

NOVEMBER 2026
ANNUAL
CONGREGATIONAL REPORT

THE LUTHERAN CHURCH OF THE GOOD SHEPHERD
750 Greenfield Road • Lancaster, PA 17601
717-393-3958 • www.GoodShepherdLancaster.org

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VISION STATEMENT

The Lutheran Church of the Good Shepherd
is committed to living out the unconditional love
and radical hospitality of Jesus
in our WORSHIP,
in our SERVICE to the world,
and in OUR SHARED LIFE.

GUIDING PRINCIPLES

We value, respect, and engage people as children of God
expecting to encounter Christ in everyone we meet.

We care for one another as Christ cares for us
and seek to create relationships of love and support.

We believe all that we are, and all that we have,
are gifts that have been entrusted to us by God to be shared with others.

We seek to serve others following the example of Christ.

We encounter God in a way that forms and feeds us.

We forgive others as we have been forgiven.

We seek to be transformed through our relationship with Christ
so as to live as Christ's disciples in the world.

Adopted by the Congregation 12 May 2019

MINUTES ADDITIONAL ANNUAL MEETING ON MAY 3, 2026

Meeting Call to Order by Judy Lefever, President at 11:16 a.m.

Devotions were led by Pastor Scott Paradise.

Approval of Minutes of November 16, 2025, meeting.

Virginia Young made a motion to approve the minutes, which Kathy Good seconded, and the motion received unanimous approval.

Dave Musser made a motion to approve Council Nominees Anne Hohenwarter and Jacqui Kneeland. Charlotte Spinella seconded, with unanimous approval.

A motion was made to approve Synod Assembly Representatives Bob Walton, Kathy Saltzer, and Jacqui Kneeland, by Mike Young. It was seconded by Donna Wennerholt and approved unanimously.

Review of reports or additional comments:

RIC Team Chuck Book reported that the surveys have been reviewed. Anyone with questions or concerns can reach out to the RIC Team.

Feeding the Spirit: Denise White has been in communication with Food Hub; they have been a ServSafe-certified organization for 30 years, feeding and serving the homeless. Planning is in process for added services to the community at large – Volunteers are needed.

Bob Walton reviewed the Land Sale funds received and investments for future use.

A Charitable Gifts Fund has been set up, with members to be elected as monitors for future gift designations.

Donna Hartman made a motion to Adjourn and was seconded by Deb McClain and was approved unanimously. Meeting adjourned at 11:31 a.m.

Next Meeting
November 15, 2026 @ 11:00 a.m.

Respectfully submitted,
Barb Kurtz, Secretary

REPORT OF THE PASTOR

REV. SCOTT PARADISE

One of the things I work on in my spare time is learning Spanish. Technology allows me to meet weekly with a teacher (in New York) and a conversation partner (in Guatemala City). Learning a language is challenging when you are fifty-plus years old, but I like to think I work hard at it and even see some benefits for this congregation's ministry. For example, I recently helped clarify a turkey box request from a Spanish-speaking Greenfield neighbor, helped a person who stopped at the church looking for directions, and visited a friend of the congregation who spoke more Spanish than English who was hospitalized. These were opportunities for different people to bring their particular gifts together and help our neighbors experience Good Shepherd as a welcoming and caring community. This is part of why I love being a pastor and especially love being the pastor of the Lutheran Church of the Good Shepherd. (Plus, I didn't embarrass myself and like to think I was helpful!)

These experiences also teach me at least two things. One is that the circumstances in which we do God's work are constantly changing, and sometimes present us with challenges we haven't encountered before. The other is that what the challenges invite us to do is make small steps with intention, purpose, and love—and that we can do those things because Christ is with us.

What also stands out for me from the stories I shared is that the work was not mine alone. In each of the cases, the connection was made by others. Ministry is rarely something we do alone. Often, one person makes a connection, another offers a particular gift, and together something meaningful happens. For me, that is what makes a congregation's annual report a compelling read. The ministry activities described here are more than mere reporting. They are celebrations of the work that we do together.

The Holy Spirit nurtures this work every Sunday, when we gather to worship, celebrate the gifts of music and the arts, nurture faith, care for one another, and find ways to serve our neighbors. Much of this happens because people quietly and generously share their time, talents, and financial resources with intention, purpose, and love.

The President's Report that follows gives us an honest picture of some of the financial and organizational challenges before us. Those challenges are real, but they are only part of the story. We also have much to celebrate. We have much to look forward to. I hope we will approach the coming year not simply by asking what the Lutheran Church of the Good Shepherd needs from us, but also by considering what we can accomplish together as we live out the unconditional love and radical hospitality of Jesus.

¡Vivan como hijos de la luz!

Pastor Scott Paradise

REPORT OF THE CONGREGATION COUNCIL PRESIDENT

JUDY LEFEVER

2027 BUDGET NOTES

After carefully reviewing expenses and considering budget requests from our various small groups and committees, the Finance Committee has prepared a proposed budget for 2027 for the congregation's approval.

Several expenses have increased significantly, including medical and property insurance, as well as natural gas. All salaries have been increased by the Synod-recommended minimum of 3.5%. Despite these increases, the proposed budget for 2027 represents an overall increase of just 1.5% over the current year's budget.

It is important to understand that this proposed budget is both **frugal and ambitious**. All figures in the notes below have been rounded for ease of reading.

Giving and Budget Sustainability

The proposed budget is ambitious when compared with our regular giving over the past year. According to our Financial Secretary, contributions received from September 1, 2025, through August 31, 2026, totaled approximately $305,000. In addition, $22,000 in endowment earnings was used to support the budget, bringing our total regular giving and endowment support to approximately $327,000 during that twelve-month period.

With a proposed budget of approximately $410,000, there is a significant gap between our anticipated expenses and our regular sources of income. For Good Shepherd to remain financially healthy and sustainable, our income needs to keep pace with our expenses.

Addressing this challenge is not the responsibility of one individual or even the Congregation Council alone. It requires the commitment and participation of our entire congregation. Each group and committee that submitted a budget request for 2027 is encouraged to prayerfully consider whether its proposed expenses are truly necessary. Likewise, each of us is encouraged to prayerfully consider how we might increase our financial support of Good Shepherd and its ministry.

Bequests and Building Expenses in 2026

You may be wondering how we managed our finances in 2026 despite the difference between our regular income and budgeted expenses. We were blessed to receive generous bequests from members of our congregation who have gone to their eternal rest. We give thanks for their generosity and for the lasting legacy their gifts have provided to Good Shepherd.

In 2026, we received approximately $750,000 in bequest income. A portion of these funds was used to address repairs and improvements to our aging church building. The remaining funds were placed into designated funds to help meet future building maintenance needs and special projects.

Some of the significant expenses not included in the original budget for 2026 were:

- Fascia replacement on the second floor: approximately $200,000
- New windows on the front and parking lot sides of the building, helping improve energy efficiency: approximately $30,000
- New HVAC air handlers and repairs: approximately $10,000
- Floor waxing and camera replacement: approximately $5,000

REPORT OF THE CONGREGATION COUNCIL PRESIDENT

JUDY LEFEVER

The remaining funds (along with some that were received in 2025) were placed into two accounts designated for future needs. These funds are currently valued at approximately:

- **Building Maintenance Fund:** $509,000
- **Special Projects Fund:** $96,000

Although we are grateful for these generous gifts and the financial resources they have provided, we cannot rely on future bequests to cover our ongoing expenses. Our church building continues to age, and these funds will be important in helping us meet future maintenance and repair needs. Careful stewardship of these resources is essential to preserving our building and supporting the ministry of Good Shepherd for years to come.

CONGREGATION COUNCIL GOALS FOR 2027

1. Improve Financial Recordkeeping

The Finance Committee and Congregation Council are exploring ways to make our financial recordkeeping more efficient, effective, and secure. We plan to establish clear policies and procedures to streamline payment requests, improve financial reporting, and reduce the risk of errors or theft. These improvements will help us be responsible and transparent stewards of the resources entrusted to our congregation.

2. Increase Volunteer Participation

A thriving congregation depends on the time, talents, and gifts of its members. There are numerous opportunities to serve at Good Shepherd in the coming year.

The Nominating Committee will soon begin seeking members to serve on Congregation Council. The Stewardship Committee also needs both leadership and additional members. When the growing season returns, we will need volunteers to help care for our church grounds and landscaping.

As 2027 unfolds, other opportunities to serve will arise. Please prayerfully consider how your gifts and abilities might benefit our congregation and its ministries. We invite each of you to respond to God's call with the words, **"Here I am, Lord!"**

3. Make Better Use of Giving Envelopes

To reduce waste and make our giving process more efficient, we have changed the way we provide offering envelopes. Rather than purchasing envelopes with each member's name preprinted on them, we have printed our own envelopes. We will also provide personalized stickers displaying each member's name and envelope number.

This approach will help us avoid wasting envelopes that are never picked up or used, particularly by those who do not use an envelope every week. It is a simple change that allows us to be more mindful of our resources while continuing to support the congregation's giving process.

REPORT OF THE CONGREGATION COUNCIL PRESIDENT

JUDY LEFEVER

Moving Forward Together

As we look toward 2027, we give thanks for the generosity, faithfulness, and dedication of the Good Shepherd congregation. We are blessed by the gifts of those who came before us, and we have a responsibility to steward those gifts wisely while ensuring that our regular giving supports the ongoing work of the church.

Through prayer, faithful giving, thoughtful spending, and a willingness to serve, we can work together to strengthen Good Shepherd's ministry and prepare for the years ahead. May God guide our decisions and bless our efforts as we continue to serve Christ and our neighbors.

With appreciation,

Judy Lefever
Council President

REPORT OF THE NOMINATING COMMITTEE

The Nominating Committee is responsible for securing the names of nominees to serve a term on the Congregation Council, as well as those willing to represent the congregation as voting members at the assembly of the Lower Susquehanna Synod. Council members and voting members will be elected at our Spring Semiannual Meeting of the Congregation.

The proposed Nominating Committee includes the following:

Council:	Congregation:
DENNIS ZIMMERMAN	DENISE WHITE
LILLIAN HERBENER	KELLY LOWERY
JUDY LEFEVER	



2027 ANNUAL MINISTRY PLAN

Combined Operating Budget for the Lutheran Church of the Good Shepherd

OVERVIEW

The 2027 ministry plan for Good Shepherd has the potential to unlock new possibilities for the congregation – we have an exciting time of change ahead! The proposed 2027 LCGS Operating Budget totals approximately $408,860. This is a 1.5% increase over the budget approved for 2026. This plan continues to provide support for ministries and programs defined by the members of Good Shepherd. The church council invites your input at any time to call attention to areas where we can demonstrate our commitment to **— live out the unconditional love and radical hospitality of Jesus in our worship, in our service to the world, and in our shared life —** even more! We continue to be open to the new things God may be calling us to as we move forward.

I. OUR MINISTRY IN THE COMMUNITY AND THROUGH THE WIDER CHURCH

2026 BUDGET	PROPOSED 2027	DOLLAR DIFFERENCE	% DIFFERENCE
$28,637	$28,637	$0	0 %

Support for our Synod, ELCA, Luthercare, Contact, Lutheran Camping Corporation, United Seminary and local community service organizations have remained substantially the same for 2027.

II. OUR MINISTRY THROUGH WORSHIP AND MUSIC

2026 BUDGET	PROPOSED 2027	DOLLAR DIFFERENCE	% DIFFERENCE
$43,875	$44,120	$245	< 1%

This budget category supports materials and people who bring music to life at Good Shepherd. A majority of this category supports staff to deliver worship music.

III. OUR PROGRAM MINISTRY

2026 BUDGET	PROPOSED 2027	DOLLAR DIFFERENCE	% DIFFERENCE
$16,825	$16,950	$125	< 1%

Small group and committee activities are supported here. This proposed budget reflects recommendations made by those groups after carefully considering expected expenses in 2027.

IV. PASTORAL SERVICES

2026 BUDGET	PROPOSED 2027	DOLLAR DIFFERENCE	% DIFFERENCE
$131,243	$138,422	$7,179	5.5%

This section reflects the salary and additional expenses for Pastor Paradise. The bulk of the dollar difference is increased medical insurance cost.

V. PARISH ADMINISTRATIVE EXPENSES

2026 BUDGET	PROPOSED 2027	DOLLAR DIFFERENCE	% DIFFERENCE
$87,604	$88,091	$487	< 1%

Adjustments in this section reflect a cost-of-living increase and benefit rates for our Parish Secretary. Most other expenses remained the same.

VI. YOUTH AND FAMILY MINISTRY EXPENSES

2026 BUDGET	PROPOSED 2027	DOLLAR DIFFERENCE	% DIFFERENCE
$1,000	$500	(-$500)	(-50%)

We continue to provide resources and programming for our children, youth. and families. Kids Count is included in this category.

VII. BUILDING MAINTENANCE, UTILITIES AND INSURANCE

2026 BUDGET	PROPOSED 2027	DOLLAR DIFFERENCE	% DIFFERENCE
$93,500	$92,140	(-$1,360)	(-1.5%)

The budget presented reflects our best estimates for supplies, utilities, maintenance, and property insurance necessary to effectively operate and maintain our "maturing" building so that it continues to provide a home for our life and ministry. A separate Building Fund has been established with proceeds from the land sale to support major improvements or large repairs as needs arise.

(A detailed line-item budget is included as information in the appendix of this report.)

REPORT OF THE COMMUNICATIONS COMMITTEE

CHUCK BOOK

The committee has completed the following to support current LCGS activities:

Good Shepherd Website, Social Media Presence and Live-Streaming — The site and our Facebook page continue to be maintained and updated. Graphics are also provided for live-streaming our Sunday and special services (schedules permitting). Also event text and images are regularly added to the website's Happenings page.

Narthex TV Screen — The narthex screen is continually maintained featuring a number of promotional slides (eg: Grace Meal, Power Packs, Bible Study, Fine Arts, etc.) to keep all of us aware of upcoming events.

Submit Events for Narthex TV Screen and Happenings Page — You can provide your event's information for the narthex screen and/or Happenings page of the web site by visiting https://goodshepherdlancaster.org/submitevent and filling out and submitting the online Website Notification form — including all of your event's pertinent information. Thank you to all who have provided their event's information by way of this online form.

Fine Arts — To help continue promoting the past two Fine Arts events (Lancaster British Brass Band and Rizzetta's Tones), postcards and programs were again designed and printed along with web, narthex screen, and a Facebook advertising campaign. Another postcard has been printed and in the mail for the upcoming holiday Fine Arts event. Interviews were also given to Engle Publishing (e.g.: Penny Saver, Merchandiser, etc.) to promote the two events — resulting in front page stories. In both instances, also coordinated some advertising to the local community by way of the High Foundation.

Thanksgiving — designed a postcard promoting both Turkey Box Monday and Thanksgiving Day events. A narthex screen image and Happenings page image were also created and posted.

RIC — designed a number of materials to help promote Reconciling in Christ forums including graphics for narthex screen and the website's Happenings page.

Technology at Large — Communications Team member, Dale Lefever, keeps all electronic communications tools of the church running smoothly, they are maintained regularly (i.e.: live-streaming, narthex screen and computer installs, on-site servicing and tech problems resolved). Also, though not truly communications, Dale, by way of technology, also regularly monitors the church's security system.

Our committee continually seeks individuals interested in addressing the communications challenges of ministering to the congregation and to the community. If you are someone willing to help keep tabs on upcoming events and reaching out to groups planning those events, we would welcome your assistance.

Respectfully submitted,
Chuck Book
Communications Chair

REPORT OF THE CREATION CARE TEAM

DAVE MARKS

After celebrating the Season of Creation in September, the Creation Care Small Group is taking its cue from nature, slowing down and preparing to rest during the winter months. We will meet this winter to regroup and renew for 2028. Stay tuned for news from Creation Care Small Group after the holiday season.

Dave Marks
for the Creation Care Team

REPORT OF THE KIDS COUNT SMALL GROUP

SHIRLEY HUNTER

The Kids Count Small Group was formed two years ago to meet the needs of children and their families both in our church and in our neighborhood. In the months since the May Congregational meeting, we have watched the Little Shepherds Worship evolve. Parents have agreed this worship is an excellent activity.

The Bible Stories Project continues to involve our families in learning the stories of the Bible. We were able to celebrate both of these missions in a combined worship service and birthday celebration on October 18, 2026.

In July, we held an ice cream social to get ideas from local families and gauge their needs. We are surveying the congregation as well, and hope to follow up on these needs. You can share your ideas on the board in the narthex.

Currently, we are reaching out to Country Club Apartments to see how we can help families and children living there. A craft night is scheduled in January.

Look for upcoming information about a new initiative being developed to educate families and the congregation about the benefits of children attending church activities.

And as always, please check out our Kids Count and Bible Stories Project bulletin boards in the hallway. They can keep you up-to-date with our mission. We invite anyone to join Kids Count. Regular meetings are held on the first Monday of each month at 6:30 p.m.

Respectfully submitted,
Shirley Hunter

REPORT OF THE ENDOWMENT COMMITTEE

BOB WALTON

The Endowment and Investment Committee includes six members at large with staggered three-year terms, plus the President of the Congregational Council, the Finance Committee Chair, the Treasurer and the Pastor.

The Committee is charged with managing the endowment and investment funds in a manner consistent with the Investment Policy established by the Congregational Council, and with the reporting of all activity in the funds to the Council on a regular basis. Distribution of funds from any Endowment Account is subject to the guidelines established in the Endowment Committee Policy by the Congregational Council.

Endowment Fund Balances

Fund Name	Market Value 10/3126
General Endowment Fund	$ 409,096.08
World Hunger Endowment Fund	103,890.82
Organ & Piano Maintenance Endowment Fund	28,138.43
Education & Scholarship Endowment	56,852.04
Memorial Garden Endowment	13,440.21
Total Endowment Funds	**$ 611,417.58**

Endowment Fund Activity 05/01/26 thru 10/31/26:

Beginning Balances 05/01/26	$ 591,897.88
Gain/Loss on security holdings during the six-month period	+19,519.70
Ending Balances 10/31/26	**$ 611,417.58**

Based on Endowment committee recommendation, and Congregational Council approval, the following distributions of income from Endowment Funds will be made in the first quarter of 2027, in accordance with the Endowment Policy, to support 2027 budgeted expenses:

General Endowment Fund – Undesignated	$ 18,075.42
World Hunger Fund for local and ELCA hunger appeals	$ 4,551.04
Organ & Piano Maintenance Fund for maintenance	$ 1,253.43
Memorial Garden Fund for maintenance	$ 574.05
Total Distributions	**$ 24,453.94**

Non-endowment investment accounts are also managed by the Endowment Committee, under the endowment investment guidelines. Reserve accounts designated by Council have been funded with the proceeds of the land sale, and large bequest receipts early this year have been invested in designated reserves. The balances and terms for each of these accounts are outlined in the attached report of balances.

Endowment and Investment Funds are maintained in accounts with Pershing LLC through Personal Wealth Advisory, LLC, the Endowment Committee investment advisor. As part of our relationship with Personal Wealth Advisory, all members of the Lutheran Church of the Good Shepherd are invited to attend periodic personal finance workshops that are offered by the advisors. All members with questions about the Endowment Funds structure or operation, or about how to designate endowment gifts, are encouraged to talk with any member of the Endowment Committee.

Endowment Committee: Robin Ardinger, Chuck Book, Judy Lefever, Mark Lowrey, Pastor Paradise (Ex Officio), Chris Rupe (Ex Officio, Finance Committee Chair), Mike Young and Bob Walton (Chair). Advisory members are Miriam Burke, Sue Kelshaw (Treasurer) and Steve Bell, Financial Advisor.

MONTHLY REPORT OF THE ENDOWMENT INVESTMENT COMMITTEE 10/31/26

BOB WALTON

ENDOWMENT ACCOUNTS

General Endowment Fund
- Principal Availability: None
- Earnings Distribution: Up to 5% of previous June 30 balance to Operating Budget
- Balance on Report Date: $409,096.08

World Hunger Fund
- Principal Availability: None
- Earnings Distribution: Up to 5% of previous June 30 balance to World Hunger Appeal
- Balance on Report Date: $103,890.82

Education Fund
- Principal Availability: None
- Earnings Distribution: Up to 5% of previous June 30 balance to Seminary Student Scholarship
- Balance on Report Date: $56852.04

Organ & Piano Fund
- Principal Availability: None
- Earnings Distribution: Up to 5% of previous June 30 balance to Organ & Piano Budget
- Balance on Report Date: $28,138.43

Memorial Garden Fund
- Principal Availability: None
- Earnings Distribution: Up to 5% of previous June 30 balance to Memorial Garden Budget
- Balance on Report Date: $13,440.21

INVESTMENT ACCOUNTS

Long-Term Capital Reserve Account
- Principal Availability: Council Recommendation, Approved by Congregation
- Earnings Distribution: 50% of previous years' earnings to Charitable Gifts Fund; 50% to remain in account
- Balance on Report Date: $513,377.12

Mid-Term Capital Reserve Account
- Principal Availability: Council Authorization up to 20% per year
- Earnings Distribution: 50% of previous years' earnings to Charitable Gifts Fund; 50% to remain in account
- Balance on Report Date: $360,653.44

Operating Reserve Account
- Principal Availability: Council Authorization
- Earnings Distribution: 50% of previous years' earnings to Charitable Gifts Fund; 50% to remain in account
- Balance on Report Date: $102,483.35

Charitable Gifts Account
- Principal Availability: None
- Earnings Distribution: Balance in excess of $50,000 available for distribution, as recommended by Charitable Gifts Committee and Authorized by Council
- Balance on Report Date: $68,933.96

Building Maintenance Reserve Account
- Principal Availability: Council Authorization
- Earnings Distribution: None
- Balance on Report Date: $509,735.82

Jane Reinhard Fund
- Temporary Investment
- Principal and Earnings Availability to be determined by Council

REPORT OF THE FEEDING THE SPIRIT SMALL GROUP

DAVE MARKS

Power Packs

- We continue to pack meals at the Power Packs Warehouse.
- We also distribute Power Packs meals at Good Shepherd on Wednesday afternoons.

SEEDS

- We serve several meals at SEEDS throughout the year.
- We will be purchasing Christmas gifts for unhoused students in the Conestoga Valley School District.

Grace Meal

- A meal is prepared and then served at Grace Church in Lancaster every third Wednesday of the month.

Cooking Classes

- More cooking classes are being planned starting again in January.

Receptions

- Food is prepared and served at Receptions throughout the year.

Helping Hands

- Food is delivered to congregation members after a hospital stay or illness.

St. Joseph Nursing School

- We have served several meals to nursing students taking night classes.
- We will be serving more meals at St. Joseph Nursing School using grant money received from the Lower Susquehanna Synod Hunger Grants.
- We also supplied snacks to nursing students as they returned to their fall semester classes. Staff and students from St Joseph's Nursing School plan to help with some of our Feeding Ministry events.

Thanksgiving

- We are getting ready for our 2 Thanksgiving events again this year - the Turkey Boxes and Thanksgiving Day meal.

Thank You Breakfast

- We served a pancake breakfast to say “Thank You” to our congregation members for their overwhelming support for the monthly Bushels of Love program.

REPORT OF THE MUTUAL MINISTRY COMMITTEE

ANNE HOHENWARTER

The Mutual Ministry Committee (MMC) at the Lutheran Church of the Good Shepherd supports healthy, open, and respectful relationships between Pastor Paradise, our staff, and our congregation. Its purpose is to encourage communication, provide a safe place to discuss concerns, and strengthen mutual understanding. The committee offers support and encouragement to the pastor and other ministry leaders. The MMC helps the congregation and its leaders work together faithfully and effectively in ministry.

The MMC was comprised of all members of the Call Committee last year, as is standard procedure with the ELCA. Two members, Kathy Good and Chuck Book, completed their terms in July of this year and Donna Wennerholt has joined the other members (Anne Hohenwarter, Henry Herbener, Kris Albert and Kelly Lowery). The committee currently seeks one additional member.

The MMC worked initially to define its role and helped to create a list of things that Pastor Paradise hoped to accomplish in his first year of service, updating the list as needed. Major tasks included the cantor search, developing a plan to connect with residents of the new Ascend apartment complex on Greenfield Road, creating the new Children's Liturgy service, Adult Ed planning for 2026 and 2027, and creating a new church directory photo board. At monthly meetings, we discussed any congregational concerns of which we have been made aware, and any process issues related to Council, committees, small groups and employees. In June, the MMC created and implemented a new discussion-based annual performance review process, which included a review of Pastor Paradise's self-evaluation and culminated in a written performance review that becomes part of his employment record.

Anne Hohenwarter, Chair

REPORT OFTHE PROPERTY COMMITTEE

ED WHITE

- Tree cut down in the Memorial Garden due to storm damage.
- Elevator repaired due to power outage from storm by Penn Elevator.
- New ceiling tiles installed in hallways.
- Dynatech installed new updated components for both AH-12 & AH-13.
- Phase 2 of the fascia project by GSM completed in upper area of the church.
- New light and light bulb installed along with Phase 2 to shine on front statue.
- Overhead Door repaired the sliding door at the kitchen passthrough.
- New windows installed on the front and parking lot side of the building.
- Excavated the retention area out back to better allow water to flow.
- New PVC pipe installed coming off the main roof to flat roof.
- Tree trimmed on the parking lot side to protect the phase 1 fascia.
- Facilitated maintenance of the water softener and emergency generator.
- Facilitated maintenance of the HVAC roof units by Rufus Brubaker.
- Acquired a plan with High Associates for the snow plowing of our lot.
- Hallways and All Saints Hall stripped and waxed.
- Going to repair sinks in both main men and ladies bathroom.
- Going to install new faucets in bathrooms by mailboxes.
- Going to evaluate what electric receptacles need to be replaced.

As you can see there are always things needing to be done on an ongoing basis in order to keep the church operating as efficiently as possible. If anyone has any time and desire to help in the committee, please don't hesitate to contact me. Please make note that my email address is now whiteycrew@gmail.com

Respectfully submitted
Ed White, Property Chair
Property Committee: Mike Young, Steve Beiler, Bruce Schreiter, Scott Lefever, Bob Scott and Kathy Tropp

REPORT OF THE RECONCILING IN CHRIST CORE TEAM

CHUCK AND HELEN BOOK

MEETINGS —
The team meets, and will continue to meet, on the third Thursday of the month at 6:00 p.m. via Zoom. Feel free to join us at
https://us06web.zoom.us/j/92800207611?pwd=SlcyZDFtRS9peG8vNGpHcVdsL0RUUT09 or
Meeting ID – 928 0020 7611
Passcode - 645940

FORUMS —
Among the many forums which the RIC team presented was an intergenerational luncheon. It included other already-recognized RIC congregations to help answer questions and facilitate discussion. Another, earlier in October, was a forum featuring a recorded interview with Bishop Ted Schneider — Good Shepherd's first pastor — speaking candidly about his journey regarding the LGBTQIA+ community and ultimate support for the RIC process.

WELCOME STATEMENT SURVEY —
A proposed Welcome Statement was made available by way of a survey to help gauge congregational support. Approximately 90% of respondents voted yes, that they agreed with the statement.

RAINBOW ROOM —
This monthly gathering was established and is hosted by a member of the RIC team to answer questions and prompt ongoing discussion regarding LGBTQIA+ issues.

LIBRARY —
We received a generous donation of books for our library.

As before, we encourage you to please share your ideas, opinions, and concerns with a team member. Whether the vote is yes or no to become a Reconciling in Christ congregation, forums, education and dialog will continue.

Respectfully submitted,

Chuck and Helen Book
RIC Core team Co-Chairs

REPORT OF THE SMALL GROUP SUPPORT TEAM

KRIS ALBERT

Our Small Group ministry structure provides opportunities for participants in small groups to grow in relationship with one another, grow in faith, and guided by the Holy Spirit, to serve together around a shared vision and mission.

Since late 2023, the Small Group Support Team has been supporting small groups and remaining open to requests and opportunities for small groups. Team members serve as guides, consultants, and overall support at all stages of a small group's development.

Everyone can participate in a small group at a level that works for them, whether it be as an active core group member, or periodically in a project or event.

Are you looking for a way to actively live out your faith? Consider joining one of the small groups. Participation is flexible, and leadership is shared. Through engaging in a mission that you are passionate about, you will also grow in faith and build lasting friendships and relationships with new people. There is a place for everyone to belong in these small group ministries.

Should you have interest in joining a small group or have an idea for a small group that you would like to explore, please reach out to the Small Group Support Team (Kris Albert, Becky Marks, and Kathy Saltzer) with your questions or thoughts. We are here to support the congregation in continuing to grow the Small Group Ministry here at Good Shepherd.

Here are the details associated with our current small groups:

CREATION CARE

Mission	D.E.W.C.A.P. is our mission statement. Discipleship-Education-Worship-Community-Advocacy-Property
Meetings	We meet the second and fourth Saturdays of each month at the church at 9:00 a.m. Usually the second Saturdays are a business meeting and the fourth Saturdays are our Creation Care book club discussions.
Core Members	Dorie Ramsdell, Kathy Saltzer, Stephanie Lower, Becky Marks
Contact	Becky Marks at 717-201-0445

FEEDING THE SPIRIT

Mission	*Feeding the Spirit* exists to share the gospel of Jesus by providing food to those in our community in need. We also strive to make local community connections with other church feeding ministries as well as local nonprofits to help them with their missions. (This mission statement is a work in progress!)
Meetings	Meetings are usually held in All Saints Hall before church service beginning either 9:00 or 9:15 a.m. Our meetings are held as needed per event. Notice of a group meeting is sent out via email and posted on the *Feeding the Spirit* bulletin board.
Core Members	Kathy Saltzer, Ellen Hostetter, Denise White, David Marks, Becky Marks
Contact	Dave and Becky Marks at 717-201-0445

REPORT OF THE SMALL GROUP SUPPORT TEAM

KRIS ALBERT

FELLOWSHIP SMALL GROUP

Mission	Growing Fellowship within Good Shepherd. Assist Good Shepherd to create a social community of its members and/or surrounding community members.
Meetings	Meetings are held as needed. Contact Cassie Rumbaugh if interested.
Core Members	Christy Dietrich, Annie Haase, Scott Lefever, Cassie Rumbaugh, Dawn Weidman, Tammy Ziegler
Contact	Cassie Rumbaugh at 717-823-1670 or crumbaugh561@comcast.net

GROWING IN CHRIST

Mission	Inspiring spiritual growth through prayer, study, and conversation.
Meetings	Second and Fourth Wednesdays of each month from 1:30 p.m. to 3:00 p.m. in the Shepherd's Crook Café.
Core Members	Kris Albert, Joan Walton, Kathy Saltzer, Lillian Herbener, Linda Mason, Pat Oakley
Contact	Kris Albert, KrisSendsLove@gmail.com

KID'S COUNT

Mission	The mission of the Kid's Count small group is to minister and serve the needs of children and families in our neighborhood and our congregation.
Meetings	First Monday of each month at 6:30 p.m.
Core Members	Henry & Lillian Herbener, Shirley Hunter, Judy & Scott Lefever, Pastor Paradise, Kathy Saltzer, Robin Schreiter
Contact	Lefever at jrlefever@gmail.com

PRAYER SHAWL

Mission	Sharing the love of God and the connection of Belonging, Caring, and Community through the creation and distribution of prayer shawls, hand-made with love and prayed over by members of the small group.
Meetings	First Wednesday of each month at 1:00 PM in the Martin Luther Room
Core Members	Denise White, June Ochs, Linda Mason, Kathy Saltzer.
Contact	Denise White, whiteycrew@gmail.com

THE RAINBOW ROOM

Mission	Creating a safe space for all to ask questions, engage in conversation, and learn from each other and members of the LGBTQIA+ community.
Meetings	Fourth Tuesday of each month at 7:00 p.m. via Zoom
Core Members	
Contact	Jacqui Kneeland, jacqueline.kneeland@outlook.com

TOWARDS RACIAL JUSTICE

Mission	Working Together for Peace and Justice for all people, especially those in marginalized communities.
Meetings	Second Tuesday (for planning) and Fourth Monday (for learning) of each month from 7:00 p.m. to 8:30 p.m. on Zoom. Updates are posted on the Towards Racial Justice Bulletin Board
Core Members	Kris Albert, Kathy Schoenberger, Robin Schoenberger, Alana Reeves, Miriam Burke, Barb Miller
Contact	Kris Albert at KrisSendsLove@Gmail.com

Respectfully submitted by Kris Albert on behalf of the Small Group Support Team,

APPENDIX

Lutheran Church of the Good Shepherd Proposed Budget

PROPOSED 2027 BUDGET

Reviewed by Council October 2026

Line #	Description	ACTUAL FY2023	ACTUAL FY2024	ACTUAL FY2025	Budget 2026	Proposed Budget 2027	Comments
COMMUNITY & WIDER CHURCH							
100	SYNOD & ELCA	$ 32,000.00	$ 24,000.00	$ 24,000.00	$ 24,000.00	$ 24,000.00	
102	LUTHERCARE	$ 4,000.00	$ 3,000.00	$ 3,000.00	$ 3,000.00	$ 3,000.00	
105	CONTACT	$ 500.00	$ 375.00	$ 375.00	$ 375.00	$ 375.00	
108	SAMARITAN COUNSELING CENTER	$ 900.00	$ 450.00	$ 600.00	$ 450.00	$ 450.00	
109	LAFAYETTE FIRE COMPANY	$ 250.00	$ 250.00	$ 250.00	$ 250.00	$ 250.00	
110	LUTHERAN CAMPING CORP.	$ 500.00	$ 375.00	$ -	$ 375.00	$ 375.00	
111	UNITED SEMINARY	$ 250.00	$ 187.50	$ -	$ 187.50	$ 187.50	
SUBTOTAL: COMMUNITY & WIDER CHURCH		***$ 50,407.00***	***$ 35,672.50***	***$ 28,225.00***	***$ 28,637.50***	***$ 28,637.50***	
WORSHIP AND MUSIC							
200	CANTOR SALARY	$ 31,166.01	$ 24,533.00	$ 19,718.00	$ 32,000.00	33,120.00	3.5% increase per Synod
201	CANTOR HOUSING			$ -	$ -		
202	CANTOR PROF EXPENSES	$ -	$ -	$ 100.00	$ 3,000.00	$ -	
203	CANTOR SOC SEC	$ 2,399.34	$ 1,779.00	$ 1,473.00	$ 2,500.00	$ 2,650.00	Approx. 8%
204	CANTOR M/D/DB INS	$ 6,533.08	$ 1,674.00	$ -	$ -	$ -	N/A
205	CANTOR RETIREMENT	$ 3,136.72	$ 824.00	$ -	$ -	$ -	N/A
206	CANTOR CONTINUING EDUCATION	$ 762.04	$ 321.00	$ -	$ 375.00	$ 700.00	Per Synod
207	CANTOR AUTO REIMBURSEMENT	$ -	$ -	$ -	$ -	$ -	N/A
208	SUPPLY ORGANIST	$ 375.00	$ 1,200.00	$ 800.00	$ 1,500.00	$ 1,500.00	
209	MUSIC INSTRUMENT MAINT	$ -	$ -	$ -	600.00	$ 3,000.00	Includes organ/piano maintenance
210	ORGAN & PIANO MAINT	$ 2,315.18	$ 2,400.00	$ 600.00	$ 250.00	$ -	Now included above
211	CHOIR MUSIC & MATERIALS	$ 449.00	$ 704.00	$ 421.00	$ 600.00	$ 1,100.00	Choir music, materials, handbell risers
212	ASSISTING MUSICIANS	$ 600.00	$ 100.00	$ 300.00	$ 1,500.00	$ 1,000.00	
213	ALTAR SUPPLIES	$ 1,017.46	$ -	$ 373.00	$ 1,000.00	$ 500.00	
214	BULLETINS & MISC	$ 997.03	$ 135.00	$ 670.00	$ 200.00	$ 200.00	
215	ADVERTISING	$ 933.01	$ 794.00	$ 565.00	$ 100.00	$ 100.00	
216	SERVICE RECORDING	$ 228.66	$ -	$ -	$ 250.00	$ 250.00	
SUBTOTAL: WORSHIP AND MUSIC		***$ 51,337.53***	***$ 34,464.00***	***$ 25,020.00***	***$ 43,875.00***	***$ 44,120.00***	

PROGRAM MINISTRY							
300	STUDY BOOKS	$ 1,157.08	$ 1,424.00	$ 596.00	$ 500.00	$ 500.00	
303	EDUCATION SUPPLIES	$ 101.42	$ 300.00	$ 199.00	$ 250.00	$ 400.00	
304	LIBRARY	$ -	$ -	$ -	$ 50.00	$ 50.00	
310	RESOURCE PEOPLE	$ 200.00	$ -	$ -	$ -	$ 300.00	
313	CONFIRMATION MINISTRY	$ 40.20	$ -	$ -	$ 200.00	$ 100.00	
314	FEEDING THE SPIRIT	$ 6,578.27	$ 79.00	$ 2,476.00	$ 3,000.00	$ 1,350.00	SEEDS meals, Congregation breakfast and lunch. Also includes Mardi Gras
315	RECEPTIONS			$ 1,497.00	$ 2,000.00	$ 1,500.00	
316	KITCHEN SUPPLIES	$ 1,154.87	$ 712.00	$ 1,310.00	$ 1,000.00	$ 750.00	
320	TOWARD RACIAL JUSTICE	$ 2,323.03	$ 2,600.00		$ 2,200.00	$ 1,000.00	
321	SHEPHERD'S CROOK CAFE	$ 77.99	$ 32.00	$ 110.00	$ 125.00	$ 100.00	
322	GRACE MEAL	$ 1,420.36	$ 695.00	$ 1,463.00	$ 3,000.00	$ 3,000.00	
323	CREATION CARE	$ 380.04	$ -	$ 79.00	$ 500.00	$ 250.00	
324	COMMITTEE AND SMALL GROUP SUPPORT (NEW 2025)	$ -	$ -	$ -	$ 500.00	$ 500.00	
325	FELLOWSHIP	$ -	$ -	$ -	$ 1,500.00	$ 1,700.00	Mardi Gras, breakfast, picnic, misc. events
326	RIC	$ -	$ -	$ -	$ 500.00	$ 3,500.00	$600 dues, support Embrace, forums, signage, joint meal
327	SENIOR SHEPHERD	$ -	$ -	$ -	$ 500.00	$ 1,000.00	
328	COMMUNICATIONS COMMITTEE	$ -	$ -	$ -	$ 1,000.00	$ 950.00	
SUBTOTAL: PROGRAM MINISTRY		***$ 15,716.11***	***$ 5,842.00***	***$ 7,730.00***	***$16,825.00***	***$16,950.00***	
PASTORAL SERVICES							
401	PASTOR SALARY	$ 75,720.80	$ 72,998.00	$ 72,609.00	$ 75,831.00	$ 78,485.10	3.5% increase, Synod recommendation
402	PASTOR HOUSING						
403	PASTOR RETIREMENT	$ 9,605.41	$ 9,096.00	$ 10,813.00	$ 10,536.00	$ 8,499.15	10% of salary+SS Allowance per contract
404	PASTOR M/D/DB INS	$ 22,277.36	$ 6,242.00	$ 22,052.00	$ 31,176.00	$ 36,231.00	15% plan increase per PORTICO
405	PASTOR PROF EXP	$ 3,500.03	$ -	$ 554.00	$ 3,500.00	$ 3,500.00	
406	PASTOR AUTO RB	$ 862.91	$ 520.00	$ 1,728.00	$ 1,500.00	$ 2,400.00	
407	PASTOR CONT ED	$ 23.87	$ -	$ 195.00	$ 1,200.00	$ 1,200.00	
408	PASTOR SOC SEC ALLOWANCE	$ 4,374.74	$ 5,807.00	$ 2,665.00	$ 5,500.00	$ 6,506.42	8.29% per contract
424	SUPPLY PASTOR	$ 2,945.48	$ 1,895.00	$ 2,300.00	$ 2,000.00	$ 1,600.00	
SUBTOTAL: PASTORAL SERVICES		***$ 119,310.60***	***$ 96,558.00***	***$ 112,916.00***	***$ 131,243.00***	***$ 138,421.67***	

PARISH ADMIN							
500	SECRETARY SALARY	$ 43,302.00	$ 45,206.00	$ 46,385.10	$ 47,777.00	$ 49,449.00	3.5% Synod increase
501	SECRETARY SOC SEC	$ 2,448.73	$ 2,666.00	$ 2,587.00	$ 2,620.75	$ 3,000.00	
502	SECRETARY M/D/DB	$ 4,684.20	$ 4,477.00	$ 4,814.00	$ 5,212.35	$ 5,197.00	Per Portico
503	TELEPHONE AND INTERNET	$ 4,135.51	$ 3,777.00	$ 2,899.00	$ 3,000.00	$ 1,850.00	GloFiber
504	POSTAGE	$ 3,544.30	$ 3,242.00	$ 3,965.00	$ 3,650.00	$ 3,500.00	
505	OFFICE SUPPLIES	$ 3,493.91	$ 1,477.00	$ 3,337.00	$ 3,500.00	$ 3,500.00	
506	SECRETARY RETIREMENT	$ 4,330.20	$ 4,330.00	$ 5,795.00	$ 4,644.00	$ 4,944.90	10% of salary
507	IT EXPENSES	$ 4,701.27	$ 4,674.00	$ 6,143.00	$ 7,250.00	$ 7,250.00	Church Windows,Adobe,M/S Windows, hardware
508	SYNOD ASSEMBLY	$ -	$ 175.00	$ 675.00	$ 500.00	$ 800.00	
509	WORKERS' COMP INS	$ 642.94	$ 1,038.00	$ 974.00	$ 1,500.00	$ 600.00	
510	OFFERING ENVELOPES	$ 1,340.11	$ 1,264.00	$ 513.00	$ 500.00	$ 100.00	Preordered in 2026
511	OFFICE EQUIPMENT EXPENSE	$ -	$ -	$ -	$ 100.00	$ 100.00	
512	COPIER LEASE & EXPENSE	$ 3,951.39	$ 3,397.00	$ 3,233.00	$ 3,500.00	$ 3,500.00	Copier lease rate $207/month
514	LEADERSHIP DEVELOPMENT	$ -	$ 350.00	$ -	$ 300.00	$ 300.00	
515	ACCT/PAYROLL SERVICES	$ 2,040.21	$ 2,402.00	$ 2,612.00	$ 2,250.00	$ 3,000.00	
516	BANKING FEES	$ 890.76	$ 734.00	$ 1,495.00	$ 1,200.00	$ 1,000.00	
519	VOLUNTEER CLEARANCES	$ 35.00	$ 12.00	$ -	$ 100.00	$ -	
SUBTOTAL: PARISH ADMIN		***$ 79,540.53***	***$ 79,221.00***	***$ 85,427.10***	***$ 87,604.10***	***$ 88,090.90***	
YOUTH							
603	YOUTH GROUP ACTIVITIES	$ 200.00	$ -	$ -	$ 1,000.00	500.00	Includes Kids Count
SUBTOTAL: YOUTH		***$ 200.00***	***$ -***	***$ -***	***$ 1,000.00***	***$ 500.00***	
BUILDING/GROUNDS							
702	PEST CONTROL	$ 1,364.00	$ 1,460.00	$ 1,416.00	$ 1,700.00	$ 1,000.00	
703	NATURAL GAS	$ 11,260.41	$ 10,852.00	$ 13,685.00	$ 15,000.00	$ 18,000.00	
704	ELECTRICITY	$ 23,075.62	$ 16,908.00	$ 14,929.00	$ 19,000.00	$ 16,000.00	
705	PROPERTY & CASUALTY INS	$ 12,897.50	$ 11,256.00	$ 12,839.00	$ 10,000.00	$ 14,340.00	
706	BUILDING & MAINT SUPPLIES	$ 693.70	$ 449.00	$ 1,121.00	$ 5,250.00	$ 5,000.00	
707	TRASH REMOVAL	$ 3,247.13	$ 1,312.00	$ 2,598.00	$ 950.00	$ 1,200.00	
708	HVAC CONTROL MAINT	$ 6,196.29	$ 44,317.00	$ 18,965.00	$ 6,000.00	$ 6,000.00	
709	SNOW REMOVAL	$ -	$ -	$ 790.00	$ 1,000.00	$ 1,000.00	
710	BLDG/GROUNDS MAINT	$ 2,093.96	$ 7,253.00	$ 28,709.00	$ 7,500.00	$ 7,500.00	
711	SEWER/WATER	$ -	$ 3,192.00	$ 3,374.00	$ 3,000.00	$ 3,000.00	Township may adjust - land sale
712	OUTSIDE CLEANING SERVICE	$ 8,000.00	$ 9,600.00	$ 10,400.00	$ 10,000.00	$ 10,000.00	
713	FLOOR MAINT	$ -	$ -	$ -	$ 500.00	$ 1,000.00	
714	FIRE ALARM SERVICE	$ 313.60	$ 577.00	$ -	$ 600.00	$ 600.00	
715	ELEVATOR MAINT	$ 70.00	$ -	$ 1,100.00	$ 1,000.00	$ 1,000.00	
716	MISCELLANEOUS EXPENSE	$ 258.60	$ 855.00	$ 13,517.00	$ 500.00	$ 500.00	
717	LAWN CARE EXPENSE	$ 7,000.00	$ 6,876.00	$ 8,193.00	$ 3,000.00	$ 2,000.00	
721	TREES AND LANDSCAPING	$ 10,103.87	$ -	$ 5,338.00	$ 7,500.00	$ 3,000.00	Volunteers helping
723	SECURITY SYSTEM/MONITORING	$ 15,769.17	$ 1,446.00	$ 1,086.00	$ 1,000.00	$ 1,000.00	
SUBTOTAL: BUILDING/GROUNDS		***$ 86,574.68***	***$ 114,907.00***	***$ 138,060.00***	***$ 93,500.00***	***$ 92,140.00***	
719	MORTGAGE PAYMENTS	$ 76,176.00	$ 63,588.00	$ -	$ -	$ -	Mortgage paid in full December 2024
TOTAL LCGS BUDGET		***$ 479,262.45***	***$ 430,252.50***	***$ 397,378.10***	***$ 402,684.60***	***$ 408,860.07***	
					1.3%	1.5%	