



ANNUAL REPORT 2022



Evangelical
Lutheran Church
in America

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

In Christ,

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is written in a cursive, flowing style.

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

“Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God”

(Hebrews 13:16).

2023 Good Shepherd Lutheran Church Spending Plan

Letter to the Congregation



Dear Fellow Members of Good Shepherd Lutheran Church,

As we entered 2022, we were still wearing masks and maintaining social distancing. But as the year progressed, it was wonderful to see more and more people's faces and members sitting in the pews.

One of the exciting things to happen for this year was the music program. With many trials throughout the last year, we have found consistency with our music, both congregationally and with our Grace Alive! group. It was wonderful to have the special choirs for Easter, Pentecost, and Christmas. Members of our congregation have enjoyed hearing organ music on Sundays and the continuation of Grace Alive!

Another big change was in the office, with the hiring of Yasmin (Jazz) Correa. This position was created to allow Laura to work part time as she heads towards retirement.

I am sure many of you have noticed how the slide presentations have improved to make each service more cohesive and easier to follow. We are grateful for Laura's dedication and the skills that Jazz has brought with her. Together, they have made this transition a success.

We are grateful for the time and effort Deacon Jamie has invested in her position and the new responsibilities that she has been taking on, so that Pastor Chelsea can devote more of her time in other areas of the church. In celebration of Deacon Jamie's continued ministry at Good Shepherd, we look forward to calling her officially to Good Shepherd as Deacon at our January Financial Meeting.

We are so fortunate and blessed to have Pastor Chelsea as the spiritual leader of this congregation. She has worked tirelessly in her outreach to the community, as well as her faithful witness in every service she leads. She is always ready to find help when needed to cover open volunteer positions as we go into services. Pastor has had a year full of adventures, like getting married and health challenges in her family, yet she continues the spiritual guidance and "CEO" position when needed to make sure the right staff is working to make Good Shepherd function to its capacity.

Our outreach continues to grow as we connect with more organizations that can benefit from the availability and location of Good Shepherd within Somerville. I am sure you all have walked in and wondered throughout the year, what is all this stuff? Well, this is the generosity of members of Good Shepherd to help with various charities. God gave us the ability to have and maintain this property to do his work throughout the community.

Also, the council wants to thank all of you for your support as we had to adjust expenses this year to meet the challenges of higher costs that Good Shepherd has faced in maintaining all our programs. Your continued support to help close the gap for the 2023 spending plan has been profound as we work together to see that the continuation of all the ministries here at Good Shepherd grow into the future.

We are such a blessed congregation! The council and committee chairs are so excited to go forward with continuing and growing programs to welcome more people into Good Shepherd and continue the work of Jesus throughout the community.

Continuing to move forward with Christ together,

Richard Alagona

Council President

CONGREGATIONAL FINANCIAL MEETING AGENDA
Sunday, January 29, 2023 ~ 10:45 AM in the Sanctuary

Richard Alagona, Congregation Council President, presiding

1. Call to Order
 - a. Attendance (Quorum = **39**)
 - b. Recognition of members attending for the first time.
 - c. Purpose of this meeting: call Deacon Jamie Dungey, review congregation's 2022 financial year and adopt a spending plan for 2023 for Good Shepherd Lutheran Church and Good Shepherd Christian Daycare.
 - d. Prayer – led by Pastor Chelsea Scholl
 - e. Guidelines for our discussion
Our Congregation Council, at its May 2004 meeting, adopted the following guidelines for discussion at our Congregational meetings:
 - ◆ Any voting members wishing to speak to an issue will have an opportunity to do so.
 - ◆ After all voting members wishing to speak to an issue have had the opportunity, any voting member wishing to speak again on the same issue will have one additional opportunity.
 - ◆ The Chair can limit the length of time allotted each speaker if there are 5 or more members who wish to speak on an issue.
2. Call Vote for Deacon Jamie Dungey
 - a. Welcome to Assistant to the Bishop, Pr. Dean Brown
 - b. Recommendation from Congregation Council, that:
JAMIE DUNGEY BE CALLED TO SERVE AS DEACON AT GOOD SHEPHERD FOR AN ANNUAL SALARY OF \$16,737 (10 HOURS PER WEEK AT \$32.19 PER HOUR).
 - c. Q&A with Deacon Jamie after which Deacon Jamie is excused from the meeting
 - d. Additional questions and conversation followed by Motion to end discussion
 - e. Explanation of ballots and voting - a 2/3 majority vote is required for an election to occur
 - f. Votes are tallied and Deacon Jamie is invited to return
3. Recognition Financial Review of 2022
 - a. 2022 Financial Secretary's Report – Eric Westberg.....page 5
 - b. 2022 Treasurer's Report – Joyce Jonat..... pages 3–4 and middle column of pages 7-10
4. Financial Projections for 2023
 - a. Weekly Envelopes, Special, and Plate Offerings – Eric Westberg..... page 5
 - b. Presentation of the Spending Plan – Jill Weidner..... last column of pages 7-10
 - ❖ Recommendation from Congregation Council:
THAT THE CONGREGATION ADOPT THE PROPOSED 2023 SPENDING PLAN, TOTALING \$471,538.
 - ❖ Discussion of the Plan from the Floor
 - ❖ Vote on the Recommendation

To make an Amendment to the Spending Plan, please use the following words:

I MOVE THAT THE SPENDING PLAN BE AMENDED BY ADDING (SUBTRACTING)
\$_____ TO (FROM) THE _____ MINISTRY, LINE ITEM _____ .

(Members should indicate where funding is coming from or should be moved to.)

5. Approval of Good Shepherd Christian Daycare Spending Plan
 - ❖ Recommendation from Congregation Council:
THAT THE CONGREGATION ADOPT THE PROPOSED 2023 GOOD SHEPHERD CHRISTIAN DAYCARE SPENDING PLAN TOTALING \$600,567.
6. Lord's Prayer
7. Adjournment

TREASURER'S REPORT
Summaries 2022

Description	Dedicated Accounts			12/31/2022 Balance
	01/01/2022 Balance	Receipts	Disbursements	
Endowment Fund				
Weidner Endowment Fund	\$125,471.17	\$0.00	\$0.00	\$125,471.17
Weidner Fund interest/dividends	\$0.00	\$5,010.19	\$948.82	\$4,061.37
Weidner Fund Change in value	\$10,504.38	\$0.00	\$18,709.66	-\$8,205.28
M Froehlich Youth Ministry fund	\$31,496.73	\$840.00	\$0.00	\$32,336.73
Funds				
Synod Grant	\$2,916.00	\$0.00	\$2,916.00	\$0.00
Daycare holding accounts---Net	(\$12,914.62)	\$12,914.62	\$0.00	\$0.00
Undesignated Memorial	\$12,623.53	\$12,585.26	\$8,484.47	\$16,724.32
C Y & F Ministry				
Patriot Baseball Game	\$40.50	\$230.00	\$270.50	\$0.00
ELCA Youth Gathering	\$8,056.68	\$3,650.00	\$1,200.00	\$10,506.68
Froehlich Interest	\$834.01	\$421.94	\$200.00	\$1,055.95
SCS Offerings	\$46.50	\$0.00	\$0.00	\$46.50
Youth Special	\$147.26	\$4,510.00	\$167.29	\$4,489.97
Social Ministry				
God's Work Our Hands	\$152.31	\$3,900.00	\$350.00	\$3,702.31
Social Outreach Fund	\$1,141.68	\$0.00	\$1,141.68	\$0.00
Pastor Funds				
Special Gift	\$5,520.00	\$4,030.00	\$9,550.00	\$0.00
Pastor Chelsea Discretionary Account	\$3,986.32	\$5,182.12	\$5,999.08	\$3,169.36
In and Out Accounts				
Lutheran Men in Mission	\$341.42	\$0.00	\$341.42	\$0.00
60 Plussers	\$628.47	\$207.53	\$836.00	\$0.00
Living Lutheran Magazine	-\$58.50	\$234.75	\$176.25	\$0.00
WELCA	\$200.00	\$50.00	\$250.00	\$0.00
Treasury Accounts				
Capital Campaign-Technology	\$3,647.84	\$2,916.00	\$0.00	\$6,563.84
Capital Campaign-HVAC	\$0.00	\$35,774.00	\$35,774.00	\$0.00
Capital Campaign-Solar	\$150.00	\$26,850.00	\$27,000.00	\$0.00
Capital Campaign -Roof	\$0.00	\$0.00	\$0.00	\$0.00
Prepaid 2023 Offerings	\$0.00	\$11,000.00	\$0.00	\$11,000.00
Interest earnings	\$9,948.57	\$1,554.78	\$142.21	\$11,361.14
Special money -EMG	\$792.61	\$918.79	\$1,175.00	\$536.40
Worship Accounts				
Piano	\$5,700.00	\$0.00	\$5,624.00	\$76.00
Paraments, Robes, Stoles	\$2,038.14	\$0.00	\$0.00	\$2,038.14
Flowers	\$2,045.06	\$2,345.00	\$2,750.75	\$1,639.31
Adult Ministry				
Military Special Use	\$166.16	\$0.00	\$166.16	\$0.00
Crafteers & Stitches	\$576.14	\$935.00	\$612.80	\$898.34
Property				
Capital Fund	\$1,012.50	\$2,502.50	\$110.76	\$3,404.24
Memorial garden	-\$123.11	\$5,205.00	\$546.90	\$4,534.99
Upgrade Sanctuary Sound System	\$150.00	\$575.00	\$0.00	\$725.00
Capital Contingency Fund	\$6,198.62	\$1,529.00	\$0.00	\$7,727.62
Luther Hall Improvements	\$835.95	\$0.00	\$0.00	\$835.95
Appeals				
Disaster Relief	\$200.00	\$1,710.00	\$1,910.00	\$0.00
gscdc Appeal	\$112.40	\$145.20	\$38.87	\$218.73
Food Pantry	\$1,460.00	\$3,025.00	\$2,127.97	\$2,357.03
Community Angel Tree	\$0.00	\$10,563.00	\$9,171.74	\$1,391.26
Little Food Pantries	\$0.00	\$4,867.21	\$106.11	\$4,761.10
New Community Event	\$1,771.82	\$250.00	\$499.00	\$1,522.82
Foodbank	\$1,524.72	\$1,401.03	\$451.81	\$2,473.94
Veteran Thanks	\$207.10	\$0.00	\$207.10	\$0.00
World Hunger	\$0.00	\$202.54	\$200.00	\$2.54
Diaper Drive	\$20.78	\$0.00	\$20.78	\$0.00
Thrivent Grants	\$0.00	\$404.00	\$0.00	\$404.00
Backpacking	\$945.95	\$1,285.00	\$2,072.69	\$158.26
Souperbowl of Caring	\$93.00	\$0.00	\$93.00	\$0.00
Angel Tree	\$0.00	\$439.00	\$120.00	\$319.00
Total	\$230,608.09	\$170,163.46	\$142,462.82	\$258,308.73

TREASURER'S REPORT
Statement of Accounts 2022

	Year-to-Date Operating Results				Balance 12/31/2022
	Balance Forward 01/01/2022	Receipts	Disbursements	Surplus (deficit)	
General Funds: (working capital)	\$216,860.85				
Spending Plan Accounts : actual		\$459,383.55	\$527,867.68	(\$68,484.13)	
Non-Budgeted Accounts: actual		\$0.00	\$0.00	\$0.00	
Total All Operating Accounts		\$459,383.55	\$527,867.68	(\$68,484.13)	\$148,376.72
Year-to-Year Dedicated Funds Results (Liabilities)					
Dedicated Funds-Total	\$230,608.09		net	\$27,700.64	\$258,308.73
Account Analysis (Assets)					
		Balance 1/1/22	2022 Change	Balance 12/31/22	
Checking Account-Working Funds		\$13,813.09	\$53,244.07	\$67,057.16	
TD Money Market-Working Funds		\$159,698.51	(\$79,000.00)	\$80,698.51	
MIF endowment		\$31,537.78	\$421.94	\$31,959.72	
Fidelity-Weidner Endowment		\$135,975.55	(\$13,699.47)	\$122,276.08	
Mission investment Fund -new		\$76,336.51	\$1,004.41	\$77,340.92	
Fidelity Money Market		\$13,297.33	\$174.03	\$13,471.36	
Mission Investment Fund-old		\$12,764.73	\$179.12	\$12,943.85	
Thrivent Money Market Fund		\$48,454.39	\$117.49	\$48,571.88	
Subtotal		\$491,877.89	\$ (37,558.41)	\$454,319.48	
Insurance Policy Cash Value		\$5,754.02	\$0.00	\$5,754.02	
TOTAL		\$497,631.91	\$ (37,558.41)	\$460,073.50	
Reconciliation					
	(Working Funds)	Dedicated funds		Total	
Checking Account Balance- Bank	\$67,057.16				
MIF-new	\$621.05				
TD Bank Money Market Fund	\$80,698.51				
	\$148,376.72			\$148,376.72	
Working Fund Total					
Weidner Endowment		\$122,276.08			
MIF-Froehlich Endowment		\$31,959.72			
Fidelity Money Market		\$13,471.36			
Mission Investment Fund -old		\$12,943.85			
Mission inv. Fund-new-Remainder		\$76,719.87			
Thrivent MM Fund		\$937.85			
Dedicated Total		\$258,308.73		\$258,308.73	
Reserve Funds					
Thrivent MM Fund (remainder)		\$47,634.03		\$ 47,634.03	
Insurance Policy Cash Value		\$5,754.02		\$5,754.02	
Dedicated Account Total		\$305,942.76			

FINANCIAL SECRETARY'S REPORT

Total Giving	2016	2017	2018	2019	2020	2021	2022	Average
\$1 – 500	106	132	124	118	85	61	76	100
\$501 – 1,000	45	36	37	35	32	28	28	34
\$1,001 – 2,000	38	50	42	47	31	38	34	40
\$2,001 – 4,000	38	36	38	37	36	29	29	35
\$4,001 – 6,000	10	16	13	14	18	18	15	15
\$6,001 – 8,000	5	6	5	6	2	6	4	5
\$8,001 – 10,000	5	3	2	2	4	3	5	3
\$10,001 – 15,000	6	6	6	5	5	7	5	6
> \$ 15,000	5	7	5	4	4	3	3	4
Member Giving Units *	258	292	272	268	217	191	195	242

** Each distinct envelope number is considered a separate giving unit. Confirmed young adults now have their own envelope numbers.*

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### GENERAL FUND PLEDGE HISTORY

|                        | <b>Number</b> | <b>Total Pledges</b> | <b>Avg. Annual Pledge</b> | <b>Avg. Weekly Pledge</b> |
|------------------------|---------------|----------------------|---------------------------|---------------------------|
| Beginning 2014 Pledges | 152           | \$461,329            | \$3,035                   | \$58.37                   |
| Beginning 2015 Pledges | 153           | \$470,719            | \$3,076                   | \$59.17                   |
| Beginning 2016 Pledges | 131           | \$434,336            | \$3,316                   | \$63.77                   |
| Beginning 2017 Pledges | 149           | \$472,926            | \$3,174                   | \$59.17                   |
| Beginning 2018 Pledges | 122           | \$412,634            | \$3,382                   | \$65.04                   |
| Beginning 2019 Pledges | 124           | \$372,924            | \$3,007                   | \$57.84                   |
| Beginning 2020 Pledges | 119           | \$382,766            | \$3,217                   | \$61.86                   |
| Beginning 2021 Pledges | 136           | \$418,042            | \$3,074                   | \$59.11                   |
| Beginning 2022 Pledges | 101           | \$350,032            | \$3,466                   | \$66.65                   |
| Beginning 2023 Pledges | 111           | \$369,665            | \$3,330                   | \$64.04                   |

*Submitter: Eric Westberg, Financial Secretary*

GSLC 2023 Spending Plan Recommendation - Summary

|                           |                                                                                                             | <b>2022<br/>Plan</b> | <b>2022<br/>Actuals</b> | <b>2023<br/>Plan</b> | <b>2023<br/>% Plan</b> |
|---------------------------|-------------------------------------------------------------------------------------------------------------|----------------------|-------------------------|----------------------|------------------------|
| Income                    | Total Offering Income                                                                                       | \$ 457,967           | \$ 425,647              | \$ 427,636           |                        |
|                           | Daycare Reimbursement                                                                                       | \$ 15,328            | \$ 21,689               | \$ 29,612            |                        |
|                           | Other Receipts                                                                                              | \$ 12,250            | \$ 12,048               | \$ 14,333            |                        |
|                           |                                                                                                             |                      |                         |                      |                        |
| <b>Income Total</b>       |                                                                                                             | <b>\$ 485,545</b>    | <b>\$ 459,383</b>       | <b>\$ 471,581</b>    |                        |
|                           |                                                                                                             |                      |                         |                      |                        |
| Expense                   | Pastoral Ministry                                                                                           | \$ 124,088           | \$ 128,107              | \$ 130,663           | 28%                    |
|                           | Support Ministry - Administration                                                                           | \$ 109,812           | \$ 92,250               | \$ 96,554            | 20%                    |
|                           | Worship Ministry                                                                                            | \$ 41,809            | \$ 19,019               | \$ 24,301            | 5%                     |
|                           | Children, Youth & Family Ministry                                                                           | \$ 7,750             | \$ 5,041                | \$ 5,750             | 1%                     |
|                           | Witness Ministry/Evangelism                                                                                 | \$ 3,250             | \$ 2,756                | \$ 2,250             | 0%                     |
|                           | Community Social Ministry                                                                                   | \$ 20,000            | \$ 19,400               | \$ 22,700            | 5%                     |
|                           | Support Ministry - Finance                                                                                  | \$ 40,596            | \$ 42,578               | \$ 42,497            | 9%                     |
|                           | Support Ministry - Property                                                                                 | \$ 67,325            | \$ 147,427              | \$ 78,254            | 17%                    |
|                           | Support Ministry - Stewardship                                                                              | \$ 2,500             | \$ 2,889                | \$ 2,700             | 1%                     |
|                           | Hospitality Ministry                                                                                        | \$ -                 | \$ -                    | \$ 1,000             | 0%                     |
|                           | Benevolence                                                                                                 | \$ 68,415            | \$ 68,400               | \$ 64,869            | 14%                    |
|                           |                                                                                                             |                      |                         |                      |                        |
| <b>Expense Total</b>      |                                                                                                             | <b>\$ 485,545</b>    | <b>\$ 527,868</b>       | <b>\$ 471,538</b>    | <b>100%</b>            |
|                           |                                                                                                             |                      |                         |                      |                        |
| Reconciliation            |                                                                                                             |                      |                         |                      |                        |
|                           | Total Income                                                                                                | \$ 485,545           | \$ 459,383              | \$ 471,581           |                        |
|                           | Total Expense**                                                                                             | \$ (485,545)         | \$ (527,868)            | \$ (471,538)         |                        |
|                           | Net Surplus/(Loss)                                                                                          | \$ (0)               | \$ (68,484)             | \$ 44                |                        |
|                           |                                                                                                             |                      |                         |                      |                        |
|                           | ** Includes two capital expenses for solar & HVAC = \$62,624                                                |                      |                         |                      |                        |
|                           |                                                                                                             |                      |                         |                      |                        |
| Use of Prior Year Surplus |                                                                                                             |                      |                         |                      |                        |
|                           |                                                                                                             |                      |                         |                      |                        |
|                           | Carryover from prior year (undedicated cash)                                                                | \$ 261,269           | \$ 261,269              | \$ 192,785           |                        |
|                           | Net Surplus/Loss from Actuals in year                                                                       | \$ (0)               | \$ (68,484)             | \$ 44                |                        |
|                           | Net Available Carryover End of Year                                                                         | \$ 261,269           | \$ 192,785              | \$ 192,828           |                        |
|                           | Reconciled Net Available Cash (Net of liabilities)                                                          | \$ 261,269           | \$ 192,785              | \$ 192,828           |                        |
|                           |                                                                                                             |                      |                         |                      |                        |
|                           | NOTE: \$30,000 of carryforward balance to future year must always stay intact for cash flow and emergencies |                      |                         |                      |                        |



GS LC 2023 Spending Plan Recommendation - Detail

|                          |                                    | <b>2022<br/>Plan</b> | <b>2022<br/>Actuals</b> | <b>2023<br/>Plan</b> |
|--------------------------|------------------------------------|----------------------|-------------------------|----------------------|
| Offering Income          | Envelopes                          | \$ 457,000           | \$ 423,888              | \$ 426,436           |
|                          | Plate                              | \$ 967               | \$ 1,759                | \$ 1,200             |
|                          | Subtotal Offering                  | \$ 457,967           | \$ 425,647              | \$ 427,636           |
| GS Daycare               | GS DayCare                         | 9,328                | \$ 15,689               | 24,612               |
|                          | Tithe                              | 6,000                | 6000                    | 5,000                |
|                          | Subtotal Daycare                   | 15,328               | \$ 21,689               | 29,612               |
| Other Income             | Other                              | \$ 1,000             | \$ 1,675                | \$ 1,000             |
|                          | Weidner Endowment Transfer Fund    |                      | \$ 949                  |                      |
|                          | Synod grant foregiveness           | \$ 1,250             | \$ -                    |                      |
|                          | Solar (TREC) Income                | \$ 10,000            | \$ 9,424                | \$ 13,333            |
|                          | Subtotal Other                     | \$ 12,250            | \$ 12,048               | \$ 14,333            |
| <b>Total Income</b>      |                                    | <b>\$ 485,545</b>    | <b>\$ 459,383</b>       | <b>\$ 471,581</b>    |
| Pastoral Ministry        | Pastor Professional Exp            | \$ 500               | \$ 296                  | \$ 500               |
|                          | Pastor Continuing Education        |                      |                         |                      |
|                          | Pastor Comp (incl SS Benefits)     | \$ 83,015            | \$ 87,984               | \$ 86,336            |
|                          | Pastor ELCA Benefits               | \$ 20,000            | \$ 21,165               | \$ 21,700            |
|                          | Pastor Discretionary Fund          |                      |                         |                      |
|                          | Guest Preacher                     | \$ 1,000             | \$ 750                  | \$ 1,000             |
|                          | Deacon                             | \$ 16,093            | \$ 15,989               | \$ 16,737            |
|                          | Deacon Social Security             | \$ 1,231             | \$ 1,223                | \$ 1,280             |
|                          | Deacon Continuing Ed               | \$ 2,250             | \$ 700                  | \$ 1,200             |
|                          | New Employee Salary Pool           |                      |                         | \$ 1,775             |
|                          | New Employee Salary Pool Soc Sec   |                      |                         | \$ 136               |
|                          | Pastoral Ministry Total            | \$ 124,088           | \$ 128,107              | \$ 130,663           |
| Support Ministry - Admin | Church Admin Compensation          | \$ 57,073            | \$ 53,780               | \$ 29,393            |
|                          | Church Admin Social Security       | \$ 4,366             | \$ 4,061                | \$ 2,249             |
|                          | Church Admin Continuing Ed         |                      |                         |                      |
|                          | Church Admin Benefits              | \$ 8,745             | \$ 3,411                |                      |
|                          | Church Telephone/Internet          | \$ 5,165             | \$ 4,562                | \$ 4,800             |
|                          | Office Supplies                    | \$ 1,150             | \$ 854                  | \$ 1,150             |
|                          | Postage                            | \$ 1,500             | \$ 1,487                | \$ 1,250             |
|                          | Computer Hardware Expenses         | \$ 2,500             | \$ 61                   | \$ 3,000             |
|                          | Office Equip Lease/Maintenance     | \$ 3,300             | \$ 2,948                | \$ 3,100             |
|                          | Computer Software Expenses         | \$ 1,502             | \$ 1,272                | \$ 1,600             |
|                          | Computer Emergency Support         | \$ 1,000             | \$ -                    | \$ 3,000             |
|                          | Communications Admin Salary        | \$ 21,840            | \$ 10,150               |                      |
|                          | Communications Admin Soc Security  | \$ 1,671             | \$ 777                  |                      |
|                          | Operations Manager                 |                      | \$ 8,077                | \$ 42,000            |
|                          | Operations Manager Social Security |                      | \$ 618                  | \$ 3,213             |

GSLC 2023 Spending Plan Recommendation - Detail

|                                         |                                         | <b>2022<br/>Plan</b> | <b>2022<br/>Actuals</b> | <b>2023<br/>Plan</b> |
|-----------------------------------------|-----------------------------------------|----------------------|-------------------------|----------------------|
|                                         | Operations Manager Benefits             |                      | \$ 192                  | \$ 1,800             |
|                                         | Synod Grant - Computer HW               |                      |                         |                      |
|                                         | Support Ministry Admin Total            | \$ 109,812           | \$ 92,250               | \$ 96,554            |
| <b>Worship Ministry</b>                 | Choir Leadership Compensation           | \$ 14,322            | \$ 1,981                |                      |
|                                         | Choir Leadership Soc Security           | \$ 1,096             | \$ 152                  |                      |
|                                         | Substitute Organist                     |                      |                         |                      |
|                                         | Worship Music & Supplies                | \$ 3,000             | \$ 3,553                | \$ 4,000             |
|                                         | Piano, Organ & PA Equip Repair          | \$ 1,000             | \$ 535                  | \$ 1,000             |
|                                         | Traditional Musician Salary             | \$ 5,200             | \$ 7,317                |                      |
|                                         | Traditional Musician Soc Security       | \$ 398               | \$ 529                  |                      |
|                                         | Contemporary Musician Salary            | \$ 15,600            | \$ 4,600                |                      |
|                                         | Contemporary Musician Soc Security      | \$ 1,193             | \$ 352                  |                      |
|                                         | Director of Music                       |                      |                         | \$ 17,000            |
|                                         | Director of Music Soc Security          |                      |                         | \$ 1,301             |
|                                         | Musician Substitute                     |                      |                         | \$ 1,000             |
|                                         | Worship Ministry Total                  | \$ 41,809            | \$ 19,019               | \$ 24,301            |
| <b>All Age Education<br/>Ministry</b>   | Family Ministry                         |                      |                         |                      |
|                                         | ELCA National Youth Gathering           | \$ 2,000             | \$ 2,000                | \$ -                 |
|                                         | Nursery Staff Compensation              |                      |                         |                      |
|                                         | Nursery Staff Social Security           |                      |                         |                      |
|                                         | Young Adults                            | \$ 750               | \$ 602                  | \$ 750               |
|                                         | Education Funding                       | \$ 5,000             | \$ 2,439                | \$ 5,000             |
|                                         | Children, Youth & Family Ministry Total | \$ 7,750             | \$ 5,041                | \$ 5,750             |
| <b>Witness Ministry/<br/>Evangelism</b> | Living Nativity                         | \$ 1,000             | \$ 790                  | \$ 1,000             |
|                                         | New Members                             |                      |                         |                      |
|                                         | Publicity & Advertising                 | \$ 250               | \$ 170                  | \$ 250               |
|                                         | Weidner Endowment Projects              |                      | \$ 949                  |                      |
|                                         | Caring Funding                          | \$ 2,000             | \$ 848                  | \$ 1,000             |
|                                         | Witness Ministry/Evangelism Total       | \$ 3,250             | \$ 2,756                | \$ 2,250             |
| <b>Community<br/>Social Ministry</b>    | Soc Ministry Program Money              |                      |                         |                      |
|                                         | Community Fund (GWOH)                   |                      |                         |                      |
|                                         | Somerset Chaplaincy Council             | \$ 500               | \$ 250                  | \$ 500               |
|                                         | Somerset Chaplaincy to the Elderly      | \$ 500               | \$ 500                  | \$ 500               |
|                                         | Food Bank                               | \$ 500               | \$ 500                  | \$ 500               |
|                                         | SHIP                                    | \$ 500               | \$ 500                  | \$ 500               |
|                                         | Safe & Sound Somerset                   | \$ 500               | \$ 500                  | \$ 500               |
|                                         | Somerville Rescue Squad                 | \$ 500               | \$ 500                  | \$ 500               |

GSLC 2023 Spending Plan Recommendation - Detail

|                      |                                             | <b>2022<br/>Plan</b> | <b>2022<br/>Actuals</b> | <b>2023<br/>Plan</b> |
|----------------------|---------------------------------------------|----------------------|-------------------------|----------------------|
|                      | Somerville Fire Dept                        | \$ 500               | \$ 250                  | \$ 500               |
|                      | FISH                                        | \$ 500               | \$ 500                  | \$ 500               |
|                      | HOME/IHN                                    | \$ 4,000             | \$ 4,000                | \$ 4,000             |
|                      | Visions & Pathways                          | \$ 500               | \$ 500                  | \$ 500               |
|                      | Giving Network                              | \$ 500               | \$ 500                  | \$ 500               |
|                      | Giving Funding                              | \$ 11,000            | \$ 10,900               | \$ 13,700            |
|                      |                                             |                      |                         |                      |
|                      | <b>Community Social Ministry Total</b>      | \$ 20,000            | \$ 19,400               | \$ 22,700            |
|                      |                                             |                      |                         |                      |
| Support Ministry -   | Insurance                                   | \$ 18,000            | \$ 19,578               | \$ 19,500            |
| Finance              | Payroll Expenses                            | \$ 2,100             | \$ 2,504                | \$ 2,500             |
|                      | Mortgage - capital                          | \$ 9,240             | \$ 9,431                | \$ 9,500             |
|                      | Mortgage - Interest                         | \$ 11,256            | \$ 11,065               | \$ 10,997            |
|                      | Legal Fees                                  | \$ -                 |                         |                      |
|                      |                                             |                      |                         |                      |
|                      | <b>Support Ministry - Finance Total</b>     | \$ 40,596            | \$ 42,578               | \$ 42,497            |
|                      |                                             |                      |                         |                      |
| Support Ministry -   | Utilities - Sewer and Water                 | \$ 5,000             | \$ 4,128                | \$ 5,000             |
| Property             | Custodian Compensation                      | \$ 7,956             | \$ 6,678                | \$ 8,195             |
|                      | Custodian Social Security                   | \$ 609               | \$ 511                  | \$ 627               |
|                      | Utilities - Gas & Electric                  | \$ 10,000            | \$ 21,752               | \$ 20,000            |
|                      | Indoor/Outdoor Maint & Repairs/Supplies     | \$ 12,500            | \$ 17,972               | \$ 8,500             |
|                      | Contract Cleaning                           | \$ 7,200             | \$ 6,600                | \$ 7,872             |
|                      | Janitor Supplies                            |                      |                         | \$ 3,000             |
|                      | Property Contracts                          | \$ 7,000             | \$ 7,237                | \$ 8,000             |
|                      | Snow Plowing                                | \$ 7,000             | \$ 11,225               | \$ 7,000             |
|                      | Lawn Maintenance                            | \$ 8,060             | \$ 6,700                | \$ 8,060             |
|                      | Capital Contingency                         | \$ 2,000             | \$ 2,000                | \$ 2,000             |
|                      | <i>Solar Expense*</i>                       |                      | \$ 26,850               |                      |
|                      | <i>HVAC Expense*</i>                        |                      | \$ 35,774               |                      |
|                      |                                             |                      |                         |                      |
|                      | <b>Support Ministry - Property - Total</b>  | \$ 67,325            | \$ 147,427              | \$ 78,254            |
|                      |                                             |                      |                         |                      |
| Support Ministry -   | Stewardship Supplies                        | \$ 1,200             | \$ 1,185                | \$ 1,200             |
| Stewardship          | Credit Card Expense                         | \$ 1,300             | \$ 1,704                | \$ 1,500             |
|                      | Council Retreat                             |                      | \$ -                    |                      |
|                      |                                             |                      |                         |                      |
|                      | <b>Support Ministry - Stewardship Total</b> | \$ 2,500             | \$ 2,889                | \$ 2,700             |
|                      |                                             |                      |                         |                      |
| Hospitality Ministry | Coffee & Kitchen Supplies                   | \$ -                 | \$ -                    | \$ 1,000             |
|                      | Funerals & New Members                      |                      |                         |                      |
|                      |                                             |                      |                         |                      |
|                      | <b>Hospitality Ministry - Total</b>         | \$ -                 | \$ -                    | \$ 1,000             |
|                      |                                             |                      |                         |                      |

GSLC 2023 Spending Plan Recommendation - Detail

|                      |                                   | <b>2022<br/>Plan</b> | <b>2022<br/>Actuals</b> | <b>2023<br/>Plan</b> |
|----------------------|-----------------------------------|----------------------|-------------------------|----------------------|
| Benevolence          | Synod/Church Wide Mission Support | \$ 63,415            | \$ 63,400               | \$ 59,869            |
|                      | Lutheran Social Ministries NJ     | \$ 1,000             | \$ 1,000                | \$ 1,000             |
|                      | ELCA World Hunger                 |                      |                         |                      |
|                      | CrossRoads Camp & Retreat Center  | \$ 4,000             | \$ 4,000                | \$ 4,000             |
|                      |                                   |                      |                         |                      |
|                      | <b>Benevolence - Total</b>        | <b>\$ 68,415</b>     | <b>\$ 68,400</b>        | <b>\$ 64,869</b>     |
|                      |                                   |                      |                         |                      |
| <b>Total Expense</b> |                                   | <b>\$ 485,545</b>    | <b>\$ 527,868</b>       | <b>\$ 471,538</b>    |

**GOOD SHEPHERD CHRISTIAN DAYCARE**  
**2023 Spending Plan Recommendation**

| <b>Item</b>                           | <b>2022<br/>Plan</b> | <b>2022<br/>Actuals</b> | <b>2023<br/>Plan</b> | <b>Notes on 2023 Plan column</b>                                                                  |
|---------------------------------------|----------------------|-------------------------|----------------------|---------------------------------------------------------------------------------------------------|
| <b>INCOME DETAIL</b>                  |                      |                         |                      |                                                                                                   |
| Tuition - daycare                     | \$ 432,000           | \$ 497,253              | \$ 576,000           |                                                                                                   |
| Registration Fees                     | \$ 2,000             | \$ 3,150                | \$ 2,500             |                                                                                                   |
| Other Fees                            |                      | \$ 140                  |                      |                                                                                                   |
| Interest                              | \$ 100               | \$ 59                   | \$ 100               |                                                                                                   |
| Field Trips                           | -                    | \$ 838                  | -                    |                                                                                                   |
| Fobs                                  | \$ 100               | \$ 340                  | \$ 100               |                                                                                                   |
| Other Income                          | -                    | \$ 57,415               | \$ 20,000            | grant money                                                                                       |
| Lunch Bunch                           | \$ 2,000             | \$ 2,825                | \$ 2,500             |                                                                                                   |
| Pizza Day                             |                      | \$ 2,029                |                      |                                                                                                   |
| Tuition Refund                        |                      | \$ (4,074)              |                      |                                                                                                   |
| <b>TOTAL INCOME</b>                   | <b>\$ 436,200</b>    | <b>\$ 559,975</b>       | <b>\$ 601,200</b>    |                                                                                                   |
| <b>EXPENSE DETAIL</b>                 |                      |                         |                      |                                                                                                   |
| Salaries/wages                        | \$ 320,000           | \$ 366,700              | \$ 430,000           | More staff for 2023 & increases<br>for minimum wage                                               |
| Payroll Taxes                         | \$ 25,000            | \$ 29,009               | \$ 32,895            |                                                                                                   |
| Medical Ins                           | \$ 25,000            | \$ 27,881               | \$ 32,000            |                                                                                                   |
| Dental Ins                            | \$ 1,000             | \$ 1,782                | \$ 2,000             |                                                                                                   |
| Disability Ins                        | \$ 3,900             | \$ 3,484                | \$ 4,300             |                                                                                                   |
| WC Ins                                | \$ 1,750             | \$ 2,625                | \$ 3,010             |                                                                                                   |
| Payroll Process exp                   | \$ 2,000             | \$ 2,577                | \$ 3,500             |                                                                                                   |
| <b>Subtotal Payroll Exp</b>           | <b>\$ 378,650</b>    | <b>\$ 434,058</b>       | <b>\$ 507,705</b>    |                                                                                                   |
| Security System fobs                  | \$ 100               | \$ 638                  | \$ 500               |                                                                                                   |
| Cleaning                              | \$ 21,980            | \$ 23,597               | \$ 26,500            |                                                                                                   |
| GSLC facility use                     | \$ 6,328             | \$ 9,492                | \$ 19,612            | Daycare only paid half of facility<br>usage for half of 2022; switched<br>to full payment in July |
| Maint & repairs                       | \$ 500               | \$ 9,290                | \$ 1,000             | Painting of center in 2022                                                                        |
| <b>Subtotal Maint &amp; utilities</b> | <b>\$ 28,908</b>     | <b>\$ 43,017</b>        | <b>\$ 47,612</b>     |                                                                                                   |
| Office Supplies                       | \$ 5,500             | \$ 7,343                | \$ 6,900             | Includes copier lease, website,<br>online center management                                       |
| Advertising                           | \$ 100               | -                       | \$ 100               |                                                                                                   |
| License & permits                     | \$ 600               | \$ 1,455                | \$ 1,000             | Annual Licenses and Reserve                                                                       |
| Family appreciation                   | \$ 500               | \$ 538                  | \$ 1,000             |                                                                                                   |
| Staff Appreciation                    | \$ 3,000             | \$ 7,385                | \$ 4,000             |                                                                                                   |
| Liability Ins                         | \$ 1,250             | \$ 1,875                | \$ 2,000             |                                                                                                   |
| Technology (Computers, etc)           | \$ 1,000             | \$ 1,748                | \$ 1,500             |                                                                                                   |
| <b>Subtotal Office Exp</b>            | <b>\$ 11,950</b>     | <b>\$ 20,344</b>        | <b>\$ 16,500</b>     |                                                                                                   |
| Events                                | \$ 500               | \$ 1,267                | \$ 2,500             |                                                                                                   |
| Curriculum                            | \$ 100               | -                       | \$ 100               |                                                                                                   |
| Books                                 | \$ 250               | \$ 7                    | \$ 100               |                                                                                                   |
| Class supplies                        | \$ 5,000             | \$ 9,229                | \$ 10,000            |                                                                                                   |
| T-Shirts/Nap bags                     | \$ 500               | \$ 698                  | \$ 500               |                                                                                                   |
| Enrichment                            | \$ 200               | \$ 343                  | \$ 1,000             |                                                                                                   |
| Field trips                           | -                    | \$ 1,050                | \$ 2,500             |                                                                                                   |
| Snacks                                | \$ 2,500             | \$ 3,474                | \$ 4,500             |                                                                                                   |
| Paying for Pizza                      |                      | \$ 2,025                |                      |                                                                                                   |
| Professional Development              | \$ 200               | \$ 697                  | \$ 500               |                                                                                                   |
| Scholarship expense                   | \$ 5,000             | \$ 6,493                | \$ 5,000             |                                                                                                   |
| <b>Subtotal Curriculum Exp</b>        | <b>\$ 14,250</b>     | <b>\$ 25,283</b>        | <b>\$ 26,700</b>     |                                                                                                   |
| Special Donation GSLC                 |                      | \$ 6,000                |                      |                                                                                                   |
| Bank service charges                  | \$ 50                | \$ 40                   | \$ 50                |                                                                                                   |
| Finance Charge                        |                      | \$ 108                  |                      |                                                                                                   |
| Bad Debt                              |                      | \$ 38                   |                      |                                                                                                   |
| Playground                            | \$ 1,700             | \$ 1,620                | \$ 2,000             | mulch                                                                                             |
| <b>Subtotal Financial Exp</b>         | <b>\$ 1,750</b>      | <b>\$ 7,806</b>         | <b>\$ 2,050</b>      |                                                                                                   |
| <b>TOTAL EXPENSE</b>                  | <b>\$ 435,508</b>    | <b>\$ 530,508</b>       | <b>\$ 600,567</b>    |                                                                                                   |
| <b>NET INCOME/EXPENSE</b>             | <b>\$ 692</b>        | <b>\$ 29,467</b>        | <b>\$ 633</b>        |                                                                                                   |

# ANNUAL CONGREGATIONAL MEETING

## OPENING LITURGY

### Spirit of God, Descend upon My Heart

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

#### And also with you.

Teach us to love you with all our heart, soul, mind and strength.

#### Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

#### Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

#### Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

#### Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

#### Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

#### Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

#### Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

**Amen.**

The musical score is presented in four systems, each with a vocal line (treble clef) and a piano accompaniment line (bass clef). The key signature is one flat (B-flat major or D minor), and the time signature is common time (C). The lyrics are printed below the vocal line of each system.

1 Spir - it of God, de - scend up - on my heart;  
2 I ask no dream, no proph - et ec - sta - sies,  
3 Have you not bid me love you, God and King;  
4 Teach me to love you as your an - gels love.

wear it from earth, through all its puls - es move;  
no sud - den rend - ing of the veil of clay,  
all, all your own, soul, heart, and strength, and mind?  
one ho - ly pas - sion fill - ing all my frame:

stoop to my weak - ness, strength to me im - part,  
no an - gel vis - i - tant, no op - 'ning skies;  
I see your cross; there teach my heart to cling,  
the bap - tism of the heav'n - de - scend - ed dove.

and make me love you as I ought to love.  
but take the dim - ness of my soul a - way.  
Oh, let me seek you and, oh, let me find!  
my heart an al - tar, and your love the flame.

Text: George Croly, 1780-1860

Music: MORECAMBE, Frederick C. Atkinson, 1841-1897

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Evangelical  
Lutheran Church  
in America