



Good Shepherd Lutheran Church 2025 Annual Report

Building
a
Bigger
Table



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Good Shepherd Lutheran Church 2025 Congregation Meeting Agenda November 16, 2025

Good Shepherd Lutheran Church Mission/Vision:

We, the people of Good Shepherd Lutheran Church are a Family of Faith, Created by God in baptism, Forgiven and fed in communion with Christ, Gifted and enlivened by the Holy Spirit for our life and mission together.

In faithful witness to all God does for us, we commit ourselves to:

- Invite and Welcome people of God's diverse community to work and worship together,
- Preach and Teach the Word of God, nurturing people of all ages to grow in faith,
- Love and Serve one and all as challenged by the Gospel, sharing the bounty of our lives with others.

Guiding Principles

- Follow Jesus' example
- Stand against injustice
- Grow community connections
- Bring joy
- Practice generosity
- Listen for understanding

Agenda

Agenda:

- Call to Order- Scott Baker, President
- Opening Prayer - Vicar Carrie Pritts
- Approval of Agenda - Scott Baker, President
- Approval of 2024 Minutes - Meghan Loftus, Recording Secretary
- Recognition of Current Council Members and Staff- Scott Baker, President
- Election of Council and 2026 Synod Assembly Voting Members- Scott Baker, President
- Presentation and Approval of Constitutional Updates- Charles Bjork, Legal Trustee
- Presentation and Approval of 2026 Spending Plan- Randy Parker, Finance Committee Chair
- Call Process Updates- Barb Mullen Roth
- Closing Prayer - Pastor Kate Costa
- Adjourn- Scott Baker, President

Good Shepherd Lutheran Church

2024 Congregation Meeting Minutes- November 17, 2024

Call To Order: GSLC Council President Scott Baker called the meeting to order at 12:03PM. There were 45 members present either in person or via Zoom. The meeting continued as a quorum was present. Pastor Kate Costa led a group prayer.

2024 Year In Review: Communication Chair Nicole Thompson shared a video. It will be made available in the coming week for all GSLC members to access.

Vote On Agenda: A motion was made to accept the agenda as presented (e.g., Approval of Minutes, Current Council Recognition, Council Elections, Spending Plan Approval, Closing Prayer, Adjournment). The motion was seconded. Two motions were proposed for addition to the agenda for congregational consideration during that portion of the meeting dedicated to GSLC's 2025 Spending Plan. A motion was made to accept the agenda as presented with the incorporation of the two motions. The motion was seconded and unanimously approved.

Approval Of Minutes: A motion was made to accept the minutes from the GSLC's November 2023 Meeting. The motion was seconded. Scott noted that Denise Gray's name was misspelled. A second motion was made to accept the minutes from GSLC's November 2023 Meeting as presented with this correction. The motion carried with one (1) abstention.

Current Council Recognition: GSLC's pastoral leadership, support staff, committee/ministry chairs and council members were recognized for their contributions and efforts during the past year as was the congregation as a whole.

Council elections: The slate of CY 2025 nominations was presented for congregational consideration (Officers, Ministry/Committee Chairs, Synod Assembly Voting Members). There were no additional nominations from the floor. A motion was made to elect those individuals whose names appeared on the ballot. The motion was seconded and unanimously approved.

Spending Plan Approval: The following two motions were added to the agenda for congregational consideration:

1. Allow the Council to move available funds from a spending plan line item to cover line items where expenses are 25% or more over flat line item's spending plan amount as needed at year end 2024 as long as overall spending plan amount is not exceeded.
2. Unrestricting Youth Gathering Funds up to \$10,000 as needed and approved by Council to offset the Youth Shepherd and accompanying Adult Education Coordinator payroll for 2024/2025.

Discussion followed after a motion was made and then seconded to approve the first proposal.

With six opposed and 1 abstention, the first proposal passed.

Discussion followed after a motion was made and then seconded to approve the second proposal.

With one person opposed, the second proposal passed.

A motion was made to accept the GSLC 2025 Spend Plan as presented. The motion was seconded. After discussion, the motion was unanimously approved.

Closing Prayer: Pastor Kate Costa led a group prayer.

Adjournment: A motion was made to adjourn the meeting. The motion was seconded. Hearing no opposition, the meeting was adjourned at 1:06 PM.

Brenda Froberg, 2024 Recording Secretary

2025 Ministry Reports

Council President's Report

I am excited and grateful for the many works of our congregation over this past year.

We celebrated the talents and gifts shared by Vicar Amy Moorhaus-Baumgardner and Ethan Lolley as they moved on to new pursuits and spread their ministries. We welcome Vicar Carrie Pritts and Choir Director Liz Waterbury who bring their talent to fill those roles.

Good Shepherd welcomed 16 new members and witnessed 6 baptisms and 1 affirmation of baptism – celebrating our shared mission in Christ.

Our Youth Shepherds program, in its second year, continues to grow and foster the Christian education of our youngest members while developing the leadership and teaching skills of our adolescents.

We welcomed many guest speakers who shared how our congregation can grow in outreach, social justice, anti-racism, stewardship and ministry.

Of course, we have invested in our building's infrastructure, with repairs to the elevator, new windows and the occasion fresh coat of paint.

As we look to 2026, we know we have challenges. My own household has been affected by the nation's economics. I am encouraged by how our congregation is supporting each other and I remain faithful that our congregation will support our ministries.

Please take the time to read the reports shared by our ministry and committee chairs. Please pray for our congregation and continue your support.

Scott Baker

Council President

Pastor's Report

It is hard to believe I have begun my 5th year in ministry at GSLC. This is a different place than it was in 2021. Then, many of our ministries were still on pause after the pandemic. Other things were held virtually. We didn't have coffee hours or share meals; gatherings were limited.

This year, we have also faced challenges. Reductions and shut downs in the federal government have deeply affected many of our members and families. Our aging building has continued to need repair and care. Every week we have deep needs and heartaches on our prayer list.

And yet, by God's grace, we have supported each other with love at every turn. There are times when I just marvel at how we have rebuilt community. Folks linger long after worship, we have cottage meetings, new and creative groups have formed, and people are really getting to know each other deeply-again, or for the first time.





This is the second year of our Youth Shepherd program- a grand experiment to engage our teens and enhance our Sunday school program- and we are beginning to see the fruits of that investment in our youth and our children. Our church continues to grow. This year we had 6 baptisms and welcomed 16 new members. We continue to have new visitors every single Sunday.

We are leaning in our identity as a “learning and teaching congregation”. In May we celebrated the end Vicar Amy Moorhus-Baumgardner’s two years with us. Vicar Carrie Pritts began her internship just a few weeks later. I know of at least five pastors who have been supported by GSLC through the decades- as members, interns and field education students- and are now thriving in leadership in the church. Our outreach and social justice programs are flourishing, with excellent speakers sponsored by our Anti-Racism team and deep thought encouraged in book club and Bible study.



But, we still have much work to do! As we move into 2026, we are in the beginning stages of planning to add a part-time staff position. This person will help to connect and inspire us for service- especially those new to our community. There is no shortage of opportunities to serve in the church and in Alexandria. And there is no shortage of gifts, skills and talents in our congregation. We need someone to help connect the two- needs and resources- together. To deeply listen to each member and

what gives them hope for the future, and help connect them with God’s calling in their life and in the world.



I hope you will take time to read these reports. And then take time to pray. Pray for our staff and employees, including our vicar and our youth shepherds. Pray and give thanks for our Council leaders and volunteers. Pray for me as your pastor. Pray for our finances. Pray for our building. Above all, pray for God’s mission to be done, in and through our congregation.

Pastor Kate Costa

Statistics for Nov. 1, 2024 - Oct. 31, 2025

Baptisms - 6

Morrison Kowalski, Clarice Richey Calvo, Catherine Pickels, James Pickels, Evan Small, Andrew Miller

Weddings - 1- Brian & Michelle Lein

Funerals - 1- Agnes Froberg (non-member)



New Members - 16

Cooper Slack, Patricio Virgili, Colby Arends & Guy Niemann, Victoria, Annalynn & Anthony Dahl
Arthur Kinzel & Cole Schultz, Hope & Curtis Lingenfelter, Ellen Pattisall, Dick & Jan Sublett, Liz & Robert
Waterbury

Affirmation of Baptism- 1- Josephine Hurt

Godspeed and Farewell- 6

Mayu Molina & Nayeli and Emma Lehmann (moved temporarily to Jamaica, retaining membership at
GSLC), Nancy Schuetze (moved to Village at Orchard Ridge, retaining membership at GSLC), Sara
Pisarski (moved to Florida), Anette Andersson (moved to Sweden)

Seminary Intern's Report

It is my joy to submit the pastoral intern report for 2025. First and foremost I want to thank the congregation for the warm welcome I have received. It has been a busy few months! I got started with attending Alexandria Pride, Vacation Bible School, Cottage Meetings, preparing a meal for Guest House, leading a Tuesday evening Bible study, a few Young Adult brunches, a few homebound visits, and a few pastoral visits/ conversations. It has been a tremendous blessing to get to know Good Shepherd and her people.

One of my biggest learning goals is administration and experience in day to day operations of the church. To this end, I sat in on the hiring process of our new choir director, have been attending church council and finance committee, I attended a wedding, and discussed with Pastor Kate the ins and outs of performing a wedding. Moving forward, I will be working to update our building usage policy and working with other local congregations to glean wisdom from their current policies.

I look forward to what the next year will bring as we continue to be in ministry together.

Vicar Carrie Pritts

Treasurer's Report

As Treasurer, I continue to look for ways to improve and streamline our financial procedures to ensure efficiency and compliance. The Finance Committee meets every other month to review our cash position and Good Shepherd's investments, which are secure and competitive.

In 2025, Good Shepherd opened a brokerage account with Fidelity, which made the process of donating stock to the church a no-fee option that is much easier and less time-consuming to execute than previously. Should you have any questions about this, feel free to contact me, our Financial Secretary Wendell Anderson or Pastor. We deeply appreciate the donations of stock made in 2025, which can provide attractive tax benefits to the donor and is another great way to support our local and global mission.

My 2026 goal is to assist with the creation of comprehensive Procedures Manuals to allow for the future seamless transition of finance positions.

Thank you for the opportunity to serve in 2025. I look forward to continuing in 2026 and will be "passing the torch" at the end of 2026, so if you have any interest in learning more about this important role at church, I would love to discuss that with you. Do not hesitate to contact me directly if you have any finance related questions or suggestions!

Denise Gray, Treasurer, treasurer@gslutheran.net

Community Outreach Ministry Report

With your generous support and participation, we have reached out to help our community in many ways. Here are some highlights:

- God's Work, Our Hands Day - Sandwichpadooza II. Approximately 50 volunteers made 1,150 sandwiches for four local organizations.



- We hosted a booth at the Alexandria Pride Fair for the first time, sharing God's message of radical love and acceptance with the community. We handed out approximately 600 fans, over 600 stickers, and approximately 60 postcards with information about our services and events.



- We sponsored three Inova Blood Drives, on February 1, May 3, and August 23, collecting a year to date total of 82 units for patients in this community.

- The Be Our Guest service team continues a monthly meal delivery to Guest House, inviting the women to join us cooking.
- We also support and celebrate the women of Guest House by hosting a luncheon following their October 11th graduation ceremony, and will host a Friendsgiving dinner for them on November 21.
- The end of the year will bring our annual Angel Tree tradition and also a new Thanksgiving project - grocery bags filled with requested items for immigrant families participating in the Community Lodgings Youth Education program.

The Community Outreach Designated Fund supports many non-profit organizations with monetary donations, including Carpenter's Shelter, Guest House, Casa Chirilagua, Neighborhood Health, Alexandria Tutoring Consortium, Scholarship Fund of Alexandria, Camp Mar Lu Ridge, Caroline Furnace and Reconciling Works.

This is such a generous and involved congregation. I look forward to expanding our reach and continuing our tradition of service to the community.

Amy Hadley, Outreach Ministry Chair

Education and Youth Ministry Report

Christian Education and Youth Ministry Report

Youth highlights:

- Holiday gift wrapping party with middle and high school youth donating and wrapping lots of gifts to bring joy to a family in the city of Alexandria
- Youth attending November youth retreat hosted by Metro DC synod
 - 4 youth and 2 adult chaperones in 2024
 - 6 youth and 2 adult chaperones registered for 2025
- Two middle school youth attending the Youth Leadership retreat in spring 2025 at Mar-Lu-Ridge with one adult chaperone
- 4 high school seniors-Ben Reid, Lillie Eastman, Jack Sutherland, and Makayla Patrick- receiving tied fleece blankets as a sign of the love and support of the congregation
- 13 children, 3 adults, and 4 friends (of the Good Shepherd crew) attending a week of summer camp at Caroline Furnace while Pastor Kate was the chaplain



Education highlights:

- "Great Joy for All!" Christmas program -18 youth & children told the story of Jesus' birth
- Five children celebrated First Communion in March after 3 classes
- Abundance Orchard VBS - 13 children and 9 Youth Shepherds heard stories of Jesus sharing meals with all types of people and "Chef Beth" teaching about how to experience God's abundant love. 15 adults helped in various ways to make VBS happen. The highlight of the week was bringing joy to two members of our congregation at their homes and sharing a short worship service and some special crafts with them.



workshop (everything from dancing to culinary chemistry, watercolor painting to exploring our identity as being made in God's image.)



- Jo Hurt celebrated her Confirmation at a service in August, she completed online classes with Vicar Amy from Germany
- Abiding Presence welcomed 9 of our youth shepherds and 3 adult shepherds for a leadership training in August
- 8 youth shepherds are leading 5 different workshops at Sunday School - with children from PreK to middle school - guiding them through community-building activities, a Bible story, and a fun workshop (everything from dancing to culinary chemistry, watercolor painting to exploring our identity as being made in God's image.)
- 8 middle school students are in the confirmation program. Began our fall class with a visit led by Corinne Baker to the Smithsonian American Art Museum to explore the "Shape of Power" exhibit and think about how we are made in God's Image.
- Worked with a small team to update the Child Protection Policy.
- This year we offered many Christian Education classes, including studies on Diana Butler Bass's book *Grateful*, the book of Revelation, the Acts of the Apostles, Jesus in Jerusalem (a Lenten study) and Biblical (anti-) heroes. We thank Vicar Amy Moorhus Baumgardner, Karen Madigan, and Vicar Carrie Pritts for leading these studies, in addition to Pastor Kate.
- Our Book club also offered many opportunities for deep discussion and learning, with a new book each month. Thank you to Tud Steene for organizing this group this year.

Kristin McCall, Christian Education and Youth Chair
Denise Steene, Coordinator, Education Ministry

GSLC Anti-Racism Team Report

Good Shepherd's anti-racism ministry began in response to the murders of 9 Black people at Mother Emanuel AME Church by a young man confirmed as an ELCA Lutheran. We're guided by GSLC's August 2015 resolution, *Our Response to Racism*, which hangs just outside the sanctuary and is online.

The Anti-Racism Team coordinates varied ways to engage with the hard and often uncomfortable realities of racism. We strive to meet people where they're at and with different faith-inspired methods of learning and growing. Activities in 2025 included:



Partnering with other GSLC ministries like touring *The Shape of Power: Stories of Race & American Sculpture* exhibit with our confirmation students and teachers; and reading *James* and *Savings & Trust: The Rise & Betrayal of the Freedman's Bank* with the Book Club.



Supporting worship-based activities like children's sermons, guest preacher the Rev. Dr. Mona Fitch-Elliott and creating a call and response litany based on GSLC's resolution, *Our Response to Racism*.



Providing individual and group activities to learn together as a supportive community like webinars and other tools from EmbraceRace and discussion events in conjunction with or right after worship.



Hosting speakers like Joan Trumpauer Mulholland to help us see examples of allyship in action and explore what we can do in our spheres of influence.

Save the date: Sunday, Feb. 1
Dr. Justene Hill Edwards discusses *Savings & Trust: The Rise and Betrayal of the Freedman's Bank* and links to ongoing economic inequality, with reception and book signing.





Sharing community efforts like the Alexandria Community Remembrance Project and joining Black churches nationwide and Metro DC ELCA Synod congregations to support inclusive history and the Smithsonian National Museum of African American History and Culture.



Team members:

Kim Anderson
 Sydney Anderson
 Corinne Baker
 Olivia Brandt
 Peggy Brockmann
 Glenn Cook

Jill Cook
 Pastor Kate Costa
 Bob Cottrol
 Dora Cottrol
 Sue Cottrol
 Robbie Morris

Vicar Amy Moorhus
 Baumgardner
 Andrea Ponsor
 Scott Ponsor
 Vicar Carrie Pritts
 Bruce Purdy

Lori Strauss
 Patricio Virgili
 Lisa Ward

We meet monthly on the 3rd Sunday after the last worship service. *You're warmly welcome to join us occasionally or regularly.* Details, resources, Our Response to Racism resolution and more: www.gslutheran.net/anti-racism

Corinne Baker and Lori Strauss, ART Co-Chairs

Legal Trustee Report

The congregation maintains three insurance policies: 1) a flood insurance policy with Selective Insurance; 2) a workers' compensation policy with Guide One Insurance; and 3) a business owner's policy with Guide One Insurance, which includes property coverage and liability coverage.

The congregation renewed its flood insurance policy with Selective Insurance for 2025-2026 at the end of August. The Congregation Council voted to accept the insurer's optional inflation-adjusted increase in coverage (from \$55k to \$60k for damage to the church building and from \$53k to \$55k for damage to the building's contents). The inflation adjustment resulted in a 5.4 percent increase in the premium, from \$1,562 to \$1,646. Without the inflation adjustment, the premium would have remained the same as last year.

The congregation renewed its workers' compensation policy with Guide One Insurance for 2025-2026 at the beginning of September. The premium for renewing the policy decreased by 4.6 percent from \$1,004 to \$958.

The congregation also renewed its business owner's policy with Guide One Insurance for 2025-2026 at the beginning of September. The combined premium to renew both the property coverage and the liability coverage increased by 37 percent, from \$8,831 to \$12,126. This increase was driven entirely by the premium for renewing the property coverage, which rose by 46 percent from \$7,146 to \$10,441. The premium for renewing the liability coverage remained the same as last year (\$1,685).

Although an increase in the premium for the property component of the business owner's policy was expected, the amount of the increase was far greater than anticipated. The legal trustee will solicit quotes for a combined property and liability policy from other insurers. If the congregation is able to obtain equivalent coverage with a lower combined premium from another insurer, the Congregation Council will consider cancelling its business owner's policy with Guide One.

Charles Bjork, Legal Trustee

Mission Endowment Fund Report

The Good Shepherd Mission Endowment Fund (MEF) exists to expand our mission in the community, beyond what is possible in our regular giving. Under Good Shepherd's constitution, the Mission Endowment Committee may distribute the earnings from the MEF to our greater community in the form of grants, while maintaining preservation of principal. As of September 30, the MEF currently has a balance of \$197,843.44. The MEF grew through \$13,943.50 in new contributions this year and earned \$12,772.91 in dividends. The MEF had \$6,120 from its distributed earnings to award in 2025.

This spring the Mission Endowment Committee received nine proposals requesting a total of \$16,100. The Committee awarded six grants in various amounts, totaling \$6,100. Details of the grant recipients are:

St Francis Episcopal Church: A \$500 grant to support developing customized Bible Study curriculum for geriatric adults with cognitive, intellectual, and various physical disabilities housed in a state-based, regional center.

Little Lights: Two laptops and accessories for college-bound students, Jaylyn (Fayetteville State University) and Terrance (Eastern Connecticut State University), who did not have the financial means themselves. The laptop supports first-generation college students from underserved communities to break out of poverty.



Our Stomping Ground: A \$1,000 grant to provide supplies for communal activities serving residents at seven affordable housing communities across Northern Virginia, including individuals with developmental disabilities, BIPOC residents, immigrants, and members of the broader community.

Carpenter's Shelter: A \$1,000 grant for food for the Emergency Residential Shelter Food Program. Due to the demand for homelessness services, Carpenter's Shelter anticipates serving approximately 140,000 meals to shelter residents this year.



Rwamagana Leaders' School: A \$1000 grant to cover half of Haraginmana Daniel, a seventh grader at the Rwanda School Project, tuition, room and board. The school partners with the Lutheran Church in Rwanda and provides a secure environment to teach necessary skills to transform vulnerable youth into future leaders and problem solvers.

Guest House: A \$1,600 grant to support necessary repairs at the Luray Avenue location. With the grant, they fixed two severely clogged kitchen sinks that were impacting daily operations and food preparation for our residents. This facility assists formerly incarcerated women successfully reenter the community.

If you would like more information about the Mission Endowment Fund, or how to make a contribution or plan an estate contribution, please contact Committee Members: Amy Sareeram, Sonja Risser, Alan Morris, Cheryl Malloy, or Nicole Thompson, at missionendowment@gslutheran.net.

Amy L. Sareeram, MEF Committee Chair

Property Committee Report

Thank you for your patience during the months-long elevator outage as we awaited components from Switzerland that were required for the hydraulic piston seals refurbishment. Our long term maintenance fund paid for this costly work as well as for the much needed basement window replacement in our kitchen and fellowship hall. A portion of every offering goes into our long term maintenance fund enabling us to pay for expensive unexpected repairs like the elevator as well as for replacing items in our aging building. Concurrently, our annual spend plan earmarks money for other property costs like maintenance contracts, unexpected repairs, and for painting our outside railings and some exterior windows.

We always welcome volunteers to help maintain and beautify our church, even if it's just a one-time commitment. Thanks to all who helped during our spring clean-up day and to those who helped with projects during the year. We are also grateful for Charlotte Hicks and others who have helped maintain our landscaping during the year.

Susan Cottrol, Property Chair

Staff Support Committee Report

The Staff Support Committee tends to the needs and interests of the Good Shepherd staff and assists the Pastor as staff supervisor. Current Committee members are: Barb Mullen-Roth (Chair), Pastor Kate, Scott Baker (President), Scott Ponsor, Kevan Marvasti, Jill Cook and Vicar Carrie (non-voting member).

The Committee strives to make Good Shepherd's work environment engaging, positive and supportive for all staff and Pastor. This year the Committee continued to ensure that employee-related policies and guidelines are current and remain relevant. The Committee conducted its annual review of the Employee Policy Manual and made minor revisions intended to clarify language for ease of reading and understanding. The Committee also expanded the existing Compensation Setting Guideline to include provisions for making adjustments to current employee compensation.

During 2025, the Committee undertook a review of position descriptions for existing employees. Revisions were made where warranted to ensure the descriptions accurately depict the work performed by each employee.

The Committee provided support to Pastor and the Music and Worship Committee in the search for and ultimate hiring of a new Choir Director. Additionally, the Committee provided support for onboarding our new Vicar.

Barb Mullen Roth, Staff Support Chair

Worship and Music Committee Report

Psalm 100 encourages us to enter into God's courts with joy and thanksgiving! There has been much to celebrate this year in our worship life together. We give thanks for the Altar Guild and their constant support of our sacraments and care of our sanctuary. Anette Anderson and Charlotte Hicks led this team this past year. We also give thanks for the Flower Ministry, led by Denise Elfes, and the beauty of creation that they use to craft arrangements each week.

In May, Ethan Lolley stepped down as our Choir director, and we celebrated his two years of ministry with us. In August, Dr. Elizabeth Waterbury was hired as his successor, and has begun getting to know our choir and already led many beautiful choral anthems. Alex Gray has served as our organist for 4 years. He continues to faithfully and beautifully provide accompaniment and regular worship support, as well as several longer works as preludes and special holiday music. Our worship has been supported by our office administrator, Karen Madigan, who ensures our bulletins and worship materials are prepared with care each week, as well as our pastor and pastoral interns.

The Worship and Music team continues to support our regular Sunday morning worship, Holden Evening Prayer during Lent, Holy Week services, Easter services (including our sunrise service at the Alexandria Waterfront), Christmas Eve services, and more. Our worship is supported by countless volunteers as readers, ushers, Altar Guild members, Flower Ministry members, communion assistants, assisting ministers, Virtual Tech volunteers, and much more. Together, our liturgy is truly the work of the people, sharing God's praise each week.

2025 Stewardship Ministry Annual Report

Many thanks to all who have generously given your time, talent, and treasure over the past year to live out the Good Shepherd mission.

Late last year, members were asked to make a pledge of their offerings to GSLC for 2025 to affirm their financial commitments and enable the Congregation Council to have a better sense of opportunities to advance GSLC ministries in the new year. Fifty-five (55) members made non-binding commitments totaling \$311,407.

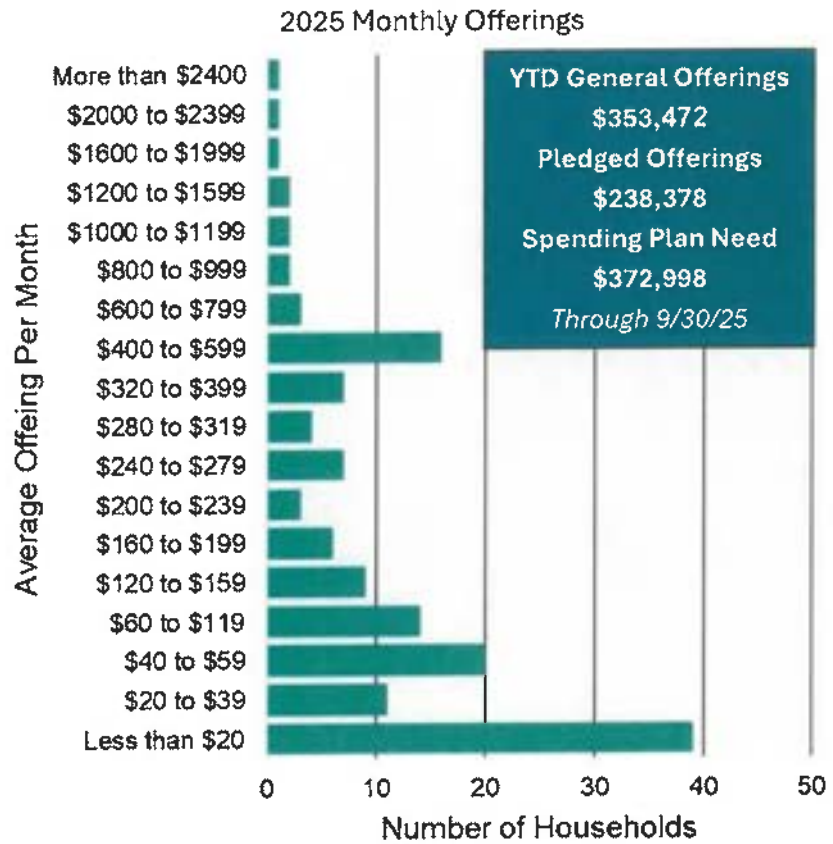
General offerings received through September 30th total \$353,472, over 14% greater than offerings for the same period in 2024.

About two-thirds of the offerings received, or \$238,378, are pledged offerings. By comparison, expenses through September 30th are \$372,998. This is about 12% higher than 2024 expenses for the same period.

As shared in this summer's Stewardship Messages and the recent Ministry Fair, there are many ways to give of your time and talents as part of a GSLC ministry. Opportunities abound – singing in the choir, preparing a meal for Guest House, moving furniture for ALIVE, donating blood, going to brunch with other young adult members, teaching Sunday School, attending a Bible study or book club, or helping out at a church work day – to make a personal connection with fellow GSLC members, neighbors in Alexandria, and beyond.

Sincerely,

Chris Hoeffner, Stewardship Ministry Chair



Finance Committee

GSLC continued impact on the lives of so many in our local, regional, and worldwide communities with financial, real property and personal service contributions. 2025 has seen real growth in our Congregation and we are on track to meet nearly all of the goals needed to continue building our Table!

Through much dedicated work by your elected and volunteer Line Item Stewards, Council has developed a Spending Plan for 2026 that forecasts an achievable budget balancing flourishing internal growth and community needs resulting in minimal overall growth. The process we used starts with a call for what each Committee Chair and Line Item Steward requests for next year to best meet the goals of their Ministry.

Several rounds of questions and modifications with the Finance Committee led to a proposed plan to Council for vote and again this year, after much deliberation, it was unanimous to bring forward to Congregation for approval.

We publish the approved version to you two weeks prior to our Annual Meeting, both online and in paper copies that can be picked up at the Church. We hope you have had a chance to review it, and all questions are welcome both prior to and during our November annual Congregational meeting.

Your vote is counted there, so please mark the date annually to attend! As in the last several years, you will see the overall spending categories in the draft Spend Plan for your approval. Highlights of the proposed 2026 Spend Plan normalizes increased expenses now that we have a full staff as planned, plus new Youth leadership and other growth opportunities with our commitment to local and greater Lutheran communities.

Once again, due to some really great work over the last few years, our property expenses are calculated based on really deep understanding of the condition of our worship spaces and projected needs of our aging building. You are again well served by the people making it a wonderful, safe place to worship.

We continue to maintain a very robust Benevolence program in the DC Metro Synod and ELCA due to your thoughtful giving. This benefits Lutheran services around the world and continues outreach to the most severely needy. We have specific campaigns for individual causes if needed, but continuing your generosity will only help more of those in need, as the amount we contribute to the Benevolence category is tied directly to giving in our General Fund.

As usual at this time of year, we are a bit behind in our giving versus expenditures, but your gifts continue to close the gap and take us into the new year as a thriving and exciting Church! As I asked last year, please consider your time, possessions, service, and prayers as we move forward into 2026 to continue the important work of the ministries of Good Shepherd. Peace to you all!

Randy Parker, Chair, Finance Committee

2026 OPERATING EXPENSES

Category	Steward	2023 Plan	2023 Actual	2024 Plan	2024 Actual	2025 Plan	2026 Plan	\$ Change 2026 Plan vs. 2025 Plan	% Change 2026 Plan vs. 2025 Plan
Congregation Activities	Pastor	\$1,168	\$515	\$1,200	\$1,065	\$1,300	\$1,300	\$0	0.00%
Conferences	Pastor	\$5,950	\$1,954	\$6,000	\$1,987	\$7,325	\$5,450	-\$1,875	-25.60%
Worship & Music	Worship & Music	\$6,400	\$3,188	\$6,400	\$5,353	\$6,750	\$10,550	\$3,800	56.30%
Youth Activities	Youth Ministry	\$6,300	\$176	\$4,675	\$1,649	\$3,675	\$3,675	\$0	0.00%
Christian Education Support	Education Ministry	\$2,955	\$1,574	\$2,955	\$1,608	\$2,955	\$4,155	\$1,200	40.61%
Sunday School	Education Ministry	\$1,050	\$156	\$1,050	\$914	\$1,350	\$0	\$0	0.00%
Anti-Racism Committee	Anti Racism	\$3,000	\$2,626	\$3,000	\$1,608	\$3,000	\$5,100	\$2,100	70.00%
Stewardship	Stewardship	\$1,000	\$588	\$1,020	\$2,282	\$3,650	\$3,100	-\$550	-15.07%
Communications	Communications	\$3,650	\$254	\$3,719	\$1,513	\$3,800	\$1,850	-\$1,950	-51.32%
Committee Work/Congregation Activities Subtotal		\$ 31,473	\$ 11,091	\$ 30,019	\$ 17,980	\$ 33,805	\$ 36,530	\$ 2,725	8.06%
Pastor's Auto Allowance	Staff Support	\$ 2,100	\$ 1,100	\$ 2,100	\$ 8	\$ 2,100	\$ 2,000	-\$100	-4.76%
Staff Continuing Education	Staff Support	\$ 2,300	\$ 983	\$ 2,300	\$ 479	\$ 2,300	\$ 3,425	\$ 1,125	48.91%
Music Continuing Education	Staff Support	\$ 2,450	\$ 1,543	\$ 2,350	\$ -	\$ 2,350	\$ 2,350	\$ 0	0.00%
Auto and Education Reimbursement Subtotal		\$ 6,850	\$ 3,626	\$ 6,750	\$ 487	\$ 6,750	\$ 7,775	\$ 1,025	15.19%
Office Supplies	Secretary	\$ 3,400	\$ 2,864	\$ 3,500	\$ 2,401	\$ 3,600	\$ 3,800	\$ 200	5.56%
Books, Bulletins, etc.	Secretary	\$ 415	\$ 323	\$ 300	\$ 347	\$ 300	\$ 150	-\$150	-50.00%
Altar Guild Supplies	Altar Guild	\$ 1,225	\$ 610	\$ 1,225	\$ 285	\$ 1,250	\$ 1,250	\$ 0	0.00%
Hospitality	Pastor	\$ 600	\$ 292	\$ 625	\$ 454	\$ 650	\$ 650	\$ 0	0.00%
Computer Software/hardware	Secretary	\$ 2,000	\$ 664	\$ 1,970	\$ 739	\$ 1,970	\$ 1,970	\$ 0	0.00%
Office Equipment	Secretary/Pastor	\$ 8,000	\$ 6,980	\$ 7,500	\$ 7,265	\$ 7,900	\$ 8,200	\$ 300	3.80%
Supplies, Subscriptions, and Equipment Subtotal		\$ 17,140	\$ 12,871	\$ 15,120	\$ 11,491	\$ 15,670	\$ 16,020	\$ 350	2.23%
Finance Fees/Financial Review	Treasurer	\$ 5,450	\$ 6,355	\$ 5,450	\$ 6,547	\$ 7,450	\$ 8,250	\$ 800	10.74%
Insurance (+ State inc. fee)	Legal Trustee	\$ 8,070	\$ 8,061	\$ 9,317	\$ 10,080	\$ 11,422	\$ 14,755	\$ 3,333	29.18%
Legal Fees and Insurance Subtotal		\$ 13,520	\$ 14,416	\$ 14,767	\$ 16,627	\$ 18,872	\$ 23,005	\$ 4,133	21.90%
Utilities	Property	\$ 18,304	\$ 15,712	\$ 18,000	\$ 15,273	\$ 18,435	\$ 21,303	\$ 2,868	15.56%
Minor Repairs & Maintenance	Property	\$ 16,700	\$ 7,941	\$ 16,200	\$ 10,270	\$ 15,802	\$ 13,732	-\$2,070	-13.10%
Contracts	Property	\$ 14,216	\$ 12,952	\$ 16,537	\$ 16,213	\$ 16,477	\$ 18,617	\$ 2,140	12.99%
Major Repairs & Maintenance	Property	\$ 11,000	\$ 6,466	\$ 11,000	\$ 8,831	\$ 11,000	\$ 11,000	\$ 0	0.00%
Property Upkeep and Utilities Subtotal		\$ 60,220	\$ 43,071	\$ 61,737	\$ 50,587	\$ 61,714	\$ 64,652	\$ 2,938	4.76%
General Contingencies	Finance Committee	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ 5,000	\$ 5,000	\$ 0	0.00%
Contingencies Subtotal		\$ 5,000	\$ -	\$ 5,000	\$ -	\$ 5,000	\$ 5,000	\$ 0	0.00%
TOTAL OPERATING EXPENSES		\$ 134,203	\$ 85,075	\$ 133,393	\$ 97,172	\$ 141,811	\$ 152,982	\$ 11,171	7.88%

ALL 2026 SPENDING

Category	2022 Plan	2022 Actual	2023 Plan	2023 Actual	2024 Plan	2024 Actual	2025 Plan	2026 Plan	\$ Change Plan vs. 2025 Plan	% Change 2026 Plan vs. 2025 Plan
Staff Expenses	\$250,893	\$240,784	\$262,956	\$258,700	\$283,926	\$283,380	\$313,060	\$317,479	\$4,419	1.41%
Operating Expenses	\$123,617	\$82,333	\$134,203	\$85,075	\$133,393	\$97,172	\$141,811	\$152,982	\$11,171	7.88%
Benevolence	\$68,835	\$57,951	\$72,998	\$62,929	\$76,703	\$62,929	\$78,620	\$81,314	\$2,695	3.43%
Long Range Planned Maintenance	\$23,334	\$19,644	\$24,745	\$21,336	\$26,001	\$21,336	\$28,078	\$29,041	\$962	3.43%
Total	\$466,679	\$400,712	\$494,902	\$428,040	\$520,024	\$464,817	\$561,569	\$580,817	\$19,248	3.43%

STAFF EXPENSES

Category	2022 Plan	2022 Actual	2023 Plan	2023 Actual	2024 Plan	2024 Actual	2025 Plan	2026 Plan	\$ Change	% Change
Pastor	\$121,082	\$120,371	\$125,458	\$123,458	\$127,420	\$126,656	\$136,930	\$140,254	\$3,324	2.43%
Music Staff	\$44,501	\$36,980	\$45,682	\$42,689	\$48,976	\$44,626	\$50,295	\$46,656	-\$3,640	-7.24%
Other Staff	\$85,310	\$83,433	\$93,816	\$92,553	\$107,530	\$112,098	\$125,834	\$130,570	\$4,736	3.76%
Total	\$250,893	\$240,784	\$262,956	\$258,700	\$283,926	\$283,380	\$313,060	\$317,479	\$4,419	1.41%

OPERATING EXPENSES

Category	2022 Plan	2022 Actual	2023 Plan	2023 Actual	2024 Plan	2024 Actual	2025 Plan	2026 Plan	\$ Change	% Change
Committee Work/Congregation Activities	\$25,356	\$12,051	\$31,473	\$11,091	\$30,019	\$17,980	\$33,805	\$36,530	\$2,725	8.06%
Auto and Education Reimbursement	\$6,500	\$1,621	\$6,850	\$3,626	\$6,750	\$4,87	\$6,750	\$7,775	\$1,025	15.19%
Supplies, Subscriptions, and Equip.	\$15,142	\$12,666	\$17,140	\$12,871	\$15,120	\$11,491	\$15,670	\$16,020	\$350	2.23%
Finance and Insurance	\$12,928	\$13,997	\$13,520	\$14,416	\$14,767	\$16,627	\$18,872	\$23,005	\$4,133	21.90%
Property U-keep, Utilities and Misc	\$58,691	\$41,546	\$60,220	\$43,071	\$61,737	\$50,587	\$61,714	\$64,652	\$2,938	4.76%
Contingencies	\$5,000	\$452	\$5,000	\$0	\$5,000	\$0	\$5,000	\$5,000	\$0	0.00%
Total	\$123,617	\$82,333	\$134,203	\$85,075	\$133,393	\$97,172	\$141,811	\$152,982	\$11,171	7.88%

BENEVOLENCE

Category	2022 Actual	2023 Actual	2023 Plan	2024 Actual	2024 Plan	2025 Plan	2026 Plan	\$ Change	% Change
Benevolence	\$52,268.06	\$44,003.00	\$55,429.07	\$47,793.00	\$58,242.66	\$62,895.74	\$65,051.46	\$2,156	3.43%
Lutheran Social Services	\$2,333.40	\$1,964.00	\$2,474.51	\$2,122.00	\$2,600.12	\$2,807.85	\$2,904.08	\$96	3.43%
Alive!	\$4,666.79	\$3,929.00	\$4,949.02	\$4,267.00	\$5,200.24	\$5,615.69	\$5,808.17	\$192	3.43%
Discretionary	\$1,400.04	\$1,179.00	\$1,484.71	\$1,280.00	\$1,560.07	\$1,684.71	\$1,742.45	\$58	3.43%
Community Outreach	\$4,666.79	\$3,929.00	\$4,949.02	\$4,267.00	\$5,200.24	\$5,615.69	\$5,808.17	\$192	3.43%
Evangelical Outreach	\$2,100.06	\$1,768.00	\$2,227.06	\$1,920.00	\$2,340.11	\$0.00	\$0.00	\$0	#DIV/0!
Youth Gathering	\$1,400.04	\$1,179.00	\$1,484.71	\$1,280.00	\$1,560.07	\$0.00	\$0.00	\$0	#DIV/0!
Total	\$68,835	\$57,951	\$72,998	\$62,929	\$76,703	\$78,620	\$81,314	\$2,695	3.43%

LONG-RANGE PLANNED MAINTENANCE

Category	2022 Actual	2023 Actual	2023 Plan	2024 Actual	2024 Plan	2025 Plan	2026 Plan	\$ Change	% Change
Long-Range Planned Maintenance	\$23,334	\$19,644	\$24,745	\$21,336	\$26,001	\$28,078	\$29,041	\$962	3.43%
Total	\$23,334	\$19,644	\$24,745	\$21,336	\$26,001	\$28,078	\$29,041	\$962	3.43%

*Benevolence and Long-Range Planned Maintenance are calculated as a fixed % of Operating income (i.e. giving), not expenses.

2024 Calculated Requirement \$20,024
 2024 Actual Giving 437948
 2025 Calculated Requirement \$561,569
 2025 Calculated Requirement \$580,817
 Planned +/- 5.08%
 Planned +/- 7.99%
 Planned +/- 3.43%

2025 Council Nominations

Officers:	Nominee	Write-In
<i>Serves one-year term, limit three consecutive terms</i>		
President	<u>Scott Baker</u>	_____
Vice-President	<u>Bruce Purdy</u>	_____

<i>Serves a one-year term, no limit on consecutive terms</i>		
Treasurer	<u>Denise Gray</u>	_____
Financial Secretary	<u>Wendell Anderson</u>	_____
<i>Serves a two-year term, no limit on consecutive terms</i>		
Recording Secretary	<u>Meg Loftus</u>	_____
Legal Trustee	<u>Charles Bjork</u>	_____

Ministry Chairs

<i>Serves a two-year term, no limit on consecutive terms</i>		
Community Outreach	<u>Amy Hadley</u>	_____
Education and Youth	<u>Kristin McCall</u>	_____
Worship and Music	<u>Jill Cook</u>	_____

Committee Chairs

<i>Serves a two-year term, no limit on consecutive terms</i>		
Property	<u>Lisa Ward</u>	_____
Staff Support	<u>Vacant</u>	_____
<i>Note: Scott Ponsor is willing to serve one-year interim if no one is elected)</i>		

Mission Endowment Fund Committee

Serve a three-year term, limit is two consecutive terms
 No positions open for election this year.

4 Voting Members to Synod Assembly, June 2026

1. Scott Baker _____
2. Corinne Baker _____
3. Patricio Virgili _____
4. Wendell Anderson _____

*Praise God, from whom all blessings flow;
 Praise God, all creatures here below;
 Praise God above, ye heavenly host:
 Praise Father, Son, and Holy Ghost.
 Amen.*