



The Church of the Good Shepherd

2016 Annual Report*

State of the Parish.....	page 2
Rector's Report	
Senior Warden's Report	
Summary of Vestry Acts	
Selected Figures from the Parochial Report	
Christian Formation.....	page 7
Adult Christian Education	
Children's Ministry	
Day School	
Young Families' Ministry	
Youth Ministry	
Pastoral Care.....	page 10
Pastoral Care Commission	
Encouragement Ministry	
Flower Delivery	
Knitting Group	
Pastor's Aid Ministry	
Parish Life.....	page 11
Coffee Hour	
Communications	
Concert Series	
Hospitality	
Outreach	
Parish Resources.....	page 14
Buildings and Grounds Commission	
Finance Committee	
Stewardship Trust	
Worship.....	page 17
Acolytes	
Altar Guild	
Chalice Bearers	
Choirs and Music	
Flower Guild	
Greeters	
Oblation Families	
Readers	
Ushers	
Addendum 1: Annual Meeting Agenda.....	page 19
Addendum 2: Vestry Nominees.....	page 20

*The annual report records details about Good Shepherd during 2016. For more general descriptions of the various ministries, please see the "2016 - 2017 Ministry Booklet."

STATE OF THE PARISH

Rector's Report

(Sermon Preached on Epiphany 5, 2017)

Isaiah 58:1-9a

Matthew 5:13-20

In the name of the Father, and of the Son, and of the Holy Spirit. Amen.

My grandfather was a great story teller – I think I've told you his version of the three little pigs in which the wolf goes to town, gets a really long extension cord, and uses it to power a big fan in his efforts to blow down the pigs' houses. When my dad and I were helping my grandmother clean out his things after he died, we found a folder full of his stories, which my dad collected into a little volume called "Stories My Father Loved to Tell." After my grandmother died, my dad said he was going to compile a similar booklet, "Things I Can't Believe My Mother Said." Whenever the Lord decides he can handle my dad and calls him home, I plan to do a collection of "Pearls from Pegram."

One of the "Pearls from Pegram" is a story about his ordination exams. Before we can become clergy, we have to take an exam with the "Board of Examining Chaplains." Today it's a written exam, but back in the day there were both written and oral components. This was when you could smoke anywhere, and the key to the orals was to bring a pipe. Then, if you couldn't think of an answer and needed to stall, your pipe would "go out." Of course, to relight the pipe would require a great deal of fiddling. Well, my dad was asked something like "explore the solipsistic nature of the early medieval liturgy as expressed in the *Sarum* rite when contrasted with the liturgy of St. Chrysostom." He worked with his pipe for a while then answered with a quotation from Paul: "All I know is Christ and him crucified."

We're good at making things very complicated in the church, but the foundation of our faith is so simple: "All I know is Christ and him crucified." We've made Christianity so complex that it's often not very clear what "Christian" even means. We have Christian values, Christian politics, Christian economics, Christian plumbing services, Christian Internet plans... even Christian hookup sites. There's nothing wrong with any of these things, but how are they distinctively "Christian"? Often, being "Christian" seems to mean that someone feels "saved" by Jesus and adheres to a particular moral code to ensure he or she will get into heaven (a selfish goal). This way of approaching Christianity has little to do with "Christ and him crucified."

So what is a Christian? And how are Christians called to live? These are the questions in the background of the Sermon on the Mount, which we heard a part of in the gospel reading. Matthew would probably phrase these questions about being "Christian" a little differently – he'd ask something like "what is a disciple of Christ?" and "how is a disciple of Christ called to live?" To which Jesus says "you are the salt of the earth" and "you are the light of the world." What's interesting about both salt and light is that, in the right amount, neither draws attention to itself. Salt, used judiciously, enhances the flavor of food, but you don't taste the salt. The same with light – it brings out the colors of the world, but you don't even see it. We need both salt and light – too little of either, and everything is bland and gray; while too much makes things nasty and burned.

Jesus came not for himself, but for us – Jesus is our salt and light. Instead of focusing on himself, he gave himself away so that we might live more richly as the people God made us to

be. The world, which is more concerned with accumulation and personal well-being – didn't like Jesus' self-giving ways and responded with the cross. Jesus had given himself away so completely that he was destroyed – he vanished. But it was through that offering of his life for others that he brought new life to the world through the resurrection. When sin had made us grey and bland, Christ's self-offering brought out the colors and flavors God gave us in creation. To put all this another way, "All I know is Christ and him crucified."

William Temple, Archbishop of Canterbury in the 1940s, said that "the church is the only organization on earth that exists for those who are not its members." Exactly – we exist as the church to be salt and light – we exist so we can give ourselves away for others as Christ gave himself for the world. In doing so, we work with Christ to bring new life into a world that is full of death. So... how are we doing with all this at Good Shepherd? I'd say the "state of the parish" is pretty good.

In my first "state of the parish" address I invited us to go deeper into the Holy Scriptures. Then, last year, I said that I would like to see more parishioner led bible studies. I remain committed to fostering our exploration of the bible at Good Shepherd. For some of us who grew up as Episcopalians, all this focus on the bible can seem a little strange. But it's important. For one thing, studies of churches that are growing show that one characteristic they all have in common is that they offer a rich variety of ways to encounter scripture. But more importantly, the bible is one of the best ways of being inspired to be fuller disciples of Christ – to be Christ's salt and light. I'm glad to say that we've experienced success with these two goals and have seen an expansion of both lay and staff led groups to explore scripture.

We've had many other successes – we added the Director of Christian Education position, we've made the organization of our parish more streamlined, we've begun addressing the long-term needs of our facilities more systematically, we've grown from 149 to 158 on an average Sunday, and we have one more pledge (so far) than we did last year, to give just a few examples. I give thanks to God for the many blessings we've experienced at Good Shepherd.

As we move forward, we have some very real challenges. First, although we've expanded our opportunities for exploring the bible, there are still relatively few parishioners who participate in any sort of bible study here or elsewhere. And while we have a greater number of pledges than last year, we still have around \$20,000 less pledged than we did last year and \$40,000 less than we need to maintain our current level of operations and ministry. So in the midst of our successes, we need to resist the temptation of becoming complacent.

During this next year, I challenge us to focus more on discipleship. Everything we do should help go deeper as disciples of Christ – because we're not here for us, we're here to be God's salt and light for the world. Individually and collectively, we need to give more – more of our time to study of the scriptures, more of our effort to outreach, more of our money to support Good Shepherd's ministry.

When friends ask me what Good Shepherd is like, my first response is always "Good Shepherd is full of good people. They're the sort who will make you soup (or Brunswick stew) when you're sick and will visit you in the hospital. And a lot of them whine. It's understandable: they used to have a staff twice the size it is now that could do twice as much." I'll be frank – I get more calls about "why don't we do such-and-such like we used to?" than I do asking "how can I be more involved in outreach?" or "I'd like to sign up for a bible study." That's not to say I don't get the outreach and bible study calls – I do – but I get a lot more calls

and emails asking why we aren't doing particular things that we did in the past. As we focus on discipleship, my standard response to these calls and emails will be:

- does it help us grow as disciples of Jesus Christ?
- if yes, are you willing to take charge of it so we can do it again?
- if you aren't willing and/or able to take charge, who have you found who is?

Overall, this is a great church and we have many opportunities before us to live more deeply as disciples of Jesus who share God's salt and light in a world that so desperately needs the love of Christ. God has given us so much to be thankful for – although we're not as big or rich as we used to be, we're still in the top twenty percent of Episcopal Churches in terms of budget size, and the top twenty-five for average Sunday attendance. But more important than that – Good Shepherd is full of good people... you. I continue to give thanks for the blessing and privilege of serving as your rector, and I'm excited for what God has in store for us.

-Submitted by Matt Johnson, Rector

Senior Warden's Report

This past year it has been my honor and pleasure to serve as your senior warden. Your vestry has the responsibility of ensuring that the property is well maintained and of assisting the rector in parish governance. At each vestry meeting Matt has been consistent in strengthening the vestry's spirituality by providing worship and Bible study, which have provided the foundation for all our deliberations. Included in this annual report is a "Summary of Vestry Acts" prepared by the clerk that details the actions and events of the vestry this past year. Please take a moment to read it; it might surprise you how busy the vestry has been.

To summarize the vestry acts and Matt's state of the parish report, the Church of the Good Shepherd parish is fiscally and spiritually sound. I am confident that the newly elected vestry persons and the ongoing vestry members will continue to strengthen us fiscally and spiritually over the coming months. Please give them your support as you have so graciously done in the past.

Thank you.

-Submitted by Tom Jenkins, Senior Warden

Summary of Vestry Acts

Motions taken by the Vestry on January 19, 2016

- Motion passed to accept the finance committee recommendation to use the money from the 1-2947 account to fund the 2015 deficit.
- Motion passed to accept the finance committee recommendation to return the \$5,000 taken in January from the Buildings and Grounds fund in the Stewardship Trust since it was not needed.

Motions taken by the Vestry on February 23, 2016

- Motion passed to accept the day school's proposed budget.
- Motion passed that the church budget be conditionally adopted pending a final budget to be proposed by finance committee at the March vestry meeting.
- Motion passed to appoint the slate of officers for 2016: Tom Jenkins (senior warden), Lalor Smith (junior warden), Jenny McKellar (at-large), and Gail Jenkins (clerk).

Motions taken by the Vestry on March 15, 2016

- Motion passed to accept the budget proposed by the finance committee, including raises for the staff retroactive to January 1, 2016.
- Motion passed to appoint Bill Walker as treasurer.
- Motion passed to accept the 2015 Parochial Report.

Motions taken by the Vestry on August 23, 2016

- Motion passed to appoint Jon Colston to fill Virginia Grochowski's position on the Stewardship Trust.
- Motion passed to appoint the delegates to the upcoming diocesan convention: Lalor Smith, Millie Walker, Jim Curtis, and Angela Urquhart
- Motion passed to approve day school playground shade structure proposal (with note that the color of the shade structures should blend in with the surroundings).

Motions taken by the Vestry on October 18, 2016

- Motion passed to move Good Shepherd accounts to First Carolina Bank.

Motions taken by the Vestry on December 20, 2016

- Motion passed to install additional security code system for the foyer door.
- Motion passed to place cameras in the parish hall and in the 1960 building.
- Motion to install panic buttons removed from consideration pending evaluation of new code system and cameras.

-Submitted by Gail Jenkins, Clerk

Selected Figures from the Parochial Report

see next page

Selected Figures from the Parochial Report

2015
<u>Membership</u>
Membership reported in 2014 <u>495</u>
Increases during 2015 <u>19</u>
Decreases during 2015 <u>20</u>
Membership for 2015 <u>494</u>
All communicants in good standing* <u>391</u>
Those under 16 <u>79</u>
Those 16 and over <u>312</u>
Others who are active <u>38</u>
<i>*All baptized members of the reporting congregation, who "have received Holy Communion at least three times during the preceding year" and are faithful "in corporate worship, unless for good cause prevented," and "in working, praying, and giving for the spread of the Kingdom of God."</i>
<u>Services</u>
Average Sunday attendance <u>149</u>
Easter Sunday attendance <u>272</u>
Total Saturday evening and Sunday Eucharists <u>105</u>
Total weekday Eucharists <u>91</u>
Total private Eucharists <u>47</u>
Daily Offices held on Sundays <u>5</u>
Daily Offices held on weekdays <u>112</u>
Marriages conducted in 2015 <u>2</u>
Funerals conducted in 2015 <u>12</u>
Baptisms (over 16 years-old) <u>0</u>
Baptisms (under 16 years-old) <u>7</u>
Confirmations (over 16 years-old) <u>5</u>
Confirmations (under 16 years-old) <u>0</u>
Received by a bishop <u>4</u>

2016
<u>Membership</u>
Membership reported in 2015 <u>494</u>
Increases during 2016 <u>16</u>
Decreases during 2016 <u>23</u>
Membership for 2016 <u>487</u>
All communicants in good standing* <u>399</u>
Those under 16 <u>86</u>
Those 16 and over <u>313</u>
Others who are active <u>39</u>
<i>*All baptized members of the reporting congregation, who "have received Holy Communion at least three times during the preceding year" and are faithful "in corporate worship, unless for good cause prevented," and "in working, praying, and giving for the spread of the Kingdom of God."</i>
<u>Services</u>
Average Sunday attendance <u>158</u>
Easter Sunday attendance <u>269</u>
Total Saturday evening and Sunday Eucharists <u>106</u>
Total weekday Eucharists <u>76</u>
Total private Eucharists <u>52</u>
Daily Offices held on Sundays <u>13</u>
Daily Offices held on weekdays <u>108</u>
Marriages conducted in 2016 <u>1</u>
Funerals conducted in 2016 <u>9</u>
Baptisms (over 16 years-old) <u>0</u>
Baptisms (under 16 years-old) <u>10</u>
Confirmations (over 16 years-old) <u>3</u>
Confirmations (under 16 years-old) <u>0</u>
Received by a bishop <u>3</u>

-submitted by Tom Parker, Parish Administrator

CHRISTIAN FORMATION

Adult Christian Education

This year we expanded the offerings for adults to explore, deepen, and develop their Christian faith and to be more effective disciples. Working with the newly formed adult education commission, we focused on three different approaches: lunch forums, classes, and small groups.

- We had two lunch forums – a format with presentations followed by discussion: “Death and Dying,” which was facilitated by the rector, a representative from Hospice, and a representative from Wheeler and Woodlief funeral home; and “Creation,” which was led by parishioners Albert Ervin and Craig Scott.
- We also had two classes – small groups of up to twelve participants, led by staff, that take a somewhat academic approach: Disciple I and II, which was facilitated by the rector and Paula Stiles, and lasted from September through May; and a six week class “Embracing the Prophets in Contemporary Culture” by Walter Brueggemann, which had eight regular participants and was facilitated by the Director of Christian Education.
- And there were several small groups – gatherings organized by parishioners (with assistance from the staff) of three to ten people to explore the scriptures: the Sunday Morning Bible Study, which reflects on the gospel reading for the day; the Wednesday Ladies Bible Study, which studied Ruth; the Women’s Bible Study, which met on Tuesday evenings to explore spiritual gifts using a Beth More series; and Ecumenical Koi Pond Konversations (together with First Presbyterian and First United Methodist), which met twice monthly for several months in the spring to “grab a beer – pull up a chair – talk about stuff that matters”

To supplement these offerings, we also had two workshops: Palm Crosses in the spring and Advent Wreaths in the winter.

The classes and lunch forums were especially popular, and plans are underway to offer more of these in the coming year. In addition, lay led small groups have been a particular focus of the rector, and he hopes to see more of these as well.

*-Submitted by Matthew Johnson, Rector, and
Katharina Johnson, Director of Christian Education*

Children’s Ministry

Over this last year, Christian Education with and for children has changed its face at Good Shepherd. We learned from our experiences with the concept of “Wonderful Wednesday” and implemented Children’s Chapel at Easter. Every Sunday, children from Preschool through fifth grade leave the worship service after the “Collect for Purity” to continue their own service at Children’s Chapel. They pray and sing together, listen to the gospel story for the day, “wonder” about the story, and respond to it through arts, drama, or other creative means. The children then rejoin their families during the peace. Through Children’s Chapel we have consistently reached at least three times as many children as we had through traditional Sunday School.

Community Vacation Bible School was hosted by First Presbyterian Church and attracted over 100 children, including children from twenty Good Shepherd families. Also, Good Shepherd provided more teachers and youth volunteers than the other participating churches.

Another new ministry for children is Mini VBS (Vacation Bible School). On six Saturdays throughout the program year, children ages PreK through fifth grade gather from 3:00 to 5:00 p.m. to explore a biblical story or topic through storytelling, music, crafts, and games. The first Mini VBS in October (theme: "Creation") had thirteen children and eleven youth/adult volunteers participating. In November (story: "A Visit by an Angel – Annunciation to Mary") there were sixteen children and seven youth/adult volunteers.

To conclude the year, thirty-one children and youth from five weeks old to high school seniors participated in the annual Christmas pageant. The "holy chaos" was well organized thanks to many parent volunteers.

-Submitted by Katharina Johnson, Director of Christian Education

Day School

Good Shepherd Day School experienced yet another prosperous year in 2016, and there were many exciting happenings. Enrollment for the day school ranged from forty-nine to fifty-two children throughout the year. We continued to employ fourteen staff members, and our staff turnover rate was at an all-time low. At the same time, parent participation and involvement was at an all-time high, averaging approximately fifteen to thirty parents at each function.

Financially, the day school thrived with consistent enrollment, increase in market rate, and our newly adopted Annual Giving Campaign, which made possible the purchase of two new shade structures to be placed on our playground as well as materials and furniture for our classrooms. Some other highlights of 2016 include

- participation in several Healthy Kids programs of the Down East Partnership for Children, including Shape NC (Nutrition and Physical Activity Self-Assessment for Childcare Centers),
- parental involvement in several workdays to improve and enhance the buildings and grounds used by the day school,
- graduation of seven Pre-K students, who were well-prepared for kindergarten,
- participation by the 3, 4, and 5 year-old classes in monthly storytelling and Health and Safety Programs at Braswell Memorial Library and the Imperial Center,
- an annual family fun day of fellowship and bonding on the day school playground,
- a Thanksgiving dinner with parents invited to share a traditional Thanksgiving lunch with their child (families were asked to bring three cans of food to the lunch, and as a result we were also able to replenish the food pantry),
- sponsorship of a "Christmas Tree for Warmth" to collect hats and gloves for those living at the Bassett Center,
- several special activities for parents such as the Mother's Day "Muffins for Moms" and Father's Day "Gourmet Breakfast with Dad," and
- we were evaluated and received status as a five-star day care center.

-Submitted by Shawanda Jordan, Day School Director

Young Families' Ministry

Over the course of 2016, twenty-five families with young children ages birth through fifth grade were involved in our various activities. Social events like the Spring Party at the Discovery Park (five families) and the St. Nicholas Celebration at the Johnson Home (sixteen

families with a total of fifty people) were especially popular. In addition, we worked on building relationships between the families of the day school and families at the church. The *Mardi Gras* Celebration in February, for example, was organized by staff from both the school and the church, and it brought together approximately 130 children, youth, and adults.

The monthly Parent's Breakfast and Conversation offered parents a time to share experiences and support each other. The gatherings, which took place on Sundays from 9:30 to 10:15 a.m. and had child care provided, covered topics including "Tips and Tricks for Having Children in Church," "Noticing God's Presence in Our Lives," and "Celebrating Advent with Children."

-Submitted by Katharina Johnson, Director of Christian Education

Youth Ministry

We currently have eighteen active middle school and sixteen active high school youth. The middle school youth group has two committed adult mentors, whereas the number of high school youth mentors has dwindled to a single person over the course of the year due to work-related conflicts.

After trying Wednesday evening for regular youth meetings, we switched to Sunday evening in the fall and have been more successful. Middle school youth meet from 5:00 to 6:00 p.m., then middle and high school youth share a meal provided by a youth family from 6:00 to 6:30. Dinner is followed by high school youth group from 6:30 to 7:30 p.m. The overall focus of our time in the fall was poverty in our community, and activities during youth group included snack bag packing, creative prayer, games, presentations, and discussion of films. Attendance at regular Sunday evening meetings varied greatly, with the middle school youth generally being more active than the high school youth.

Four youth, including Schuyler Moss as rector (part of the leadership team), attended the diocesan event "Happening 62" in the spring, and five youth attended "Happening 63" in the fall.

Special events and community outreach activities included

- Faith in Action Ski Trip to Wintergreen, VA,
- Community Youth Forum for middle and high schoolers at the YMCA,
- Youth Sunday in May,
- two visits to volunteer at the Bassett Center,
- Wisdom Lunch with elders of the parish,
- Good Shepherd On-the-Go at the "Rocket Mile,"
- Kickoff Cookout hosted by the Myers Family (attended by thirty youth),
- Youth Fall Fest at the Colston Home (over sixty people in attendance),
- "Jingle Mingle," an ecumenical youth event during Advent hosted by Good Shepherd that was attended by 100 youth from six area churches,
- Salvation Army bell ringing, and
- caroling for homebound parishioners then celebrating a Christmas party.

In October, a youth steering committee was founded to support and advise the Director of Christian Education in matters of youth ministry, to identify areas of growth and interest for the youth, and to generate ideas for programs.

-Submitted by Katharina Johnson, Director of Christian Education

PASTORAL CARE

Pastoral Care Commission

The pastoral care commission expanded this past year and welcomed four new members. We now have at least one representative from each of the pastoral care ministries, which helps us better coordinate our efforts to bring Good Shepherd to the homebound and others who are unable to attend church.

-Submitted by Jim Curtis, chair

Encouragement Ministry

At this time, there are eight women who meet on the third Wednesday of each month to pray for all those on the prayer list and write them an individual note of encouragement. In 2016, approximately 352 notes were written, and many who received them told us how much they appreciate the prayers offered by Good Shepherd.

-Submitted by Cheryl Coppedge, coordinator

Flower Delivery

After most Sunday services (except during Advent and Lent) the altar flowers are taken by parishioners to those on our pastoral care list. In 2016 we had seven members engaged in this ministry.

-Submitted by Tom Parker, Parish Administrator

Knitting Group

The Good Shepherd knitters meet on Wednesdays from 11:00 a.m. until 1:00 p.m. to knit articles of clothing for needy people in Rocky Mount and in faraway places. We also knit special blankets for Good Shepherd babies and lap robes for people in the parish or connected to parishioners. This year we provided

- thirty-six cancer caps for UNC Memorial Hospital,
- fourteen caps for the food ministry fundraiser,
- five caps and one scarf for Crisis Ministry,
- two caps, three children's sweaters, and one scarf for Peacemakers,
- four baby blankets for Good Shepherd babies, and
- four lap robes for Good Shepherd parishioners.

-Submitted by Boo White, coordinator

Pastor's Aid Ministry

The twenty-four women who serve on the pastor's aid committee consider it a privilege to be of help to parishioners during times of particular needs. We have served receptions or meals for three funerals and provided five meals to families with newborns. In addition, our three teams have taken meals and visited, on at least a monthly basis, with ten different homebound people and families.

-Submitted by Riki Mottershead, coordinator

PARISH LIFE

Coffee Hour

On Sundays the coffee hour provides time after the 8:00 and 10:30 a.m. services for clergy, parishioners, and visitors to visit with one another. H. I. Tharrington arrives before the 8:00 a.m. to set up and prepare the food and beverages. Two volunteers then replenish the refreshments before the 10:30 service and clean up afterwards. Currently we have ten people involved in this ministry, four of whom were new to it in 2016, who are organized into five teams to cover the 10:30 coffee hour.

-Submitted by Tom Parker, Parish Administrator

Communications

Good Shepherd is committed to communicating information in ways that are accessible to *all* parishioners.

We have increasingly made use of banners that are displayed facing North Church Street to announce services for Easter and Christmas and other big events. An example of their effectiveness was evident when the majority of walk-in families at the Summer Lunch Program said they would not have known about the lunches were it not for the banner.

The bulletin boards in the hallways are regularly updated with inspirational content and interesting information about our parishioners, including newspaper cut-outs.

The well-established Sunday Paper is distributed as an insert to the worship bulletin and focuses on upcoming events. The eShepherd has a similar function and is sent out weekly through email. Anyone who does not have email can request to receive the Sunday Paper through the postal mail. Special announcements like births and deaths are also disseminated through email and mailed to those without internet access.

The Good Shepherd Facebook page aims to draw attention to events and issues in our congregation, diocese, and the national church. Some posts have drawn thousands of “hits” within a couple days.

Our website www.goodshepherdrmt.org has been an ongoing project. The program used to maintain the site is cumbersome, which makes it difficult to keep information current. Parishioner Will Haley is designing an entirely new website, powered by a different provider, which will contain up-to-date information about the church and the day school as well as provide space for the calendar, online giving, stories about recent events, etc. Designing a website is a large project, but once it is set-up (we hope to go live with it before Easter 2017) the new site will be much easier and less time-consuming to maintain.

The Shepherd's Horn layout and focus were redeveloped during 2016 to be more like a magazine/newspaper. It is now published quarterly and primarily contains information about past events, showcasing the things God is doing through the various ministries at Good Shepherd.

Beyond these information channels, individual ministries use texting, Facebook messaging, remind.com, and other tools to effectively communicate.

- Submitted by Katharina Johnson, Director of Christian Education

Concert Series

Music at Good Shepherd is a series of special services and concerts offered throughout the year that is supported by the Friends of Music at Good Shepherd fund. During 2016 highlights of the series included concerts by Maureen Kroncke, Katherine Grischow (a seventeen year old flutist), and Ensemble Vermillian, as well as several sung services by our choirs and an evensong by the choir of Christ Church, Raleigh. The series also included a production by the Cherub and Alleluia choirs of *Good Morning, Jesus!* for the annual Mother's Day Dinner Theatre. The concert series events are free and open to the public, and no offering is taken (except a collection at the Advent Service of Lessons and Carols to support Good Shepherd's outreach ministries).

-Submitted by Lawrence Goering, Organist and Choir Director

Hospitality

The Hospitality Guild assists with food preparation for many Good Shepherd events, and it focuses on creating a welcoming environment for everyone through fellowship. Events in 2016 included

- Mardi Gras celebration with mask making for kids and a traditional gumbo meal (February 9),
- Wednesday evening Lenten dinners (February 17 - March 16),
- a reception and lunch for Bishop Lee (March 6),
- a parish picnic for Pentecost (May 15),
- the Foodie Fundraiser (June 2),
- the Homecoming Parish Picnic (September 11), and
- a Sip-n-Dip Hosted by Paul and Emily Bondy (November 20).

-Submitted by Emily Bondy, coordinator

Outreach

In 2016 the commission focused on being better stewards of the congregation's time and money by improving procedures (see snack bags) and adapting programs (see food pantry) so we can be more effective in sharing our blessings. We also worked to provide more opportunities for all parishioners to be involved in outreach ministries through efforts such as congregational snack bag packing, presentations by parishioners from a variety of professions at the Summer Lunch program, and the Abundant Gifts program. Specific outreach efforts and ministries included:

Abundant Gifts Catalog The Abundant Gifts catalog, which began December, provides a way for parishioners to give gifts to family and friends that make a significant impact on the lives of people who have not had the opportunities we have had. Within just one month, the catalog raised approximately \$2000 for five different outreach ministries in the community and at Good Shepherd, including the Good Shepherd day school and the Good Shepherd food ministries.

Christmas Stars Fifty-five local children and youth from families with few financial resources received Christmas gifts from Good Shepherd parishioners through this ministry.

Food Pantry The food pantry ministry underwent some significant changes this year. Instead of providing emergency food assistance to individuals throughout the week (which required a great amount of time from the office staff) we now offer an extensive food pantry

and produce market every Monday. With the help of Eric Benz's non-profit "Shepherd's Chariot," we received large amounts of canned and fresh food that was reclaimed from various retailers and brought to Good Shepherd and other aid organizations for distribution. The expanded food pantry and produce market now serves between fifty and seventy individuals and families weekly. After experimenting with various logistics for distribution to this many people, we have developed a generally smooth and safe system that requires between three and five volunteers once a week.

Snack Bags Since the implementation of the Monday food pantry and produce market, snack bags have been distributed on four days a week (Tuesday through Friday) instead of five. In 2016 Good Shepherd distributed approximately 8000 snack bags. To reduce expenses, we switched from Sam's Club to Adam's Wholesale for snack bag supplies (an added bonus is that Adam's Wholesale delivers, which saves on the time required to prepare snack bags). After the supplies have been delivered, snack bags were packed by the youth groups, the Sunday congregation, and individual volunteers as needed. The biggest challenge for the snack bag program going forward is recruiting enough volunteers to distribute the bags so we can continue this important ministry.

Summer Lunch Program for School Students For the second year, Good Shepherd partnered with the Down East Partnership for Children and the Edgecombe County Public Schools to participate in a federally funded program to provide a free lunch to school students. Lunch was served Monday through Friday from June 13th through August 12th (with a one week break for July 4th). Between three and six volunteers helped with the program each day, and over the course of the summer we served approximately 2500 lunches. After eating, the children enjoyed various activities ranging from presentations about insects to a visit by firefighters and law enforcement. Additionally, our parking lot was used by the Edgecombe County Mobile Unit as a distribution point for other participating groups and organizations to pick up their meals.

Support of Community Organizations In 2016, the outreach commission provided financial support to community organizations including POF-FIGS (People of Faith – Filling in the Gaps), United Community Ministries, the Conetoe Family Life Center, and the Tar River Clinic (until its closing).

Thanksgiving Dinners Good Shepherd provided eighty-five dinners that were distributed to needy families through the Bassett Center and the Down East Partnership for Children. Parishioners could either supply the "fixings" and write a check for just the turkey, or they could donate funds to cover the cost of a family's entire Thanksgiving dinner. (Unfortunately, we could not harvest vegetables and greens from the Conetoe farms this year due to the vast damage they sustained during hurricane Matthew.)

*-Submitted by Ron Sowers, chair, and
Katharina Johnson, Director of Christian Education*

PARISH RESOURCES

Buildings and Grounds Commission

Over the course of 2016, the buildings and grounds commission continued its work of maintaining and improving the parish's real property. To evaluate and coordinate the facilities' needs, the commission meets on the last Wednesday of each month at 12:15 p.m. in the library/pantry. Commissioners are also in frequent touch with one another between meetings as the need to address issues arises. Activities in 2016 included:

- Major repair to the slate roof over the church, which involved replacing all the valleys and flashing (these were likely part of the original roof installation), and repairing fascia along the exterior roof line (which we hope will eliminate the occasional visits to the church by squirrels and birds).
- Continued efforts to stabilize the exterior church flag.
- Maintenance of regular termite inspections.
- Various repairs to kitchen faucets, toilets, lavatories, stoves, freezers, and refrigerators.
- Repair and maintenance of HVAC units throughout the church, offices, parish hall, and day school.
- Repairs to several of the interior and exterior wooden doors.
- Maintenance of various electrical components including light switches, outlets, lamp posts, exit signs, and ground fault indicators throughout the building (did you know it takes a forty foot extension ladder to reach the highest lights inside the church?) as well as of the exterior lighting.
- Replacement of the ropes for ringing the bell in the tower and repairs to the bell ringing apparatus.
- Maintenance of the security systems (includes burglar alarms, fire alarms, and security cameras).
- Coordination with contractors to repair damage to the alarm and HVAC systems caused by a lightning strike during the summer.
- Keeping a log of burglar and fire alarms in an effort to reduce false alarms.
- An investigation of keypad options followed by a recommendation to the vestry regarding upgrades to help the church maintain the balance between openness and safety.
- Improvements in lawn care for our facilities.
- Seal coating of several exterior walls to reduce moisture penetration.
- Repair and painting to the window frames on the west and north sides of the 1960 building.
- Refurbishing of the vestment cabinet in the transept hallway.
- Replacement of the upper panels in the parlor doors with windows so the room can remain secure while also allowing natural light into the foyer.
- Completion of a comprehensive inspection of the exteriors of our buildings and development of a long-term plan to keep our facilities in good, working condition.

-Submitted by Dillon Rose, chair

Finance Committee

The finance committee met ten times in 2016 to review financial statements and make recommendations to the vestry.

The church is financially strong with no outstanding debt. Milder weather throughout 2016, a lowered utility rate, and close attention to efficiency resulted in much lower utility bills. Also, the expenses for regular building maintenance and repairs were significantly less than in prior years, and the staff has been extremely diligent about using every dollar as effectively as possible. However, even with reduced expenses and the benefit of \$75,000 in investment income from the stewardship trust, reduced pledge and fundraising income meant a shortfall in revenues of approximately 5.4% (we were able to make up for this small shortfall with year-end adjustments and transfers from reserve funds).

We had two capital expenses in 2016: repair of the roof and enhancements to the organ blower. For the roof project, the vestry worked with the finance committee and stewardship trust to finance it with donated funds held in reserve for buildings and grounds as well as a loan from the stewardship trust (this loan will be repaid over a six year period so that there will be no loss to the endowment). The upgrade to the organ's wind chamber to reduce opportunities for moisture to damage the instrument was financed with funds held by the stewardship trust to support Good Shepherd's music ministries.

Church Statement of Assets and Liabilities 12/31/2016

Assets	12/31/2016	12/31/2015
Cash and Investments	\$ 226,232	\$ 253,872
Receivables (Stocks pending sale, sales tax refunds)	\$ 1,989	\$ 22,276
Property and Equipment	\$ 7,287,265	\$ 7,231,008
Stewardship Trust Assets	\$ 1,555,385	\$ 1,542,159
Total Assets	\$ 9,070,871	\$ 9,049,315
Liabilities & Fund Balances		
Prepaid 2016 Pledges	\$ 34,333	\$ 42,342
Insurance Payable	\$ 34	\$ (1,383)
Note Payable to Stewardship Trust	\$ 25,000	\$ -
Total Liabilities	\$ 59,367	\$ 40,959
Prior Fund Balance	\$ -	\$ -
Excess Cash Received	\$ -	\$ (2,492)
Designated Funds Balance	\$ 212,409	\$ 243,552
Property Fund Balance	\$ 7,243,710	\$ 7,225,137
Total Stewardship Trust Fund Balance	\$ 1,555,385	\$ 1,542,159
Total Fund Balance	\$ 9,011,504	\$ 9,008,356
Total Liabilities and Fund Balances	\$ 9,070,871	\$ 9,049,315

Statement of Income and Expenses (12/31/2016 and Comparisons)

	2016 Budget	2016 Actual	Under/Over Budget
Revenues			
Current Year Pledges	\$ 343,000	\$ 335,555	-2.2%
Prior Year Pledges	\$ 6,900	\$ 2,000	-245.0%
General Fund Unpledged	\$ 31,400	\$ 33,130	5.2%
Plate Offerings	\$ 6,800	\$ 6,434	-5.7%
Miscellaneous	\$ 11,190	\$ 2,117	-428.6%
Endowment Income	\$ 75,000	\$ 75,000	0.0%
Transfers (Actual- Prior Year Surplus; Budget - Internal Loan Repayment)	\$ 18,507	\$ 12,327	-50.1%
	\$ 492,797	\$ 466,563	-5.6%
Expenses			
Personnel	289,224	285,187	-1%
Building and Grounds	\$ 32,600	\$ 14,578	-124%
Diocesan Support	\$ 50,888	\$ 50,888	0%
Church Commissions	\$ 32,750	\$ 32,739	0%
Operating Expenses	\$ 84,400	\$ 83,171	-1%
Total Expenses	\$ 489,862	\$ 466,563	-5%
Net Revenue over Expenses	\$2,935	\$ (0)	

2017 Pledges and Budget

As of February 21, the church has received 122 pledges (in 2016 we received 121), totaling \$335,960). The general trend nationally, which is evident at Good Shepherd, is that new pledges do not match those lost by people moving or dying. However, many have increased their pledges, and we expect approximate 130 pledges totaling \$350,000.

-Submitted by Bill Walker, chair

Stewardship Trust

As of January 24, 2017, assets held and managed by the trust were \$1,603,194. Included in the total investments managed are a segmented building and grounds fund and a music fund, with balances as of January 24, 2017, of \$12,236 and \$28,213, respectively. The return on the invested trust funds for the year was 5.87%.

In 2016 the trust distributed \$80,000, which consisted of \$75,000 transferred from interest on the trust to the operating budget and \$5,000 from the music fund for the organ project. The recommended distribution from the trust to the operating budget in 2017 is \$75,000.

-Submitted by Bob Edwards, chair

WORSHIP

Acolytes

For the 2016-2017 academic year we are very fortunate to have twenty-one acolytes in fourth through twelfth grades, continuing a long-standing tradition at Good Shepherd of youth participation in the liturgy. A training was conducted by the Rev. Matt Johnson and Dr. Howard Weeks, the acolyte master, in September to review the acolyte duties of leading processions and assisting the clergy during worship.

-Submitted by Howard Weeks, acolyte master

Altar Guild

There are currently fourteen full time members of the altar guild and two part-time members, who are available for special services. In 2016 the altar guild prepared the sanctuary for all regular services as well as for three funerals, ten baptisms, one wedding, and one episcopal visitation. The guild also replaced the wax candle adjacent to the ambry (small cabinet to the left of the altar) with an oil-filled sanctuary light. This candle, which burns throughout the week, is safer and reflects continuity with the ancient Hebrew practice of adorning the temple with oil lamps.

-Submitted by Pat Weeks, coordinator

Chalice Bearers

There are presently nine members of the congregation who are licensed to serve the sacramental wine. Every Sunday there is a one person scheduled for the 8:00 a.m. service and two for the 10:30 a.m. service. The Wednesday services each have a single parishioner to serve as a chalice bearer.

-Submitted by Frank Meadows, coordinator

Choirs and Music

Approximately thirty-five parishioners make musical offerings as members of the Cherub Choir, the Alleluia Choir, the Good Shepherd Choir, and the Good Shepherd Funeral Choir, with an age span of eighty years among participants. In addition to singing regularly at the 10:30 a.m. service on Sunday mornings, the choirs offered music at several special services including the St. Francis Day blessing of the animals, Christmas Eve celebrations, and the service of meditations on the Passion for Palm Sunday. While the organist/choirmaster was on sabbatical during the summer, the choir continued to offer music each Sunday under the direction of guest organists Lloyd Owens, Patsy Marshburn, Pete Armstrong, and Katherine Johnson.

-Submitted by Lawrence Goering, Organist and Choir Director

Flower Guild

The Flower Guild currently has seventeen parishioners, both male and female, who prepare flowers (or greens during Advent and Lent) to adorn the altar (and sometimes the narthex) for all Sunday services, funerals, weddings, and other special liturgies (e.g. Palm Sunday and Thanksgiving Eve). Generally two members of the guild are scheduled, but for Christmas Eve

and Easter Day the entire guild and others decorate the church with candles and seasonally appropriate arrangements.

-Submitted by Hal Peck, coordinator

Greeters

The greeters provide a welcoming presence to visitors and parishioners before the 10:30 a.m. service on Sundays. Currently we have eight teams of two who serve as greeters.

-Submitted by Tom Parker, Parish Administrator

Oblation Families

In an effort to involve parishioners of all ages in worship leadership, in 2016 we reinstated the ministry of oblation bearer. Instead of the ushers, families (including young children) now bring the elements (bread and wine) to the altar on behalf of the congregation during the offering at the 10:30 a.m. service.

-Submitted by Katharina Johnson, Director of Christian Education

Readers

At the 10:30 a.m. Sunday service there are two readers assigned, one to read the scripture lesson and one to lead the prayers of the people. There is also one lector scheduled to read both the lesson and the prayers at each 8:00 a.m. Sunday service, 7:30 a.m. Wednesday service, and 12:10 p.m. Wednesday service. Readers for the 8:00 a.m. Sunday service and the two Wednesday services are parishioners who usually attend those liturgies. There are presently fourteen members of the congregation who are licensed for the various reading positions. This group includes only one of our youth, with all of the other youth readers having graduated and left for college in the fall.

-Submitted by Frank Meadows, coordinator

Ushers

After several years of having only one or two ushers, with others occasionally serving on an *ad hoc* basis, we now have a group of twelve people who are scheduled in a rotation to serve as ushers at the 10:30 a.m. Sunday services and on other occasions as needed, and there is an ongoing effort to recruit others to join us in the rotation.

-Submitted by Mac Tilley, coordinator

ADDENDUM 1
Annual Meeting Agenda
February 21, 2016

I. Opening

Call to order

S-35 "Come, let us sing to the Lord"

Venite

Prayer

Appointment of parliamentarian

Determination of quorum

Vestry ballot #2 (ballot #1 was taken during the 8:00 and 10:30 a.m. services)

II. Reports

Report from the senior warden

Hymn 645 vs. 1, 2, 6 "The King of love my shepherd is"

St. Columba

Prayer

Vestry ballot #3

Report from the treasurer

Hymn 75 vs. 2, 3 "There's a voice in the wilderness"

Ascension

Prayer

Vestry ballot #4

Report from the Director of Christian Education

III. Conclusion

Hymn 708 "Savior, like a shepherd lead us"

Sicilian Mariners

Dismissal

Voluntary *Allegro maestoso e vivace*

Felix Mendelssohn

The rector's report on "The State of the Parish"
was given as part of the sermon at both the 8:00 and 10:30 a.m. services.

ADDENDUM 2
Vestry Nominees



Rebecca "Becky" J. Bryan

My husband, Bill, and I are both from Raleigh and got married at Fairmont Methodist Church on March 2, 1974 (We had met on October 13, 1967 – yes, it was a Friday the 13th.) I grew up in the Methodist Church but when I went to college I joined an Episcopal group. When Bill and I moved to Rocky Mount on Super Bowl Sunday in 1979, we already knew we would join Good Shepherd (Charlie Penick's father, Bishop Penick, had baptized Bill). After completing confirmation classes, I was confirmed in the Episcopal Church in 1980.

Throughout my years at Good Shepherd I have served in a variety of ministries. When our son William (who was baptized and confirmed at Good Shepherd) was younger, I taught Sunday school and helped Faye Mayo with Children's Chapel. After the church started a soup kitchen, I volunteered once a week and later became a day captain (responsible for the soup and sandwiches as well as making sure there was enough help for the day). During this time I also shopped for and maintained our food pantry. A few years later I helped organize our "Pictorial Directory," and I have also served as one of the neighborhood canvassers for our annual pledge drive.

I attended 8:00 a.m. services on Sundays when my dad was sick and then spent the day with him. Currently I attend the Wednesday services at 12:10 p.m. and serve as an acolyte as needed. On Sundays Bill and I attend the 10:30 a.m. service and help with coffee hour on a rotating basis. Recently, I have taken the Disciple I Bible study and am currently taking Disciple II. I also organized a Beth Moore Bible study at the church last summer/fall, completed the Prophet's Bible study, and am participating in the study of the Gospel of Matthew.

I am very honored to be asked to run for the vestry and would love to serve Church of the Good Shepherd in this way. Thank you for your consideration.



Cheryl Coppedge

Although I have been an Episcopalian since the mid 1970's when Charlie Penick invited me to the 7:30 a.m. Wednesday morning service, my childhood and teen years were spent as a very active Baptist. After Charlie invited me to Good Shepherd, I was confirmed here and, more recently, I reaffirmed my baptismal vows when Bishop Ann visited Good Shepherd. My children were christened and confirmed at this church, and my husband is also a member.

My professional background is social work: I have been a clinical social worker in the community mental health outpatient center as well as a school social worker in grades K-12, serving as a liaison between the school, families, and community. After my retirement in 2011, I began to get more involved in church activities and advanced from being a pew warmer to a more active church member, participating in Bible studies, Compline prayers, flower delivery, the encouragement commission, as an office volunteer, and as a reader at the Wednesday noon service.

There is still much that I need to learn about the Episcopal Church but learning and listening are two of my strengths. I have an open mind and an open heart. Thank you for considering me for the vestry – I am honored.



William A. Haley, V

I first moved to Rocky Mount in 2003, a year after graduating from Furman University. That year Emily and I were married at St. Andrew's and I started a career in banking. We left Rocky Mount four years later so Emily could attend law school and I could go to grad school. After two masters degrees, a career change to software development, and two kids (Barnes 7 and Gus 5), we moved back to Rocky Mount in 2012. Since we had changed so much during our time away from Rocky Mount, when we returned we decided we would look for a church as if we had never lived here – which is how we ended up at Good Shepherd.

From the first service at Good Shepherd, Emily and I both felt like we belonged. Shortly after we started attending, Matt was hired and we officially transferred our membership. Good Shepherd has quickly become a very important part of my family's life. We had our third child, Eleanor, baptized at this church, both boys sing in the Cherub Choir, I hand out snack bags each week, and we have loved being a part of the young family's group. I've also assisted with the summer lunch program and am helping the church update its communication systems.

I'm very proud and humbled to be asked to run for the vestry. It would be a great honor to serve and to be a part of the church's future growth.



Fred M. Hodges III

I was born in Richmond, VA, and grew up in Henderson, NC. My wife Cammy and I were married in 1989 and moved to Rocky Mount, where she had grown up. I had been a Presbyterian but Cammy was Episcopalian, and we decided to join the church of the Good Shepherd, where I was confirmed the next year.

We have a beautiful daughter, Sara Worth, who has been a life-long member and participated as an acolyte and in other church activities when she was growing up. She recently graduated from UNCW and is now employed with the NC Tennis Association in Greensboro, NC. I have been involved with the men's group and hospitality guild as well as serving as an usher when needed. I've also helped out with the flower guild and altar guild (although not as an official member).

I'm self-employed in the gift (SBH Consulting, Inc.) and promotional product (BrandAlliance) business. Running a church has many similarities to running a business, and I hope to be able to share my diverse knowledge with the church. Good Shepherd is the core of our family's life and I personally cherish the liturgical style of worship, our music program, and, most importantly, the love and warmth shared amongst the parishioners. I also know what it has meant to Cammy to be a member of the vestry and search committee, and I would like to continue and hopefully enhance all of her hard work and effort.

I am very excited about the future of Good Shepherd. It would be my honor and pleasure to serve on the vestry to work with our new rector Matt Johnson and other vestry members on behalf of the Church of the Good Shepherd.



Tommy Moore

A lifelong Episcopalian, I have only recently joined Good Shepherd, along with my wife, Susan, and boys, Thomas (17) and Will (15). Although I have been practicing law in Rocky Mount for over twenty-two years, we only moved to town last year after residing for many years in Tarboro, Northwest Nash County, and Chapel Hill. When we attended our first service here last Ash Wednesday, we knew we had found a spiritual home – we immediately felt this congregation to be inclusive, warm, and caring. Since then, the work the parish carries out in this community has truly inspired our whole family.

Since Susan sings in the choir and the boys are active acolytes, I ended up sitting by myself at the back of the sanctuary. This led to many on-the-spot requests to usher, which has been a pleasure. As our journey with Good Shepherd continues, I plan to increasingly become active in many of the programs and ministries made available in the parish. It is truly an honor to be considered to be a candidate for the vestry given our short tenure Good Shepherd. If chosen, I will serve each congregant in a manner that is befitting of our mission.



Robert Wright "Bob" Norman

I was born in Roper, NC, and attended Saint Luke's Episcopal Church there for 18 years. After graduating from Plymouth High School, I went to East Carolina University on a Baseball Scholarship. Upon my graduation, I moved to Rocky Mount to teach in the Nash County School System at Northern Nash High School. While there I coached baseball and later became Athletic Director. This is also when I met my wife of 43 years, Elizabeth "Betty" Troutman Norman. We were married in her lifelong church in Enfield, NC, the Church of the Advent, which was designated a Historic Episcopal Church in 2015. After leaving education, I began a very rewarding career with MetLife Financial Services until my retirement in July of 2016.

Betty and I began coming to the Church of the Good Shepherd in 1974. Our daughters Shannon and Courtney both attended Good Shepherd Day School, served as acolytes at the church, and were married at Good Shepherd. It would be a privilege to serve as a member of the vestry of Good Shepherd. Thank you for your consideration.



Mary Palmer

I was born in New Jersey and moved to Nashville, NC, in 2010. I live with my partner of 45 years, and we were married in 2009. I was a cradle Roman Catholic and was very involved with my parish in New Jersey, including serving a five year term on the church's parish council (similar to the vestry in the Episcopal Church). When we came to North Carolina we had a difficult time finding a church where we felt at home until we walked into Good Shepherd. We found the church to be very warm and welcoming, and in 2015 I was received into the Episcopal Church.

I am a Registered Nurse and continue to work part time coordinating services for the homebound. I was involved in the formation of a parish nurse ministry for my church in N.J. and obtained certification as a parish nurse from St. Elizabeth's College in 2005.

Since joining Good Shepherd I have been involved in various Bible study programs including Discipleship, now in its second year. I am also a member of the adult choir and serve as the choir secretary, volunteer in the church office, and am active with the Snack Bag program and Summer Lunch program for children in need. To support our food ministries, this year I developed and coordinated a "Hats for Food" sale, which raised over \$800 for our Food Pantry.

I believe that our church, as lovely as it is, is only a building – it's the work of its members in outreach, prayer, and service that are the true heart of this parish community. I am honored and humbled to accept this nomination for the vestry and with God's help look forward to increased service in our church and community. Thank you.



Eric Seale

I grew up as a member of St. Peter's Episcopal Church in Washington, NC, where I was confirmed and served as an acolyte. I moved to Rocky Mount in 2001, met Heather in 2002, and we were married in 2004. My ties to the Episcopal Church led us to Good Shepherd in 2006 when our first son, Noah, was born. We enrolled Noah in the Day School and immediately felt the warmth and support of the church. Our second son, Oscar, also attended the Day School and still talks about his adventures there. Both boys were baptized in Episcopal churches, Noah at St. Francis by the Sea, my parent's church in Pine Knoll Shores, and Oscar here at Good Shepherd.

Our family enjoys being involved in activities at Good Shepherd, and I've worked with the youth programs and recently started volunteering with the men's group. While our boys were in the Day School, I served on the Day School commission where my experiences, which included budget discussions, project planning, and the organization of volunteer help to complete projects, would enable me to be an active and useful member of the vestry. I am excited about the possibility of serving the Church of the Good Shepherd as a vestry member. Thank you.