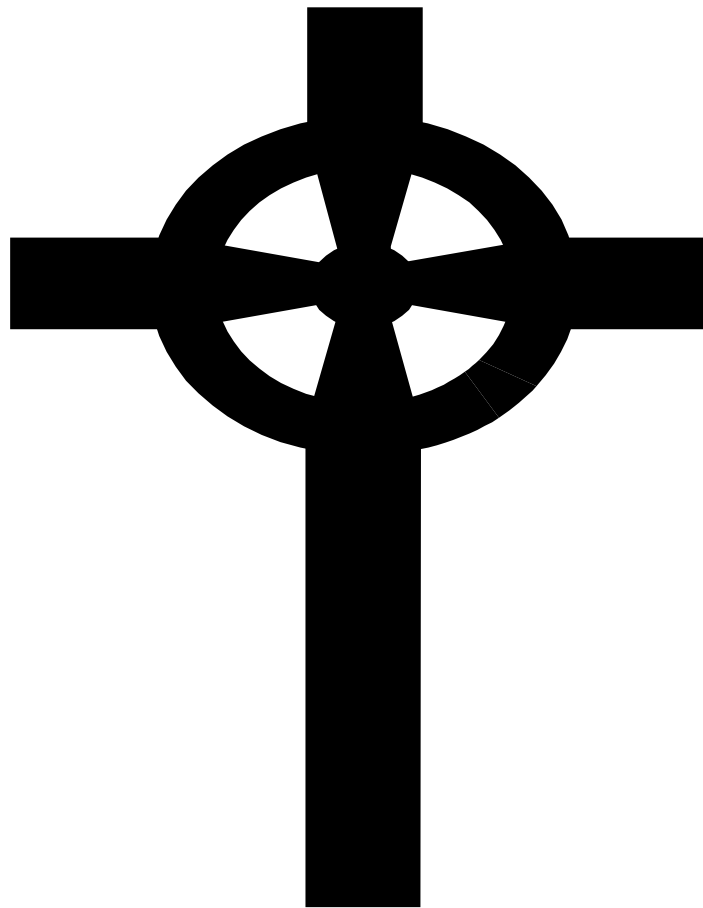


THE EPISCOPAL CHURCH OF THE GOOD SHEPHERD
NORFOLK, VIRGINIA

ANNUAL REPORT & MEETING

NOVEMBER 8, 2009



TO KNOW CHRIST AND MAKE HIM KNOWN WITH JOY, FAITH, AND SERVICE

Annual Parish Meeting Agenda

-OPENING PRAYER AND WELCOME

The Rev. Robert Davenport

Almighty and everliving God, ruler of all things in heaven and earth, hear our prayers for this parish family. Strengthen the faithful, arouse the careless, and restore the penitent. Grant us all things necessary for our common life, and bring us all to be of one heart and mind within your holy Church; through Jesus Christ our Lord. *Amen.*

-REPORTS

What We Practice as Members of Good Shepherd

- | | | |
|------------------|--|---------------------------|
| - Rector- | Involvement in some form of spiritual growth & renewal | the Rev. Robert Davenport |
| - Senior Warden- | Active participation in public worship | Randy Noe |
| - Junior Warden- | Service in our ministries | Beth Williams |
| - Treasurer- | Promise of financial support to our Parish | Steve Cyrus |

-ELECTION OF NEW VESTRY MEMBERS

Randy Noe

-Recognitions and Introductions

Randy Noe

-QUESTIONS AND REMARKS

-CLOSING PRAYER AND PROCEED TO WORSHIP AND INSTALLATION OF 2010 VESTRY

Rector's Report

For the Parish

Welcome to the 2009 Annual Parish Meeting of the Church of the Good Shepherd. The Church outlines my role as the rector of this parish: "The Rector shall lead [the Parish] as pastor, priest and teacher, sharing in the councils of this congregation and of the whole church, in communion with our Bishop. By word and action, informed at all times by the Holy Scriptures, the Book of Common Prayer, and the Constitutions and Canons of the General Convention and our Diocese, the Rector shall proclaim the Gospel, love and serve Christ's people, nourish them, and strengthen them to glorify God in this life and the life to come."

This may seem like a daunting task. It is. But it also my privilege, pleasure and, I believe, calling from the Good Lord. So thank you for having me amongst you, in some ways in your world but not of it. I must admit it does seem that other things get thrown on top of this job description the list of them is too long to go into. But among other things I am a voting member and preside at Vestry meetings. We are given the task of calling an Annual congregational meeting at which the election Vestry members shall take place. Our Vestry shall include the member of the clergy in charge and twelve adult confirmed communicants in good standing qualified to vote. Those elected to the Vestry shall remain in office until their successors are chosen and qualified. They take office immediately after being elected and stay in that position in this parish for a term of three years.

Custom has it that at this time we also hear reports from the various ministries of the parish. We have prepared a written annual report which includes reports from the various members of the Church staff who work in program areas, the officers of the Vestry including the Wardens and Treasurer, Committee heads, and this report from me. I will say more later in worship as I reflect on the Gospel and our common life in this place.

This Year the Vestry adopted a Stewardship Statement. It reflects their commitment to an expanded understanding of stewardship. It begins by making some significant declarations of belief.

What we believe

We will be good stewards of the mission of our Church - *"To Know Christ and To Make Him Known With Joy, Faith, and Service."*

Stewardship is embedded in everything we do, and everything we are.

We will focus on the theology of abundance. In God's redemptive love, we are confident there is enough of what we really need to go around.

We invite and desire 100% participation in what we practice.

As stewardship is embedded in everything we do and everything we are, I along with Vestry officers the Senior Warden, the Junior Warden and the treasurer shall draw from our Stewardship Statement to talk about what it means to be a member of this parish.

What We Practice as Members of Good Shepherd

Involvement in some form of spiritual growth & renewal

Active participation in public worship

Service in our ministries

Promise of financial support to our Parish

(Cont'd)

I am to talk about how we are all invited to be involved in some form of spiritual growth and renewal.

If you read the history of this parish or if you take a walking tour of our building, it should be clear to you that one of our highest priorities in this parish is spiritual growth and renewal. We struggle about what to call this emphasis. I am used to the term "Christian Education." But whatever we want to call it, Sunday School is not about little people doing little things. It is our life's blood. It is central to our long range plan and to our programs. We have two persons, Ben Blanchard and Patricia McKee, whose primary roles are to enable us all to be in weekly, daily, hourly programs of growth, study and prayer. We are called to examine our lives in light of the scriptures and teachings of our Church. If all we do is look at our , I believe that is called narcissism. If all we do is look at our traditions, it is merely sentimentality. EfM, Bible Studies, daily prayers, family prayers, Adult forums, Faith Matters, Prayer Groups, Book Clubs, Youth Groups, and what have you are all there to serve you, that you might live the first part of our mission statement, "to know Christ." To think that your children or even your adolescent is getting what they need in religious discipline by showing up once or twice a week, or even weekly is incorrect. The Good Book says that we are not to take the name of the Lord our God in vain. Some of us, including me, may at times lack a more creative vocabulary, but we take the name of the Lord as the great old prayer says "not with our lips but with our lives." You of this parish have committed yourselves to Christian formation for all ages in your planning, your budgeting and your prayers. Programs are in place, some of them spectacularly so. Please continue to join us.

The other day Grace Strid very politely mentioned to me that sometimes I tend to wander. Sometimes that is my mistake. Other times, as now, it may be purposeful. All the time it is just the way my mind works. In any case, I would like to take a bit of detour and address a few issues I see coming down the road.

One is financial-Several years ago, when we were in the midst of capital improvements at the Church and the expenses were considerably beyond both the initial projected costs and the money raised during the capital campaign, it became apparent that we were going to need to use the endowment to service the debt we were incurring. One member of Vestry in particular warned us repeatedly that we needed to use the endowment in very limited, cautious ways. I wish we had listened to him even more than I did, because right after that the world economy went haywire and all of us have been forced to scramble. Since then we have taken over \$450,000 from the endowment with the projection that at that rate it will be gone in about three years.

As the Rector of this parish I have to live both our short and long range dreams. My commitment is that the Church of the Good Shepherd will support the diocese by pledging at least their minimum asking and that we will adopt a balanced operating budget. This does not include continuing to draw from the endowment to make interest payments on the building loan until we come up with a long term resolution. In short, this commitment has resulted in the need for some very difficult decisions to be made. In close consultation with the Vestry Executive Committee, it became clear to me that we were overstaffed for the size of our programs, budget and congregation. The largest part of our budget is for salaries and support. This information has been openly shared and discussed with the entire staff. I had made them aware that I needed to make some tough decisions. Your Vestry and some wonderful others have made great strides this year in our understanding and communication of a faithful understanding of stewardship. It behooves us all to follow their lead.

Another has to do with leadership-We have a wonderful group of people who are finishing up their Vestry terms-Randy Noe, Beth Williams, Jennifer Sanford and Molly Parsons. We thank them for their efforts and the tremendous contributions that they have made to this parish. We also have a wonderful new slate of Vestry members-Sue Hill, Tom Cherry, Sue Bryant, and Mary McCaffrey. We thank them for their willingness to serve. We also need to pay attention to our demographics. I shudder to think of the number of great, great saints of God and leaders of this parish we have seen go to the life eternal. As we are half way through completing one long range plan, we need to be purposefully thinking about what lies beyond that. One of those will be leadership development. We do not just need people who know how to lead, but we need people who will lead with their faith. We need people who understand the Church and are willing to answer the call from Wardens and Nominating Committees and clergy when they are asked to serve on committees and the Vestry. We need people who will say from their souls' depth, "Here I am, send me." My earlier invitation to spiritual development needs to bear fruit in both the Church and the world.

And I finally remind you of the end of our Mission statement, "With joy, faith, and service." "With joy" we have said. If it is not fun it is just not going to work. I must admit, it has primarily been great joy for me to serve this fall. It may have a lot to do with getting ready to go on a sabbatical to New Mexico, Africa, and Italy with the woman I love. But this sabbatical time has been designed by a wonderful committee for the benefit of us all and with the generous help of the Lily Foundation. They made this grant because of this congregation's gracious cooperation with one another and with me. It is a wonderful indication of the Holy Spirit flowing among us. This time is purposely designed to make our hearts sing. I look forward to being gone, and I look forward to being back with you in April.

Mission and Leadership

The mission of the Church of the Good Shepherd is "To know Christ and to make Him known with joy, faith, and service."

Like all Episcopal Churches, the Church is governed with a Vestry and a Rector.

Currently, the Vestry is composed of thirteen members. However, after the next election, they will number twelve. The congregation elects four members at the annual meeting held in the fall. Each member serves for three years. They elect a Senior Warden and a Junior Warden. The Rector serves as the presiding member of the Vestry. The Vestry appoints a Clerk and a Treasurer for the parish. When there is no Rector, the Senior Warden is in charge of the parish leadership.

The Vestry is responsible for the stewardship of money and property and is to work with the clergy in personnel management and program development and oversight. One of its most important responsibilities is to call a new Rector with the assent of the Bishop when there is a vacancy. The Vestry is expected to support the Rector in many ways including providing regular feedback, encouraging him or her to pay attention to wellness issues, and encouraging clear and direct communication between all church community members. The Vestry also establishes the budget, which makes it possible for the Rector to hire and supervise supporting clergy and staff to implement the ministries of the parish.

The Rector, Robert Davenport, is elected by the Vestry. The Rector is responsible for the worship and spiritual life of the congregation, selection and oversight of assisting clergy and staff members, and use and control of all buildings and furnishings. The Rector is also responsible for the education of all ages in scriptures, doctrine, discipline and worship in the Church, and the exercise of their baptismal ministries. In addition, the Rector is accountable for stewardship education, preparation for baptism confirmation, reception and reaffirmation, details regarding bishop's visits, monthly open plate offerings for charitable uses and reading communications from the House of Bishops.

There is naturally overlap in these ministry areas, but the Rector and Vestry strive to collaborate and communicate with the congregation equipping everyone for their ministries. Together they have reviewed and reaffirmed the parish's mission statement and set goals to help the congregation recognize progress towards that mission.

Senior Warden

I grew up in a very small town in a very rural part of the Intermountain West. By my eighteenth birthday I had never been east of the Mississippi River. But after I graduated high school I left home to attend college in New York State.

At no other time in my life have I felt as alone as I did that first semester. Everyone I cared about was 2000 miles away. They had been replaced by a whole lot of aggressive, fast-talking people who didn't even wave at me as they passed by. They talked too fast, they were terrible drivers, and they were so obsessed with time they measured distances in minutes instead of miles. But it wasn't just the people. Even the landscape was different. The mountains that once dominated the horizon had given way to buildings that made me feel confined, almost trapped. Everything seemed so unfamiliar.

Except one thing.

On Sundays I attended a Protestant worship service at the university chapel. It was a bit different from what I knew back home but there were a lot of familiar elements. People would shuffle in a few minutes before the service and they would bow their heads in silent prayer. Everyone stood to sing a hymn as the chaplain entered. A student volunteer would read scripture. The chaplain would deliver a message. And toward the end of the service, we would share communion.

Taking part in these familiar traditions was a great comfort to me. It was a little slice of home. But it was more than that. Gradually I learned some things about the people sitting in the pews with me. Though they seemed so strong, they needed a little time each week to re-center themselves. And though they seemed so smart, even they recognized they did not have all of life's answers. Over time I felt closer to them. And one day I felt like I belonged.

I would argue that before Good Shepherd is anything else, it is a community of people who worship together. Before we are lay readers, or acolytes, or Sunday school teachers, or kitchen helpers, or youth volunteers, or committee members, we are people who come together every week to honor and to give thanks to God. And while we are here, we encourage one another, we help one another, and we enjoy one another.

As I look back on this year, my last as a member of the Vestry, I think about little moments when I was moved by the people of this church. The parish retreat in North Carolina. The youth trip to Belize. The report by the committee working to create a pre-school for at-risk children. The successful grant application for Robert's sabbatical. Your generosity on Stewardship Sunday.

It has been an honor to serve on the Vestry, but it has been a special privilege to worship with, and to take inspiration from, the people of the Church of the Good Shepherd.

Executive Committee Report

November 3, 2009

Church of the Good Shepherd

Vestry Executive Committee Annual Report for 2009

The purpose of the Executive Committee of the Vestry is to assist and advise the Rector and the Vestry in the day-to-day management decisions of our Parish. In the 2009, the Rector and Vestry refined the role and membership of this committee. The Executive Committee consists of the Rector, the Senior Warden, the Junior Warden, and one other member-at-large from the Vestry. The Church Treasurer attends on an occasional basis to advise the Committee on financial matters of the Parish.

The Executive Committee meets on a weekly basis and advises the Rector on administrative and management decisions within his purview, and makes administrative and management decisions given to the committee by the Vestry.

Typical Executive Committee functions include:

- Planning Vestry meetings / agenda;
- Serving as the Personnel Committee - Advising the Rector on personnel matters such as compensation request for the budget, duties, hiring / termination, performance / discipline;
- Frame significant issues for final decision by the Vestry such as legal matters affecting the Parish; Relations with the Diocese, and personnel compensation;
- The Executive Committee serves to focus the Vestry's time and to fashion proposals for Vestry action, laying the groundwork for thoughtful Vestry discussions and decisions;
- Keeping Vestry members informed of issues as they develop.

Calendar year 2009 was busy year for Executive Committee. Key issues we worked to resolve included:

- Refining ministry committee organization for Vestry approval;
- Reorganizing and reinvigorating our Stewardship Organization and process;
- Developing the Vestry Statement on Stewardship for Vestry approval;
- Developing the framework for Mutual Ministry Review, our annual checkup on how we are doing as a Vestry and how the ministry committees are executing the mission of our Church;
- Conducting reviews of Church staff organization and duties and coordinating implementation of duty realignments.

In 2010, the Executive Committee looks forward to the challenges ahead as it manages the administrative operations of our Church during our Rector's sabbatical. The Committee will continue its significant focus on staff organization and duty alignment as our Parish grows and flourishes in 2010.

Associate for Music and Youth

Annual Report

Associate For Youth and Music

This past year has been quite an adventure to say the least. Things that I thought might turn out one way seemed to sometimes turn out another and for that I am grateful. Listed below are some of the memories I would like to share in review of the past year.

- *A sing-along filled with belting voices to beat the band at the Shumadines house. It was a great way to celebrate a birthday and raise money for the Mission of the Holy Spirit!
- *The beginning conversations of how to form a youth committee that would serve as a steering committee to create and sustain junior high and high school youth programs at Good Shepherd.
- *Wednesday evening choir rehearsal continued for the adult choir.
- *The Easter service was complete with timpani drums and a brass quintet. Thanks to Martin Blount and Woodside High School for lending us the timpani drums.
- *Molly Parsons kicked off the idea of a summer global exchange which led to eight Good Shepherd youth and three adults heading to San Pedro, Belize for a week long camp entitled "I Gotta Be Me"
- *The youth at the Mission of the Holy Spirit put finishing touches on eight banners (ten feet tall and four feet wide) revolving around the Millennium Development Goals.
- *Sandy Bond and I along with four Mission of the Holy Spirit teenagers packed our bags and headed to Los Angeles California (Disneyland) for the Episcopal Church General Convention. With gracious support from many parishioners and friends the group was able to fully participate in General Convention. The eight banners are now traveling around the United States for exhibit. They are currently en route to Rochester, New York for a week.
- *In August the official youth committee was formed and continues to meet the second Thursday of each month. (complete with regular attendance, awesome volunteer efforts, monthly meeting minutes).
- *From this group sprouted the new Sunday morning JR high program using the curriculum "Making It Reel and Relevant", a lectionary based curriculum including pop culture films.
- *There are close to 30 Jr. high youth active currently at Good Shepherd. The group also meets one Sunday evening a month for social and social action programming.
- *A designated room for high school youth including comfy leather couches, games, and amenities has been established as a regular "hang out" place available to high school youth.
- *Currently the high school youth meet for fun and outreach on the first and third Sunday evening of the month. They have began a partnership with the residents of Tucker House (senior citizen Section 8 apartments). Last month the group had a boom boom good time with an evening of percussion and singing. They are currently working on dioramas that will be a surprise on Christmas eve after the 8:30 PM service.
- *Another excited "youth" happening is the sharing of musical talents. We currently have several great young musicians that will be playing more during worship. We will have a grand kick-off of youth music on Christ the King Sunday with the visitation of the Bishop.

Continued on next page...

(Assoc. of Music and Youth, Cont'd)

- Eastern Shore trip with 8 youth and 4 Adults from Good Shepherd joining with St. Stephen's Cathedral in Harrisburg, Pennsylvania. A great crew who completed a whole new roof and nine new windows along with other improvements to the home of Thelma Costen. Thelma greatly cheered our hearts with shared abundance of food and joy while we were there also. Many thanks to Churchill Pinder for including us in this trip and for working it with the state service for the elderly this year.
- Confirm not Conform– Wonderful, real confirmation series to begin in January 2010 for all Senior High youth not yet confirmed (9th grade and up).

These are just a few of the highlights during the past year. The thing that made these most successful was the strong volunteer leadership and committee support. The youth and worship committees are two awesome groups! 2010 will be surely be a blast! One movie that was a metaphoric thread through the year for me (and Sandy Bond) was UP. I second Ellie and the little scout from the movie as we head in 2010 with their favorite phrase RAWR! RAWR! SPIRIT OF ADVENTURE!!!!!!!!!!!!!!

Associate for Christian Formation and Newcomers

A little over a year ago, I was creating a 12 foot turtle with senior high youth and Mission of the Holy Spirit youth from our congregation for Blessing of the Animals. I found such joy in the process as we worked together. This open welcome to explore life together in God's world is what my job is about at it's best! This was a great picture of ' Joy, Faith, and Service' at work.

Another place I see our mission at work is in the loving, caring, graceful fellowship and study shared in small groups at Good Shepherd. Whether it's Tuesday morning prayer, Wednesday morning prayer and study, Sunday evening Bible study, or the Knitting Group on Tuesday evenings- the opportunities to experience community and learn about our faith is always an option when one comes through the doors.

This summer, Beth Parker, Temple Richardson and I decided to write our own Vacation Bible School curriculum to touch the hearts of the young children in the Good Shepherd Community. We developed 'Jumpin' Jeremiah Hunts for a Heart' which was a great success. 70+ children with 35 to 40 youth and adult helpers every day made it so worthwhile.

Living into our Baptismal Covenant as we live life together at all ages, is the focus of my work as Christian Formation Associate. This means gleaning the gifts that each person has to share as we gather around the table to remember Jesus Christ and step out joyfully to embrace the lives we have been gifted with to serve in the world. Not to fit anyone into a particular box, but to listen to one another, to learn from each other, and to grow to be the Body of Christ in a world that might not be able to hear or see this compassionate love in their regular path.

Study has been a major theme during this year for me. With EFM and adult education my life is enriched with study of Scripture as well as study of congregational life and what will make it even better all the time for our congregation.

Stewardship

Stewardship Report

One of the top goals of the Long Range Plan is to “ensure the financial health and long-term viability of our church.” This is pretty much a given. We want our church to have a balanced operating budget and we want the church to be here for us, this year, next year, and for generations to come. Yet, we realize that to operate the church, maintain the building, hire and keep the best staff, support the diocese, fund outreach projects such as Nest and the Mission of the Holy Spirit, keep our kids engaged, and celebrate at Sunday worship with beautiful musical accompaniment, it takes money. And every year, we run an Annual Giving Campaign seeking pledges from every member of the congregation. Our revenue comes from our parishioners. We do not know year to year how our budget will look until we get your pledge cards. This is how we plan, and it’s hard work.

One of our short-term goals this year was to make this process easier on everyone. We thought if Stewardship is so important to the health of our church, we should put the oversight with the Junior Warden and break the committee down so that more people are pitching in to help. Therefore, we restructured the committee to include the following subcommittees:

Stewardship Education - John Meek, chair, Rich Crawford, Rexanne Metzger,
John Chandler, Robert Davenport/Rector

Annual Giving - Rolf Williams and Sam Hill, co-chairs, Sue Hill, Randy
Noe, Steve Cyrus

Planned Giving - Randy Webb, chair, Eddie Wolcott, Barbra Noe

Budget - Woody Duffy, chair, Steve Cyrus/Treasurer, plus two others TBA

Endowment - Matt Matthews, chair, Eddie Wolcott, Sandy Harris, Steve Cyrus

Gifs/Memorials – Randy Noe/Sr. Warden, Robert Davenport/Rector, plus two
others TBA.

The workload is now split among many, and with many hands, we have time to do more. We enlisted the help of a professional stewardship consultant to train us to be more effective. We created and disseminated a Vestry Stewardship Statement. We held an every member canvas and updated our Abundance brochure to communicate with our congregation. We had four Sundays devoted to Stewardship Education. And hopefully, we have encouraged every member of our congregation to contribute their time, treasure and talent to the church in ways big and small. Thanks to everyone for all they have given this year and in years past. But the road stretches out before us. And it will take joy, faith and service on the part of each of us to make that journey.

Hospitality/Newcomers

Hospitality 2009 Annual Report

In 2009, the Hospitality Committee successfully met its goal of fostering a generous and welcoming community at Good Shepherd. Much was accomplished thanks to the undying efforts of Ben Blanchard, Lynn Cobb, Laurie Marshall, Beth Parker, Lucy Williams and Harvey Roberts.

"Jazz and Jambalaya," a Mardi Gras themed mannamakers, started the year with a tremendous bang at the home of Ben and Rachel Cottrell. The following week featured a parish parade complete with King Cake as well as a "Beads and Beignets" Shrove Tuesday feast! April brought an Easter celebration in the narthex with homemade ham biscuits and lemon squares. Also in April was the fabulous "Bluegrass Hope Down" mannamakers hosted by Elizabeth and Keith Hope. Live bluegrass music on the banks of the river made for a truly unforgettable evening. June brought the much-anticipated Annual Picnic at The Hermitage. Beautiful weather, fantastic food and wonderful worship all made for a perfect picnic. Spring was indeed a fellowship filled season for Good Shepherd! The Hospitality Committee began the fall in full swing with an authentic Belizean dinner for the "See It to Belize It" celebration. Also in the fall was a tremendously successful "Fall Into Good Spirits" mannamakers at the home of Lucy and Lang Williams. 2009 will end on a high note with a Christmas party hosted by Bobby and Debbie Schlegel on Sunday, December 13th.

Throughout the year, the Hospitality Committee's efforts have not only provided wonderful opportunities for fellowship but have also strengthened Good Shepherd's sense of community.

Christian Education

Report of the Committee for Christian Formation ,

The goals that are set in our long range vision for Education and Christian Formation are outlined in two areas.

1. The first was the area of Adult Education. This second year of the long range plan, the Adult Education Committee took time to assess the programs offered last year. We also took assessment of the short small group offerings that were tried out last year (Art and Short Stories)- and new offerings will come throughout the new year. Keep your eyes open for the Foyer Groups during the upcoming Sabbatical months. Our ongoing successful small groups for Adult Learning include the EFM Groups (adding our second one last year), the Knitting Group, The Sunday Night (very faithful) Bible Study group, The Wednesday Morning Synthesis/Prayer Group. In terms of Sunday classes, Faith Matters has hands up been an important class to continue into the new year, and thanks to the facilitation of Charlotte Chandler last year- new leadership was ready to step up this year with Tom and Linda Cherry and Peggy Troyer. The Adult Forum committee has also worked amazingly well in planning a year of 'Landscape, Language, and Love' emphasis for the forum. Walker Shivar, Peter Stewart and Robert Davenport have developed this series for our congregation in a unique way. And to offer new trials, above and beyond existing programs we developed 'Coffee at the Courtyard' a chance to explore lives in a casual gathering with the Bible in one hand (lectionary for the week) and the headlines in the other.

2. The second area of education ministry is children's programs.

Our goal in Year Two met in the following ways:

New leader/teacher development in the church school-Sunday morning- adding three new teachers/assistants in Godly Play, bringing in three new teachers to the elementary groups. Our thanks each week goes to the wonderful teachers who love to come and be with the children to teach and worship together. We are especially thankful for the men who have come into church school teaching this year: John Meek III, Billy Brock, and Sonny Brock.

We experimented this summer with a write your own Vacation Bible School called 'Jumpin' Jeremiah Hunts for a Heart!'. With the help of Beth Parker (and great movement each day), and Temple Richardson, we enjoyed stories from the Gospel of Mark that we might not have heard before. A great week was had by the 70+ children and 35/40+ youth and adults who helped.

Week to week, my plans for the children touch on our congregational worship as we offer special activities in church school, Children's Chapel, as well as bringing the children into worship with us whenever possible to enrich our community experience of life together. This year we hope to offer an educational baptism service, similar to the educational Eucharist we have offered the past two years.

Ben Blanchard is working on children's music in special workshops coming up right before Christmas on Friday Dec. 11th. This will truly help bring our worship and children on one note.

Building and Grounds

Building and Grounds: This year has been very good for The Church of the Good Shepherd. Our objective is to maintain and preserve the Church's physical plant, and make the building safe, inviting, and comfortable. This past year the Task Tackling Tigers made a remarkable difference in attaining the goals of our Church. Volunteers worked tirelessly to paint, clean, and polish. I cannot thank those individuals enough for their time and efforts. In the future, we will be organizing a work weekend in the Spring and one in the Fall. Everyone is invited, and we will give you plenty of time to plan for this worthwhile event for the Church.

This past year Robert Taylor was hired as our new Sexton. He has done a remarkable job and takes great pride in the appearance of the building. We have been blessed with a tremendous facility, and Robert has the daunting task of maintaining its appearance. If you see him in the halls, please give him a wave and a Thank You!

I would like to recognize John Chandler for his invaluable talents and efforts in the systems of the building. His energy and enthusiasm to keep the systems of the building working efficiently is unparalleled.

The future of Good Shepherd looks bright! Mother Nature was kind this summer to the outside plants and trees. Our vision is to invent new plans to keep our Church fresh and new. We would like every parishioner to be proud of the Church and take ownership in its preservation. Thank you for all you do for Good Shepherd.

Keith Hope

Parish Care

P is for Plenty in time of need

A is for Always Available, and Anyone can join

R is for Revealing the spirit of the church; (that is, Ready to Eat?)

I is for In the Kitchen – The first Thursday of the month,

6-8 pm, Women with Spirit(s)

S is for Stamps used on our notes of encouragement

H is for Hospitality, including the Tucker House Christmas

Party which is Wednesday, December 9, 4-6 pm.

This year Parish Care is continuing the faithful ministry of cards and calls to those who cannot worship with us. We are forging links with the Lay Eucharistic Visitors and the Intercessory Prayer group, for open communication of any care needs in the parish.

New this year, or revived this year, depending on how long you've been at Good Shepherd, is the Women with Spirit (s), gathering once a month to prepare meals to be taken to those stuck at home, living alone, or with special needs in their lives. Over time, we hope to generate a stockpile of meals in the church freezer, which can be distributed by anyone aware of such a need.

The

Treasurer's Report December 2009

November 5, 2009

TO: All Members and Friends
SUBJECT: Annual Report to The Church of the Good Shepherd
FROM: Stephen K. Cyrus, Treasurer

First and foremost thank you for your generosity. Despite the current economic environment, people continue to generously donate to the Church. THANK YOU!

Our Church is growing. One only has to look at the large number of children and new families in attendance on Sundays. Membership is growing so I am certain the top and bottom lines will follow in future years.

The operating budget is very tight. We have about 130 families pledging a total of about \$525,000 to the Church in 2009. With these numbers and an estimation of other gifts, the Vestry developed a budget. Two thirds of Good Shepherd's budget is in personnel costs and more or less fixed. After much belt-tightening the Vestry approved a balanced operating budget for 2009. Salaries were frozen and each line item was scrutinized for potential savings. Even with this belt-tightening, through the end of September, the Church has an operating deficit of about \$100,000. Please remember the Church in your personal budget as we try to finish 2009 in the black (i.e., no operating deficit)

The building construction and renovations are complete.

Building Renovations & Improvement Costs	\$3,100,000
Interest Paid on Construction Note	<u>300,000</u>
Total Cost	\$3,400,000
Less Capital Campaign Donations	<u>\$1,800,000</u>
Long term Note at Heritage Bank	\$1,600,000

In the table above the figures are rounded and as of the end September. The outstanding loan balance and related interest figures change slightly as we pay down the note. When capital donations are received, we pay down the note as soon as possible. These interest charges total about \$10,000 a month as capital depletions from the endowments.

The Church has two Endowments totaling about \$700,000. One is "restricted" on paper in that some monies have been earmarked for specific purposes. After the public comment period last year, the Finance Committee and Vestry approved closing those accounts and using the funds to pay down the note or to move the funds to the endowment account for specific uses as directed by donor families. I spent many hours reading old records and with the help of Matt Matthew's great memory, we have identified the "sub accounts" or sources of the Restricted Endowment.

As you are aware, the financial markets have fluctuated wildly in the past 18 months so the present value of the above figures and the income generated also fluctuate. As mentioned, we are using the endowments to pay finance charges and the General Endowment is currently valued at about \$300,000. The trustees manage these funds conservatively in high quality bonds and stocks. In the past 10 years the funds have earned about 8% annually. In addition to interest income that the portfolios generate, Matt and the other Trustees are cautiously liquidating securities as needed to provide cash for the interest payments on the building note. Thanks to them for all their hard work. Unfortunately this payout amounts to withdrawing a significant part of endowment capital. To replace these funds over time, we hope you will consider a bequest in your will or other planned giving to the church in connection with your estate planning. For more information on this, please call me, Matt Matthews, or any vestry member. (cont.d next page)

(Treasurer's Report, Cont.d)

The Church CPA, Fran Taylor completed a review of our books (accounting records and systems) for the years 2006 and 2007. Everything was in order and a copy of her letter is available upon request. She works with our church bookkeeper Sharon Lucas on a quarterly basis to review payroll tax reports to the IRS and as well as other reviews as needed. I'm pleased to report that the Church financial records have been successfully running on one computer system (ACS, Inc.) now for more than 3 years. This database is getting better and better with the passing of each year and with Sharon's valuable experience. These data are especially needed to enable your Vestry to plan and budget in these uncertain financial times.

I am pleased that Lang Williams has been approved by the Vestry to the post of Treasurer, beginning on January 1, 2010. The CPA will be performing another two year review (2008 & 2009) at the end of this year. The Vestry and I want to ensure the Church's funds are being controlled in a prudent and transparent manner. This is especially important to me as I pass this job on to Lang in 2010.

Thank you for allowing me the opportunity to server as your Treasurer. It has been a rewarding experience. And thanks again for your generosity to the Church.

Sincerely,

Steve The Church of the Good Shepherd
2010

Stewardship Gifts	\$600,000
Endowments	\$150,000
Other Income	<u>\$50,000</u>
Total Revenue	\$800,000
Expenses:	
Diocesan Pledge	\$60,000
Office and Misc.	\$30,000
Interest	\$100,000
Personnel	\$472,000
Building Utility and Grounds	\$72,000
Communications	\$14,000
Children and Adult Education	\$15,000
Hospitality Committee	\$8,000
Outreach and Missions	\$17,000
Worship	<u>\$12,000</u>
	\$800,000
Net (Revenue - Expenses)	\$0

Early Childhood School Update

2009 Parish Report

The Exploratory Committee of the Early Childhood Education Project continues to move forward toward providing mental, physical, and spiritual care for children, birth to 3 years, in the local community by creating an early childhood school with an emphasis on parental education and support. A great deal has been accomplished this year. Thanks to the many parishioners who have showed support by joining these efforts and offering their time and talent. Below is a brief account of what we accomplished in 2009.

The Exploratory Committee branched out into sub-committees earlier this year after a consultant from the National Association of Episcopal Schools, Laura Walker, conducted an in-service at the Good Shepherd in February. These task forces include: General, Community Partnership, Fund Raising and Development, Finance and Budget and, when the location is determined, there will be a Facility Task Force as well.

This summer the General Task Force began drafting the mission statement and core values for the school as well as researching samples of by-laws from similar institutions.

Also in June, we held our first annual fund raiser, The River Raft Up. Winds caused us to move the location from the Elizabeth River to the Lafayette River. We passed a basket and raised a little money. It was beautiful watching the sun set and eating picnic suppers. Hopefully this event will grow next year.

In August, I spoke at the Sertoma Club in an effort to raise funds and to educate the community about what we are doing at the Good Shepherd in regard to educational outreach and the importance of early childhood education.

Robert Davenport, Temple Richardson and I traveled to the Virginia Seminary in Alexandria in September. The Urban Alliance, a young organization within the National Association of Episcopal Schools, gathered to share information on creating schools that serve urban populations. We met representatives from schools all over the country, from ten different states. We have continued to be in contact, sharing business plans, case statements and experiences. This will be an important resource for us as we proceed.

The Fund Raising and Development Committee has met a number of times. This group has generated a long list of potential donors and assigned tasks to research requirements for various grants and time-frame requirements from different foundations and organizations.

Sue Bryant and I addressed the congregation in September to give an update on our progress, discuss the need within Norfolk for early childhood care, and the powerful benefits it provides with a research-based analysis confirming the economic and social value of a quality early childhood education.

And most recently, Eddie Wolcott, David Bastian, Steve Cyrus and I met to develop a strategic plan to create a financial structure for the project and become an established school.

In January of 2010 we hope to create a Project Board with simple individual tasks for people that would like to be a part and could complete one assignment of this but aren't able to sit on a committee. We hope you will consider joining our efforts, as stated in the Long Range Plan, to "support the exploratory committee's efforts within Good Shepherd whose mission is to provide mental, physical and spiritual care for children (birth through three years) and their families in the local community." Thank you for considering sharing your energy with us. I'm not going to say it takes a village, but it does.

Sabbatical Committee Report

A Committee to consider and access a funding source for a Sabbatical was convened. Members included Chairperson, Beth Williams, Robert and Lizzy Davenport, Sallie Avery, Susan Bryant, Sue Doviak and Jay Mahoney. The Committee considered the employment contract promise made with the Davenports of a Sabbatical experience at the three year tenure of their ministry at Church of the Good Shepherd and unanimously agreed on pursuing it. Robert had a funding source in mind through the Eli Lilly Corporation, and had already obtained information about their process for writing and awarding grants. Specifically, their intentions were to offer funding for something that would make their hearts SING and that would ensure spiritual coverage within their congregations for the time they might be away.

Robert and Lizzy worked diligently on writing a proposal and regularly sought committee input for revisions and editing. They proposed a trip that would stimulate them in the Adventure of Landscape, Language, and Love and would include study with impoverished deaf communities, recreational time with family, and climbing and skiing in mountains of God's wondrous creation (Mount Kilimanjaro).

Part of the proposal was to include the entire congregation in the Sabbatical so

Robert and other committees (Worship, Adult Education, Children's

Education, Hospitality and Outreach) began planning ways that the

congregation could also sing/celebrate with joy, faith and service using the same theme.

Lily Endowment Grant

The Episcopal Church of the Good Shepherd, Norfolk, Virginia has received a grant of \$47,784 to enable its Rector, the Rev. Robert Davenport, to participate in the 2009 National Clergy Renewal Program funded by the Indianapolis-based Lilly Endowment Inc. It is one of 149 congregations across the country that will support their ministers in the program, which allows pastors to step back from their busy lives and renew their spirits for the benefit of their ongoing ministries.

Now in its 10th year, the program invites Christian congregations and ministers to consider and plan a period of intentional reflection and renewal. It provides a time for ministers to take a break from their daily obligations and gain the fresh perspective and renewed energy that a carefully considered "sabbath time" of travel, study, rest and prayer can provide.

Each congregation is eligible to apply for a grant of up to \$50,000. Up to \$15,000 of that amount can be used to fulfill pastoral duties during the minister's absence and for expenses related to the congregation's own renewal. The 149 grants this year total \$6.2 million.

Good Shepherd will be taking the sabbatical time to explore relationships in "Landscape, Language and Love." Robert Davenport and his wife Lizzy will be traveling to the landscapes of New Mexico and Africa, walking the terrain and climbing the mountains. There he will be learning and using American Sign Language as he visits among deaf communities. Both of them will volunteer at the Embangweni School for the Deaf in Malawi. The church congregation will fulfill outreach opportunities in our local landscapes and participate in foyer dinners where we can more fully understand the "language" of those both familiar and unfamiliar to us. This season will be one of going deeper to follow our mission to know Christ and make Him known with joy, faith and service.

This year's group includes congregations in 36 states. Almost two-thirds of them see between 100 and 300 at Sunday worship services. Twelve congregations have more than 1,000 at worship. The group of pastors counts 40 women, four of them members of clergy couples.

The 2009 class of grantees brings to 1,290 the number of congregations that have received clergy renewal grants since 2000. "We have heard wonderful stories from these pastors who already have experienced their sabbaticals," said Craig Dykstra, Endowment senior vice president for religion. "Their time away has freed them up to pursue personal interests and needs in ways that have given them new energy for ministry – and their congregations have discovered that they didn't fall apart without their minister around. Indeed, they too experienced refreshment and a new-found sense of their own strengths."

The Endowment's larger goal is to bolster the good work that America's pastors and congregations accomplish day in and day out and to reinforce and build upon important work being done on both sides of the pulpit. "In our religion grantmaking, we hope to strengthen the efforts of today's excellent pastors because it is no secret that pastors who have reconnected themselves to the passions that led them to the ministry in the first place are more likely to lead healthy and vibrant congregations," Dykstra said.

Worship Committee

Worship Committee

The objective of the Worship Committee is to create Sunday worship services that fulfill our Mission "to know Christ and make Him known with joy, faith, and service." The committee is comprised of representatives of the different areas of worship leadership. Current members of the committee include John Meek for the ushers, Beth Brock for the acolytes, Sallie Avery for the lay Eucharistic ministers, Peggy Troyer for lay Eucharistic visitors, Barbara Byers for new members and lectors, Tracey Copeland for parents of younger children, Ben Blanchard for choir and music, Robert Davenport for the clergy, and Diana Smelt (Chair) for altar guild. Rotating off the committee in July following 1 ½ years of service were Ann Fletcher and Billy Grimball.

Long range goals for 2008 - 2010 are to:

- Recruit, train, and retrain all lay worship leaders.
- Recruit multi-generational lay readers, choir members and ushers.
- Fashion prayers of the people weekly from programs of the parish and concerns of the Church for the larger world.
- Coordinate efforts of Worship Committee and program committees of the parish so each program area has two services during the year that focus on their ministries.
- All services are posted on the website, on banners on Hampton Blvd., and in newspaper.
- Run trial services during Advent and Lent for midweek services and/or healing rites.
- Explore summer worship scheduling opportunities.
- Paint and re-carpet the interior of the Church and begin a plan for improved interior lighting.
- Have a half-time Assistant Rector in place.
- Children's instructional Eucharist.
- Expand music program to include youth and children as well as instruments.
- Explore opportunities for Hispanic Ministries and Worship.

Short range goals for 2009

- Recognize of historic Christian leaders on designated Sundays.
- Develop a quarterly schedule for worship servers to avoid scheduling conflicts to be published at least two weeks prior to the 1st Sunday of the quarter.
- Update server lists, contact information, and service preferences for lectors and LEMs for easier cross communication.

In relation to those goals, in 2009 we have:

- Developed and distributed updated handbooks for LEMs, acolytes and lectors.
- Held training sessions for new and current acolytes, lectors, and altar guild members.
- Rachel Cottrell developed a new altar guild handbook and updated all altar guild checklists and instructions.
- Planned to offer a high school lector training in the Spring.
- Sallie Avery continues to fashion prayers of the people weekly; expanded to be used in both services.

- Worked with committee leads to schedule Sundays during the 2009-2010 program year that highlight their work, through presentation, collect, prayer, and announcement.
- Highlighted the work of acolytes and choir/music for Worship committee focus in 2009.
- Scheduled Worship committee focus on lectors, ushers/greeters, LEM/LEVs and altar guild for 2010.
- Continued to post service offerings on the website.
- Installed parking lot banners on Hampton Blvd. showing service times.
- Implemented a Worship bulletin board across from Memorial Hall.
- Participated with 5 other churches in Wednesday Lent services.
- Began exploring an alternate Sunday morning schedule to include one service; implementation will be summer 2010.
- Coordinated a children's instructional Eucharist.
- Recognized historic Christian leaders on 8 occasions during 2009 through bulletin announcement, collect, and prayers of the people.
- Asked Building and Grounds to include paint and re-carpet the interior of the church for 2010 budget.
- Developed a quarterly schedule for worship servers in an effort to avoid scheduling conflicts (someone serving as usher, lector, and/or LEM on the same Sunday) Oct. – Dec. published in September; plan to continue this process.
- Updates server lists with active, commissioned lectors and LEMs and distributed to all lectors and LEMs.

Diana Smelt

Chair

The Clergy and Staff

The Rev. Robert Davenport- Rector

Ben Blanchard- Associate for Music and Youth

Patricia Freshney McKee– Associate for Christian Education and Newcomers

Sharon Lucas- Bookkeeper

Robert Taylor-Sexton

Sascha Grunwald- Housekeeper

Our Vestry Members

Serving through 2009

Randall Noe

Molly Parsons

Jennifer Sanford

Beth Williams

Serving through 2010

John Chandler

Lelia Graham Webb

Keith Hope

Rich Crawford

Serving through 2011

Diana Mason Smelt

Bob Starck

Woody Duffy

Frank Thomas

VESTRY ELECTIONS

The Vestry Nominating Committee has presented to the Vestry four persons to serve on the Vestry. Each person will serve for three years. Additional nominations may be made. All those running for the Vestry and voting in the elections must be members of this congregation in good standing. That means they must be registered as a baptized or confirmed member of this parish, attend Church regularly- receiving communion at least three times a year- and be known to the Treasurer.

Those nominated are:

Sue Bryant

Mary McCaffrey

Tom Cherry

Sue Hill

OUR MISSION

Our Mission Statement is an expression of our identity and purpose. It is what defines us and makes us unique. It gives Good Shepherd's leaders a context for their leadership. The Vestry will recommit to the Mission each year and ask in times of decision-making and discernment, "Does this serve our Mission and maintain the integrity of who we say we are?"

The Mission of Church of the Good Shepherd is:

To know Christ and to make Him known with joy, faith, and service.

OUR VISION

Our Vision Statement is an expression of where we believe God is calling Good Shepherd to go. It gives the congregation and newcomers a sense of where we are headed together. Like the Mission Statement, it gives the parish's leaders a context for their leadership and reminds them that God is in the midst of their work.

The Vision for Church of the Good Shepherd is:

We will deepen the relationship with God for all those who come into contact with our community while gathering others to our ministry of Christ, fostering a sense of generous community, and sustaining that community for future generations.

OUR GOALS

The Vestry has identified several strategic goals to achieve Good Shepherd's Vision. These goals look toward a three-year time horizon. These goals can and should change and evolve over time as our parish is presented with new opportunities and challenges in realizing its Vision.

We will achieve our Vision by:

- *encouraging and facilitating participation in adult Christian education programs;*
- *being mindful of the needs of those outside our community and returning to them the gifts of God;*
- *making our community of faith known to others and inviting them to join us;*
- *cultivating an education program that engages and challenges our youth in a faith-based community environment; and*
- *ensuring the financial health and long-term viability of our Church.*

OUR PLAN

The long range plan is derived from the voice of the congregation and sets forth the tactics we will use in the next three years to achieve the strategic goals set by the Vestry. The plan was developed by the committees, the clergy, the staff, and the Vestry. Like the strategic goals, the plan is geared to a three-year time horizon. Thus, there is no expectation that the goals will be fully achieved through implementation of the plan in the first or even the second year. On the other hand, the committees, with the assistance of the Vestry, will assess their progress toward the strategic goals every year. If the plan or its implementation is falling short of the goals, it will be adjusted appropriately. The plan is based on an academic year rather than a calendar year. So, Year One of the plan will commence on or about September 1, 2008.

For individual committee goals please see Long Range Plan.

Outreach

The 2008 Long Range Plan of the Church of the Good Shepherd includes a commitment to local and global outreach. It says in part:

“The Outreach Committee’s goal over the next three years is to increase awareness of the needs of others within and beyond our community and encourage 100% participation of the Good Shepherd family in the outreach ministry. It is our intent to communicate and provide well planned and productive outreach opportunities for our parishioners in order to build relationships with others in need through service, financing and sustainable relationship building.”

This commitment has included the following aims:

fund designated outreach programs with an equal commitment to active participation

Improve communication to generate excitement and advise of events

Provide support to the exploratory committee/task force within Good Shepherd whose mission is to provide mental, physical, and spiritual care for children (birth through 3 years) and their families in the local community -- infant, toddler, and parent program

Build relationships for Youth Middle School Project; assist youth in a year long outreach project that will begin with a local perspective in year 1 and culminate with a global perspective by end of 2nd year

Collaborate with Education Committee to create an Outreach

Include during the weekly prayers of the people those with whom we are in an outreach relationship

Coordinate with the Finance Committee a plan to grow Outreach budget

Highlights this year in addressing the goals include:

A reduced giving due to budgetary restraints that have required a more prayerful and deliberate approach

A high volunteer rate for our NEST participation

A youth trip to rehabilitate a home (Aunt Thelma’s) on the Eastern Shore.

A Youth Exchange trip to Belize

Theological Education preacher and offering to the Leonard Kamungu Theological College of Malawi

Further commitment and advancement of our dream of creating a safe place for at risk newborn children and their parents

A continuing commitment of time, talent and treasure to our diocese

Frequent if not weekly mention of outreach concerns in the prayers of the people

On going programs with the Mission of the Holy Spirit

Special events at Tucker House Senior Center

Our needs for the future include revamped structure, renewed and motivated leadership, financial aid to develop programs, and the prayers of the people of the Church.

**THE EPISCOPAL CHURCH OF
THE GOOD SHEPHERD**

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Clergy & Staff

Rector: The Rev. Robert A. Davenport

Associate for Music and Youth: Ben Blanchard (ben@goodshepherdnorfolk.org)

Associate for Christian Formation and Newcomers: Tricia McKee

(patricia@goodshepherdnorfolk.org)

Bookkeeper: Sharon Lucas (sharon@goodshepherdnorfolk.org)

Sexton: Robert Taylor

Housekeeper: Sascha Grunwald

The Vestry

Senior Warden: Randy Noe

Junior Warden: Beth Williams

Treasurer: Steve Cyrus

Bob Starck, Molly Parsons, John Chandler, Lelia Graham Webb, Keith Hope, Rich Crawford,
Jennifer Sanford, Keith Hope, Woody Duffy, Diana Mason Smelt, Frank Thomas,