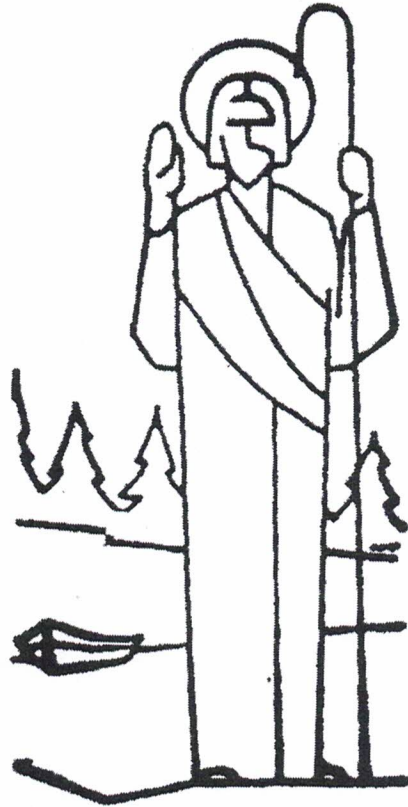


Shepherd of the Lakes Lutheran Church

A member congregation of the Northern Great Lakes Synod
of the Evangelical Lutheran Church of America

Sayner, Wisconsin

January 30, 2022



ANNUAL MEETING

LITANY

- L. Gathering together as God's people in this place, may we always be aware of your presence in our midst.
- C. Lord, may we always be aware of your presence.
- L. Knowing that the Word is our light, may we continue to grow in our scriptural and confessional understandings.
- C. Lord, may our minds continue to grow in your word.
- L. Recognizing that stepping out in faith is not easy, we ask that you give us strength, O Lord, to listen and be bold and daring.
- C. Lord, give us the patience to listen and the strength to be bold and daring.
- L. While we strive to know ourselves and your will for us, may we build our relationships with our brothers and sisters in Christ.
- C. Lord, help us to build faith-filled and healthy relationships with others.
- L. Recognizing that we are often the ones asking, "And who is my neighbor?," may we open our eyes, ears and hearts to all those in the community in which we live.
- C. Lord, may we always be open to those in the community in which we live.
- L. Recognizing the importance of Moses, the prophets and disciples, may we work together to accompany and raise up leaders for your church.
- C. Lord, may we have the insight, encouragement and skills to raise up courageous leaders.
- L. Recognizing the many gifts you have entrusted to us, may we use these gifts to do your work in the world today.
- C. Lord, may we use the gifts entrusted to us to do your work.
- L. Let us pray. As we strive to be your church of the present and the future, may we nurture a spirit of collaboration and solidarity. May we all be partners in sharing the gospel and believing in Jesus Christ crucified and risen for the life of the world.
- C. Amen.

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Ministry	Current Leader(s)	New Volunteer(s)
Altar	Betsy Tarkowski	_____
Animal Blessing	Sharon Geist	_____
Audit Committee	Jean Maines	_____
Avanti Convalescent	Karen Carter	_____
Cancer Care	NEED VOLUNTEER	_____
Children's Programs	Karen Carter	_____
Facebook	NEED VOLUNTEER	_____
Facilities Coordinator	Doug Tarkowski	_____
Fellowship Brunches	Jim & Karen Carter	_____
Fortune Lake Liaison	Karen Carter	_____
Fourth of July Popcorn	Elaine Kuhlmann	_____
Greeting Card Ministry	Joan Ebert	_____
Ministry of Care	Karen Carter	_____
Pie & Ice Cream Social	NEED VOLUNTEERS FOR 2022	_____
Prayer Chain	Jean Maines	_____
Scholarship Fund	K Carter, J Krieck	_____
Board of Directors	M Pockat NEED VOLUNTEERS	_____
Stamps Ministry	Karen Carter	_____
Support Our Troops	Melody Kysiak	_____
Website	NEED VOLUNTEER	_____
Women of the ELCA	Elaine Kuhlmann	_____
World Hunger	Jim Carter	_____
Worship and Music	Bill Wendorf	_____

SHEPHERD OF THE LAKES ANNUAL MEETING

AGENDA

SUNDAY, JANUARY 30, 2022

Call to Order

Mission Statement:

Empowered by the Holy Spirit and rooted in the good news of Jesus Christ, we are a loving community that follows Jesus and seeks to hear the word of God and practice it in our daily lives.

Opening Prayer

Approval of Agenda

Reading and Approval of Minutes from January 31, 2021 Annual Meeting and May 2, 2021 congregational meeting.

Reports of Officers and Committees

Pastor
President
Treasurer
Audit
Endowment Fund
Weekend Backpack Program

Special Actions

Thank You Outgoing Council Members

Tracey Ahlborn
Lyn Hurbanis
Jeanne Kroll
Bill Sima

Election of Council Members

Nominating Committee Recommendations: Jeanne Kroll, Bill Sima, Karen Carter and Sharon Rice.

Nominations from the floor

Election of Synod Assembly Delegates - (Assembly will be held online)

Two delegates needed - One male and one female

New Business

Replacement of Shelter Building
Presentation of Proposed 2022 Budget including Budgeted Benevolence
Recommendations

Adjourn and Closing Prayer

Minutes of Annual Meeting January 31, 2021

Empowered by the Holy Spirit and rooted in the Good News of Jesus Christ, we are a loving community that follows Jesus and seeks to hear the Word of God and do it in our daily lives.

The meeting was officially called to order at 10:38 am by Council President Sharon Geist. There were 19 in attendance. A legal Quorum was verified.

The mission statement was read aloud by all. Bill Wendorf, LLM opened with prayer.

Approval of Agenda:

Motion to approve agenda as it stands. Melody Kysiak/Barb Steinhilber. Motion carried unanimous.

Approval of Minutes:

January 26, 2020 minutes reviewed.

Motion to approve as stands. Melody Kysiak/Barb Steinhilber Motion carried unanimous.

Pastor's Report:

- Bill referred all to his Pastor's report in the Annual Report
- 2020 was an extraordinary year that we were helped through by God's Grace.
- Challenges during the year were to find ways to include all of those at home. Changes were made with the needs of all in mind and will continue to best serve all in the coming year.
- Wonderful things happened: Bill given Sentry gift cards to use where he saw need, south entry addition, and the continuation of the Pastor's Holiday Fund even during a difficult year.
- We hope to do the best we can in the times to come with the Grace of God.

President's Report:

- President Sharon Geist referred all to her report in the Annual Report.

Treasurer's Report:

- Financial Statements for 2020 reviewed:
 - Money Market account lower than 2019 and General Checking higher due to transfer of funds to cover building addition costs until donation received. Funds to be transferred back to Money Market in early 2021.
 - Fixed Assets increased due to addition, camera, wifi expansion, and new copier.
 - Accounts Payable increased at end of 2020, paid in early January 2021.
 - In Insurance Claim Payment Income and Building Repair accounts, amounts reflect 2019 portico damage reimbursement and damage repair and reimbursement for 2020 portico damage.
 - Total Net Income loss of \$63,594.67 is misleading. \$42,689.35 is book adjustment for depreciation, and with addition of Special Gift income of \$27,000.00 the actual Net Income figure is \$6,094.68.
 - Under Miscellaneous Restricted report decreased income from 2019 to 2020 for most events due to Covid.
 - Net Income loss in Misc. Restricted is due to 2019 Pastor Holiday Fund collections being spent in 2020.
- Motion to accept Treasurer's report. Melody Kysiak/Karen Carter Motion carried unanimous.

Audit Committee Report:

The audit report for 2020 was briefly reviewed. A copy of the report is included with these minutes. While there were no improprieties found, once again it was suggested to change the timing of the annual meeting and the audit. Discussion followed about the need to change our constitution in order to change the time of year for the annual meeting. A constitution committee is needed this year and Bill indicated he would like to be an active part of that committee.

Endowment Fund:

The Endowment Fund report is contained in the Annual Report.

President of the Endowment Fund Board, Darrell Smith, requested a change to the list of board members in the report to exclude Karen Carter and include Anita Horan.

Discussion followed to clarify where the funds for the annual disbursement come from, which is earned income of the investment fund.

Special Actions:

- Sharon Geist thanked the outgoing council members, Mike Pockat and Tracey Ahlborn, for their service.
- Election of council members to fill the two openings:
- Both Tracey and Mike agreed to continue for a second term.
- Nominations from the floor were called three times with no new nominations from the floor. Motion made to accept Tracey and Mike to the 2021 Church Council made. Marsha Kriek/Karen Carter. Motion carried unanimous.

Synod Assembly Delegates:

- Synod Assembly will be held virtually in 2021. One female and one male delegate were called for.
- Melody Kysiak volunteered for female delegate.
- No male delegate volunteered at this time.
- Delegates may use wifi at church to attend in May.

New Business:**Presentation of Proposed 2021 Budget including Budgeted Benevolence Recommendations.**

Jean Maines began budget presentation with reading of tax law text for parsonage allowances:

“Under tax law a minister is not subject to federal income tax on the Parsonage allowance paid to him as a part of his compensation to the extent used by him to rent or provide a home. Of the total cash salary for 2021, \$15,000.00 is designated as parsonage allowance. As long as Bill Wendorf, LLM is our employee the above amount to designated parsonage allowance shall apply to all future years until modified.”

Motion made to include tax language in minutes made. Melody Kysiak/Karen Carter. Motion carried unanimous.

Proposed budget reviewed with any changes between 2020 and 2021 mentioned. Motion made to accept 2021 Budget as proposed. JoAnn Kehl/Tom Pierce. Motion carried unanimous.

Motion made to adjourn meeting. Melody Kysiak/Tracey Ahlborn. Motion carried unanimous. Meeting closed with Lord's Prayer recited by all.

Respectfully submitted,
Jean Maines
Treasurer/Secretary

Minutes of Congregational Meeting

May 2, 2021

Council President Bill Sima called the meeting to order at 10:30 a.m. There were 27 voting members in attendance. A legal quorum was verified.

Bill Sima began with explanation of why the meeting was called including background on past and planned project expenses, dealing with Covid restrictions for congregational meetings, planned amendments to budget to allow electronic communication and meetings when needed, and introduced himself to all in attendance.

Mission statement read aloud by all.

Opening prayer:

Prayer led by Bill Wendorf, LLM.

Approval of Agenda:

The agenda was explained and motion to approve agenda called for.

Motion made by Sharon Geist and seconded by Jeanne Kroll. Vocal vote called, carried unanimously.

Agenda:

Bill Sima gave review of timing of call for congregational meeting and the effect Covid had on this timing.

Also mentioned window of opportunity for projects and review of constitution to verify need for congregational approval for projects costing \$5,000.00 or more even if fully funded by donations.

Technology Project:

- Explanation of why technology needed to be updated to allow virtual attendance of worship services.
- Project completed in December of 2020 with Council approval.
- Total cost of project \$11,840.00.
- Expenditure fully funded by donations.
- Floor opened for discussion and questions.
 - Bill Wendorf contributed need for project to allow for social distancing and safe worship practices due to Covid.
 - He also explained that the community room is now being used by the community for meetings and events as it was intended.
 - Karen Carter spoke of Lions Club appreciation for use of community room for meetings.
- Motion to ask for retroactive approval of technology project called for.
- Motion made by Eric Eade and seconded by Darrell Smith. Vocal vote called, carried unanimously.

Landscaping Project:

- Bill Sima explained project has been on Council “to-do” list for 3 – 10 years.
- Project has been discussed and approved by Council.
- Project fully funded by donations.
- Bill reviewed list of improvements to be completed in project and timing:
 - Landscaping to be completed by Pristine Yardscapes and Management, LLC, located in Sayner, to estimated cost of \$10,070.00.
 - Goal is to improve appearance of front of church and to solve ongoing issues.
 - 3 Arbor Vitae shrubs to be planted to the left and right of front church entrance in corners created by entrance and building walls, with 9 lower shrubs to be planted along both sides of building in front.
 - Prune existing trees
 - Extend washed rock border along building out to width of 5 feet to prevent erosion issues with roof runoff.
 - Install fieldstone border and plantings around new sign installation.
 - Install in-ground irrigation system to water plantings and front lawn. Lawn to be improved.
 - Work to begin week of May 24th and will take 5 – 7 days to complete, depending on weather.

- Floor opened for discussion and questions:
 - Darrel Smith asked about irrigation system maintenance and expense. Maintenance to be line item in budget going forward. Cost to be determined. Pristine Yardscape capable of seasonal maintenance. Further inquiry to be made to determine costs.

Sign Project:

- Need for new sign due to deterioration of current sign and difficulty in maintaining message in winter.
- Removal of existing sign.
- Estimated cost to be \$9,000.00 and to begin week of May 17th and completed in 5 – 7 days for posts to be set, rocks added to area under sign, and electronic sign installed.
- Wooden sign to take longer to complete and installed when fabricated.
- Inclusion of ELCA logo to be added either to wooden sign or electronic sign.
- Acknowledgement of growing number of electronic signs in town.
- Need for additional lighting of wooden portion of sign to be determined.
- Floor opened for discussion and questions:
 - Capability and versatility of sign questioned as well as how easy to operate and who will be trained to program sign. (Eric Eade spoke to Bill Sima and Bill Wendorf after the meeting to indicate he had some experience with electronic signs)
 - Question of availability of electricity to operate sign and response of electric already in place.
 - Question of highway set back and location of sign discussed. Reference to location of Plum Lake Library sign in placement of new church sign.

Bell Tower:

- Survey of members of congregation concerning retention of bell tower bed and bell was completed by Tracey Ahlborn and response in majority was to retain bed and bell tower for historical significance to members.
- Estimated cost to refurbish bell and bell tower bed \$1,000.00.
- Refurbishment of rock planting bed:
 - Don Dixon power washed exterior of rock walls.
 - Mason hired to re-point all exterior masonry between rocks and work is completed as of May 1, 2021.
- Volunteers called for to prep and paint bell and tower and to help with planting bed.
- Replacement of rope and possibility of turning bell tower to allow ringing from church side of bed.
- Suggestions for deer-resistant planting includes Russian Sage and Fox Glove.
- Cost of planting not covered in landscaping cost.
- Project approved by Council.
- Floor opened for discussion and questions:
 - Mention made of Pastor Marin being asked for help in planning plantings in bell tower bed and elsewhere as he is Master Gardener and has wished to see landscaping done here since becoming involved with Shepherd.

Summary of Landscaping, Sign, and Bell Tower Projects:

- Costs for each portion of project estimated to fit within \$20,000.00 donation
- All portions approved by Council.
- Mention made again that Tracey Ahlborn is taking lead project. Thanks offered for leadership.
- Motion for approval of complete landscaping project called for:
- Motion made by Elaine Kuhlmann and seconded by Jeanne Kroll. Vocal vote called, carried unanimously.

The meeting was adjourned with the Lord 's Prayer recited by all at 11:21 a.m.

Respectfully submitted,

Jean Maines

Secretary/Treasurer

PRESIDENT'S REPORT

January 30, 2022

Dear Friends in Christ at Shepard of the Lakes,

It has been a pleasure and honor to serve as your council President this past year. I am still learning as time progresses but the support from the other Council Members, Congregation, Pastor Bill, and Jean Maines has been greatly appreciated.

We had another interesting year full of challenges, successes, changes, and a few learning experiences for us all. Our focus was to keep the Church and community activities open while keeping our members and visitors safe, and lastly expanding the options available to worship and stay connected to your faith, community, and Shepard of the Lakes.

Accomplishments:

- Keeping the Church open for in-person and virtual worship.
- Expansion and improvement of technology to offer live, recorded, and remote live worship services.
- In-person Easter service
- Landscape and Outdoor sign improvements.
- Fourth of July Popcorn
- Pie and ice cream social
- Summer outdoor Saturday services
- Pet Blessing
- Polka service and October Fest
- Exit sign and emergency lighting improvements
- Formal Covid Guidelines along with expanded cleaning protocols
- Backsplash kitchen tile improvements
- Continued financial strength while providing maximum funds and support for community donations.
- Multiple Blood Drives
- Beautiful hand made quilts for those in need
- Thanksgiving community dinners
- Established committee to review and update SOTL Constitution before June 2022.
- In-person Christmas service

As we look forward to 2022, we are faced with the same challenges, but we are in a great position to focus on our improvements for SOTL:

- Updated SOTL Constitution before June 2022 (Last updated 1995 and approved 1996)
- Changing fiscal year to begin July 1st instead of January 1st of each year.
- Changing to Annual Congregational Meeting July each year.
- Replacement of Gazebo/shelter building

May God continue to bless our work and lead us further to proclaim the good news of God in Christ in and from this place.

Bill Sima
Congregational President

**Report to the Congregation
Shepherd of the Lakes Lutheran Church
William Wendorf, LLM**

Shepherd of the Lakes Lutheran Church

A congregation of the Evangelical Lutheran Church in America (ELCA)
Sayner, Wisconsin



To My Shepherd Family in Christ.

As I sit in my office on a beautiful, clear, cold, and sunny January day, I look back on the past year. A year like any other in many ways with its own ups, downs, and challenges, but for the most part, a year that has been good for, and to Shepherd in many ways.

With people gaining a little more confidence each day, venturing out more and more, the life of the church is moving towards what looks and feels to be more normal. It began I believe with Easter. People needing to gather once again and celebrate the risen Christ, made Easter Sunday our best attended worship service, utilizing the wonderful technology now present in the church, much of which was graciously donated by very generous and forward-thinking people.

Outdoor worship this summer also made for a comfortable, relaxed setting for people to worship, with Saturday evenings also being well attended. I have been asked on numerous occasions if we will continue to worship outside in the summer. And the answer is “yes” we will, weather permitting. Changes like this often come when circumstances force us to think outside the box, only to realize that the solution often times is a blessing in itself.

We worked through a number of projects again this year. Again, with the help and generosity of forward-thinking people. We have a new sign, which really brings to public attention our worship services and events. The front of the church has received some finishing touches such as landscaping, and a new sprinkler system, with the bell and our refurbished flower garden to completed this spring.

We were also blessed to be able to hold all but one (Brett and Frisk) of our scheduled events this year. Our pie and ice cream event was well attended and delicious. The 4th of July parade and popcorn event also went very well. The pet blessing presented some wonderful pets along with their owners. Our polka service was well attended and festive, with good food and refreshments. I should also mention that the polka service had the most views of all worship services for the year. And finally, our Thanksgiving Day community dinner went very well working in partnership with the good folks from St. Mary’s, being a blessing to the community as it was meant to be. So, thank you again to all who help to organize and help with all these wonderful events.

In loving memory, we remember our friends and family that we have lost and given up to the care of our Lord this year, and for others who have simply moved on to a new chapter in their lives. For all, we are very thankful. But we have also added some new people to our Shepherd family this year as well, for which we are also very thankful.

Living still in extraordinary times, it is my hope and my prayer that the year to come may be a blessing to us, as I believe the last one was, and that we may continue to serve Christ in and through the needs of our neighbors.

Yours in Christ,
Bill †

Statistical Report for 2021

William Wendorf LLM – official acts for 2021:

Weddings	0
Funerals.....	4
Baptisms.....	0
Confirmations	1
New Members.....	9

Memberships year end 2021:

Families	-	47
Individuals	-	40

Transfers In – 0	Transfers Out – 0	Deaths – 10	Reinstatements - 0
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Average Weekly Worship Attendance in 2021: 88

(Attendance includes online recorded services)

ALTAR

The Altar Guild and Sacristy Handbook describes the Altar Guild members as “grateful servants and ministers of God’s people, the liturgy and the worship space”. As this description indicates, there are many duties that our members are responsible for, including: The cleanliness and organization of the Sacristy, washing and ironing the Altar and Communion linens, washing the Communion ware, making certain that we have all of the supplies needed (wine, grape juice, wafers, communion glasses, bags for the individual glass disposals and candles and holders for Altars and for special occasions). Our members also prepare for Communion for every service, including funerals, make certain that our Altar linens are spotless and wrinkle free and care for the Altar flowers.

Our present Altar Guild Members are: Dixie Barber, Karen Carter, Judy Neitzel and me.

Since Covid is still with us, our members continue to take all measures possible to safeguard our parishioners during the preparation and setup of Communion.

The Altar Guild is presently responsible for purchasing and caring for the flowers that are purchased or donated for the services. If you are interested in donating flowers, please note the date and your name on the flower list in the coat room and please notify me as well.

We are looking for an individual or individuals who would be willing to oversee this task for us on a regular basis. If you are interested, please give me a call!

Respectfully Submitted,
Betsy Tarkowski

BACKPACK PROGRAM

BLOOD DRIVES

This is Shepherd's 14th year for hosting the Sayner community blood drives! We work in partnership with the Community Blood Bank in Arbor Vitae. Four drives gathered 51 pints. We continue to carry the reputation for having the very best home-made cookies! Thank you to our registrars and to our cookie bakers.

Submitted by: Karen Carter

CANCER CARE

In 2021, there was one cancer care package distributed. We need a volunteer to handle this mission.

CHILDREN'S MINISTRY

Church School and Confirmation classes were not held face-to-face this year until September. In the interim, weekly packets of activities based on the coming Sunday's Gospel lessons were sent to all enrolled from the year past. At present, 10 are enrolled in Church School. Student written, "Voices from Bethlehem" was presented as part of the Christmas Eve Candlelight worship service. It is hoped that we will once again be able to provide for Vacation Bible School in the coming summer.

Submitted by: Karen Carter

COUNTER'S REPORT

Our counting staff is just beginning to return to our normal schedule since the Covid Pandemic made it difficult for two unrelated individuals to count together (due to the distancing requirements to prevent the spread). During that time Doug and I counted, maintaining even more strict controls than was required to safeguard the process. All of our Counters continue to use the internal controls that outline secure procedures for the handling of all offerings from the collection to the time it is deposited in the bank. These procedures are also used for all offerings received at special events that we have throughout the year.

The closing of the Saint Germain branch of Nicolet Bank has caused a bit of difficulty since our weekly deposit must now be taken to Eagle River or Minocqua. Accordingly, the counter's that deliver the deposit to the bank must now return to church during the week to pick up the deposit and make the trip to the bank. This is a problem that our Treasurer is also experiencing and may need to be resolved by our Council in the future.

The current Counting Team is as follows: Jeanne Kroll, Tom Pierce, Mitzi Pockat, Mary Sutor, Doug and Betsy Tarkowski.

Respectfully Submitted,
Betsy Tarkowski
Head of Counters

COVALESCENT/HOMEBOUND CARE MINISTRY

Because of COVID closures, we have not been able to bring a worship service to the residents at Avanti/Minocqua. However, Valentine, Easter, Thanksgiving, and Christmas cards are sent there regularly.

The Church School children recently made Nativity scene ornaments for them.

Homebound members and friends of Shepherd are sent weekly devotions and puzzles based on the Gospel for the coming Sunday. Christ in Our Home (large-print) devotions are sent on a quarterly basis, as well

ENDOWMENT FUND

Members: Karen Carter, Don Dixon, Mitzi Pocket, Darrell Smith, Betsy Tarkowski

There is little to report at this time since the December Investment Statement has not yet been reconciled, once again due to the unusual circumstances caused by another round of Covid. During 2021, the only gift received was a \$150 Memorial and the investment earnings (dividend and capital gain income).

Generally, the Endowment Fund Committee members meet to review the annual investment earnings in order to determine what organizations they will be donated to and what percentage of the total they will receive. (All investment earnings are donated in accordance with the Endowment Fund's Organization Documents).

The final year-end reports will be presented at the Annual Meeting at which time the donations will also be announced.

Respectfully Submitted,
Betsy Tarkowski
Treasurer

FACILITIES COORDINATOR REPORT

As I prepare to write this report I'd like to say that it sure doesn't get easier. I believe that I have been writing them since 2013 or so, and, probably because I do not keep a log of everything I am involved in facility wise, I struggle to remember so much of what has gone on. Anyway I'll give it my best shot and hope you will understand.

You may have noticed the new exit signs in the sanctuary and narthex. The old signs were many years old and had no battery back-up or emergency lighting. The new signs have both and should serve us well for many years. Also replaced were all of the emergency lighting units. The old units had been installed during the remodeling project over ten years ago and were beginning to present many problems. ***I would like to ask for a volunteer who would take the responsibility of testing the emergency exit lights and signs for proper operation and also checking the condition of the various fire extinguishers on a monthly basis. Training will be provided.***

One of the items noted in last year's report as a problem was storage in our facility. This has been addressed by the council, and steps are being taken to improve the situation. Progress may be slow so please be patient.

I cannot forget to mention two large projects that were undertaken this last year. Our new sign was installed and the grassy areas between the church and Highway 155 are now served by an underground sprinkler system. Various types of shrubbery were also planted around the sign and in front of the building. Along with this work I was able to run new wire to the sign and install two new, GFCI protected receptacles at the front of the church. These will help tremendously during our annual Pie and Ice Cream Social. I have to note that it was very enjoyable to work with Mike Everson on the

installation of the new sign. If you will recall, Mike built our new south entry. Especially memorable was lifting the very top horizontal 8X8 beam in place while standing on stable but homemade scaffolding!

Continuing on the outdoors theme, our “shed” will need some major repairs and possible replacement in the near future. This building is used during the July 4th popcorn event, summer outdoor services and for minor storage purposes. The weather through the years has not been kind and we need to bring it back to usable conditions.

As I mentioned earlier, storage areas are now being addressed. These include the closets in the meeting room, the “table and chairs room” at the top of the stairs to the basement, and the basement as well. I won’t go into detail here about the specifics, but if you have questions please feel free to contact me.

As I have said many times before, we have a beautiful but also large facility. It requires constant care and upkeep to keep it from falling into disrepair. I do my best to be aware of any problems that come up, but I cannot possibly see them all. I ask again that if you see anything that might present a problem, please contact me. Together we can keep our facility serving us well into the future.

Submitted by: Doug Tarkowski

FELLOWSHIP BRUNCHES

These are held on the second Sunday of each month following worship in the Community Room. All are invited to come and, when able, please bring a dish to pass.

Donations during fellowship hour go to either Food Pantries or, during World Hunger months (any month with 5 Sundays), to World Hunger.

FORTUNE LAKE LUTHERAN CAMP

Fortune Lake Bible Camp is once again open and active. Please see posters on office windows in North hallway for special winter events. The summer schedule is posted in the front church entry.

FOURTH OF JULY POPCORN FEST

The weather cooperated in 2021 and in spite of Covid, visitors were very happy to be back to eat popcorn and watch fireworks. We took in \$811.50 in donations and sent \$358.70 to Seminary Support and \$358.71 to Tri-County Council on Domestic Violence.

GREETING CARDS

The greeting card ministry was continued in 2021, with greeting cards made for those who may be suffering health issues, who have lost a loved one, who need encouragement in some way, or just to let them know that we are thinking of them and praying for them. These cards are put in the narthex on Sunday morning and every person in attendance that day is asked to sign the card. Anyone receiving one of these cards understands how special they are and how meaningful and uplifting they can be.

MINISTRIES OF CARE

Cancelled stamps are collected all year and are sent to the Sons of Norway. The profits from the sale of prepared stamps sent to help fund TB research and prevention. Members and friends of Shepherd have collected a total of 2.1 pounds! **Please continue to save cancelled stamps throughout the year.** A collection box is on the shelf in the coat room.

Soaps, shampoos, and other personal care items are collected and delivered to the Tri-County Council on Domestic Abuse and Violence in Rhinelander on a regularly. A collection box for these necessary items is also on the shelf in the coatroom.

Quilting Group/Mats for homeless

45 sewn cloth and 8 hand-tied fleece quilts were made and brought to Lily House and Frederick House, both in Rhinelander. Our group has expanded and includes several from St. Mary's! One Confirmation and three Baptismal quilts were presented. Eight prayer shawls have been knitted or crocheted for those going through difficult times. Twenty-two plastic mats (made of plastic grocery bags) for homeless were made and delivered to the Warming Center of Catholic Charities in Wausau.

Used eyeglasses and cases are collected year round and given to the International Lions Club. 70 were sent this year. The prescriptions are determined and the frames are prepared for distribution in third-world countries. A box for all glasses is also on the shelf in the coatroom.

Used computer cartridges are collected for the International Lions Club. Proceeds are used to help fund scholarships to the Lions Camp (in Rosholt, Wisconsin). This camp serves disabled and mentally-challenged children and adults.

Submitted by: Karen Carter

MITTEN TREE

The Tri-County Council needed board games for their residents to give as Christmas gifts to their children. On very short notice, 52 games were wrapped and decorated and delivered to Lily House the week before Christmas. Thank you to all who were so quick and so generous to this request!

Submitted by: Karen Carter

PIE & ICE CREAM SOCIAL/PICNIC

The weather for the even was sunny and warm...a nearly perfect day weather wise. MANY people helped in various ways to make the day a success. There were a sufficient number of helpers available to cover the bases throughout the day which included many new faces contributing to the effort.

Donations raised were \$1,900.00 and expenses were \$49.85 which means almost all of the food and supplies were donated. \$925.08 was sent to Awakening Lives to World Missions (Vital Links) and \$925.07 was set aside for Sight for Children use in the coming year.

Advertising was placed in the newspapers. Flyers were distributed in Sayner and St. Germain. St. Germain posted a notice on their electronic sign.

A special thank you to Betsy Tarkowski for preparation and donation of barbeque, Jean Maines for the preparation and donation of coleslaw, Barbara Steinhilber for preparation and donation of baked beans and potato chips, Jeanne Kroll for the onions, Dee Burlingame for weiners and Doug Tarkowski and Bill Wendorf for grilling the brats/weiners. Additional donations were received from Trigs, Minocqua, and Cathy's Ice Cream, St. Germain, for ice cream.

The number and variety of pies available were numerous and donated by many talented bakers.

Left-over food was served to the congregation on the following day after the Sunday service.

Thanks to everyone who made this social a successful event.

Joanne Pierce, Chair

PRAYER CHAIN

This continues to be a strong ministry and the number of people who participate has grown and so have the requests for prayer support. People trust us to keep confidences, and we understand it is not necessary to know personal details in order to pray for someone's needs.

Many thanks to the Prayer Warriors who faithfully take part in this ministry

WORLD HUNGER & FOOD PANTRIES

During 2021 \$3,709.27 was contributed to World Hunger. The local food pantry donations were \$1,680.00 and was split equally between the Boulder Junction Community Food Pantry and the Vilas Food Pantry. Non-perishable items continue to be gathered and brought to local food pantries monthly. (Baskets for your contributions are in the coatroom. Hunger boxes (for your spare change) are always available in the narthex. You are encouraged to take, fill, and return them throughout the year. Thank you for such generous support in helping to feed others.

Submitted by: Jim Carter

Northern Light Magazine

Shining with the Light of Christ in the Northern Great Lakes Synod

Volume 34, Issue 1 | February - March 2022

Dear Northern Great Lakes Synod,

I had the honor of installing Pastor Catherine Ford at Faith Lutheran Church in Three Lakes, WI on Sunday, January 9. Not only was this a long-awaited event for Faith because they had been without a pastor for more than two years, but the event needed to be rescheduled because of weather.

So it was with great joy that the congregation gathered, both online and a few in person, masked and spread out in the pews, to celebrate this new partnership of pastor and congregation. In the Northern Great Lakes Synod, we schedule our installations of new pastors in the afternoon so that neighboring clergy can also attend, offering their support and a visible reminder that the church is more than one congregation, so that as a whole synod we rejoice together. The color of the day is always red in acknowledgement of the work of the Spirit that forged the new partnership and brought us all to this

moment of celebration. And just after the Installation Rite is completed, I present the new pastor to the congregation. When the applause has faded, I invite the pastoral leaders who are present to introduce themselves and offer a word of greeting.

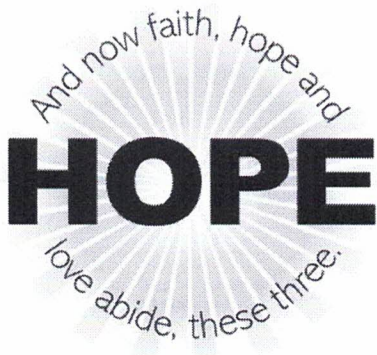
At the installation of Pastor Ford, her mentor, Pastor Kari Vadis, was the first to speak. And into this moment still glowing warmly with good wishes and fresh from enthusiastic applause, Pastor Vadis recounts what was said at her installation. To the newly installed Pastor Ford, she says, “Here is your congregation.” And as everyone smiles, she adds, “They will disappoint you. They will let you down.” I confess this is not what I was expecting. I wondered where she was going with this. It was like a bucket of cold water being dumped on the good feels and warm happiness of the moment. But then, she went on. “Yes, they will disappoint you. But love them anyway. Forgive them, anyway.” And then she added as she addressed the congregation, “Here is your pastor. She will let you down. She will disappoint you. Love her anyway. Forgive her anyway.” I do not know who said this to Pastor Kari at her installation, but these wise words continue to resonate.

The relationship of pastoral leader to congregation, and congregation to pastoral leader, indeed any relationship that we are in, cannot move forward without forgiveness and love. And in our current times, this has never been more true. We have all suffered disappointments. Between adaptations and adjustments, pandemic protocols and sickness, loss of traditions and loss of loved ones, we are weary. And the reality is, we are not done with this yet. I believe congregations are well practiced now at making decisions together. You know your context, your vaccination rate, and the rate of compliance when it comes to wearing a mask. If I can provide any more clarity to what you already know, I offer this:

- Continue, if possible, with an online worship option.
- Stay home if you feel sick, even if you only have a cold.
- Get vaccinated, if possible. While it will not prevent a person from getting COVID-19, it will diminish the possibility of hospitalization and death.
- Decide together if in-person worship is advisable, given vaccination rates in the congregation and the burden on the local healthcare system.
- Continue to love and forgive each other, even as we are weary and disappointed.

As the year of our Lord 2022 continues, we find our strength from the presence of Christ in each other. God gives us what we need for the challenges we face now, and the challenges ahead. And together we move forward, one step at a time.

Bishop Katherine Finegan



FINANCIAL SECRETARY'S REPORT

Shepherd of the Lakes Lutheran Church

Giving Report

January through December 2021

	Jan - Dec 21
Ordinary Income/Expense	
Income	
4000 · Contribution Income	
4100 · General Fund Contributions	
4110 · Current Envelope Offering	103,516.60
4120 · Loose Offering	24,605.51
Total 4100 · General Fund Contributions	128,122.11
4145 · Special Gifts	
4147 · Special Gifts - Undesignated	35,000.00
Total 4145 · Special Gifts	35,000.00
4190 · In-Kind Donations	
4193 · Donor Contribution	15,240.00
4195 · Weekend Backpack Program	124.00
Total 4190 · In-Kind Donations	15,364.00
4200 · Benevolence	
4201 · Benevolence Contributions	
4201.1 · Awakening Lives to World Missio	730.00
4204 · Cancer Care Ministry	10.00
4205 · Caritas	280.00
4208 · Discretionary	3,025.00
4210.1 · ELCA Domestic Disaster Relief	40.00
4210.2 · ELCA Int'l Disaster Relief	50.00
4222 · Food Pantry	1,680.00
4224 · Fortune Lake Camp	
4225 · Fortune Lake	110.00
Total 4224 · Fortune Lake Camp	110.00
4228 · Frederick House	1,030.00
4245 · Holiday Discretionary Fund	5,935.00
4246 · Hospice	50.00
4265 · Samaritan's Purse	75.00
4270 · Sight for Children	100.00
4282 · Vilas County Humane Society	50.00
4286 · Tri County Council on Domestic	30.00
4289 · Weekend Backpack Project	3,164.00
4290 · World Hunger	3,709.27
Total 4201 · Benevolence Contributions	20,068.27
4350 · Benevolence Events	
4354 · July 4th Fundraiser	996.50
4355 · Pet Blessing	293.00
4357 · Summer Picnic (Pie & Ice Cream)	1,900.00
Total 4350 · Benevolence Events	3,189.50
Total 4200 · Benevolence	23,257.77

FINANCIAL SECRETARY'S REPORT (Page 2)

4400 · Designated Contributions	
4403 · Community Dinners	480.00
4427 · Endowment Fund	1,319.11
4430 · Flowers	150.00
4464 · Music Ministry	158.43
4470 · Scholarship Fund	210.00
4485 · Vacation Bible School	190.00
4490 · WELCA	157.00
4499 · Other Designated Contribution	10.00
Total 4400 · Designated Contributions	<u>2,674.54</u>
4500 · Designated - Building Fund	
4510 · Building Fund	
4510.1 · Building Fund - General	665.00
Total 4510 · Building Fund	<u>665.00</u>
Total 4500 · Designated - Building Fund	<u>665.00</u>
4600 · Memorials	
4610 · Designated Memorial	575.00
4620 · Undesignated Memorial	3,070.00
Total 4600 · Memorials	<u>3,645.00</u>
5000 · IRA Contributions	
5100 · IRA General Fund	
5110 · IRA Current Envelope Offerings	10,000.00
Total 5100 · IRA General Fund	<u>10,000.00</u>
Total 5000 · IRA Contributions	<u>10,000.00</u>
Total 4000 · Contribution Income	<u>218,728.42</u>
6000 · Other Income	
6700 · Reimbursement & Other Income	
6702 · Cookbooks Offerings	102.00
6710 · Copier Use Fees	10.00
6798 · Thrivent Choice Dollars	1,162.00
6799 · Other Reimbursements	159.07
Total 6700 · Reimbursement & Other Income	<u>1,433.07</u>
Total 6000 · Other Income	<u>1,433.07</u>
6900 · Investment Income (Loss)	
6908 · Dividend Income	
6908.1 · General	1,150.31
6908.5 · Memorial	258.95
6908.8 · Sabbatical	286.00
6908.9 · Scholarship	612.36
Total 6908 · Dividend Income	<u>2,307.62</u>
6910 · Interest Income	
6910.1 · General	59.12
6910.3 · Church School	12.01
Total 6910 · Interest Income	<u>71.13</u>

FINANCIAL SECRETARY'S REPORT (Page 3)

6960 · Unrealized Gain or (Loss)	
6960.1 · General	1,196.38
6960.5 · Memorial	369.92
6960.8 · Sabbatical	407.89
6960.9 · Scholarship	820.02
Total 6960 · Unrealized Gain or (Loss)	<u>2,794.21</u>
Total 6900 · Investment Income (Loss)	<u>5,172.96</u>
Total Income	225,334.45
Expense	
7010 · Bank Service Charges	17.56
7012 · Brokerage Fees	145.71
8000 · Misc Expense	
8221 · In-Kind Donations	15,240.00
8000 · Misc Expense - Other	-296.74
Total 8000 · Misc Expense	<u>14,943.26</u>
Total Expense	<u>15,106.53</u>
Net Ordinary Income	<u>210,227.92</u>
Net Income	<u><u>210,227.92</u></u>

TREASURER'S REPORT

What a difference a year makes. Financially we are as strong as ever. Spiritually we are strengthened by the ability to once again worship as a church, as a family, in person and present. I do believe this pandemic has truly reminded us of what is really important and to what lengths we will go to care for others.

You will notice two areas where we have increased the budget.

The first is in the janitorial budget. With the advent of Covid and the fact that it is not going anywhere for the foreseeable future, we had to find a way to keep you all safe in worship and fellowship. This led to the hiring of a new cleaning person who would be able to keep up with all of the additional duties of sanitizing and cleaning on a deep level every week, in fact, several times during the week. With this increased level of cleaning, the budget had to be stretched to cover the additional time and work. Even with the increase, we are still paying less than we would for a commercial cleaning service to come in once a week.

The second area of increase is in hiring Chris Weber of My Tech, LLC for recording and streaming of the Sunday services and for the recorded music during services when we do not have a musician available. We went for over a year trying to handle this with volunteers. The issue is that our volunteer list kept getting shorter and a few people gave up their ability to actually worship while trying to keep up with the technology on a weekly basis. We have been very pleased with the professionalism of Chris and his crew.

As always, if you have any questions or concerns about the financial information, give me a call. Thank you for your extraordinary faith and generosity.

Respectfully,
Jean A. Maines
Secretary/Treasurer

Shepherd Of The Lakes Lutheran Church

Proposed 2022 Budget

Updated Jan. 17, 2022

DRAFT #3 Council Approved Dec. 23, 2021

	2021 Actual	Budget 2021	Difference Over (Under)	2022 Proposed Budget
4000 · Contribution Income				
4100 · General Fund Contributions				
4110 · Current Envelope Offering	103,517	120,000	(16,483)	140,000
4115 · Initial Offering	-		-	
4120 · Loose Offering	24,606		24,606	
4147 · Special Gifts (Undesignated)	35,000		35,000	
5110 · IRA General Fund	10,000		10,000	
Total 4100 · General Fund Contributions	173,122	120,000	53,122	140,000
6700 · Reimbursements & Other Income				
6702 · Cookbook Sales	102			-
6710 · Copier Use Fees	10			-
6730 · Funeral Cost	-			-
6735 · Grocery Receipts	-			-
6740 · Insurance Claim Payment	-			-
6750 · Miscellaneous Refunds	-			-
6795 · Rental of Facilities	-			-
6798 · Thrivent Choice Dollars	1,162			-
6799 · Other Reimbursements	159			-
Total 6700 · Reimbursement & Other Income	1,433	-	1,433	-
Total General Fund Contributions	174,555	120,000	54,555	140,000
6999 · Budgeted Expenses				
7000 · Administrative Expenses				
7010 · Bank Service Charges	280	400	(120)	50
7012 · Brokerage Fees	35	24	11	40
7015 · Dues, Permits & Licenses	849	850	(1)	900
7020 · Education/Conferences	150	200	(50)	200
7022 · Endowment Fund Expense	-	150	(150)	150
7025 · Insurance			-	
7026 · Liability/Umbrella	350	350	0	350
7030 · Supply Pastor	875	750	125	750
7034 · Internet Expense	405	720	(315)	500
7040 · Laundry Expense	193	300	(107)	200
7045 · Office Supplies & Exp	2,025	1,300	725	1,750
7048 · Postage Expense	985	900	85	850
7150 · Repairs (Equipment)			-	
7151 · Copy Machine Maint. Contract	876	1,000	(124)	800
7153 · Medical & Safety Equipment	496	500	(4)	500
7155 · Office Equipment	284	100	184	100
7156 · Piano	-		-	-
7158 · Sound System	3,601	250	3,351	250
7159 · Other Equipment	596		596	-
Total 7150 · Repairs (Equipment)	5,854	1,850	4,004	1,650

Proposed 2022 Budget Page 2

	2021 Actual	Budget 2021	Difference Over (Under)	2022 Proposed Budget
7160 · Salaries and Related Tax				
7161 · Secretary's Salary	8,000	8,000	-	8,000
7165 · Janitorial Wages	4,098	-		11,400
7174 - Insurance - Worker's Comp	143	250	(107)	150
7178 · Tax - FICA	926	612	314	1,484
Total 7160 - Salaries & Related Tax	13,166	8,862	4,304	21,034
7180 · Supplies				
7182 · Kitchen Supplies	528	500	28	650
7184 · General	827	150	677	500
Total 7180 - Supplies	1,355	650	705	1,150
7190 · Travel Expense				
7194 · Mileage	948	650	298	800
7250 · Occupancy Expense - Church				
7251 · Cleaning Service	4,900	8,500	(3,600)	2,000
7252 - Ground Maintenance	688	1,000	(312)	1,500
7253 · Insurance - Property	3,655	3,200	455	4,100
7254 - Pest Control	-	50	(50)	
7255 · Repair & Maintenance	2,551	3,000	(449)	2,500
7256 · Snow Plowing	240	1,250	(1,010)	1,000
7257 · Electricity	2,389	2,300	89	2,500
7258 · Gas (Heat)	1,727	1,700	27	2,500
7259 · Telephone	1,230	1,100	130	1,300
Total 7250 · Occupancy Expense - Church	17,379	22,100	(4,721)	17,400
Total 7000 - Administrative Expense	44,849	40,056	4,793	47,774
7300 · Benevolence, Budgeted				
7304 - Awakening Lives to World Missions	1,200	1,200	-	1,200
7305 · Local Discretionary Fund	-	100	(100)	-
7506 - Caritas	500	500	-	500
7308 - Fortune Lake Camp	900	900	-	900
7310 · Lutheran Social Services	900	900	-	900
7315 · NGLS Monthly Benvolence	16,500	15,000	1,500	16,500
7316 · Northwoods Share	-	-	-	500
Total 7300 · Benevolence, Budgeted	20,000	18,600	1,400	20,500
7400 · Learning				
7441 · Adult	-	-	-	-
7442 · Catechetic/Faith Adventures	-	150	(150)	100
7443 · Church School	-	200	(200)	200
7448 - Vacation Bible School			-	850
7450 - Youth Ministry		-	-	-
Total 7400 · Learning	-	350	(350)	1,150
7600 · Pastoral Ministry				
7610 - Interim Pastoral Expense				
7610.0 - Pastoral Mentoring Fee	750	1,500	(750)	1,000
7611 - Interim Pastor Salary			-	-
7612 - Supply Pastor			-	-
7613 - Social Security Reimbursement			-	-
7614 - Mileage			-	-
Total 7610 - Interim Pastoral Expense	750	1,500	(750)	1,000

Proposed 2022 Budget Page 3

	2021 Actual	Budget 2021	Difference Over (Under)	2022 Proposed Budget
7616 - Licensed Lay Minister Expense				
7616.0 - Gross Salary	37,000	37,000	-	37,000
7616.05 - Housing Allowance	15,000	15,000	-	15,000
7616.1 - Social Security Reimbursement	3,978	3,978	-	3,978
7616.2 - Tax - FICA	-	-	-	-
7616.3 - Health Savings Account	-	-	-	-
7616.4 - Insurance - Disability	840	840	(0)	728
7616.5 - Insurance - Health	24,798	24,798	0	25,862
7616.6 - Insurance - Life	392	392	(0)	504
7616.7 - Insurance - Worker's Comp	930	1,260	(330)	860
7616.8 - Retirement (Employer)	5,598	3,359	2,239	5,598
7616.9 - Retiree Support	-	-	-	-
7617.2 - Meals	-	100	(100)	100
7617.3 - Mileage	-	1,800	(1,800)	1,000
7618-Cell Phone	480	480	-	480
Total - Licensed Lay Minister Expense	89,015	89,007	8	91,110
TOTAL 7600 - Pastoral Ministry	89,765	90,507	(742)	92,110
7800 - Witness				
7802 - Advertising	392	700	(308)	500
7840 - New Members	-	-	-	-
7850 - Website Maintenance	906	1,000	(94)	1,000
Total 7800 - Witness	1,298	1,700	(402)	1,500
7900 - Worship				
7931 - Altar Supplies				
7932 - Flowers	-	-	-	-
7933 - Supplies	1,014	600	414	500
Total 7931 - Altar Supplies	1,014	600	414	500
7935 - Banner	-	-	-	-
7936 - Bulletins/Inserts	-	-	-	-
7940 - Church Services	1,428	100	1,328	8,000
7945 - Devotional Material	389	450	(61)	450
7948 - Envelopes	-	125	(125)	125
7948.5 Hymnals	-	-	-	-
7949 - Installation Celebration	-	-	-	-
7950 - Lutheran Magazine	-	-	-	-
7956 - Musician Fee	2,220	2,200	20	2,500
Total 7900 - Worship	5,051	3,475	1,576	11,575
Total 6999 - Budgeted Expenses:	160,964	154,688	6,276	174,609
Capitalized Expenditures & Other Expenses (paid from the General Fund):				
Total Capitalized & Other Expenditures:			-	
Total Budgeted & Capital Expenses:	160,964	154,688	6,276	174,609
Estimated General Fund Offerings:	174,555	120,000	54,555	140,000
Total Budgeted & Capital Expenses	(160,964)	(154,688)		(174,609)
Estimated Shortfall including Special Gifts:	13,591	(34,688)	54,555	(34,609)
Less Special Gifts:	(35,000)	-	-	-
Estimated Shortfall:	(21,409)	(34,688)	54,555	(34,609)

Note: 2021 Income does not include Special Gifts of \$35,000.00