



**The 2024 Annual Report
The Church of the Good Shepherd**

An Episcopal Church located at
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Annual Meeting Agenda: February 9, 2025

I. Opening Prayer	
II. Slide Show	Assembled by Judy Warner, Presented by Carey Cherivtch
III. Call to Order	Mary Ratliff, <i>Senior Warden</i>
1. Approve Annual Meeting Minutes, February 11, 2024	Mary Ratliff, <i>Senior Warden</i>
2. Presentation and Election of Candidates	Mary Ratliff, <i>Senior Warden</i>
A. Vestry	Mary Ratliff, <i>Senior Warden</i>
B. Endowment Board	Mary Ratliff, <i>Senior Warden</i>
C. Convention Delegates	Mary Ratliff, <i>Senior Warden</i>
3. Vote to adjust the date of the 2026 Annual Meeting	Mary Ratliff, <i>Senior Warden</i>
IV. Rector's Remarks via Video	The Rev. Whitney Burton
V. Reports	
1. Endowment Fund	Caroline Hughs, <i>Endowment Fund</i>
2. Finance	Robin Megel, <i>Treasurer</i>
VI. Recognition of Vestry, Endowment Board, and Staff	Mary Ratliff, <i>Senior Warden</i>
VII. Closing Prayer	Mary Ratliff, <i>Senior Warden</i>

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2024 VESTRY MEMBERS:

Mary Ratliff..... Senior Warden
Robyn Harker.....Junior Warden
Robin Megel.....Treasurer

London Bates
Rhiannon Sharpe
Caroline Maisel
Judy Warner
Sandy Kneen
Marc Jacobson

Whitney Burton.....Rector
Cindy Roehl..... Deacon through October
Pat Cates.....Vestry Clerk

I. Opening Prayer

- Rev. Whitney opened the meeting with prayer at 10:42 AM.
- Parishioners were treated to a delicious meal.

II. Slide Show

- Judy Warner presented a video, "A Glimpse into 2023 Church of the Good Shepherd" which highlighted events from 2023.

III. Call to Order

- Rev. Whitney called the meeting to order and declared a quorum at 10:54 AM.

A. Approve Annual Meeting Minutes, February 12, 2023

- A motion to approve the minutes from the February 12, 2023 Annual meeting was made by Cheryl Sharpe with a second by Judy Warner.
- Approved.

B. Presentation of Candidates

1. Vestry
 - ✓ Candidates are John Schmidt, Rhiannon Sharpe and Caroline Maisel.
2. Endowment Board
 - ✓ Candidate is Carolyn Hughes.
3. Convention Delegates
 - ✓ Candidates are Robyn Harker, Cheryl Sharpe and Mary Ratliff.

C. Election of Candidates

- Rev. Whitney called for a motion to approve the slate of candidates as presented.
- The motion to approve was made by Laurie Toohey with a second by Cheryl Sharpe.
- Approved.
- Rev. Whitney noted that Robin Megel will be coming off the Vestry but will continue work as the Church Treasurer.
- Robin was presented a gift for her service.

IV. Reports

A. Endowment Fund

- Andrea Zahn gave the report on the Endowment Fund.
- She recognized members of the Endowment Board: Carolyn Hughes, Jim Ratliff, Marc Wigmore, Rev. Whitney and herself.
- She gave a brief overview of the Endowment Fund.
- It was created in 1963 to be an asset in which the parish could access funds in times of need and to support current and future needs of the congregation and the community.
- The Endowment Fund has contributed to operating funds shortfalls and helped with the purchase of property such as the Furniture Thrift Store.
- In 2023 over \$100K was contributed to help with operating expenses and for rectory improvements.
- Each year the Endowment Fund files a non-profit corporation annual report accompanied by appropriate filing fees with the State of Florida.
- The group meets twice a year with ProVise Management Group, a local investment firm who has advised the Board for the past 13 years.
- Results are reviewed and investment strategies are discussed.
- In 2023 the Fund increased by 14%.
- The return for the past five years has been 7.5%.
- The current balance is \$1.9M.
- The Rod and Staff Society was created in 2013 to recognize and thank those who have included the Church of the Good Shepherd in their estate plans.
- Rod and Staff members are listed on a plaque in the Church Narthex.
- Andrea recognized members of the Rod and Staff Society who were present.
- She encouraged any parishioner who has questions about the Endowment Fund to contact any member of the Board.

B. Finance

- Robin Megel's presentation included:
 - ✓ Outreach, Mission and Ministries
 - ✓ 2023 Income and Expenses
 - ✓ 2024 Budget
- In 2023 Outreach was \$107K which is the second year in a row to exceed \$100K.
- There was 4K pounds of food and \$6K in monetary donations given to Dunedin Cares, Inc.
- Total Volunteer Hours were 13K.
- The breakdown of Outreach, Mission and Ministries is as follows:
 - ✓ Pak a Sak \$21K
 - ✓ Quilters and Crafters \$7K
 - ✓ Clothes for Kids \$3K
 - ✓ Rector's Discretionary Fund \$26K
 - ✓ Dunedin Cares \$6K
 - ✓ Farm Workers \$811
 - ✓ Diocesan Tithe for Missions \$20K
 - ✓ Furniture Thrift Store \$16K
 - ✓ Episcopal Church Women \$6K
- Volunteer hours reported were: Furniture Thrift Store 7K; Pak a Sak 960; Quilters 1.8K; Parking Lot Team 500; Worship 1.6K and other ministries 483.
- All our volunteers are to be thanked and congratulated for their service
- 2023 Income was: Contributions \$283K (down 7% from last year); Endowment Fund (up 2% over last year) and other income \$81K (14% over last year).
- Included in Income also are: Facility usage (\$20K); Parking Lot (\$33K); Furniture Thrift Store (\$11K) and the City of Dunedin parking lease (\$11K).
- It was noted that it is difficult to budget for the Parking Lot because of weather variations, and the lease of the parking lot by the City of Dunedin has been re-negotiated.
- Total Contributions were \$434K which is 6% over 2022.
- Operating Expenses which included Personnel (\$251K); Buildings and Grounds (\$98K); Diocesan Tithe (\$43K) and other expenses (\$44K) were 2% over 2022.
- Total Operating Expenses were \$438K which was 8% over 2022.
- Budget Projections for 2023 estimated a \$27K deficit.
- Operating Income was \$5K over budget and Operating Expenses were \$18K under budget which left a \$4.6K operating deficit.
- The Rectory Improvement Project was a huge success and came in on budget at \$126K.
- For this project the congregation donated \$7K; the Furniture Thrift Store \$4K; the Endowment Fund \$39K and \$76K was taken from the Church Reserve Fund.
- 2024 Budget
- Personnel costs, which are the largest expense, are \$262K, 54% of the budget.
- Buildings and Grounds is \$125K, 26% of the budget.
- Diocesan Tithe is \$42K, 9% of the budget
- Other expenses are approximately \$51K, 11% of the budget.
- Total expenses are \$480, 872.
- Robin shown a chart of pledge patterns over the past five years.
- Income for 2024 is approximately \$414K and is made up from: Contributions (down \$30K), Endowment Fund (\$69K) and other income (\$56K).
- Based upon these figures the deficit for 2024 will be approximately \$66K.
- It was noted that \$68K is in the Operating Reserves and \$12.5K is in the Vestry Designated Account which could potentially cover the budget deficit.
- The sale of the Furniture Thrift Store will open new outreach and mission opportunities to replace the work of the store.

- It is important for new ministries to begin as the Furniture Thrift Store is a major contributor to the operating income and are a major part of the mission and ministry work.
- The proposed repainting of the educational building will cost approximately \$30K. The parish will be looking for sources of revenue to pay for this work.

V. Celebrations

A. Recognitions

1. Remembering those who have died
 - ✓ Rev. Whitney called for a moment of quiet before reading the names of those who have entered the church triumphant.
 - ✓ She read the names as found on page 17 of the program: Ronald J. Caldwell, Sr., Margaret Kirk, Marilyn Stiles, Nancy Hill, Cameron Boothe, Celia Smith, Carolina Cretella and Deborah Bouvier.
 - ✓ Note: An updated list dated February 12, 2024 added these names to the list: Bob Bellavance, Betty Fraley, Tom Crook, Dick Fraley and Paul Martin.
 - ✓ She led a prayer for the individuals listed above and offered comments concerning their involvement in the parish.
2. Recognition of Vestry, Endowment Board and Staff
 - ✓ Rev. Whitney recognized the current Vestry members.
 - ✓ Pat Cates, Clerk, was recognized.
 - ✓ Endowment Board members, Jim Ratliff and Andrea Zahn, were recognized as well as last year's delegates to the Diocesan Convention.
 - ✓ She recognized staff members Tom Huffman, Garry Lumm, Carey Cherivtch, Marcia Nauman, Porcia Gawel and Deacon Cindy Roehl.
 - ✓ Rev. Kathy Walter was recognized for her work with the parish and in particular her work during Rev. Whitney's maternity leave.
 - ✓ Rev. Whitney asked persons who had volunteered at any time of the year to stand, and she emphasized the importance of each member's contribution to the smooth-running of the parish.

VI. Rector's Remarks

- Rev. Whitney reported that many of her remarks were part of today's sermon.
- She noted that the Annual Meeting is not streamed but felt that it is important for those members who cannot attend but have access to the streamed worship services to be able to hear her remarks concerning the parish.
- Rev. Whitney talked about the decision that was made to close the Furniture Thrift Store and to sell the property.
- The property is currently on the market with an asking price of \$975K.
- While it is on the market, the work will continue until its sale.
- She noted that it is not feasible to rent the property due to the work that is needed.
- She noted that two task forces were assembled to look at the future of the property
- Through these meetings it was determined that the Furniture Thrift Store needed to be sold, and that it is in our best interest to do so.
- The Diocese has to approve the sale of the property.
- The Vestry will be looking at long range planning to determine what outreach is best to take the place of the Furniture Thrift Store.
- This ministry is not closing, it is merely "shifting" its focus.
- Scripture tells us that when "one door is closed, another will open".
- Selling the Furniture Thrift Store has been a difficult decision to make, and she thanked the parish for their support.
- Rev. Whitney also talked about the decision to swap and remodel the properties of the Rector and the Sexton.
- She recognized the members of the task force who worked on this project and after looking at several options it was determined that the clear answer was to swap the properties.

- The Albert Street house underwent and extensive remodeling, and the Edgewater house had considerable work done on it as well.
- She noted that an Open House for the Albert Street house will be planned for a future date.
- Rev. Whitney touched briefly on many parts of the church year which have included Christian Formation, worship, pastoral care, weddings, funeral and baptisms, all of which bring great joy to the congregation.
- She noted that it was an honor to walk this path with the members of Good Shepherd.
- Robyn Harker was recognized for her work in providing food for various events including the 5th Sunday Luncheons.
- Senior Warden Mary Ratliff thanked the Vestry and Rev. Kathy for their work this year and also thanked all those who have supported her as Senior Warden.
- She talked briefly about the upcoming Lenten Soup Suppers.
- Rev. Whitney reminded those in attendance that Ash Wednesday is this Wednesday and of the programs which will be offered during the time of Lent.

VII. Closing Prayer

- Rev. Whitney closed the meeting with prayer, and it was adjourned at 11:52 AM.

Respectfully submitted,

C. Pat Cates

Clerk

RECTOR'S REPORT

Dear Good Shepherd,

2024 was a big year for Good Shepherd. We had both challenges *and* exciting changes as we moved through the year as a community.

We have had some changes in Personnel. In April, our Parish Administrator, Porcia Gawel, moved to Alaska, and we welcomed Cristi Cruz Lefebvre on to take her place. At the end of October, we also said a bittersweet goodbye to Deacon Cindy Roehl as she took her much deserved retirement. We certainly miss her, and are making adjustments to our work as we move forward. I am so grateful for her ten years of mission and ministry here at Good Shepherd where she took on roles in worship planning, formation, pastoral care, small groups, and so much more. During the summer months, we welcomed Miranda Harrison-Quillin as our ministry intern and enjoyed our time with her as she took on roles in liturgy, preaching, and teaching.

In April, after much deliberation, collaboration, and prayer between the Vestry and Furniture Thrift Store Board, we said goodbye to our Furniture Thrift Store after 10 successful years in operation and support of the community and the church. Most of the proceeds of the sale of the building have been placed in an investment portfolio, and a portion has been used to fund some important repairs and improvements on our church campus.

Of course, in September and October we weathered two significant hurricanes. Hurricane Helene brought storm surge waters into the green house at 617 Edgewater which housed our Sexton and his wife, and Hurricane Milton brought some minor damages to our properties. Both hurricanes affected our power, worship, and other events. As of the beginning of January, hurricane Milton repairs have been made, and the water remediation at the Edgewater house has been completed. Garry and his wife have decided to move off campus permanently and we have commissioned a team to look into future use of the Edgewater house.

For a time, it felt like hurricanes were the main story of the year, but as God's faithful people, we have had many triumphs as well!

In March, we were notified by the Diocese of a bequest of over one million dollars to Good Shepherd from the Estate of Ethel Fisher, who was a parishioner many years ago. The Vestry took several meetings to faithfully decide the best way to handle this generous bequest in keeping with the intention of Ethel Fisher. The bequest now lives in the Endowment Fund, with a separate spending policy that allows the Vestry to approve a quarterly 1% draw to further the Mission and Ministry of Good Shepherd. Mission, Ministry, Fellowship, Formation, and Worship continue to thrive at Good Shepherd. In May I commissioned a new Hospitality Committee which has done an incredible job of bringing us together as a community through 5th Sunday Feasts and other congregational events. We have updated our Welcoming Materials to better show who Good Shepherd is now. Many of our vital ministries such as Pack a Sack, Dunedin Cares, and many others, continue to serve our wider community.

Over the summer, Carey Cherivtch and a team of volunteers worked diligently to revamp our children's spaces, adding a new Sunday School/Youth room upstairs and updating our Nursery downstairs. We have also started a new youth group, increased our adult formation opportunities, and begun gathering in smaller Supper Clubs as a way to get to know one another in a more intimate setting.

Throughout the year we have continued to gather in our principle way, for worship in community. From Holy Week and Easter, to worship in Kirk Hall in the midst of Hurricane aftermath, to an incredible Christmas Eve/Day Celebration, our community has gathered, prayed, shared sorrows and hardships, and given thanks to God, from whom all blessings flow.

Through everything, Good Shepherd is still here. We are still here. I am grateful for each and every one of you and the many ways you contribute to the Mission of God here at The Church of the Good Shepherd through your time, talent, and treasure. We have been here on Edgewater Drive for 139 years because of faithful witnesses like you.

As we move into 2025 together, I look forward to continuing faithful ministry together. May we continue to be a thriving community that shares God's love with the world.

Blessings,

The Rev. Whitney Burton+

Rector

WORSHIP

LITURGY

By Rev. Whitney Burton

Liturgy means "the work of the people," and indeed, here at Church of the Good Shepherd our liturgy is just that. From our Sunday and weekday worship, to our special seasonal worship and all of the things that happen in between such as weddings, funerals, and baptisms, there are many people who make our Liturgy and Worship possible. Our Musicians, acolytes and servers, ushers, Altar Guild, Flower Guild, technology team, and many more all work hard to make our worship possible.

Our worship is central to who we are and what we do here at The Church of the Good Shepherd. In the following pages you will find just some of the many groups and guilds that make it all possible.

MUSIC MINISTRY

By Tom Huffman, Organist/Choirmaster

I am thankful for the opportunity to continue serving as the Organist/Choirmaster at Good Shepherd. In October I completed three years in this position.

It is a pleasure to work with a creative and helpful staff including Rev. Whitney. The choir has remained faithful and works hard to produce excellent music. Thanks to each person in the choir for the many hours given in rehearsal and worship as well as doing some homework. This year has seen a diminished number of singers due to several reasons including serious illness and accident, hurricane damage to homes, family leaving our church and a struggle to find a paid singer. In November, Jacob Caldwell, a senior at East Lake High School was hired as a baritone singer and plans to be with us through the school year.

I am thankful for the assistance of my wife, Cindy, who spends a couple hours a week filing, and producing the choir music packets for each service.

Bells of Hope handbell choir continues to ring regularly during the season (October-April) and I'm grateful for the volunteer leadership of Pat Cates who devotes many hours with the bells. We once again presented the annual Carol Sing on December 18. (read more about the bells in Pat's report).

My duties primarily include playing our Zimmer pipe organ (sometimes the keyboard) for worship services, leading the adult vocal choir, and choosing the hymns and service music.

There are still some issues that need to be addressed with the organ and we will do some of those in 2025. In December 2021 we began a relationship with the organ company William Longmore and Associates who has been very helpful and responsive in addressing our needs.

Our piano technician, Ferdinand Pointer, passed away in December so I'll be looking for someone who is knowledgeable and experienced to replace him.

Outside the walls of the church, I am active in the Clearwater chapter of the American Guild of Organists and chaired the scholarship committee of AGO as well as edit and produce the monthly newsletter, *The Windline*. In June at a yearly week-long church music Workshop in Leesburg FL, I served as worship planner, organist for the worship services and adult choral accompanist. These things give Good Shepherd recognition in the community.

We look forward in July 2025 to six of us traveling to New York City to sing with others in a concert at Carnegie Hall with conductors/composers Mark Hayes and Lloyd Larson. We have sung their music in worship here and it will be exciting to work with them in person.

I am thankful to be here at Church of the Good Shepherd working with a congenial and dedicated staff as well as an appreciative congregation.

BELLS OF HOPE

By C. Pat Cates

The Bells of Hope had a successful 2024 although at times it looked bleak for the group. It is through the Grace of God that we were able to provide beautiful music to enhance our worship services and support the ministries of the parish.

The group played on a number of occasions. On February 4th we rang an old standby, "Variations on a Theme by Brahms" by Michael Helman. Incorporating one of Brahms' well-known melodies the ringers were able to use a number of techniques including martellato, thumb damping and malleting. "Wounded and Afflicted" by Lloyd Larson was rung on March 17th and featured the Cello, beautifully played by our own Isabelle Schueler. Ringing at Easter is a wonderful time for the handbells, and this year was no exception. We rang one of my favorite pieces at the 10:00 AM service which uses the popular hymn "Victory" paired with excerpts from Saint-Saen's Symphony No. 3 (Organ). "Fanfare for Easter" by Sondra Tucker also featured trumpeter Donovan Thomas and Tom Huffman on the organ. The Bells of Hope also rang Barbara Kinyon's "Jesus Christ is Risen Today" at the 8:00 AM service. As the season ended, the handbells and equipment were safely stored upstairs for the summer. Little did we know at the time that this would be the best decision we could have made.

After taking the usual summer break, the Bells of Hope looked forward to getting together in the fall to prepare for Advent and Christmas. Unfortunately, Hurricanes Helene and Milton Interrupted the best laid plans. The ringers dealt with many emotions in recovering from these storms but were saddened to see the widespread destruction to the area. Fortunately, the church campus was spared from any major damage, but the storms did impact handbell rehearsals for three planned evenings. This put handbell preparations way behind, and we found ourselves scrambling to get ready for ringing at the Stewardship Kick-off Sunday, November 3rd. We scheduled an extra rehearsal after worship on October 27th and successfully rang the Opening Voluntary "I Want to Walk as a Child of the Light" (Kathleen Thomerson) with Tom Huffman. We were very proud of our contribution to the opening of Stewardship Season.

We were all excited and prepped to begin work on the 2024 Carol Sing, but there were unforeseen forces lurking in the background. Donna Brotherhood, our Canadian ringer, had to return to Canada suddenly following her husband, Peter, breaking his ankle. He had to return to Canada for surgery. Tammi Wrest was walking her dog and fell and broke her wrist, and Gerry Boone was notified that he had to have surgery before the Carol Sing. When it looked like there was no hope to put together the Carol Sing, "mysterious things" began to happen. A friend of Robin and Dave Megel, Scott Nave, was a former bell ringer and jumped at the opportunity to ring again once he heard that we were in need of some ringers. Ever-faithful Cindy Huffman indicated that she would like to ring and Cheryl Sharpe, a former ringer, got out her gloves to fill a position. Weeks of rehearsals prepared the group for the Carol Sing and then we lost two ringers to Covid and were not sure that the Carol Sing would happen.

Tom Huffman recruited one of his former ringers, Jarrett Mattson, who stepped in at literally the last moment to ring one of the vacant spots. Dylan Cantin, the percussionist at the Carol Sing, is an experienced ringer, and he eagerly rang the last vacant spot.

And so, on Sunday December 15th, the Bells of Hope held their ninth annual Carol Sing to a very appreciative group of persons, both members and non-members who had the opportunity to sing a number of Christmas Carols. The program was enhanced by leader Mary Ratliff, trumpeter Emily Cantin, percussionist Dylan Cantin and organist Tom Huffman.

December 24th found the Bells of Hope participating in the pre-service music and rang “A Patchwork Christmas” (Karen Buckwalter) with our very own Sue Pate beautifully accompanying the handbells on her flute. It was a joyous end to this part of our handbell “season”, and we are very thankful to our Creator for being with us every step of the way.

Bells of Hope: Donna Brotherhood, Carolyn Hughes, Dave Megel, Robin Megel, Scott Nave, Sue Pate, Sheila Scott, Brian Shannon, Cheryl Sharpe, Laurie Toohey, Judy Warner, Tammi Wrest

WORSHIP TEAM

By Heather Elder

The Worship Team continues to work closely with Reverend Whitney. Reverend Whitney welcomes all input and make decisions accordingly to ensure that in planning all Worship Services they are both meaningful and relevant to our congregation.

FLOWER TEAM MINISTRY

By Maryellen Tilly

The Flower Team consists of volunteers which are both church members and non-church members. They work under the guidance of the Rector and the Holy Spirit to supply the Altar Flowers at all services as needed at the Church of the Good Shepherd.

The Flower Team follows the Liturgical Calendar for the Episcopal Church. Two large vases are arranged with fresh flowers prior to the Sunday morning service and are then removed from the church Monday mornings and donated to the charity “Random Acts of Flowers” for reuse. The vases are then cleaned and stored. The Flower Team purchases flowers and other required materials. These items are all stored at Good Shepherd in the flower Room located in Kirk Hall.

The Flower Team may occasionally try to accommodate requests for special flowers for weddings, funerals, and baptisms – but only as part of the regular service flowers.

The Fresh flower purchases are made using a Church of the Good Shepherd Publix card. Sometimes flowers must be obtained from sources other than Publix, in which case a receipt is turned in for full reimbursement.

Flower Team Members use a rotating flexible schedule. Members include Maryellen Tilly, Katherine Woods, Judy Kern-Bertram, Donna Charles, Elena and James Goletz.

ALTAR GUILD

by Sally Wakefield

The Altar Guild is made up of several parishioners who keep our church looking beautiful. It's a behind the scenes duty which we consider an honor to be a part of. We set up for each service in advance and keep the brass and silver items shining. We also change the paraments and linens as needed. We make sure that there is enough wine and bread for communion and order these items when needed.

This year we replaced the Paschal Candle with a new one. The Vestry recently approved the money to purchase new seven branch candles which we will order when Pastor Whitney returns from maternity leave. The individual candles that we use during Christmas and Easter are on order.

There are ten members of the Altar Guild now. We alternate Saturday mornings to prepare for Sunday services. We would like to have more members, especially when we do extra embellishments in the sanctuary. If you feel that you would like to be a part of this group, please contact the church office and let us know.

OUTREACH

FURNITURE THRIFT STORE (FTS)

By Sandy Kneen

During 2024 The Furniture Thrift Store (FTS) was operational until its closing in early April at which time the FTS was sold. After realtor fees, mortgage payoff, operating income to church and a distribution to the Discretionary fund net proceeds realized were approximately 674,225.00.

Due to the pace of the prospective closing the FTS board voted to provide employees with a small severance based on their average weekly income. Two of our employees found new jobs with the help of several church members. And to date, are still employed. The 2 trucks the thrift store owned were both sold. The racks and display cases were also sold. FTS staff, volunteers and board members worked diligently to disperse all contents of the store via sales and donations to our valued customers and area thrift stores. Staff also assisted with the cleaning after the store was emptied.

Due to closing many of our food sources were redirected to other non-profits in the area with the exception of the Publix pick-up that Frank Kneen continues on Saturday morning which he distributes to Good Shepherd, Dunedin Cares and The St. Pete food bank which is managed in part by The Boys and Girls Club.

I would like to thank all board members but especially those at the time of our closing, which was an enormous task and accomplishment; Thank you to Ken Tomlinson, Caroline Maisel, John Schmidt and Jim Ratliff.

Finally, the Board would like to thank all of the volunteers who give their time in the spirit of True Love. And to the parish as a whole for their years of support for this wonderful ministry that made it possible for us to serve our neighbors.

PACK-A-SACK

By Michelle Schombs

During the past year, Pack-A-Sack has provided over 5,000 meals to food insecure children at two Pinellas County elementary schools in Dunedin. We are currently serving Dunedin Elementary and San Jose Elementary. Each bag provides 11 shelf stable items purchased through generous donations from our parish, a Diocesan Charities grant, ECW, the church budget, and fund-raising efforts by the COGS Crafters. The annual cost for the 138 students we currently serve comes to approximately \$24,000 for this school year. Our volunteer hours for this past year total over 580 hours.

We have a dedicated group of 17 volunteers who make food purchases, inventory stock, and prepare the items and bag them each Wednesday morning for distribution to the schools. Garry Lumm continues to be our delivery person, to the two schools. This year we have been ordering about half of our food items from Amazon. The remaining items we can obtain at the local Save-A-Lot. Our milk has again remained a no cost item thanks to the food bank at the Free Clinic of St. Petersburg.

The Pack a Sack ministry wishes to thank all those who have contributed in any way to the success of this ministry. We continue to enjoy our service in this important outreach ministry as our way, to walk humbly with our God.

PARKING LOT TEAM

by Shirl Ahrens & Dave Megel

2024 was a challenging year to raise funds for our Church operation due to the many canceled events in the fall months following hurricanes Helene and Milton. However, the efforts of our parking team were nothing short of sheer loyalty, diligence and committed service. And for that we are all so very grateful. This year we have added the ability to accept donations for parking via a credit card which has made parking more accessible to more customers, as well as opened up the possibility of accepting parking donations after our team has left for the evening.

Our ministry serves to accommodate public parking in our paved and unpaved parking lots on the church campus. Team members assist the public in finding a parking spot in one of our lots while serving for 2-3 hour shifts (or more!) during the downtown special events.

We monitored our parking lots for 10 Special Events on 11 days during 2024 and raised a total of \$17,352 through the suggested donation of \$10 per car. Monies reported herein do not include parking lot income from boat trailer parking donations throughout the year or private agreements for those needing off-street parking. The income listed is only from the Parking Team ministry.

2020 - \$7,306 (only 4 events due to Covid)

2021 - \$3,048 (only 3 events due to Covid)

2022 - \$20, 707

2023 - \$26,994

2024 - \$17,352 (4 big fall Dunedin events canceled)

We welcome anyone interested in joining the team to help with this important and fun ministry. We do on-the-job training if you are new and willing to serve a few times a year for just a few hours! **We do need more help!**

2024 Parking Lot Team members who volunteered: Jim Acre, Jackson Bond, Sherry Boothe, Tony Bowman, Peter Brotherhood, Vicki Dencker, Dan Depies, Ted Dorner, Jocelyn Frenette, James Goletz, Carolyn Hughes, Keith Manning, Kam McDaniel, Sally Miller, Hank Nalewajek, Sharon Ozbun. Judy Warner, Tammi Wrest, Dave Megel, Shirl Ahrens

CARING CARD MINISTRY

By Priscilla Bowman

 The Caring Card Ministry nurtures the spirit of all members through prayerful, hand-written cards for special occasions:
-Christmas - Birthday -Anniversaries -Get Well -Sympathy, and more
The church provides stamps and cards, along with donations of cards from the parish and the community.

EPISCOPAL RELIEF AND DEVELOPMENT

By Maureen Belote

At a diocesan convention many years ago, a resolution was passed that every parish hold at least one Sunday per year to focus on the mission and deeds of our national Episcopal Church. Episcopal Relief & Development responds with short- and long-term help to ease suffering and get people and communities back on their feet. With international partners, the other arm of ERD seeks to help populations out of poverty through economic, medical and social programs. The general areas are assisting women, children and climate. www.episcopalrelief.org

This year Hurricanes Helene and Milton gave us the opportunity to support ERD in our own backyard.

CLOTHES TO KIDS

By Heather Elder

The congregation at Good Shepherd continues to support this non-profit organization. CTK donates, free of charge, school appropriate wardrobes to needy school children in Pinellas and Hillsborough Counties. Our collections this year were not as great as usual due to unforeseen circumstances, but we did collect 782 pairs of Underwear, 331 pairs of Socks, Monetary donations of \$3,331.00. A heartfelt thank you to all who contributed. " CLOTHE A CHILD, CHANGE A LIFE"

PRAYER QUILT/CRAFTERS GROUP

By Mary Ann Wigmore

In 2014 the Church of the Good Shepherd prayer quilt group was started by Deborah Bouvier, who sadly passed away in December 2023. She began this group to provide quilts of comfort and healing to parish family and friends who were going through medical difficulties. This wonderful lady was the inspiration and the guiding light to many who learned to quilt under her tutelage.

In 2018 this group has expanded its membership, to other parish crafters, and its mission, to include raising funds for other church ministries, primarily Pack-A -Sack.

During 2024 seven prayer quilts were gifted. The group also contributed some banners and decorative items to the newly refurbished nursery and youth group rooms. They also reconstructed some of the animal costumes for the Christmas pageant. The group then focused their attention towards making quilts and other items for sale. They made quilts, wall hangings, pillows, table runners, pot holders, tote bags, aprons, tree ornaments, original works of art, stuffed animals, greeting cards and other crafts. The group held a craft and quilt sale in April 2024 and scheduled their annual fall sale for October. However Mother Nature intervened in the form of hurricanes Helene and Milton and they were forced to cancel that sale. They rescheduled the October sale to a December date. As a result of these efforts, they were able to raise almost \$10,000 to support the Pack A Sack program. They are planning a spring craft and quilt sale to be held in April 2025.

Over 1,700 volunteer hours were devoted to making prayer quilts and the items sold during 2024.

DUNEDIN CARES

The Church of the Good Shepherd was able to contribute 5,874 pounds of food and \$3,820 in 2024 to Dunedin Cares Food Pantry, mostly collected on Sundays and funds contributed from the Furniture Thrift Store. Through donations they are able to accomplish their mission of striving to alleviate hunger by providing food to our local community.

FARM WORKERS MINISTRY

By Sheila Scott and Sally Wakefield

Thanks to so many volunteers and participants, the Farm Workers' Christmas Project was a huge success this year! Many parishioners gave gifts or money toward this ministry.

Prior to Christmas, we sent two SUV's loaded with gifts to Farm Workers' Self-Help, Inc. in Dade City. These gifts were distributed to the families before Christmas so they could have them under their tree on Christmas morning.

We sent the money that was left over in the account to the Farm Workers. The Soul Sisters from Good Shepherd also donated a generous financial gift.

A special thanks goes to Caroline Maisel and Robyn Harker for transporting these gifts. They were warmly received!

RECTOR'S DISCRETIONARY FUND

By Cristi Cruz LeFebvre

Donations to the Rector's Discretionary Fund were received in 2024 through the loose offering on the first Sunday of each month, donations by individuals and groups, and donations to the Rector for weddings, baptisms, funerals, etc. The Furniture Thrift Store was also a large contributor to the Fund until its closure. 2024 Donations Totaled – \$22,075.51

Our Discretionary Fund Team assists the Rector with the disbursement of funds. The team takes calls for one day each month between the hours of 9:30 a.m. and 12:00 p.m. from those requesting assistance with a water or electric bill. The RDF greatly assisted families in our community after the hurricanes.

The Rector's Discretionary Fund team processed 112 requests for assistance during 2024. Total amount disbursed in 2024 through the Rector's Discretionary Fund - \$26,250.83

\$22,046.47 Power Bills

\$3254.36 Water/Gas Bills

\$950.00 Other Needs

SOUL SISTERS

By Michelle Schombs & Elena Goletz

The Soul Sisters (ECW) for our church continued to be an active force in our parish in 2024. Our calendar was full of varied opportunities for fellowship, sharing and giving back to our community. During 2024 the Soul Sisters sponsored many local organizations with financial contributions. The Soul Sisters gave contributions to many charitable causes including the Shepherd Center in Tarpon Springs, Dunedin Cares, the Farm Workers of Southern Florida, the Episcopal Church Fund, San Jose Elementary, Dunedin Cares and Pack-a-Sack.

The Soul Sisters organized a book discussion at one of their meetings. Monthly meetings typically offered a discussion by a guest speaker. Among the many speakers was our own Frank Kneen who discussed his involvement and support of local food banks and education of local teenagers with regard to nutrition and cooking skills.

The Soul Sisters are looking forward to continuing their work in the community and our church in 2025 and beyond.

COMMUNITY LIFE

CHILDREN'S MINISTRY

By Carey Cherivtch

Children are an important and valued ministry area at Good Shepherd. During the summer of 2024, we invested in renovating and updating the spaces for babies, children, and teens. Our church family gifted over 75 hours of their time and talents to paint, assemble furniture, organize supplies, and prepare decorations for the downstairs Nursery and upstairs Sunday School + Youth room. Those volunteers' efforts were instrumental in completing this project. COGS kiddos use these rooms during the 10 AM Sunday services each week and for Youth Group, which meets every 2nd Sunday of the month. Everyone has been thrilled with the refresh! Those who may have missed out on the makeover reveal are invited to stop by the rooms for a peek.

Offerings for children at COGS include Nursery Care for infants through Pre-K, Sunday School for kids in grades K - 6, and Youth Group for teens in grades 6 - 12. We also host other events throughout the year such as our annual Easter Egg Hunt. Our Children's ministry is run by Carey Cherivtch.

PASTORAL CARE AT GOOD SHEPHERD

We have seven Licensed Eucharistic Visitors at Good Shepherd. They are: Patricia Elmendorf, Helen Marie Heald, Elizabeth Hopwood, Caroline Maisel, Cindy Roehl, and Lynne Henderson. They visit homebound or nursing home residents twice each month. It is a privilege to share communion and church news with those in need of God's care.

PRAYER CHAIN

By Diane Niford

Likewise the Spirit helps us in our weakness; for we do not know how to pray as we ought, but that very Spirit intercedes with sighs too deep for words. And God, who searches the heart, knows what is the mind of the Spirit, because the Spirit intercedes for the saints according to the will of God. Romans 8: 26-7 NRS Version

This intercessory prayer chain consists of a group of parishioners who have been called to the ministry of praying for others on a regular and ongoing basis. It is accomplished via the Realm Prayer Chain group and/or email, and is a commitment to regularly and confidentially pray for requests from parishioners, friends and family. Members also seek to gain permission to add someone to the prayer chain as we hear of a need in other ways than by request. We currently have 43 faithful prayer warriors on the team.

At times we will not have a specific name to hold up, and so we offer the following prayer:

“Dear God, we entrust all who are dear to us, all whose names we do not know, and all whose needs are known only to you ... to your never-failing love and care for this life and the life to come; knowing that you are doing for them better things than we can desire or pray for. Through Jesus Christ our Lord, AMEN.”

WELCOME TABLE

By Maureen Belote

Every Sunday a member or a visitor can count on a warm smile and friendly greeting from the volunteers at the Welcome Table. They arrive 15 - 20 minutes before the service. Visitors find our team members who make sure to say hello to everyone, offer a name tag, and answer questions as well as encourage visitors to fill out the card in the pews and stay for “coffee hour” to get acquainted with us and vice versa. All volunteers and team members are encouraged to seek out the visitors after the service and invite them to the social hour, assuring that the Church of Good Shepherd keeps its reputation of being a welcoming church.

BUILDING & GROUNDS

By Cheryl Sharpe

The 2024 committee members included: The Reverend Whitney Burton, Garry Lumm (Sexton), Robyn Harker (Junior Warden), Cheryl Sharpe (Chair), Tony Bowman, Dan Depies, Hank Nalewajek, and Marc Wigmore.

The committee has done marvelous work, especially with the addition of having 2 hurricanes affect our properties over the past year. The Buildings & Grounds committee is responsible for overseeing the process of all the capital improvement projects and the daily maintenance and repairs of our campus complex.

Accomplishments 2024:

BUDGET 2024: \$124,425.00. YTD ACTUAL: \$121,640.36 (\$2784.64 UNDER BUDGET)

- Spring and Fall cleanup including re-mulching playground
- Sealing and striping parking lot
- Landscaping Albert Street House
- Replace Gables Edgewater House
- Pre-paint prepping of Education Building and Kirk Hall
- Installation of SMART trapping system all 4 properties due to rodent problem
- New air conditioning units Kirk Hall

- New water coolers upstairs Education Building and Narthex in church
- New church signs Albert Street

PROJECTS SLATED FOR 2024

- Paint Kirk Hall and Education Building
- Library and upstairs offices renovations
- Landscaping Memorial Garden
- New chairs Kirk Hall
- Refurbish or replace playground equipment (rusting)

FINANCE

FINANCE TEAM

By Andrea Zahn

Oversees church financial matters and presents recommendations to Vestry.

Team members during 2024 were: Andrea Zahn - Chairperson, Robin Megel - Treasurer, James Goletz – Assistant Treasurer, Laura McGary - Secretary, Whitney Burton-Smith - Rector, Carolyn Hughes, Shirl Ahrens, Mary Ann Wigmore, Ed Steponaitis.

We meet monthly for approximately one hour to:

- Review and monitor monthly financial reports prepared by Treasurer (Reports provide a snapshot of: funds used for outreach, mission & ministry, volunteer hours for mission & ministry, church income & expenses, church operating cash, investment holdings and restricted funds).
- Monitor monthly cash flow projections

Regularly we:

- Evaluate fundraising proposals and requests for unbudgeted expenditures
- Evaluate contract proposals and forward recommendations to Vestry
- Monitor status of capital Improvements and Buildings & Grounds projects

Annually we:

- Review insurance policies and maintenance contracts
- Evaluate Budget Team's annual proposal
- Review Financial Policies & Procedures
- Review Audit Team's Annual Report

Check us out!

The Finance Team is a great way to stay informed about the church. Speak to a team member or consider attending our next meeting scheduled for the second Wednesday of each month at 3 p.m. in the Patio Room.

STEWARDSHIP COMMITTEE

By Judy Warner

Committee Members: Rev. Whitney Burton, Alan Mackay, Carolyn Hughes, Robin Megel, Judy Warner - Chair

Our Fall campaign, "Walk in Love," kicked off on Nov 3rd and lasted 4 weeks. The first Sunday included our beach themed Ministry Fair with many ministry displays and opportunities for volunteers to sign-up. The second Sunday featured our church "friend" and guest preacher, the Rev. Michael Durning who delivered a wonderful message on generosity and giving. On our final Sunday, "Gathering Sunday" Nov. 24th, we received and blessed the pledges and gave many thanks to our faithful parishioners.

We were spiritually fed through inspiring messages from Rev. Whitney and Rev. Michael Durning. We also heard very inspiring personal Stewardship messages from our fellow parishioners Mary Ann Wigmore and Pat Cates. We were also blessed by wonderful music provided by our organist, Tom Huffman, the Bells of Hope and the choir. Thank you to all!

The Campaign results showed a total of 74 pledging units compared to 88 last year which is a decrease of 16%. The pledged amount was \$201,000 compared to \$220,000 last year which is a decrease of 9%. May we all continue to give back generously to our church home as we express our own faith and generosity as we continue to walk in God's love.

Thank you to all who supported the campaign and continue to give of your time, talent and treasure to the Church of the Good Shepherd.

ENDOWMENT FUND, INC.

By Carolyn Hughes

Mission

Incorporated in 1963, the Endowment Fund was created to receive gifts to be managed for the benefit of The Church of The Good Shepherd. The corporation is subject to the Constitution and Canons of The Diocese of Southwest Florida, Inc. "This Corporation shall have *perpetual existence*" according to the Articles of Incorporation.

Management

The Endowment Fund is governed by its Articles of Incorporation and Bylaws. In accordance with those documents, the management of the Endowment Fund is overseen by a five-person Board of Trustees consisting of the Rector as member ex-officio and four members of the Parish elected at the annual meeting. Lay members of the Board serve for three-year staggered terms to ensure continuity of management, and are eligible for re-election. Trustees elect their respective officers annually. The officers of the Board and the year their terms as Trustees conclude are as follows:

President Carolyn Hughes 2027

Vice President ... Shirl Ahrens 2025

Secretary Jim Ratliff 2026

Treasurer Andrea Zahn 2025

Ex-officio Rev. Whitney Burton

Andrea Zahn is running for another 3 year term on the board as her current term ends with this annual meeting.

Accomplishments

1. The Rod & Staff Society. This legacy Society was started in 2013 to recognize and thank those individuals and families who have committed to Good Shepherd's ministries and vision by remembering the Endowment Fund in their estate plans through a documented planned gift. Rod & Staff Society members are: Shirl Ahrens, Laurel Banta, Deborah Bouvier, Robert Brook, Sharon DeVore, Joanne and Doug Forsythe, Lela Highsmith, Miguel Solari, Judy Warner, Andrea Zahn, Carolyn Hughes, and Cheryl & Brian Sharpe. Over the last three years, legacy gifts have been received by the endowment fund from Deborah Bouvier, Lela Highsmith, Teddy Hughes and Brian Sharpe.
2. The Board has worked diligently in a collaborative effort with the Finance Committee and the Vestry to educate and implement the Investment Policy Statement for the Endowment Fund of the Church of the Good Shepherd, particularly the spending policy limitations.
3. ProVise Management Group, LLC (Clearwater, FL) has managed the Fund for the past fourteen years. The Board maintains close communication through emails, monthly and quarterly statements as well as personal presentations by ProVise advisors at our board meetings.
4. The Board retains the accounting firm of Tax Solutions Plus to provide the record keeping in accordance with the Diocesan stated requirements. The firm maintains the books and records, prepares quarterly and annual financial statements and associated notes in accordance with the Statements on Standards for Accounting and Review Services established by the American Institute of Certified Public Accountants.
5. The annual internal audit, in accordance with Diocesan guidelines, was completed successfully with no recommendation of improvement.

Goals

1. Continue to monitor with the Vestry the fiscal policies of the Church while adhering to the spending policy articulated in the revised IPS. Our goal is to help educate the Vestry and work cooperatively with them in an effort to continue to lessen the planned dependency on the Endowment Fund for the operations of the Church. The board's investment policy statement uses the fund's valuation date as of October 31, and is based on a rolling 3 year average beginning 2019. This

allows for more time to budget for the following year knowing what the maximum disbursement from the endowment could be. A 4% maximum disbursement each year is in line with national endowment fund standards today.

2. Continue to review investment results and performance with the investment management team on a periodic basis, at least semi-annually, and to ensure that all adhere to the approved long- term Investment Policy of the Fund and adhere to the (F)UPMIFA.
3. Continue to educate and counsel parishioners about the purpose of the Endowment Fund and about vehicles available to make contributions to the Fund that are often tax-beneficial to contributors. Gifts of appreciated securities or other appreciated assets, 401(k) or IRA accounts, and Life Insurance Policies can all be gifted (totally or as a percentage) directly to the Endowment Fund with tax benefits. A particular percentage of an estate or a dollar amount may be gifted to the Endowment Fund in one's will or trust. Board members will be able to assist with information. You may wish to consult with your estate planning attorney given recent tax law changes.
4. To thank and recognize our Rod & Staff Society members annually on Good Shepherd Sunday each year and to encourage others to leave legacy gifts to the Endowment Fund.

Investment Results for 2024

The closing net market value of the Fund on December 31, 2024 was \$2,148,743. This reflects an increase in market value of approx. \$270,000. The Fund's investment performance (time weighted), net of fees and expenses was an increase of 14%.

The closing market value of the Ethel Fisher portfolio held within the endowment fund, a legacy gift to the church for its use as the vestry determines, was \$1,116,690.

Disbursements to the Church for the year 2024 included \$69,982 requested by the vestry for operating expense shortfall. The church withdrew \$10,675 from their restricted FTS capital reserve within the endowment for A/C expenses for Kirk Hall. Trustee management fees totaled \$12,200 while accounting fees totaled \$1,225. Other expenses during the year were \$61 for licenses and permits.

Annual net income for the Fund in 2025 is estimated at \$34,000. At December 31, 2024 the asset allocation of the investment portfolio was approximately 65% domestic equities, 8% international equities and 26% fixed income securities and/or cash equivalents.

Good Shepherd is the church it is today, in large part, due to the foresight and generosity of donors who have made planned gifts. Remembering the Endowment Fund in your will/trust is the most enduring statement you can make about your belief in our Christian mission.

Please join those who have gone before us and those currently among us...who have committed a planned gift to the Endowment Fund...by realizing the importance of Good Shepherd in their lives.

2025 Budget Detail: Operating Account

Income		Music	
Total Contributions	\$288,000	Extra Musicians	\$1,000
Other Income	53,800	Organ & Piano Maintenance	\$2,300
Endowment Distributions	\$106,113	Choir Music and Supplies	\$1,200
Total Income	\$447,913	Bell Choir Supplies	<u>\$1,100</u>
		Total Music Expense	\$5,600
Expenses		Program Accounts	
Total Diocesan Tithe	\$43,424	Advertising	\$1,000
Total Staff Expense	\$270,738	Hospitality	\$3,500
Administration Expense		Stewardship	\$1,200
Office supplies	\$2,500	Card Ministry	\$600
Office Equipment Contracts	\$5,500	Welcoming Teams	<u>\$500</u>
Electronic Giving Fees	\$1,400	Total Program Expense	\$6,800
Postage	\$500	Other Operating Expenses	
Computer/Software	\$6,500	Altar Guild	\$1,700
Telecommunications	\$4,100	Worship	\$1,300
Other	<u>\$800</u>	Floral Arrangements	\$2,000
Total Administration Expense	\$21,300	Convention	\$1,500
		Vestry Expenses	<u>\$1,000</u>
Buildings and Grounds Expense		Total Other Operating Expense	\$7,500
Utilities	\$23,625	Total Expenses	
Building/Grounds Maintenance	\$59,000	Total Expenses	\$491,399
Equipment	\$1,000	Summary of Budget	
Sexton Sub	\$1,200	Total Income	\$447,913
Insurance	<u>\$49,211</u>	Total Expense	<u>(\$491,399)</u>
Total Buildings & Grounds Expense	\$134,036	Net Total	(\$43,486)
Total Christian Formation Expense	\$2,000		

2024 Budget and Actual VS. 2025 Budget

	2024 Budget	2024 Actual	2025 Budget
Revenues			
Contributions	\$288,000	273,477	\$288,000
Investment Income	\$69,982	81,295	\$106,113
Other Income	\$56,560	<u>95,403</u>	\$53,800
Total Revenue	\$414,542	450,175	\$447,913
Expenses			
Diocesan Tithe	\$42,182	42,182	\$43,424
Personnel Expenses	\$262,165	246,611	\$270,738
Operating Expenses			
Building and Grounds	\$125,425	121,970	\$134,036
Property Taxes	<u>\$6,000</u>	0	\$0
Administration	\$20,650	19,604	\$21,300
Spiritual Formation	\$1,450	6,790	\$2,000
Music	\$6,300	7,903	\$5,600
Outreach Accounts	\$14,200	11,847	\$11,800
Other General Expenses	<u>\$2,500</u>	3,384	<u>\$2,500</u>
Total Operating Expenses	\$176,525	171,498	\$177,236
Total Expenses	(\$480,872)	(\$460,291)	(\$491,399)
Net Total	(\$66,330.37)	(\$10,115.90)	(\$43,485.72)

THINGS TO CELEBRATE IN 2024:

- * Ethel Fisher Endowment Bequest of \$1.1 M
- * Furniture Thrift Store Property Sale of \$834K, bringing in \$695K after loan payoff
- * Parking Lot Team earned \$24,660
- * Funds spent on Outreach, Mission & Ministry \$113K

Contributions to Operating Income by Month

