



Lutheran Church of the  
**GOOD  
SHEPHERD**  
DULUTH • MINNESOTA



**ANNUAL REPORT**

**2025**

Lutheran Church of the Good Shepherd  
Duluth, Minnesota

## AT A GLANCE

**Mission:** *We are a community of Christ experiencing God, reaching out and nurturing faith.*

**Year organized:** 1943

**Members:** 964

**Average weekly worship attendance:** 106

**Average online worship attendance:** 69

**Synod:** Northeastern Minnesota ([nemnsynod.org](http://nemnsynod.org))

**Synodical Bishop:** Rev. Amy Odgren

**National Church Affiliation:** Evangelical Lutheran Church in America -ELCA ([www.elca.org](http://www.elca.org))

**National Bishop:** Rev. Yehiel Curry

**Vision Council members:**

- David Larsen, President
- Cyndi Venburg, Vice-President
- Joe Johnson, Treasurer
- Missy Bergman, Secretary
- Craig Bursh
- Bob Franseen
- Ann McIntosh
- Spenser Miller
- Leah Moore

**Staff:**

- Rev. Lisa Buchanan, Interim Pastor
- Katie Rich, Director of Faith Formation
- Christine Whitcomb, Office Manager
- Amie Abenth, Communications Coordinator
- Parker MacIver-Hinnenkamp, Director of Music Ministry
- Greg Susens, Custodian
- Richard Guerndt, Maintenance

# 2025 ANNUAL REPORT

Lutheran Church of the Good Shepherd  
1325 North 45<sup>th</sup> Avenue East, Duluth, MN 55804  
Phone: 218-525-1922 • Website: www.lcgsduluth.org

February 1, 2026  
10:45am  
Eighty-Third Annual Business Meeting

## **AGENDA**

Opening Prayer (Pastor Lisa Buchanan)

Endowment Fund Report (Green) (Rosie Loeffler-Kemp) .....Page 37 - 40

Call to Order (David Larsen, President)

Approve Minutes from 2025 Annual Congregational Meeting.....Page 4 - 5

Approve Minutes October 26, 2025 Congregational Meeting.....Page 6

### Reports

President's Report.....Page 7  
Pastor's Report.....Page 8-10  
Director of Faith Formation's Report .....Page 11  
Director of Music Ministry .....Page 12-13  
Statistical Report .....Page 14  
Congregation Financial Report.....Page 15-23

### New Business

Elections: Nominations from Nominating Committee (Lavender).....(insert)  
Proposed 2026 Budget (Blue).....Page 25-27  
Lease for Growing Little Loves (Yellow).....Page 29  
Second Vote on Constitutional Change (Yellow).....Page 29  
Election of Three Good Shepherd Members for Synod Assembly (Yellow).....Page 30

### Committee, Leadership Team and Ministry Reports (pages 31-35)

Experiencing God Team	Human Resources
Resource Development Team	Hunger Interest Committee
Nurturing Faith Team	Voyageurs Lutheran Ministry

Other Business, Comments or Suggestions for 2026

Election Results

Adjourn

# 2025 ANNUAL CONGREGATIONAL MEETING MINUTES

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## Annual Meeting of Lutheran Church of the Good Shepherd February 2, 2025

President Cyndi Venberg welcomed the congregation members and announced that a quorum had been met. The meeting is being streamed online.

Pastor Lisa spoke an opening Prayer. Endowment Fund Report

### Fund Report

- Rosie Loeffler-Kemp was called upon to review the Endowment Fund Report.
- Overall Fund Balance ended with a gain of \$104,958.39.
- Balance at the end of the period was \$1,699,934.00.
- There were 22 recipients from the Endowment Fund this year.
- \$70,807.72 was distributed to area organizations.
- Motion to accept the Endowment Fund Report was made and seconded; motion unanimously approved.

### Mtg. Call to Order (Cyndi Venberg, President)

#### Approval of Minutes

A motion to accept the 2024 Annual Meeting minutes was made by Eric Kaiser and seconded by Rosie Loeffler-Kemp. Motion was unanimously approved by the congregation.

#### Approval of Ballot

- Congregation unanimously approved Craig Bursch, Bab Franseen, Spencer Miller, and Leah Moore for 3-year term positions on the Vision Council.
- Congregation members unanimously approved Tricia Menz, Mike Klopp, and Karen Pagel-Guerndt for 2-year term positions on the Nominating Committee.
- Congregation Members unanimously approved Joe Johnson for a 5-year term on the Endowment Board.

#### Approval of Proposed Budget

Marge Kangas motioned to accept the proposed budget. Bonnie Kempers seconded the motion.

Discussion: Dave Larsen (Treasurer) gave an overview of the Treasurer's Report as listed in the Annual Report. Dave highlighted the following:

- \$1,937 proposed for the Depreciation line item
- A trend of pledged and unpledged income showing a decrease
- 2025 Pastor expenses are a "hybrid" of Pastor Lisa and hypothetical next pastor
- Administrative expenses pretty solid
- Building and Property somewhat of a "wild card" but remaining the same in the budget
- \$177,858.05 in Available Reserve at the end of 2024. A congregation member inquired where did that money come from. LCGS has spent less than we have taken in each year of the last 5 years. For the past 3 years, we have been putting away \$25,000 each year. Dave commented that it is good practice to have 3 months in operating budget available for back-up. A congregation member commented about the concern about holding that money when there are many needs in our community and world.

Congregation unanimously approved the budget proposal for 2025.

President Venberg encouraged members to read and review the following reports included in the Annual Report:

President's Report

Pastor's Report

Director of Faith Formation's Report

WELCA Financial Report

Youth Financial Report

Statistical Report

Congregational Financial Report

**Report of the Transition Team** (Matthew Webb, Amy Packer, Craig Sanders, Kellen McIntosh, Joel Abenth, Rachel Moseley, Eric Kaiser, Cher Nelson)

Eric Kaiser summarized the Transition Team Report and Recommendations. Highlights included:

Vision of the Future

- Meaningful worship experiences that meet today's lifestyle needs
- Additional opportunities outside of worship for all ages to grow in faith and fellowship
- The use of our facility by providing meals and/or space to meet congregational and community needs
- Streamline congregational practices in order to meet the needs of a post-covid world and new church structure

Transition Team recommends that interim Pastor Buchanan remain as pastor for part or all of the 2nd year of her contract. Transition Team will be submitting the Ministry Site Profile (MSP) at the end of February 2025. This will lead to the formation of a Call Committee. The phases of the call process will take time, as will the process of locating and interviewing Pastoral candidates.

Adjourn

A motion was made to adjourn the LCGS Annual Meeting of Lutheran Church of the Good Shepherd by Eric Kaiser. Missy Bergman seconded the motion; motion unanimously approved by the congregation.

Respectfully submitted by Jess Kramer, Secretary, LCGS Vision Council

# OCTOBER 26, 2025 CONGREGATIONAL MEETING MINUTES

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## Special Congregational Meeting

Sunday, October 26, 2025

Lutheran Church of the Good Shepherd (LCGS)

Opening Prayer- Pastor Lisa

Establish that there is a quorum (50)

- A quorum was established and verified by Craig Bursch

Call the meeting to order

- This special congregational meeting was called to order by Dave Larson at 10:40.

### **Motion One: Approve Updates to the Constitution**

Approve updates to our current constitution, dated September 30, 2017, to align, where required, with the 2022 model constitution of the Evangelical Lutheran Church in America, (ELCA), and to incorporate other changes as noted.

- The ELCA requires congregations to review their constitutions every two years, and to include ELCA updates, if any.
- LCGS needs to re-establish its organizational status with the state of Minnesota, including our constitution.
- This revision removes the constitutional requirement to delegate certain responsibilities to the current four Leadership Teams: Experiencing God, Reaching Out, Resource Development, and Nurturing Faith.
- Such teams will instead be defined in the Bylaws. This will make it easier for the congregation to make changes to its governance structure, if desired.
- The Church Council (renamed from Vision Council), will continue to have these responsibilities.
- Church Council terms will go from three to two years. The intent is to encourage wider participation by decreasing the time commitment.
- This update specifically allows online meetings and voting, which has already been the practice throughout the ELCA.

A motion to approve the changes was made by Tom Kaiser. This motion was seconded by Tom Seidelmann. The motion was voted and approved based on a majority of congregational votes.

### **Motion Two: Sabbatical Approval for Director of Faith Formation**

- Approve a three month, paid sabbatical for our Director of Faith Formation, Katie Rich. The sabbatical will begin March 1, 2026 and end May 31, 2026. The purpose is to allow Katie time and space to accelerate the completion of her certification as a Spiritual Director, (tuition for the program is coming from the LCGS Endowment fund).

A motion to approve this sabbatical was made by Frank Warner. This motion was seconded by Isaac Abenth. The motion was voted and approved based on a majority of congregational votes. 75 yes to approve, 1 no, and 2 abstain votes.

# REPORT OF THE PRESIDENT OF THE CONGREGATION

## DAVID LARSEN

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Dear friends in Christ,

As we say “so long” to 2025, and welcome in 2026, my task is to chronicle some of last year’s events and look ahead to this year’s opportunities.

What is important to remember?

We worshiped together. We sang together. We learned together. We laughed together. We complained together. We were anxious together. We doubted together. We mourned together. We worked together. We served together.

For our congregation, the most important thing was, that we did these things together. We are all God’s people and we’re created and built to be together. Matthew 18: 20, “For where two or three gather in my name, there am I with them.’. We should add one more to each Sunday’s attendance totals.

I’m very thankful for the people that we’ve called to work with us: Pastor Lisa, Katie, Christine, Amy, Parker, Greg, and Rick.

I’m very thankful for those people called to the Church Council, and all of you who volunteer time and effort and treasure ,as good stewards.

I’m very thankful for those who left this congregation in 2025, either to our Heavenly Home or to another fellowship. They all left their mark on us, and we ask that the Peace of the Lord be with them.

I’m very thankful for the people who joined us in 2025. Rumors of the death of the “Church” are premature. God will continue to gather the sheep in fellowship. It’s encouraging to see new faces.

These are some things to look forward to.

- A new Pastor will be called....let us continue to pray for this person that we don’t know, but Whom we trust that God knows.
- A new call and opportunity for Pastor Lisa...we’re thankful that God called her here at the right time, and we look forward to finding what’s next for her....she does too!
- A sabbatical and an expanded ministry for Katie. A part of our work, as a congregation, is to help prepare and encourage people for ministry. Thanks to Katie for taking this on.
- A refresh of our Constitution and Bylaws to help us better accomplish our mission. This work is much more important and exciting that it sounds.....really it is! See Acts 6!
- Continuing to explore different kinds of music in worship and other activities. There is singing in Heaven, and lots of instruments too!
- Finding new ways to welcome our neighbors, whoever they are. We’re a neighborhood congregation and our neighborhood is the world!

Thank you all for your encouragement, helpful suggestions and good humor in 2025. God’s peace be with us all!

David M. Larsen

## REPORT OF PASTOR LISA BUCHANAN

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2025 was a year of transition. And as Willam and Susan Bridges write in Managing Transitions, “Change is situational...transition is psychological” (3). It may be easy to move an item from one spot to another (a change) but going through an in-between time when the “old is gone but the new isn’t fully operational” is uncomfortable for most people. And yet, going through the in-between, transitional time is so critical to staying current and engaged with the community, boosting congregational vitality and being able to choose a pastor who will help lead you into the mission you have sought with God’s guidance. A congregation that does not do the hard work of asking, “who are we?” can sometimes simply go along with whatever a pastor wants to do and it becomes a pastor-personality driven church.

The transition team, the vision council and the call committee have all worked very hard this past year to pray, listen, consider and synthesize a lot of information in order to determine who Good Shepherd is, what God may be calling Good Shepherd to do, and what kind of pastoral leadership would best fit the congregation.

I have appreciated getting to know the individuals that make up Good Shepherd, the traditions that are important to this congregation and the desire to make a difference in the world. I also appreciate the requests to put my name forward as your next settled pastor, but I think it is very important for the congregation to have the freedom to choose their next pastor from (what I predict will be) many qualified candidates. This is a really big time in the life of the church and your next settled pastor will be the person to help guide the congregation into the future God intends.

2025 saw the ministry of Laundry Love really take off, the creation of a new website by Amie Abenth, the dreaming and creation of a new logo by Matt Olin, the continued, accountable and meaningful milestone ministry markers and educational programs by Katie Rich, welcoming young musicians into the fold and opening up new musical genres by Parker MacIver-Hinnenkamp, updating main level bathrooms to single-use with a glow-up by Rick Guerndt, securing new phone systems and troubleshooting every bit of trouble by Christine Whitcomb and having the church and fellowship hall set for user groups and the rather significant amount of funerals this year by Greg Susans. Interestingly, no weddings though.

There is always something going on at Good Shepherd, so my apologies for not specifically lifting up each group and ministry that makes congregational life here so rich. From my limited perspective, I just wanted to highlight a few events and then some congregational shifts/movements I’ve observed.

### **Events**

First, as part of the interim year, I was hoping to introduce some events that were new to the congregation or have not happened in a while. These events were mostly intended to create space and precedence for more events to happen in the future.

In May, there was a 2-week church organizational effort where two large dumpsters were filled and hauled away. As with any organization that has a long history, “stuff” can easily build up. Closets were cleaned, space was reimagined, church groups considered their relationship to things and decided what was truly needed. It was an emotional experience for people at times because “things” can hold so many of our memories and history. But the spiritual question came in, “how can we make space for new things and new people not just in rooms but in our hearts and worldview?” and “how do we make spaces more hospitable to all?” The former youth room (across from lower-level stairs) was converted into an all-church storage room to help reduce clutter around the church and keep other smaller closets functional.

An Enneagram Workshop was held in August where a trained speaker shared a 3-hour program with over 30 people in the fellowship hall. I understand that Good Shepherd has hosted many speakers in the past, but this speaker was not speaking directly about the Bible, theology or outreach. The change was that this speaker was encouraging brave self-reflection in order to help understand oneself and one's family. As I learned from the Benedictine's at the St. Scholastica Monastery, the more we learn about ourselves the more we learn about God and vice versa. So much healing can come through understanding our foibles, fears and strengths. Church programming can be creative and meet people where they are in life.

Building on Community Service Sunday in May and all of Katie's hard work in organizing groups to engage the community in service after worship, I was hoping to have a regular way to engage with the local neighborhood. Wednesday Walking Group became a really fun way for me and other congregational members to get to know the Lakeside community as well as our neighbors who would join to walk. I also really appreciated how if someone wanted to talk or meet with me, they knew they could also schedule a "walk and talk" instead of talking in the office which can be intimidating or uncomfortable to a lot of people.

And finally in terms of new-er events, I wanted to show that church fellowship did not always have to happen on church grounds. In fact, sometimes you create a closer bond with "church people" when you are out in the bigger world and get to lean on each other, realizing you have Good Shepherd in common. "Spirited Faith" is a moving fellowship event for those in their 30s to 50s, which appeared (to me) as an underserved age group in the congregation. This age bracket can be known as the Sandwich Generation that can be simultaneously caring for kids and aging parents, creating a lot of potential stress and worry. Spirited Faith is intended to be an opportunity for people to build faith friendships to buoy each other through tough times.

### **Congregational Shifts/Movements**

Next, I wanted to share some of the bigger transitions I have observed over the last year. These are not just changes but those psychological shifts mentioned earlier.

First, structure. When I arrived as your interim at the end of May 2024 and began listening groups, one of the main concerns was not knowing how to get things done or who to talk to with a certain issue. It was a structure concern. The transition team and council also heard those concerns which precipitated a proposed constitutional change to omit required committees and allow the congregation to determine how it wants to accomplish ministry through by-laws structure. In other words, instead of the congregation HAVING to have a Reaching Out committee, they *get* to have a Reaching Out committee, and can then call it whatever they like. These changes require an engaged, working council, ably led by President Dave Larsen, and the council has risen to the occasion with detailed agendas, goal timelines and taking on more responsibility. Such dedication was observed at the February Council Retreat and continued throughout the year. At the annual meeting, the congregation will need to elect four people who will continue to help shape the future of Good Shepherd through their listening, leadership and faith.

While there is not yet a new, solid structure in place, we are going through the "in-between" time to get there and existing committees have been having very important conversations regarding their purpose and their part in the church's mission. Next step: by-laws.

Another shift has been an intentional effort to make worship more engaging and removing obstacles that would have prevented people from participating in worship. One big change was introducing the dry-erase white board in the narthex where anyone can sign-up to take part in worship, instead of scheduled volunteered. I have personally enjoyed hearing all sorts of voices read scripture and pray prayers and I have observed more teaching – where veteran members are showing new or younger members how to collect offering or how to do a headcount. Sharing this knowledge organically is so important for congregational growth and engagement. Another effort to keep worship accessible was to forgo communion at

the rail and keep continuous communion where everyone is on the same physical level. Climbing four steps is not possible for everyone. If anyone would like to donate the money to renovate the altar area to make it accessible, I would be happy to entertain that conversation and bring it to council!

This year we did not have a hard-hitting stewardship campaign. Instead, several "Why I Love My Church" videos were shown to share how Good Shepherd is making a difference in people's lives. Our Church Legacy Planner (as of March 23rd), Joel Abenth, noted that people give to what they love. So, it made sense to simply share what people love and then send a straightforward letter explaining how pledges help council create a programmatic budget. Council is working on quarterly feedback financial numbers for the bulletin so that the congregation can actively respond to any "dry" months.

### **Projects in Motion**

Moving forward, council is working on updating funeral policies and building use policies, especially as more groups want to use space or rent space. They will also be working on by-laws in consultation with ministry groups to give shape to Good Shepherd's committee structure. Bob Franseen has gathered a group of individuals to work on a comprehensive security system for the church. Katie is working with the Nurturing Faith committee and dedicated volunteers to figure out coverage while she is on sabbatical this spring. This will be an amazing opportunity for her to be reinvigorated in ministry after serving Good Shepherd for 14 years.

On the synodical level, it is a Bishop's election year. Potential candidate names are already being put forward with the final election happening at the Synod Assembly April 24-26<sup>th</sup>.

And finally, the Call Committee will begin interviewing pastoral candidates for the settled call at Good Shepherd in January. The call process is really unpredictable in terms of timeline, potentially due to the amount of candidates, the need for pastors to give their congregations a 30-day notice, or the dynamics of moving. Or, it can go really fast if the right candidate is found immediately! The Call Committee will keep you updated, and the congregation literally has the final vote on selecting the next pastor.

I am planning on continuing as your interim until the settled pastor is found and appreciate your patience with me and this transition period. In-between times are not easy. Often they throw us out of our comfort zones enough where we need to actively lean on our faith to trust that the future will be okay...and maybe more than okay with the grace of God. I pray God's providence in guiding Good Shepherd into exactly what you are – a hospitable, neighborhood congregation leaning on God and each other to be the Light.

Thank God for you! Pastor Lisa

## REPORT OF KATIE RICH DIRECTOR OF FAITH FORMATION

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In my Annual Report last year, I shared that I had joined a Discernment Cohort called “Beloved You: Conversation Circles” through our Synod. This intentional time of discernment helped me reflect deeply on my vocation: who I am and “what is it you plan to do with your one wild and precious life?” (Mary Oliver, “The Summer Day”.) The program re-introduced me to spiritual direction and connected me with my current spiritual director. And now, one year later, I am in the process of becoming a Spiritual Director myself!

I still feel deeply called to faith formation at our church and especially children, youth, and family ministry. And, I have found Spiritual Direction is a more authentic expression of who I am, what I do, and what I want to offer the world and this church. I also feel Spiritual Direction is a more accurate reflection of what is most needed right now. While my passion still lies in children and youth ministry, this training will help me provide more meaningful faith formation opportunities for all ages – including and especially adults.

Throughout this full year, it has been deeply affirming to feel the support of this congregation in every step of this process. When applying for this program, Pastor Lisa and the entire staff here at Good Shepherd was incredibly supportive and encouraging. Once accepted, the Endowment Fund stepped in to provide the financial support to make this program possible. They generously approved my request for scholarship funds to cover the cost of tuition and books. And this fall, the entire congregation voted to give me the gift of time in the form of a sabbatical. This spring, as my first year of this Spiritual Direction Training comes to a close, I will be able to fully focus on this program (and my final papers) as I take a step away from my day-to-day ministry work here at Good Shepherd. Thank you for giving me the time, space, and support to study deeply in this season. I am humbled, honored, and excited to see how this Spiritual Direction Training Program will strengthen my ministry here at Good Shepherd, and deepen our connections, conversations, and faith formation experiences moving forward.

I can’t end this Annual Report without saying: *the kids are doing great!* And by “kids” I mean the Sunday School Families, Confirmation students, high school leaders... Everything is going so well. Ministry here is beautiful, as always. From a summer of Day Camp, Family Camp, Synod Leadership Camp, and the Rhubarb Festival... to a fall where we are experimenting with new ways to structure Sunday School and Confirmation. *The kids are doing great!* The families here are all amazing.

Sincerely,

*Katie Rich*

Katie Rich

## **REPORT OF PARKER MACIVER HINNENKAMP DIRECTOR OF MUSIC MINISTRIES**

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### **Music at Lutheran Church of the Good Shepherd**

Music at Lutheran Church of the Good Shepherd exists to do more than sound good. Its purpose is to form the congregation's musical and scriptural memory in a way that grants deep and lasting participation. When we sing, we join our neighbors in breath and intention, placing many voices together as one body. Music is not an accessory to worship, but one of the primary ways faith is learned, remembered, and shared.

Throughout the past year, worship has been intentionally supported by both piano and organ. This shared approach allows us to honor the full breadth of the church's musical heritage while serving the practical needs of congregational song. Our ongoing goal is for the organ to be used weekly in every service, anchoring our worship in a sound that sustains singing and carries theological weight across generations. The choir continues to be a strong and faithful leader in worship. Beyond musical excellence, the choir is a community marked by joy, mutual care, and hospitality. Rehearsals are a place of shared work and shared life, and the choir remains committed to being a welcoming space for anyone who wishes to sing, regardless of background or experience.

This year also marked meaningful growth in children's participation. Music has been more richly integrated into Sunday School, culminating recently in the Christmas program, where children sang and played instruments for the congregation. Two rehearsals were held, and a remarkable number of children chose to participate musically. Their leadership was confident, joyful, and deeply encouraging for the whole church.

In February 2025, the music program intentionally honored Black History Month through hymn selection and choir anthems. Together, we explored spirituals, gospel music, and works by Black composers and hymn writers. This season expanded our musical vocabulary and deepened our understanding of the church's song as a global and historically rich witness.

During the summer months, LCGS gathered for an outdoor service that centered on participatory music-making. Rhythm and tonal instruments were distributed to all who attended, inviting every voice and every hand into the act of praise. More than fifty instruments were used, transforming the assembly into a living ensemble and offering a powerful reminder that congregational song belongs to everyone.

Our musical resources have also grown in tangible ways. The church acquired two timpani this year. These large, tuned drums are capable of producing specific pitches and are often used to support hymns, choral anthems, and festival music. Timpani add depth, strength, and clarity to congregational singing, particularly in seasons of celebration such as Easter, Pentecost, and major feast days.

On Easter morning, the entire congregation was given a copy of the "Hallelujah Chorus" from Handel's *Messiah*. Rather than reserving this music for choir or soloists, the full assembly sang it together in praise. The result was both moving and powerful, a clear expression of Easter joy shared by all.

The church's music program has also been enriched through collaboration with local musicians, especially vocalists and brass players. These partnerships have strengthened festival worship, expanded our musical palette, and deepened our ties to the wider musical community.

Beyond Sunday morning, the music program continues to grow significantly. Many children from the congregation are now studying piano and organ with Parker. In addition, much of his teaching work focuses on supporting musicians with disabilities as they find agency, confidence, and identity through music. Students are not only learning what notes to play, but also the why and how of music, skills that cultivate attentiveness, discipline, and a deeper awareness of the work of Christ and the nature of God.

LCGS has also opened its doors to the broader musical community by hosting two nonprofit instrumental ensembles, a trumpet ensemble of more than twenty players, and a large Big Band jazz group. These ensembles bring life to the building during the week and affirm the church as a place where art, learning, and community are actively nurtured.

Music at Lutheran Church of the Good Shepherd is growing in depth, reach, and purpose. I am deeply grateful for the congregation's trust and support, and I look forward with great excitement to continuing to guide this program in ways that are faithful, participatory, and alive with possibility.

Respectfully submitted,

Parker Maclver Hinnenkamp  
Director of Music Ministries

## MEMBERSHIP STATISTICS

	<u>Baptized</u>	<u>Confirmed</u>
Membership: 12/31/2025:	969	664
<b>Members Received during 2025</b>		
By Baptism: children	5	-
By Baptism: adult	0	0
By affirmation of faith	0	0
By Confirmation	-	8
By transfer from ELCA congregation	2	2
By transfer from non-ELCA Lutheran cong.	0	0
By transfer from non-Lutheran cong.	0	0
Statistical Adjustment/re-joined	<u>0</u>	<u>0</u>
Total members received this year	7	10
<b>Dismissals during 2025</b>		
By death	9	9
By transfers to other ELCA congregation	3	3
By transfer to other Lutheran cong.	0	0
By transfer to non-Lutheran cong.	0	0
Statistical adjustment or requested drop	<u>0</u>	<u>0</u>
Total Dismissal	12	12
<b>Membership 12/31/2025</b>	964	662
	<u>2024</u>	<u>2025</u>
Average In-Person Sunday Worship Attendance	115	106
Average Online Views Sunday Worship	53	69
Baptisms	8	5
Weddings	0	0
Funerals	6 (5 members)	11 (9 members)
Average Sunday School Attendance	20	24
Sunday School Students Registered/Active	42	42
Day Camp Attendees (children)	49	62

<b><u>Average Worship Attendance (2020-2025)</u></b>						
<b><u>(In-Person Sunday + Online Views)</u></b>						
	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
<b>Avg. Sunday</b>	133	90	91	102	118	106
<b>Online Views</b>	<u>0</u>	<u>0</u>	<u>44</u>	<u>46</u>	<u>53</u>	<u>69</u>
<b>Total</b>	<b>133</b>	<b>90</b>	<b>135</b>	<b>148</b>	<b>171</b>	<b>175</b>

# LUTHERAN CHURCH OF THE GOOD SHEPHERD

## GENERAL FUNDS - 2025 TREASURER'S REPORT

	<u>2025 Budget</u>	<u>2025 Actual</u>	<u>% Budget 2025</u>	<u>2024 Budget</u>	<u>2024 Actual</u>	<u>% Budget 2024</u>
<b>BUDGETED REVENUES</b>						
Pledged	\$ 378,000	\$ 371,622.99	98.3%	\$ 404,908	\$ 393,366.49	97.1%
Unpledged	72,000	63,556.41	88.3%	72,500	61,093.00	84.3%
Loose Offering	6,500	8,373.59	128.8%	5,044	6,869.50	136.2%
Seasonal	5,000	2,965.00	59.3%	5,078	4,419.50	87.0%
Building Use Fee	2,000	3,463.00	173.2%	1,500	1,823.00	121.5%
Appeals (Ascend, Give to Max)	15,000	6,850.69	45.7%	20,100	17,240.00	85.8%
Lease (VLM)	3,000	6,000.00	200.0%	2,000	12,000.00	600.0%
VBS/Daycamp	3,000	2,575.00	85.8%	1,500	2,540.00	169.3%
<b>BUDGETED REVENUES</b>	<b>\$ 484,500</b>	<b>\$ 465,406.68</b>	<b>96.1%</b>	<b>\$ 512,630</b>	<b>\$ 499,351</b>	<b>97.4%</b>
<b>NON-BUDGETED REVENUES</b>						
World Hunger		\$ 4,600.00			\$ 3,854.37	
Disaster Response		20.00			-	
CHUM		320.00			928.00	
Second Harvest		1,580.00			582.00	
Endowment Contributions		3,200.00			-	
Other		10,027.90			3,436.88	
Chris Ed.		368.08			-	
Stewardship		256.53			280.88	
<b>NON-BUDGETED REVENUES</b>		<b>\$ 20,372.51</b>			<b>\$ 9,082.13</b>	
<b>RESTRICTED REVENUES</b>						
Memorials & Gifts		\$ 2,900.00			\$ 340.00	
Estate Gifts		\$ 1,000.00				
Service Projects		19,538.00			110.00	
Hospitality Fund		164.46			302.83	
Music Fund		250.00				
Discretionary Fund		200.00			427.16	
Organ Fund					50.00	
Quilters		2,054.67				
Special Appeals					6,280.00	
Youth Fund		8,725.75			6,515.29	
Women's Ministry		2,843.43				
<b>RESTRICTED REVENUES</b>		<b>\$ 37,676.31</b>			<b>\$ 14,025.28</b>	
<b>TOTAL REVENUES</b>	<b>\$ 484,500</b>	<b>\$ 523,455.50</b>		<b>\$ 512,630</b>	<b>\$ 522,458.90</b>	

# GENERAL FUNDS - 2025 TREASURER'S REPORT - Continued

	2025 Budget	2025 Actual	% Budget 2025	2024 Budget	2024 Actual	% Budget 2024
<b>BUDGETED EXPENSES</b>						
Personnel	\$ 322,793	\$ 304,912.44	94.5%	\$ 320,292	\$ 287,601.85	89.8%
Administrative	27,370	27,506.26	100.5%	29,135	25,160.90	86.4%
Benevolence	28,000	26,992.00	96.4%	28,300	28,282.00	99.9%
Building and Property	78,200	79,950.44	102.2%	73,600	78,011.80	106.0%
Programs	26,200	25,474.23	97.2%	30,700	26,990.98	87.9%
Depreciation	1,937	23,409.97	1208.6%	25,000	32,968.72	131.9%
<b>BUDGETED EXPENSES</b>	<b>\$ 484,500</b>	<b>\$ 488,245.34</b>	<b>100.8%</b>	<b>\$ 507,027</b>	<b>\$ 479,016.25</b>	<b>94.5%</b>
<b>NON-BUDGETED EXPENSES</b>						
World Hunger		\$ 4,600.00			\$ 3,854.37	
Disaster Response		20.00			-	
CHUM		320.00			928.00	
Second Harvest		1,580.00			582.00	
Endowment Contributions		3,199.96			-	
Flowers		716.58			727.63	
Youth Gathering		-			3,371.73	
<b>NON-BUDGETED EXPENSES</b>		<b>\$ 10,436.54</b>			<b>\$ 9,463.73</b>	
<b>RESTRICTED EXPENSES</b>						
Service Projects		\$ 3,140.38			372.80	
Hospitality Fund		\$ 274.19			\$ 557.31	
Discretionary Fund					2,427.16	
Parish Nurse		380.70				
Seasonal Decorating		27.00			-	
Camp Scholarship Fund		6,013.00			2,885.00	
Special Appeals					715.24	
Youth Fund		2,629.42			4,959.97	
Women's Ministry		1,107.52			-	
<b>RESTRICTED EXPENSES</b>		<b>\$ 13,572.21</b>			<b>\$ 11,917.48</b>	
<b>TOTAL EXPENSES</b>	<b>\$ 484,500</b>	<b>\$ 512,254.09</b>		<b>\$ 507,027</b>	<b>\$ 500,397.46</b>	
Net Total	\$ -	\$ 11,201.41		\$ 5,603	\$ 22,061.44	
Net Assests, beginning of Year		\$ 396,573.87			\$ 374,512.43	
Change in net assets		\$ 11,201.41			\$ 22,061.44	
Net Assets, end of year		\$ 407,775.28			\$ 396,573.87	

## BUDGETED DISBURSEMENTS - IN DETAIL

	<u>2025 Budget</u>	<u>2025 Actual</u>	<u>% Budget</u>	<u>2024 Actual</u>
<b>PERSONNEL</b>				
Pastor				
Pastor Salary	\$ 54,845	\$ 54,897.04	100.1%	\$ 55,992.72
Pastor Housing Allowance	20,668	26,970.52	130.5%	22,412.43
Pastor Social Security	5,442	5,447.58	100.1%	5,492.18
Pastor Benefits	30,431	10,907.89	35.8%	14,670.82
Pastor Car Allowance	3,000	3,759.70	125.3%	4,346.13
Pastor Continuing Education	1,500	1,586.41	105.8%	668.12
Total Pastor	\$ 115,886	\$ 103,569.14	89.4%	\$ 103,582.40
Director of Faith Formation				
DFF Salary	\$ 51,917	\$ 51,917.00	100.0%	\$ 50,200.00
DFF Benefits	21,171	21,171.24	100.0%	20,413.92
DFF Car Allowance	1,500	1,500.00	100.0%	1,000.08
DFF-Continuing Education	1,000	692.83	69.3%	356.02
Extravaganza	1,000	996.48	99.6%	1,445.88
Total Director of Faith Formation	\$ 76,588	\$ 76,277.55	99.6%	\$ 73,415.90
Office Staff				
Office Manager Salary	\$ 50,264	\$ 50,264.00	100.0%	\$ 48,800.00
Office Manager-Benefits	13,282	13,281.84	100.0%	12,952.09
Communication Specialist Salary	25,338	25,338.00	100.0%	24,600.00
Total Office Staff	\$ 88,884	\$ 88,883.84	100.0%	\$ 86,352.09
Other Staff				
Custodian Part-Time Salary	\$ 4,000	\$ 1,883.16	47.1%	\$ 2,438.55
Custodian Part-Time Salary (2)	3,000	1,561.60	52.1%	2,031.10
Organist Salary	-	-		6,519.20
Director of Music Ministry	20,000	20,000.16	100.0%	1,666.67
Assistant Pianist-Salary	1,500	225.00	15.0%	750.00
Total Other Staff	\$ 28,500	\$ 23,669.92	83.1%	\$ 13,405.52
Payroll Taxes				
Payroll Taxes-Employer	\$ 11,935	\$ 11,586.99	97.1%	\$ 10,275.94
Total Payroll Taxes	\$ 11,935	\$ 11,586.99	97.1%	\$ 10,275.94
Other Payroll Expense				
Pulpit Supply	\$ 1,000	\$ 925.00	92.5%	\$ 570.00
Other Payroll Expense	\$ 1,000	\$ 925.00	92.5%	\$ 570.00
Office Staff Development				
Support Staff Cont. Ed.				
Office Staff Development				\$ -
TOTAL PERSONNEL	\$ 322,793	\$ 304,912.44	94.5%	\$ 287,601.85

	<u>2025 Budget</u>	<u>2025 Actual</u>	<u>% Budget</u>	<u>2024 Actual</u>
<b>ADMINISTRATIVE</b>				
Mileage Reimbursement	\$ 350	\$ -	0.0%	\$ 95.54
Office Equipment	3,700	\$ 3,442.08	93.0%	\$ 3,751.92
Office Equipment Maintenance & Repair	1,500	1,508.83	100.6%	1,263.15
Postage	3,500	903.63	25.8%	3,540.87
Telephone/Internet	2,520	3,493.96	138.6%	2,519.52
Technology	7,500	11,919.02	158.9%	7,997.61
Dues & Subscriptions	300	204.00	68.0%	308.00
Advertising	500	212.29	42.5%	
Conferences	2,000	651.34	32.6%	40.00
Office	5,500	5,171.11	94.0%	5,644.29
<b>TOTAL ADMINISTRATIVE</b>	<b>\$ 27,370</b>	<b>\$ 27,506.26</b>	<b>100.5%</b>	<b>\$ 25,160.90</b>
<b>BENEVOLENCE</b>				
Synod Benevolence	\$ 25,000	\$ 25,000.00	100.0%	\$ 25,000.00
VLM Benevolence	3,000	1,992.00	66.4%	3,282.00
<b>TOTAL BENEVOLENCE</b>	<b>\$ 28,000</b>	<b>\$ 26,992.00</b>	<b>96.4%</b>	<b>\$ 28,282.00</b>
<b>BUILDING &amp; PROPERTY</b>				
Insurance	\$ 20,500	\$ 20,593.63	100.5%	\$ 17,229.47
Building Supplies	2,000	4,126.66	206.3%	3,537.67
Electric	12,000	10,619.65	88.5%	11,131.99
Gas, Sewer and Water	7,500	6,743.85	89.9%	6,347.10
Water Runoff	5,200	5,352.37	102.9%	4,774.01
Miscellaneous Building Expense	-	4,201.81		7.20
Maintenance & Repairs (Sch. C)	17,000	17,482.47	102.8%	20,952.36
Contracted Cleaning Service	14,000	10,830.00	77.4%	14,032.00
<b>TOTAL BUILDING &amp; PROPERTY</b>	<b>\$ 78,200</b>	<b>\$ 79,950.44</b>	<b>102.2%</b>	<b>\$ 78,011.80</b>
<b>PROGRAMS</b>				
Stewardship	\$ 4,000	\$ 3,127.53	78.2%	\$ 3,795.10
Chris. Ed. (Sch. B)	8,250	9,130.93	110.7%	8,955.03
Adult Education	1,500	2,165.49	144.4%	1,239.19
Youth Activities	750	848.60	113.1%	803.34
Worship	3,500	2,208.82	63.1%	3,849.74
Music	5,000	5,786.00	115.7%	3,729.66
Parish Outreach	1,200	1,017.47	84.8%	1,283.66
Miscellaneous	1,000	689.39	68.9%	3,335.26
Youth Interns	1,000	500.00	50.0%	-
<b>TOTAL PROGRAMS</b>	<b>\$ 26,200</b>	<b>\$ 25,474.23</b>	<b>97.2%</b>	<b>\$ 26,990.98</b>
<b>DEPRECIATION</b>				
Depreciation Expense	\$ 1,937	\$ 23,409.97	1208.6%	\$ 32,968.72
<b>TOTAL DEPRECIATION</b>	<b>\$ 1,937</b>	<b>\$ 23,409.97</b>	<b>1208.6%</b>	<b>\$ 32,968.72</b>
<b>TOTAL BUDGETED EXPENSES</b>	<b>\$ 484,500</b>	<b>\$ 488,245.34</b>	<b>100.8%</b>	<b>\$ 479,016.25</b>

## COMBINED REVENUE

	<u>2025</u>	<u>2024</u>
<b>BUDGETED REVENUE</b>		
Pledged	\$ 371,622.99	\$ 393,366.49
Unpledged	\$ 63,556.41	\$ 61,093.00
Loose Offering	\$ 8,373.59	\$ 6,869.50
Seasonal	\$ 2,965.00	\$ 4,419.50
Building Use Fee	\$ 3,463.00	\$ 1,823.00
Appeals (Ascend, Give to Max)	\$ 6,850.69	\$ 17,240.00
Lease (VLM)	\$ 6,000.00	\$ 12,000.00
VBS/Daycamp	\$ 2,575.00	\$ 2,540.00
<b>NON-DUGETED REVENUE</b>		
ELCA World Hunger	\$ 4,600.00	\$ 3,854.37
ELCA Disaster Response	\$ 20.00	\$ -
CHUM	\$ 320.00	\$ 928.00
Second Harvest Food Bank	\$ 1,580.00	\$ 582.00
Endowment Contributions	\$ 3,200.00	\$ -
Other	\$ 10,027.90	\$ 3,436.88
Chris Ed.	\$ 368.08	\$ -
Stewardship	\$ 256.53	\$ 280.88
<b>RESTRICTED REVENUE</b>		
Memorials & Gifts	\$ 2,900.00	\$ 340.00
Estate Gifts	\$ 1,000.00	
Service Projects	\$ 19,538.00	\$ 110.00
Hospitality Fund	\$ 164.46	\$ 302.83
Music Fund	\$ 250.00	
Discretionary Fund	\$ 200.00	\$ 427.16
Organ Fund	\$ -	\$ 50.00
Quilters	\$ 2,054.67	
Special Appeals	\$ -	\$ 6,280.00
Youth Fund	\$ 8,725.75	\$ 6,515.29
Women's Ministry	\$ 2,843.43	
TOTAL	\$ 523,455.50	\$ 522,458.90

**2025 SPECIAL FUNDS/Savings Account**

	BALANCE 1/1/2025	CONTRIBUTIONS	DISBURSEMENTS	BALANCE 12/31/2025
<b>General Fund Accounts</b>				
CAPITAL NEEDS FUND/Depreciation Expense	\$ 32,723.67	\$ 27,344.85	\$ 18,676.71	\$ 41,391.81
GENERAL FUND (unrestricted)		\$ 54,653.19	\$ 33,350.13	\$ 21,303.06
OPERATING RESERVE FUND	\$ 73,593.03	\$ -	\$ -	\$ 73,593.03
LIBRARY	\$ 448.52	\$ -	\$ -	\$ 448.52
MARKETPLACE	\$ 592.24	\$ -	\$ -	\$ 592.24
MISSION TRIP - Honduras	\$ (0.00)	\$ -	\$ -	\$ (0.00)
RESOURCE MINISTRY	\$ 473.19	\$ -	\$ 473.19	\$ -
MORTGAGE REDUCTION FUND	\$ 100.00	\$ -	\$ -	\$ 100.00
PASTORS ED CARRYOVER	\$ 230.00	\$ -	\$ -	\$ 230.00
PASTIE CARRYOVER	\$ 279.25	\$ -	\$ -	\$ 279.25
SUNDAY SCHOOL	\$ 645.49	\$ -	\$ 417.69	\$ 227.80
WELCOME MINISTRY	\$ 406.02	\$ -	\$ -	\$ 406.02
INTEREST INCOME	\$ 3,250.42	\$ 1,826.24	\$ -	\$ 5,076.66
<b>General Fund Accounts Total</b>	<b>\$ 112,741.83</b>	<b>\$ 83,824.28</b>	<b>\$ 52,917.72</b>	<b>\$ 143,648.39</b>
<b>Donor Designated Funds</b>				
MEMORIALS & GIFTS	\$ 1,693.30	\$ 2,900.00	\$ 386.28	\$ 4,207.02
ALTAR GUILD	\$ 1,181.63	\$ -	\$ -	\$ 1,181.63
DISCRETIONARY FUND	\$ -	\$ 200.00	\$ -	\$ 200.00
ESTATE GIFTS	\$ -	\$ 1,000.00	\$ -	\$ 1,000.00
HOSPITALITY FUND	\$ 185.52	\$ 164.46	\$ 274.19	\$ 75.79
MUSIC FUND	\$ 820.28	\$ 250.00	\$ -	\$ 1,070.28
ORGAN FUND	\$ 1,250.00	\$ -	\$ -	\$ 1,250.00
PARISH NURSE/Memorials	\$ 2,031.45	\$ -	\$ 380.70	\$ 1,650.75
QUILTERS	\$ -	\$ 2,054.67	\$ -	\$ 2,054.67
SEASONAL DECORATING	\$ 200.00	\$ -	\$ 27.00	\$ 173.00
SERVICE PROJECTS	\$ -	\$ 19,548.00	\$ 3,150.38	\$ 16,397.62
SCHOLARSHIP - CAMP	\$ 16,406.18	\$ -	\$ 6,013.00	\$ 10,393.18
SCHOLARSHIP FUND	\$ 1,517.41	\$ -	\$ -	\$ 1,517.41
SPECIAL APPEALS	\$ -	\$ -	\$ -	\$ -
WOMEN'S MINISTRY	\$ -	\$ 2,918.43	\$ 1,182.52	\$ 1,735.91
YOUTH FUND	\$ 15,960.09	\$ 9,112.03	\$ 2,629.42	\$ 22,442.70
<b>Donor Designated Funds Total</b>	<b>\$ 41,245.86</b>	<b>\$ 38,147.59</b>	<b>\$ 14,043.49</b>	<b>\$ 65,349.96</b>
<b>Liabilities</b>				
OWLS	\$ 98.20	\$ 121.00	\$ 77.14	\$ 142.06
OFFICE - StrengthsFinder(under MISC. Payables)	\$ 686.54	\$ -	\$ -	\$ 686.54
YOUTH GATHERING	\$ 265.47	\$ 500.00	\$ -	\$ 765.47
<b>Liabilities Total</b>	<b>\$ 1,050.21</b>	<b>\$ 621.00</b>	<b>\$ 77.14</b>	<b>\$ 1,594.07</b>
<b>TOTAL</b>	<b>\$ 155,037.90</b>	<b>\$ 122,592.87</b>	<b>\$ 67,038.35</b>	<b>\$ 210,592.42</b>

**SCHEDULE A - BENEVOLENCES**

	<u>Donations</u>	<u>Operating Funds</u>	<u>2025 Total</u>	<u>2024 Total</u>
Northeastern Minnesota Synod		\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
World Hunger	\$ 4,600.00		4,600.00	3,845.37
CHUM	320.00		320.00	928.00
Disaster Response	20.00		20.00	140.00
Second Harvest Food Bank	1,580.00		1,580.00	582.00
Voyageurs Lutheran Ministry		\$ 1,992.00	1,992.00	3,282.00
TOTAL	\$ 6,520.00	\$ 26,992.00	\$ 33,512.00	\$ 33,777.37

\*LCGS has also collected many various items for other Duluth Area Organizations.

**SCHEDULE B - CHRISTIAN EDUCATION**

Blessing of Backpacks	243.60
Confirmation	566.55
Daycamp	4,503.06
Milestone Ministries	1,456.92
Other	265.00
Sunday School	<u>2,095.80</u>
TOTAL	\$ 9,130.93

**SCHEDULE C - REPAIRS and MAINTENANCE**

Electrical	602.50
Elevator Repair	1,185.36
Fire Ext Check/Fire Alarm Certification	1,878.50
Garbage	805.71
Landscaping	618.95
Licenses	319.84
Miscellaneous	127.89
Plumbing Repairs	3,569.19
Repairs of Furnace	435.00
Repairs of Equipment	1,265.93
Security System	973.60
Snow Removal	<u>5,700.00</u>
TOTAL	\$ 17,482.47

## BALANCE SHEET - DECEMBER 31, 2025

<b>ASSETS</b>	<u>2025</u>	<u>2024</u>
<b>Current Assets</b>		
1000 Checking-North Shore Bank	\$ 53,666.50	\$ 78,588.98
1010 Savings-North Shore Bank	\$ 210,592.42	\$ 155,037.90
1020 Youth-US Bank	\$ 5,616.35	\$ 5,711.65
1030 Petty Cash	\$ 175.18	\$ 153.11
Total Current Assets	\$ 270,050.45	\$ 239,491.64
<b>Fixed Assets</b>		
1500 Buildings	\$ 1,726,504.09	\$ 1,726,504.09
1510 Furniture and Fixtures	\$ 344,697.98	\$ 344,697.98
1520 Parking Lot	\$ 33,521.00	\$ 33,521.00
1530 Other Fixed Assets	\$ 153,491.00	\$ 153,491.00
1540 Land	\$ 32,175.00	\$ 32,175.00
1590 Accumulated Depreciation	\$ (2,142,040.73)	\$(2,118,630.76)
Total Fixed Assets	\$ 148,348.34	\$ 171,758.31
<b>TOTAL ASSETS</b>	<b>\$ 418,398.79</b>	<b>\$ 411,249.95</b>
<b>LIABILITIES &amp; NET ASSETS</b>		
<b>Liabilities</b>		
2000 US Bank Credit Card	\$ 4,166.99	\$ 5,731.75
2110 Payroll Taxes Withheld	\$ 4,862.45	\$ 4,764.12
2200 Prepaid Pledge	\$ -	\$ 2,655.00
2210 Youth Gathering	\$ 765.47	\$ 765.47
2215 OWLS	\$ 142.06	\$ 73.20
2295 Miscellaneous Payable	\$ 686.54	\$ 686.54
Total Liabilities	\$ 10,623.51	\$ 14,676.08
<b>Net Assets</b>		
<b>Unrestricted Net Asset</b>		
<b>General Fund Unrestricted Net Asset</b>		
3000 General Fund	\$ 342,425.32	\$ 355,328.01
Total General Fund Unrestricted Net Asset	\$ 342,425.32	\$ 355,328.01
Total Unrestricted Net Asset	\$ 342,425.32	\$ 355,328.01
<b>Temporarily Restricted Net Asset</b>		
<b>Donor Designated Funds</b>		
3800 Memorials & Gifts	\$ 4,207.02	\$ 1,307.02
3801 Estate Gifts	\$ 1,000.00	
3805 Service Projects	\$ 16,397.62	
3810 Altar Guild	\$ 1,181.63	\$ 1,181.63
3815 Hospitality Fund	\$ 75.79	\$ 185.52
3820 Music Fund	\$ 1,070.28	\$ 820.28
3825 Discretionary Fund	\$ 200.00	
3830 Organ Fund	\$ 1,250.00	\$ 1,250.00
3840 Parish Nurse	\$ 1,650.75	\$ 2,031.45
3845 Quilters	\$ 2,054.67	
3860 Seasonal Decorating	\$ 173.00	\$ 200.00
3870 Camp Scholarship Fund	\$ 10,393.18	\$ 16,406.18
3880 Scholarship Fund	\$ 1,517.41	\$ 1,517.41
3890 Youth Fund	\$ 22,442.70	\$ 16,346.37
3895 Women's Ministry	\$ 1,735.91	
Total Donor Designated Funds	\$ 65,349.96	\$ 41,245.86
Total Temporarily Restricted Net Asset	\$ 65,349.96	\$ 41,245.86
Total Net Assets	\$ 407,775.28	\$ 396,573.87
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$ 418,398.79</b>	<b>\$ 411,249.95</b>
Net Asset Balance 1/1/2025	\$ 396,573.87	\$ 374,512.43
Excess of Revenue over Expenses	\$ 11,201.41	\$ 22,061.44
Net Asset Balance 12/31/2025	\$ 407,775.28	\$ 396,573.87

## TREASURER'S REPORT

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### Revenue and Expense

REVENUE PERFORMANCE: For the fiscal year 2025, LCGS reported total revenues of \$465,406.68. This amount fell short of the budgeted target by \$19,093.32. A closer look at the revenue sources reveals that pledged receipts were under budget by \$6,377.01, while unpledged receipts were below expectations by \$8,443.59. In contrast, loose offering collections exceeded the budgeted amount by \$1,873. Notably, the decision to not conduct a formal Appeals campaign this year led to the Appeals revenue line-item ending the year \$8,149.31 below the budget.

EXPENSE MANAGEMENT: The total budgeted expenses for 2025 reached \$488,245.34, coming in \$3,745.34 less than anticipated. Included in these expenses is depreciation of \$23,409.97. Personnel expenses were particularly well managed, finishing the year \$17,880.56 under budget. These results highlight the ongoing effectiveness of the expense management strategies in place.

YEAR-END RESULTS: The year closed with a loss of \$22,838.66, calculated as the difference between budgeted revenues and budgeted expenses. However, when depreciation is added back, the result for 2025 was a modest net gain of \$571.31.

LCGS's overall financial position for 2025 reflects both the challenges and strengths of the year. Although total revenues came in below the budgeted target, expense management was notably effective, with total expenditures ending under budget. Considering all sources—including budgeted, non-budgeted, and donor designated funds—total revenues for 2025 amounted to \$523,455.50. Total expenses across all categories were \$512,254.09. This produced a positive overall financial balance of \$11,201.41 for the year.

### Balance Sheet

CURRENT ASSETS: Liquid cash in the checking, savings, youth and petty cash accounts total \$270,050.45 as compared to \$239,491.64 at the end of 2024. This reflects an increase in cash of \$30,558.81 year over year.

TOTAL ASSETS: Total assets ended the year at \$418,398.79, a slight increase over 2024. Fixed assets remained the same except for increase in accumulated depreciation.

LIABILITIES NET ASSETS: Total Liabilities & Net Assets ended the year at \$418,398.79, up from \$411,249.95 at the end of 2024. Liabilities including the credit card balance, payroll taxes withheld and prepaid pledges was \$10,623.51 as compared to \$14,676.08 at the end of 2024. Donor designated funds of \$65,349.96 reflected an increase of \$24,194.10 over the same period last year.

I would like to thank Christine Whitcomb for her outstanding work and all the assistance she has given to me this year. She always manages her numerous financial duties as Office Manager with exceptional professionalism. Christine's hard work is valued and much appreciated.

Joe Johnson

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<b>Lutheran Church of the Good Shepherd</b>			
<b>2026 Proposed Budget</b>			
	<u>2025 Budget</u>	<u>2025 Actual</u>	<u>2026 Budget</u>
<b>RECEIPTS</b>			
Pledged	378,000	371,623	360,000
Unpledged	72,000	63,556	90,005
Appeals (Give to Max, Other)	15,000	6,851	
Loose Offerings	6,500	8,374	9,000
Miscellaneous (eg Building Use)	2,000	3,463	3,500
Seasonal	5,000	2,965	4,000
VBS/Daycamp	3,000	2,575	3,000
VLM Lease	3,000	6,000	6,000
Growing Little Loves Lease (Mar-Feb 2027)			5,000
<b>TOTAL RECEIPTS</b>	<b>484,500</b>	<b>465,407</b>	<b>480,505</b>
<b>EXPENDITURES</b>			
<i>A. Benevolence</i>			
Synod	25,000	25,000	20,000
VLM	3,000	1,992	2,000
<b>Benevolence Total</b>	<b>28,000</b>	<b>26,992</b>	<b>22,000</b>
<i>B. Programs</i>			
	<u>2025 Budget</u>	<u>2025 Actual</u>	<u>2026 Budget</u>
Christian Education	8,250	9,131	9,000
Adult Education	1,500	2,165	1,500
Youth Activities	750	849	
Parish Outreach	1,200	1,017	1,200
Stewardship	4,000	3,128	4,000
Music	5,000	5,786	5,000
Worship	3,500	2,209	3,500
Miscellaneous	1,500	689	1,500
Youth Interns	500	500	500
<b>Programs Total</b>	<b>26,200</b>	<b>25,474</b>	<b>26,200</b>

		<u>2025 Budget</u>	<u>2025 Actual</u>	<u>2026 Budget</u>
<i>C. Personnel</i>				
	Pastor (*5 months calculation)			
	Salary	54,845	54,897	23,345
	Housing	20,668	26,971	11,483
	Soc. Sec. Taxes	5,442	5,448	2,322
	Car Allowance	3,000	3,760	1,250
	Continuing Ed.	1,500	1,586	625
	Benefits	30,431	10,908	4,644
	New Pastor (*7/12 of \$120,000)			70,000
	Director of Faith Formation			
	Salary	51,917	51,917	53,475
	Car Allowance	1,500	1,500	1,500
	Continuing Ed.	1,000	693	1,000
	Extravaganza	1,000	996	1,000
	Benefits	21,171	21,171	22,875
	Visitation Pastor			
	Pulpit supply	1,000	925	1,000
	Office Staff			
	Office Manager			
	Salary	50,264	50,264	51,772
	Benefits	13,282	13,282	14,218
	Support & Comm Coordinator	25,338	25,338	26,099
	Treasurer			
	Choir Director			
	Senior			
	Organists/Pianists			
	Assistant Pianist	1,500	225	1,000
	Director of Music Ministry	20,000	20,000	20,600
	Custodian - Part time	4,000	1,883	3,000
	Custodian - Part time #2	3,000	1,562	2,000
	Nursery			
	Office Support			
	MN Paid Leave Premiums			1,100
	Social Security - Staff	11,935	11,587	12,083
	<b>Personnel Total</b>	<b>322,793</b>	<b>304,912</b>	<b>326,390</b>

<i>D. Administrative</i>		<u>2025 Budget</u>	<u>2025 Actual</u>	<u>2026 Budget</u>
	Office	5,500	5,171	5,500
	Office Equipment	3,700	3,442	3,450
	Office Equip Maintenance	1,500	1,509	1,500
	Postage	3,500	904	1,000
	Telephone/Internet	2,520	3,494	3,240
	Advertising	500	212	500
	Technology (Citon, ACS, Constant Contact, Ministry Designs, Zoom)	7,500	11,919	7,500
	Due & Subscriptions	300	204	275
	Education			
	Synod Assembly	2,000	651	2,000
	Pastor Staff Dev			
	Office Staff Dev			
	Mileage Reimbursement			
	Facilities Manager			
	Office Staff	350		
	<b>Administrative Total</b>	<b>27,370</b>	<b>27,506</b>	<b>24,965</b>
		<u>2025 Budget</u>	<u>2025 Actual</u>	<u>2026 Budget</u>
<i>E. Building &amp; Property</i>				
	Insurance	20,500	20,594	25,000
	Gas, Water & Sewer	7,500	6,744	7,500
	Water Runoff Surcharge	5,200	5,352	5,700
	Electricity	12,000	10,620	10,750
	Maintenance & Repairs	17,000	21,684	17,000
	Cleaning Services	14,000	10,830	11,500
	Custodian Supplies	2,000	4,127	3,500
	<b>Building &amp; Property Total</b>	<b>78,200</b>	<b>79,950</b>	<b>80,950</b>
<i>F. Other</i>				
	Depreciation	1,937	1,937	
	Operating Reserve or other designation			
	<b>Other Total</b>	<b>1,937</b>	<b>1,937</b>	<b>-</b>
	<b>TOTAL EXPENDITURES</b>	<b>484,500</b>	<b>466,772</b>	<b>480,505</b>
	<b>GAIN/LOSS FOR 2025</b>	<b>(0)</b>	<b>(1,366)</b>	<b>(0)</b>

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## **PROPOSAL #1: EXTEND A LEASE TO GROWING LITTLE LOVES BEGINNING ON MARCH 1, 2026**

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Be it so moved that Lutheran Church of the Good Shepherd, through its congregational president, shall enter into a lease agreement with Growing Little Loves, for two rooms in its building, on an annual basis and as renewed.

- The space includes room 108 and room 112 with the small office space in-between
- The lease payment is \$500.00 per month
- This one-year lease automatically renews, unless either party gives the required notice of change or termination
- Proposed lease to commence on 03/01/2025
- Growing Little Loves will have 24-hour access to the leased rooms and rooms will be re-keyed
- Growing Little Loves may use other spaces, in and outside of the building, as needed and available. They will schedule through the office, follow LCGS building use policies and be responsible for needed event setup, take-down and clean-up
- No structural alterations are anticipated
- Growing Little Loves and LCGS will provide proof of appropriate insurance, which will remain on file in the church office
- This lease is based on a standard Minnesota commercial lease

## **PROPOSAL #2: AMEND CURRENT CONSTITUTION**

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This will be the second vote to amend the constitution with the first vote passing on Sunday, October 26, 2025. No amendments can be made to this proposal, per the constitution.

This proposed constitutional amendment will:

- incorporate the changes required by the ELCA's model constitution, dated August 2022
- remove the constitutional requirement to govern the congregation through a Vision Council and the four Leadership Teams. (Resource Development Team, Experiencing God, Reaching Out, and Nurturing Faith).
- change Council terms from 3 to 2 years

## **ELECTION OF THREE GOOD SHEPHERD MEMBERS FOR SYNOD ASSEMBLY**

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Good Shepherd needs to elect three members to be representatives to the upcoming Synod Assembly that will be held April 24-26, 2026 at Breezy Point Resort. This will be a bishop election year. Good Shepherd has budgeted to pay for the representatives' accommodations, food and travel. This is a great opportunity for members who want to learn more about the Church at large and how decisions are made. For the congregation, please be sure to election the people who would best represent the majority of Good Shepherd members at the assembly.

## EXPERIENCING GOD LEADERSHIP TEAM ~ EGLT ~

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The Experiencing God Leadership Team is charged in our vision statement with providing meaningful worship, fellowship and study. We are grateful for each person involved in our Worship ministries, - ushers, altar guild, communion assistants, liturgists, projectionists, singers, soloists and other musicians. We are especially grateful for all the help recording, uploading, and live streaming worship so it can be found on our website and YouTube page and can be accessed at any time.

Members of this team include Interim Pastor Lisa Flynn-Buchanan, Cantor Parker Hinnenkamp, Katie Rich, our Director of Faith Formation, Grace Monson, Julie Seidelmann, Amy Kaiser, Linda Susens, and Debbie Sanders. Our team is supported by volunteers and especially the office staff who work to keep everyone connected and informed. This was another year of change for us. We welcomed Parker Hinnenkamp to the position of Music Ministry December 1, 2024, so this was Cantor Parker's first full year to explore and develop his role for our congregation. We have enjoyed his brilliance at the organ, his work with the choir, his temple talks, his breadth of musical style at the piano, and the depth of faith he shares with us.

Our Lenten evening services were all held at 6pm, including Ash Wednesday, all the other Wednesday services, Maundy Thursday and Good Friday. Lenten services focused on prayer and each Wednesday we heard someone share about prayer in their own lives and then were blessed by a prayer practice that the confirmation students created for us. We used part of Holden Evening prayer and served communion with real bread. First Communion was celebrated on Maundy Thursday, April 17. On Easter Sunday we had a Sunrise service, and our 9:30am service which included brass musicians. On May 18 the children's choir from Immanuel Lutheran church in Eden Prairie again provided music for worship. They have been doing this for several years. This choir comes to Duluth as a special end of the year reward trip. We had an outdoor worship service on July 20. In August we began inviting people to volunteer for the various worship helper roles each Sunday morning using a whiteboard with job titles. People can sign up for reading, prayers, various usher duties, or to serve communion. We did this to allow more folks, and even children, to be involved in helping with worship. The altar guild and the projection scheduling is still done in advance. For Fall stewardship, Joel Abenth helped develop 10-minute videos of various members telling "Why I love my Church". Confirmation Sunday was Oct. 12. On November 16 Craig Sanders gave the message. For the past three years, he had been writing an overview of the four Scripture readings assigned for each Sunday of the church year - the lectionary - along with some historical and background information and was now ending that project, having completed the three-year cycle. Confirmation youth again decorated the Sanctuary for Advent. We appreciated the help, the energy and the fun of having young people there! Sunday School program was Dec. 14.

On Christmas Eve we had three services, 2:30pm, 4:30pm and 9pm. Thanks to Mark Monson, we had the brass play for the 2:30 and 4:30pm services. We did not have a Christmas Day service this year. Sunday, December 28 was Lessons and Carols put together by Cantor Parker.

We truly appreciate all the help and support from so many in our congregation and we thank God for the wisdom and leadership of our Pastors and staff. We feel blessed to have Pastor Lisa, Katie Rich, and Cantor Parker who bring such depth of Spirit and Worship to our congregation. We are excited to see where God leads this family of faith

## **HUMAN RESOURCES COMMITTEE**

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The purpose of the Human Resource Committee is to provide direction and decision making concerning personnel policies compensation and benefits, legal compliance, and personnel performance management.

During the past year the committee has reviewed job descriptions, made salary recommendations, helped to hire a Director Of Music Ministry and worked to assure compliance with new state leave laws. As indicated above most of the work of the committee is ongoing. We look forward to helping to bring a new pastor on board and working with the new pastor.

Respectfully submitted on behalf of the committee,  
Frank Wanner. Chair

## **RESOURCE DEVELOPMENT TEAM**

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The RTD coordinates the work of the Leadership Committees, identifies new sources of funding, reviews the proposed budget, reviews the membership roster and approves non-budgeted expenses under \$1000.

This year the RTD completed the roster review and approved expenses as well as recommended an expenditure for our grounds.

The group has only had 3 meetings as we proceed through our church transition and the role of the RTD is redefined.

Respectfully submitted.  
Frank Wanner, chair

## **HUNGER INTEREST COMMITTEE**

---

In order to fully see our future, we spend time reviewing our past. This year I joined the thousands of people trying to clarify the many (often anxiety producing) issues in our country. Dealing with Hunger needs both locally and globally highlights our goals and activities.

Our thoughts and goals continue to guide our activities. Our small team of members plan our campaigns to help meet needs. Good Shepherd is filled with generous members who respond to our recognition of many big ongoing issues related to word wide needs.

My thank to team members (Brian, Marcia, Sulo, Marge and Amy) who guide our yearly reminders and support ongoing campaigns. Watch for those opportunities to reach out. Gratitude to Katie and our young members who support our community programs.

Blessing to all,  
Linda Susens, Chair

## NURTURING FAITH LEADERSHIP TEAM

~ NFLT ~

---

We are trying new things in Nurturing Faith here at Good Shepherd! Starting with a restructuring of how we do Sunday School. Instead of dividing into “classrooms” for Sunday School, we have been experimenting with “free choice stations” for kids to play and learn, at their own pace and following their own interest and creativity. We begin at 8:45 am by reading a Bible Story. (We still like to watch a video from the Whirl Sunday School Curriculum by Sparkhouse, Augsburg Fortress Publishing.) And then, each week, we offer four different stations:

- Construction Zone (usually a lego challenge / building option)
- Sensory Play (anything that intentionally engages one of our five senses)
- Story Corner (think dramatic play, or a book recommendation for this week)
- Creative Corner (arts and crafts option)

The activity in each station connects back to that day’s Bible Story. For example:

- When we learned the story of the lost sheep, kids built sheep pens and habitats out of Lincoln logs in the Construction Zone
- When we learned the story of the parable of the House on a Rock, kids played with kinetic sand in Sensory Play
- When we learned the story of the early believers sharing, kids made puppets to put on a puppet show together in the Story Corner
- When we started getting ready for the Christmas Program, kids decorated a collaborative cardboard stable and star in the Creative Corner

So far, this change has been bright, beautiful and positive – we are hearing great things from kids, parents (and Katie!) This restructuring of Sunday School also inspired a change in our Confirmation Program. This fall, we started experimenting with “choose your Small Group” activity. For example:

- Go outside and meet around a campfire
- Play gaga ball
- Assemble trail mix for the Laundry Love Bake Sale
- Meet with Pastor Lisa and “ask anything...”
- And more!

*A huge thank you to Sunday School kids and Confirmation students: for your playfulness and creativity*

*A huge thank you to parents – for jumping in to help in new ways*

*And a huge thank you to the whole congregation – for your ongoing support,  
even (and especially) as we try new things!*

Faith formation for children and youth continues to be impacted by the impacts of the Covid pandemic. However, the province of Nurturing Faith also includes faith formation at the many stages of the adult experience. Nurturing Faith looks forward to reviewing the many adult faith formation activities already present at LCGS and determining how best to support them, as well as identifying underserved populations and how best to program to each.

Sincerely,

The Nurturing Faith Leadership Team



Camp Hiawatha • Camp Vermilion

325 N 45th Ave East, Duluth, MN 55804 218-481-9080 800-331-5148 [vlm@VLMcamps.org](mailto:vlm@VLMcamps.org) [www.VLMcamps.org](http://www.VLMcamps.org)

Voyageurs Lutheran Ministry provides opportunities for Christ-centered spiritual growth, leadership development, and outreach in God's great northwoods!

**Dear Good Shepherd-Duluth,**

As I step into the role of Acting Executive Director, I want to start by saying a huge Thank You for the trust you're putting in me and Voyageurs Lutheran Ministry during this time of transition. It is an honor to continue to be part of this community filled with generosity and a shared commitment to providing meaningful experiences for people of all ages.

Reflecting on 2025, I'm proud of what we accomplished together. Our camps were filled with energy and laughter, all centered around our theme, "God's Word Comes Near." Campers, families, volunteers, alumni, and staff created truly special spaces—from quiet moments of reflection to the joyful chaos of games, group activities, and just hanging out. Our retreat facilities were popular again, and the dedicated financial support from all of you helped us strengthen our programs and take great care of our beautiful sites. We continued building a resilient ministry, full of hope and focused on what truly matters.

Looking ahead to 2026, I'm incredibly excited about the possibilities. This coming year is a chance for us to grow, adapt, and discern about how Camp Hiawatha and Camp Vermilion can continue to be life-changing spots for everyone who visits. Our focus will be on making our hospitality even better, fully supporting our dedicated staff, continuing essential site upkeep, and expanding our offerings to meet the needs of today's families, youth, and community groups. We look forward to nurturing environments where everyone feels welcome, connected to nature, and strengthened by the relationships forged around the campfire.

We'll share a more detailed updates in early 2026 with our annual report and at our annual meeting. I'm ready to jump into this next chapter with you—to listen, learn, and lead alongside a community that genuinely cares.

Thank you for your ongoing support and partnership. Your generosity is what makes every meal shared, every trail walked, and every moment of connection at camp possible.

Here's to a fantastic year ahead, filled with growth, connection, and shared optimism!

**With gratitude,**

**Jamie Szamatula,**

Acting Executive Director  
Voyageurs Lutheran Ministry

**2025 Annual Meeting agenda Highlights** – We will be meeting on February 21st at Messiah Lutheran Church in Mt. Iron, MN. Please visit [www.VLMcamps.org](http://www.VLMcamps.org) and follow the link to the Annual Meeting. The page shares the Annual Report documents. Delegates need to be present in Mt. Iron to vote. Documents will be uploaded by February 6<sup>th</sup> on the annual meeting webpage.



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**LUTHERAN CHURCH OF THE GOOD SHEPHERD**  
**ENDOWMENT FUND**  
**STATEMENT OF REVENUE, EXPENSES AND CHANGES IN FUND BALANCE**  
**FOR THE PERIOD ENDING 12/31/25**

	<b>Revenues</b>	<b>2025</b>
Gifts		2,010.00
US Treasury Interest		11,508.50
North Shore Investments - Interest		2,315.83
Accrued Interest		1,792.37
Accrued Interest		(1,792.37)
North Shore Dividend Income		33,618.18
North Shore Investments - Mutual Fund		0.00
North Shore LT Gain L Distributions		18,678.74
In-Kind Contributions		10,125.79
Unrealized Gain/(Loss) - Chg in Market Value		20,353.63
Realized Gain/(Loss)		86,199.59
Cost Adjustments		(373.27)
Dividend Adjustments		0.00
Dividend Disbursement		0.00
Receipt (refund of pledge fully funded in 2024)		10,000.00
Total Income		194,436.99
<b>Expenses</b>		
North Shore Fees		9,112.49
Professional Fees - Accounting		500.00
Gift of Stock - Pass Through to LCGS		9,993.37
Other Fees, Expenses, Adjustments, Disbursements		625.00
LCGS - Garden Landscaping		2,000.00
VLM		3,000.00
St. Louis River Experience		1,000.00
Pastor Taryn Montgomery - ECRF Training		1,500.00
Second Harvest Northland - Food Match		10,000.00
CHUM - Rhubarb Festival		1,500.00
CHUM - Food Match		2,500.00
LSS - Duluth Crisis Center Building Pledge		10,000.00
PAVSA		2,500.00
Katie Rich - Sabbatical Support		1,500.00
Christos Spiritual Formation - Katie Rich		3,100.00
LCGS - Laundry Love		3,000.00
Kid's Closet		1,000.00
Lake Superior Youth Chorus		2,000.00
ELCA Good Gifts		3,000.00
Salvation Army - Food Match		5,000.00
Victory Fund Chorus		1,000.00
Union Gospel Mission		2,500.00
Boys & Girls Club of the Northland		3,000.00
Life House		3,000.00
Damiano Center		2,500.00
Safe Haven Shelter		2,500.00
Reconciling Works		1,000.00
First Witness Child Advocacy Center - Building Pledge		10,000.00
Total Expense		98,330.86
<b>Excess of Revenues over Expenses</b>		<b>96,106.13</b>
Fund Balance Beginning of Year		1,669,934.00
Excess of Revenues over Expenses		96,106.13
Fund Balance End of Period		1,766,040.13

**LUTHERAN CHURCH OF THE GOOD SHEPHERD  
ENDOWMENT FUND  
BALANCE SHEET**

<b>Assets</b>	12/31/25
North Shore Bank Investment	\$1,766,040.13
<b>Total Assets</b>	<u>\$1,766,040.13</u>

Fund Balance Beginning of Year	\$1,669,934.00
Excess of Revenues over Expenses	<u>\$96,106.13</u>
<b>Fund Balance End of Period</b>	<u><u>\$1,766,040.13</u></u>

**LUTHERAN CHURCH OF THE GOOD SHEPHERD ENDOWMENT FUND ANNUAL  
REPORT**

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The Lutheran Church of the Good Shepherd Endowment Fund experienced continued growth in 2025. Under the guidance and management of the North Shore Bank Trust Department, the Endowment Fund showed positive growth in 2025 (details available in the Endowment Fund financial report). The Endowment Fund distributed nearly \$70,000 in 2025 (details available in the financial report). Funds were given in the broad areas of Congregational Development, Mission Outreach and Scholarship. I would like to thank all of the Endowment Fund Board members – Joe Johnson, Jill Kaiser, Elizabeth Lundgren, Rosie Loeffler-Kemp and Church Council members Craig Buresh and Cindi Venberg – for their hard work and commitment to the Endowment Fund.

Respectfully submitted,  
Tom Seidelmann, President

## FUNDS CONTRIBUTED BY OR FOR INDIVIDUALS OR ESTATES

Allen, M/M Russ	Fyhrie, Lam*	Johnson, Richard*
Allen, Russ*	Gabrielson, Ann*	Johnson, Richard D.*
Amundson, Audrey*	Gabrielson, Julia Estate	Johnson, M/M Ronald
Amundson, M/M James	Gardner, Bea*	Jordahl, Dorance*
Amundson, James*	Garnett, Donald	Kaiser, Tony*
Amundson, Jim*	Garnett, Barbara	Kangas, M/M Sulo
Anderson, D.	Gessner, James	Kelly, M/M John
Anderson, Goldie Estate	Glewwe, Cora*	King, M/M Rodney
Anderson, John*	Graff, Sophie*	Kirtland, Marlyce
Anderson, Karen	Grandell, Gustave*	Klobuchar, Harry*
Anderson, Ken*	Grimwood, Arlene	Klopp, Albert*
Anderson, Pamela*	Grytdahl, June*	Klopp, Doris*
Anderson, Robert C.	Gustad, M/M Paul	Klopp, M/M Albert
Anonymous	Gustafson, Bill*	Klopp, M/M Michael
Baker, Eleanor P.*	Gustafson, Bob*	Knorr, Velva*
Bakke, Ruth	Gustafson, Tom*	Koppang, Edna*
Bellamy, Arlyne*	Guttormsson, Steve*	Kovala, Elsie*
Berdahl, Juel*	Halgren, M/M Bert*	Kovala, Kurt*
Berdahl, Virginia*	Halgren, Robert*	Kovala, Nancy
Bergland, Agnes	Halgren, Kathy	Kovala, Sally
Berglund, Agnes*	Halgren, Regis & Dtrs.	Kovala, William*
Blix, John*	Halgren, Regis T.	Kovala, M/M William
Bloomquist, Dennis*	Hanger, Anna	Krause, Winnie*
Boman, Peter*	Hanson, Agnes*	Krueth, Dennis*
Bonderson, M/M Ed	Hanson, Douglas*	Krueth, M/M D.
Borkhuis, George*	Hanson, Elaine	Landstrom, Charlie*
Bowe, M/M John	Hanson, George*	Langsjoen, D/M Odin
Bowe, Jack*	Hanson, Howard*	Langsjoen, Dr. Odin*
Brown, Sally	Hanson, M/M George	LeClair, M/M Wm
Buchanan, Bob*	Hanson, M/M Howard	Lee, Bob*
Bursch, Alice*	Heady, Willis*	Lee, M/M Bob
Bushey, M/M Lawrence	Heady, M/M Willis	Lemenager, M/M Ron
Cardiff, Heidi*	Hed, Artelle*	Leppanen, Sandy
Carlson, Corrine*	Hed, John*	Linden, M/M Lawrence
Carlson, Marion*	Hed, M/M John	Loken, Carol
Cayemberg, Nancy	Hedenberg, M/M John	Loken, Matt*
Cheple, Dorothy*	Hedman, Cliff*	Lund, Joyce*
Cheple, Lewis	Hedman, Ethel*	Lundberg, Edward*
Coole, Mildred	Helmen, Shirley'	Lundberg, Ila
Craig, Jo	Hendrickson, Harry*	Lundberg, Pat*
Dahl, Rosella*	Hendrickson, Ida*	Lundberg, Russ*
Daugaard, Delores	Hilding, Inez*	Lundstrom, M/M G.
Daugaard, Thomas	Hoekstra, Clifford	Lundstrom, Carol*
DeFranco Family	Hoekstra, Marjorie*	Lundstrom, Gordon*
Dexter, M/M John	Holm, Carol and Don	L.C.G.S.
Dexter, John *	Humphrey, Lillian	Madson, Gordon*
Dutkowski, Adele*	Huston, M/M Richard	Madson, M/M Gordon
Dohlin, Forest*	Huston, Richard*	Maine, Ken*
Dolin, Joyce*	Jenson, Bradley C.	McClockin, Bob*
Edstrom, Barbara*	Johnson, Althea*	Midtling, Mary*
Edstrom, Lempi*	Johnson, Clarence R.*	Moland, M/M Daniel
Edstrom, Selem*	Johnson, M/M Dan	Monson, John*
Edstrom, M/M Donald	Johnson, Dorothy*	Morris, M/M Richard
Einutis, Mae*	Johnson, Elsie*	Muckala, Howard*
Fenrin, M/M John	Johnson, M/M Larry	Munson, Helen*
Fleck, M/M W.	Johnson, M/M Jean	Munson, M/M Roger
Fox, Darla	Johnson, Joseph B.*	Myles, Julie
Franz, Robert*	Johnson, Joseph B.	Nelson, Ellen*
Franz, Judith	Johnson, Kay*	Nelson, Nan
Freimuth, Else	Johnson, Norman*	Nelson, M/M N. Berger
Frielund, Gladys*	Johnson, M/M Norman	Nelson, O. Walter
Frielund, Rich*	Johnson, Olga*	Nelson, Ted*
		Nelson, M/M

## FUNDS CONTRIBUTED BY OR FOR INDIVIDUALS OR ESTATES

Ted	Skoog, M/M Richard
Nervick, Fred*	Smolnikar, Cathy*
Nesgoda, Ramona*	Somrock, Karen
Nylen, Peter*	Somrock, Louis*
Nys, M/M John	Somrock, M/M L.
Oberg, Bill*	Staffon, Carl*
Oberg, George*	Staffon, LaVonne*
Oberg, M/M Carl	Staffon, M/M C.
Oberg, M/M George	Stark, Anna*
Oberg, Josephine*	Stark, Anna
Ogren, M/M Vernon	Stark, John*
Olson, Arlene*	Sternal, Dagmar
Olson, M/M Brad	Sternal, Dagmar*
Olson, M/M Donald	Strom, Ethel*
Olson, Florence*	Strom, Howard
Olson, M/M Glenn*	Stuart, Jean
Olson, M/M Glenn	Sundeen, Melvin*
Olson, Laura D	Swanson, Carl*
Olson, Lorraine*	Swanum, Lorraine*
Olson, M/M Richard	Swenson, Arnold*
Olson, Roy*	Swenson, M/M Richard
Organ, Hazel	Terry, James*
Organ, Hazel*	Thorene, Mary*
Page, M/M Wm.	Toppson, Bill
Palmer, M/M William	Toppson, Helen*
Paulson, Christine*	Tyron, Roger*
Paulson, Robert*	Tyron, Ruth
Pearson, Astrid*	Turner, Evelyn Estate
Peterson, M/M George	Venberg, M/M Lowell
Peterson, James*	Wall, Marilyn*
Peterson, Kathryn	Welander, Hildur*
Peterson, Mary*	Wellberg, Jay*
Peterson, M/M Robert	Wellington, Alva*
Peterson, M/M Willard	Wellington, Pastor*
Poulter, Larry*	Wilkinson, Dr. Charles*
Poulter, Peggy*	Wilkinson, Marilyn
Ramsey, Karen	Wilson, Shirley*
Ranum, M/M Roy Jr.	Wilson, Shirley
Rebekah Circle	
Robinson, Ruth*	<b>*In Memory/Honor Of</b>
Roed, John*	
Rud, Herb*	
Rud, M/M Herbert	
Russell, M/M Joseph	
Salmi, Stanley	
Sands, Christopher	
Sandstrom, Lois	
Sandstrom, Lois*	
Sandy, Joan*	
Schafer, Ed*	
Schafer, Donna	
Scott, Sandra	
Seidelmann, D/M Tom	
Sell, Albert	
Semerau, Marcia	
Semerau, Phil*	
Semerau, M/M Phil	
Seward, M/M Frank	
Siefert, M/M Dick	
Silverberg, Elsie	
Skafte, Marjorie	
Skoog, Kathy	

Lutheran Church of the Good Shepherd  
SAMPLE BALLOT  
Annual Meeting—February 1, 2026

VISION COUNCIL MEMBERS

**Vote for four (4) - for two year term positions**

_____	Lara Ahrens
_____	Amy Kaiser
_____	Anna Quanbeck
_____	Frank Wanner
_____	_____

NOMINATING COMMITTEE

**Vote for four (4) - for two year term positions**

_____	Tricia Menz*
_____	Mike Klopp*
_____	Karen Pagel-Guerndt*
_____	Sulo Kangas

ENDOWMENT FUND BOARD OF DIRECTORS

**Vote for one (1) - for a five year term position**

_____	Tom Seidelmann*
_____	_____

SYNOD ASSEMBLY REPRESENTATIVES

**Vote for Two (2)**

_____	Grace Monson
_____	Mark Monson

*\* Indicates incumbent*