

Church of the Good Shepherd



Annual Report 2022

On Sunday, January 23, 2022, The Church of the Good Shepherd held an Annual meeting in-person and online, in accordance with the Church By-Laws, Section 3.

CHURCH BY-LAWS

Section 3 Annual Meeting. There shall be an annual meeting of the members of the Church within sixty (60) days after the Feast of the Epiphany (Jan. 6) in each year on such a date as shall be determined by the Vestry.

2022 ANNUAL MEETING THE CHURCH OF THE GOOD SHEPHERD ATTENDANCE AND VOTES

Total Members Present	66
Members Present In-Person	31
Members Present Online	35
Approve the Slate	41
Abstain	2
Do Not Approve the Slate	0

THE CHURCH OF THE GOOD SHEPHERD VESTRY

Tina Thomas, *Senior Warden (2023)*

Bill Baker, *Junior Warden, Buildings and Grounds (2023)*

Bill Nesbitt, *Treasurer/Finance (2024)*

Grace Belkot **(2025)**

Cynthia Fraser, *Registrar (2023)*

Mary Ellen Gervais, *Outreach (2024)*

Harry C. Gormley, Jr., *Stewardship (2023)*

Jill Hanson, *Children, Youth, Family (2024)*

Brooke Riegel, *Community Partnerships (2023)*

Marge Rodgers, *Personnel (2024)*

Barry Rollins, *Outreach (2024)*

Charles Warren **(2025)**

Rector Report



“Are we there yet?”

How many times and in how many circumstances have you heard or asked this question? In the car. On a hike. Or in the second year of a pandemic that overturns and interrupts our lives in ways surprising and tragic.

In that context, it most often prompts a backward glance. By “there,” we mean “normal,” or what we know as the familiar routines and patterns of my life. Am I able to get back to what “was” and just be finished with the reality of what is?

Jesus is direct and explicit when confronted with this line of questioning. Halfway through Luke’s gospel, he “sets his face towards Jerusalem” (9:51). He goes on to tell a would-be follower, “no one who puts his hand to the plow and looks back is fit for the kingdom of God” (9:62). And when the terrified and amazed women find an empty tomb, the angel reminds them, “he has gone ahead of you.” (Matthew 28:7)

This year is the first Annual Meeting held in January, a change made by the Vestry and approved last year by the congregation to help us live into the gospel pattern of looking ahead. It is a gathering to give thanks for the work we have done and the people who have led us in that work so that we can ask, what’s next? Where is the good shepherd calling us to follow? Where has Jesus turned his face encouraging us to do the same? Where is the proverbial plow that might guide us in the soil we till and the seeds we plant, knowing that “God gives the growth.” (1 Cor 3:7)?

The reports of these pages name how we are moving forward. Church on Sunday mornings is not what it was. How do we frame our understanding of that? Do we see it as a negative, fewer people and less pledging? Or do we give thanks for who we are today, trusting that God gives the growth? Growth in the depth of our relationships and the possibilities that can bloom from the mustard seeds of faith.

We are moving forward in Outreach. We have strong outreach partners and the depth of our relationships has grown. This enables us to boldly answer the challenging call of the Resolution on Reparations passed by our Diocese in 2020. A call to give financially to that fund, which we did, and do our work on justice and equity in our time and place, which we do. A key takeaway of many in our congregation through the “Sacred Ground” series last year was that reparative justice is needed now and moving forward. Will we look ahead, come together, for the hard conversations about how we are called to repair the breach and restore the streets we live in? (Isaiah 58:12)

I continue to be grateful and amazed by the blessings of our faith community. A strong community of people who are there for one another in times of grief and joy. A loving community that supports a thriving preschool and kindergarten, despite the ongoing challenges a school faces right now. An Outreach committee worked to bring lunch to over a hundred staff at two hospitals last week to say, “Thank you!”

In the gospel this Sunday, we heard Jesus proclaim, “Today, this scripture has been fulfilled in your hearing.” (Lk 4:21) The coming of the dream of God is a forward-looking reality we are working towards and waiting for. It is not a question of “are we there yet” so much as it is always the offering of, “Here I am, Lord, send me.” (Isaiah 6:8).

Senior Warden Report



“Patience is not the ability to wait but the ability to keep a good attitude while waiting.” – Joyce Meyer

Grit has been defined as strength of character, perseverance, and passion for long-term goals.

G. R. I. T. Guts, Resilience, Initiative, Tenacity

I am starting my annual report with the above quotation, definition, and acronym. You might remember my theme last May was flexibility and ingenuity.

As Arianne mentioned, I will be staying on another year as Senior Warden. This will take patience and grit on my part. But, as I have mentioned many times to many people, I have received more than

I have given in this role and if you ever have the opportunity to serve this church and community in any capacity, I highly recommend it. Yes, there are a lot of meetings. Yes, there is always problem solving. Yes, it takes time away from other things. However, the time that I have committed to serving as senior warden has taught me so much about friendship, fellowship and faith. The three F's! HA....That may just have to be the new tagline for 2022.

THANKS

Thanks to Kim Chalmers for her GRIT! She has served this church in so many ways and so tirelessly it is amazing. She always answers my calls, questions and has the answer every time in NO TIME AT ALL!

Thanks to Lauren Rohrs Salah for keeping the lines of communication open and ongoing. Without the bulletin, the weekly updates, the online presence, especially during the pandemic, we would have felt even more separated from our church.

Thanks to Robert Woodard, who greets everyone with a smile on Sundays!

Thanks to Wim Cassard, Kate Knott, and John Horine and whomever else is behind the OZ curtain in the room off the church. Live Streaming has been a godsend for all of us at some point during the pandemic.

Thanks to Cynthia Frasier, who has been our Registrar since I signed on and has agreed to stay for not one but two more years.

Thanks to the Altar Guild. Julie Minch and Christie Root are instrumental in making sure the altar looks so beautiful week after week. Please consider helping them some Saturday or Sunday!

Thanks to Kevin King, Jane Miller, John Bonn, and the choir for bringing joyful noise to our Sunday services.

Thanks to Arianne! GOD BLESS Arianne because she has had more patience and grit than you will ever know. Her sermons rock. She keeps meetings on time. She is a friend when you need one.

Thanks to our vestry members, Missy Adams, Liza Ebeling, and Rebecca Williams who have served 3 plus years and are stepping down. They have all contributed in so many ways and we were so lucky to have their expertise, humor and energy.

Thanks to Sarah Lemon, Director of the GSS. Sarah and her team have not only kept Good Shepherd School running through pandemic, but increased in size and are able to provide an incredible education for children ages 2-5. Please make sure your friends and families know about the gem we have right here on our beautiful campus.

WELCOME

I am very excited to welcome Grace Belkot and Charlie Warren to the vestry and am looking forward to seeing what their knowledge, passion and expertise bring to the church. Please make sure you read their bios in the Newsletter to get to know them better.

MOVING AHEAD

As I see it, the challenges that lay ahead include Stewardship, Buildings and Grounds, and discovering what our Church and School look like in the coming years.

Stewardship – We have seen a decline in pledging over the past few years. We have tried to adjust the annual goals and while we have managed to meet the budget thanks to extraordinary gifts and unexpected windfalls, this may not always be the case and we may find a year where we do not meet our budgetary needs. Please consider pledging early and annually so that we can plan accordingly.

Buildings and Grounds—I will defer to our Junior Warden, Bill Baker, who seamlessly picked up the baton when Harry Andrews passed it off. First to Harry. We have not properly thanked Harry for his years of tireless service to keeping everything B & G related running. Harry was instrumental in getting two halves of the church rooved and a furnace replaced and myriad of other improvements to our church. Bill Baker never missed a beat. Under his watch, the entire Chapel ceiling was refinished. He has more to do and please thank him for keeping watch on our campus.

School—Arianne and Sarah Lemon have worked closely together in the last few years to forge a new relationship between the church and the school. Our vestry and the school board met with Ann Mellow ([NAES](#)) last June to reinforce the relationship. We will continue to investigate ways to make this bond stronger. Ann will be attending our Vestry Retreat in late February and we are all excited to be with her again. She is thoughtful, knowledgeable and very entertaining.

I guess you are stuck with me another year. I look forward to calling each and every one of you to check in and see how you are doing in the next few months.

- Tina Thomas, *Senior Warden (2023)*

Jr. Warden's Buildings and Grounds Report



My first year serving as Jr. Warden has been filled with numerous projects and measures to keep the buildings and grounds in good shape.

We have converted the Library to a combined space for both meetings and the library. Modular furniture has been instated and a large screen monitor. The former “rug room” is now the choir room and the former choir room is now used by the school for a kindergarten.

The ceiling in the nave has been repaired that was damaged prior to the new roof installation. A large beam was noticed to have an extensive crack and a structural engineer is submitting a report recommending a secure fix. The bell tower suffered a leak, which has not reappeared but was inspected and further action may be required. New air cleaners have been installed in the foyer and library/meeting room. The Rectory driveway was noticed to have a crumbling base that was completely repaired.

There remain a number of projects

- Bill Baker

Outreach Report



During these strange, uncertain pandemic times, it has been a joy to reach out and serve those in need and remain connected with one another through outreach. The Outreach Committee is comprised of Missy Adams, John Bonn, Wim Cassard, Cynthia Fraser, Mary Ellen Gervais, Ellen Hoitsma, Margie Long, Stephanie Bartal Lubitz, Barry Rollins, Hillary Shaffer, Suzanne Whitney, the Rev. Arianne Rice, Mabeth Hudson (Chair). We meet the first Tuesday of each month from 6:00 to 7:00 pm (often over Zoom).

Though some parishioners may be unable to actively participate in outreach ministry, they have been with us in Spirit. Your annual stewardship donations enable us to help others through time, talent, and financial support. **Thank you!**

Here are highlights of our work to offer care, compassion, and practical assistance to our neighbors in need, near and far:

YOUTH & FAMILIES OF WEST BALTIMORE: SLYC (St. Luke's Youth Center)

SLYC is a collaborative of West Baltimore families working together with friends, neighbors, and partners to provide youth with critical resources, life-enriching experiences, and a safety-net of support. Good Shepherd is a lead collaborative partner, providing support for:

- Camp Imagination (summer camp) – volunteers and food
- Christmas Café & Christmas Gift Giving – volunteers, gifts, food
- After school tutoring – volunteers
- Organizational leadership – volunteers

To get involved with SLYC, contact Missy Adams or Stephanie Bartal Lubitz

RECONCILIATION AND REPARATIONS

Our partnership with SLYC and Sutton Scholars works to “repair the breach.” Reparations has been a central ministry of our Diocese, in 2020 passing Resolution 6 in support of a \$1M Diocesan fund towards the work of reparations and reconciliation. In 2021 we gave a portion of our Outreach budget in support of this fund and in support of Sutton Scholars. The Sacred Ground classes (20 parishioners) and the 2021 CoGS Lenten book supported the work and ministries of reconciliation and repairing the breach.

The Outreach Comm knows there are differing viewpoints on reparations and committing these funds could generate disagreements. We choose to be leaders on this issue, and not to act out of fear, but see this as an opportunity for education and deeper understanding of the topic.

EMERGENCY ASSISTANCE TO NEIGHBORS

ACTC (Assistance Center of Towson Churches). ACTC offers food, help with rent, and other services to our neighbors in need in Baltimore County and Baltimore City. Over the past year, we partnered with ACTC through neighborhood porch collections and the collection and distribution of Thanksgiving Bags. Several parishioners also volunteer at ACTC on a regular basis.

To get involved with ACTC, contact Barry Rollins or Suzanne Whitney.

MEDICAL CARE & SUPPORT (local and international)

We provided lunches to pandemic-weary healthcare workers at our neighboring hospitals of GBMC and St. Joseph's. Also, we made a financial donation to SEWA International to purchase oxygen for COVID patients in India.

EDUCATIONAL ENRICHMENT

We provided financial support to Sutton Scholars and the Claggett afterschool program.

In the upcoming year, we hope to lead our parish in exploring racial reconciliation and care for creation.

Please let one of us know if you want to get more involved. We welcome you!

- Mabeth Hudson, *Outreach Committee Chair*

Treasurer's Report



The overall financial position of the Church continues to be strong. As of 12/31/2021 our assets total \$2.99 million, with total current liabilities of \$101,000 – most of which is prepaid pledges for 2022. We began 2021 with a projected budget deficit \$82,000. However, because we did not hire any of the additional staff (as we planned), and because the Day School refunded \$59,000 of their cost share from 2020 to us in 2021, we ended the year with a surplus of approximately \$25,000. Despite this good news, our 2022 budget carries a projected deficit of \$135,000, due to the change in projected pledge income and higher expenses that will result from the hiring of much-needed staff.

We must try to ensure continued revenue flow while containing expenses for us to avoid dipping into our assets to cover operational budget shortfalls.

Budget/Stewardship – The 2022 budget was prepared by taking a realistic look at past spending trends while considering the impacts of the ongoing pandemic. In addition, we reduced the projected annual giving revenue by \$40,000 because we have fallen well short of our goal for the past several years. Annual giving/stewardship is what drives our operation. In order to grow our church, we must continue to focus on this. Continuing to operate in a deficit is not a sustainable model.

Pandemic Impacts – Although we are back to in-person worship, our revenue stream has been impacted (and will continue to be) by the reduced number of attendees on Sunday. In addition, we have incurred additional expense for the technical support and enhancement of our virtual worship setup.

Pending Capital Needs – We still have many large, expensive projects that need to be completed over the next few years to maintain the physical condition of our property. The roof still needs to be finished, the air conditioning system needs to be replaced and the kitchen needs updating. While we are blessed to have resources to support these projects, we do not want to deplete our investment resources without careful consideration.

I would like to thank Kim Chalmers for all her hard work in tracking and reporting the financials each month. I would also like to thank the members of the Finance Committee for their assistance and guidance.

– Bill Nesbitt, *Treasurer/Finance (2024)*

<p align="center">Statement of Revenues & Expenditures Operating Fund</p>
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Income	Actual 2021	Budget 2021	Budget 2022
Endowment Transfers			
Shepherds Fund Income Distribution	23,985	22,500	24,000
Disciples Fund	2,355	14,500	14,500
Botanical Fund	769	2,000	2,000
Transfer to Heritage Fund	-		
Total Endowment Transfers	27,109	39,000	40,500
Annual Giving	453,954	466,500	450,419
Extraordinary Gifts	10,000	-	-
Day School	116,961	55,000	55,000
Parish Hall & Room Rental	975	325	1,400
Columbarium	1,100	-	-
Designated, Flowers & Interest	6,778	3,000	1,000
Total Revenues	616,877	563,825	548,319
Compensation & Benefits	287,954	361,110	384,741
Facility Expense	165,091	142,158	143,340
Diocesan Allocation	65,620	65,620	75,142
Church Formation	440	2,450	2,450
Marketing & Communications	1,471	3,225	2,769
Fellowship & Hospitality	127	1,350	1,350
Mission/Outreach	40,321	40,000	40,000
Administration	29,434	28,050	31,881
Music, Acolytes & Altar Guild	1,624	1,800	1,800
Total Expenditures	592,083	645,763	683,472
Net Ordinary Income/(Deficit)	24,794	(81,938)	(135,154)

Altar Guild Report



Since our last report in May, we are still working with our new normal on Altar guild. A small group of dedicated Altar Guild members have been creating floral arrangements and taking care of the behind the scenes needs for services. We still often have one person come in to set up the Altar, and/or arrange flowers, and also for clean up after services. We have slowly graduated to allow more than one person to come in to work together (masked and socially distanced) which is wonderful!

We hope others will join this small group to help set up for services and/or create arrangements to adorn the altar. Men and women of all ages are encouraged to help.

- Julie Minch & Christie Root, *Altar Guild*

Micro-Loan Program Report

COVID 19 continues to impact economic activity in inner-city Baltimore and the Good Shepherd Micro-Loan Program. The payment obligations of our two active borrowers remain suspended because they have had to cease their business activities. We remain in active touch with their Champion, and we trust that these borrowers will resume payments when they are able to start up their businesses again.

During this difficult time we have continued to keep in touch with all of our Champions. We have also reached out to new potential Champions in the community as recently as December 2. They know that the program remains open for applications, and we trust that the resumption of normal economic activity will create the opportunity for new investment in the community.

To date the Good Shepherd Micro-Loan Program has issued 16 loans totaling an investment of \$51,250.00 in the community. We know that the Program has helped 9 small businesses and permitted the creation of 6 new jobs. No funds have been requested from Good Shepherd beyond the \$15,000.00 approved by the Vestry from the Disciples Fund over 6 years ago.

The Program had additional funds available for lending, and we would be glad to know of anyone who might be an appropriate candidate for a micro-loan.

Any questions about the Micro-Loan Program may be directed to the undersigned.

- Snowden Stanley and Bob Locke

State of School Report 2021-2022



The 2021-2022 School Year: Good Shepherd School has returned to its Pre-Covid enrollment of nearly 140 students. We are grateful for our GSS families who continue to refer their friends, families, neighbors and co-workers to Good Shepherd which accounts for our full programs. In September, we welcomed our youngest students back onto campus through our Adult/Child programs that were cancelled for the 2020-2021 school year. It is wonderful to have these 23 young families join us this year! Our Christmas programs were celebrated in the Parish Hall with delighted parents in attendance for a total of 7 separate programs over two days to comply with MSDE guidelines. We look forward to hosting all of our Spring Traditions including

Kindergarten Orioles Magic game, their Authors' Tea, the Extended Pre-Kindergarten Preakness race, their spring play and, of course, our End of Year Programs and Kindergarten Graduation. We have moved our Parents' Association Auction Night from February 5th to April 30th. We are hopeful we can come together at Good Shepherd School for an outdoor event with live and silent auctions, music, food and fun, to benefit GSS. Our Summer Camp planning is well underway and we expect a record number of campers for the 2022 Summertime Camp. As for next year, although it is only January, several of our programs are already full for the 2022-2023 school year so we are anticipating another strong year of enrollment at Good Shepherd.

Thank You to the Church: Thank you to Church of the Good Shepherd for graciously sharing your building space with us. Room 13, the Choir Room, is now home to our Kindergarten program which allowed us to accommodate all of our current families from the 2021-2022 school year. The new space for this very important program looks amazing with all new, up-to-date furniture, a new portable Smart Board, new chrome books, a new listening center and plenty of room for the leaders of our school to learn and play. This impressive space is the highlight of our school tours as prospective families begin to envision their child at GSS through the preschool and kindergarten years. Thank you to the Choir for making this possible by graciously moving their program to the new Choir Room off of the Parish Hall.

The church kindly supported our Adult/Toddler programs to return to GSS by allowing the programs to be held in rooms 14 & 15, the church nursery and conference room. This new space has been ideal for these families to enter through the beautiful church foyer for direct access to these rooms. The new church foyer monitor streams information regarding church services and activities highlighting the important church community that shares this space with the school.

A special thank you to Arianne who arranged for Ann Mellow, Associate Director of the National Episcopal Schools, to lead a workshop for our School Board and Vestry members in early September to learn more about our roles and responsibilities and how to work together as a united community for the health and well-being of both communities. Thank you to the Vestry for forging this new partnership with our School Board to create a stronger relationship between the two Boards that will help us support one another toward our common goals as part of our mission of the Church.

Thank you to Kim Chalmers: Thank you to Kim Chalmers for keeping the church and the school operating smoothly at all hours. Kim is tireless in her efforts to resolve any issues the school faces within the building and on the grounds. We are grateful for all she does to keep the school up and running safely for our families, our students and our staff.

Thank you to Our Teachers and Staff: Our dedicated team of 28 teachers and staff have never wavered, even after nearly two years of a pandemic, from their mission to provide an exceptional preschool and kindergarten experience for our families. They work far more than their contracted hours out of a love for what they do each day. The children in their care continue to thrive through the engaging, hands-on and play-based curriculum that they deliver daily in a nurturing and creative environment. This mission takes a lot of time, energy, patience and love which they bring in abundance to GSS every day. Two of our teachers, Alicia Connor and Peggy Utermohle, are celebrating their 30th year teaching at Good Shepherd with the average of 12 years at GSS for all teachers. The loyalty and dedication of our teachers to Good Shepherd School and their students plays a huge role in our families referring GSS to others, keeping Good Shepherd a sought-after preschool and kindergarten program.

Peggy Porter, our fabulous Office Manager, will be retiring after 12 years at GSS. Peggy's warm demeanor and great sense of humor will be sorely missed in the office next school year but we are thrilled she will be able to spend more time with her husband, Skip, and their puppy, Maeve. We will be creating a new Assistant Director position by merging the Office Manager responsibilities with some additional duties to share some of the increased workload required of the Director position in the last few years. I am excited to have an Assistant Director who can support GSS to continue to enhance our programs and provide technical advancement for the school operations and procedures.

While we continue to face challenges with Covid-19 and keeping classrooms open and our community members healthy, we are grateful for all we have been able to accomplish so far this year. We look forward to the impact of Covid-19 easing as we move into the second half of the school year with even greater hopes of returning to normal by next fall as we learn to live with the virus.

I am excited for all of the opportunities and possibilities that lie ahead for our Good Shepherd community and for our strong relationship with the church and school to continue to grow well into the future.

- Sarah Lemon, *Director of The Good Shepherd School*

Live Stream Worship

In response to COVID-19 restrictions, Good Shepherd has continued to offer live streamed worship services through YouTube.

Total Streamed Services: 55

Total Streamed Children's Chapels: 13

Total Views: 5,826

Subscribers: 157

Top Services:

March 21st—191

January 17th—171



Church of the Good Shepherd



Online Holy Eucharist

Baptisms and Funerals

Ten Baptisms

- Georgia Lillian Fitzpatrick
- Elizabeth Flanders Klein
- Colette Deanna Born
- Gwyneth Soleil Fischer
- Robert Joseph Fischer
- George Frederick Whitney
- Charles Patrick Enoch
- Molly Baugher
- Jack Thomas Rutherford
- Owen Daniel Rutherford

Twelve Funerals

- Barbara Hudson
- Eleanor Abell Owen
- Kathryn (Kitty) Stierhoff
- John (Jack) Duncan Moore
- Alice Hopkins Smith
- Dorsey Yearley
- Lou Whaley Hargrave
- Cathy McNally
- Ann Donley
- Charles H. Richter
- William Chapin Carson
- Marilyn Robertson Glauber

2021-2022 at Church of the Good Shepherd



