expense	3,127.16	2,500.00	2,950.40	450.40	2,500.00
SubTotal Worship Expenses	3,758.95	3,500.00	3,095.50	-404.50	3,500.00
Total Budgeted Expenditures	452,322.56	479,477.00	416,093.07	-63,383.93	470,827.00

2025 Budget Summary

Summary	2023 Actual	2024 Budget	2024 Actual	Variance	2025 Budget
Total Revenues	399,584.85	421,100.00	366,745.05	-54,354.95	414,600.00
Total Expenditures	452,322.56	479,477.00	416,093.07	-63,383.93	470,827.00
Balance	-52,737.71	-58,377.00	-49,348.02	9,028.98	-56,227.00

Explanation of Budgeted Loss

Pastor health insurance budgeted for but waived 36,000.00

Adjusted Budgeted Net Income/(Loss) (20,227.00)

Optional Budgeted Items to note

Community Advocate (*unfilled position*) (5,000.00)

Annual Contribution to Coningency Fund (8,000.00)

2025 Budget Summary

General Fund Income:

The envelope offerings are budgeted at the same level as in 2023 and 2024. Other contribution revenue has been adjusted (up or down) or maintained at current levels for the budget to remain consistent with numbers reflecting historical data. The shortfall in giving is troubling and a trend that may require secondary fundraising and an increase in stewardship education.

General Fund Expense:

The Budget Committee identified budget adjustments while maintaining a concise budget for expenses to not affect worship and church programs. Expenses are estimated to be similar to actual expenses of 2024. Again, line items that were previously budgeted for but not used were adjusted or eliminated.

Summary:

A negative budget of a little more than \$56, 227 is being presented for 2025. However, assuming Pastor continues to waive budgeted insurance benefits of \$45,600, which is a decrease of \$12,600 from the previous year, most of the projected negative shortfall will not be seen. Although this looks more manageable, it is still a negative number that must be offset through offerings. This past year the church experienced a three-year low in giving as prices and rates increased. As it is so important to remember that giving is more than paying bills, giving is ministry. Good Shepherd is a community focused congregation that supports local to global efforts of supporting humanity. Being careful stewards of what is entrusted to us is planned for and realized through the contingency fund, benevolence, the Trust Foundation, and a thorough budget for the church to follow.