



# GOOD SHEPHERD LUTHERAN CHURCH

**LOVE. GROW. SERVE.**

Building up God's people through His word for His world



## 2022-2023 Annual Report

**Good Shepherd Lutheran Church**  
**1133 Reston Avenue**  
**Herndon, VA 20170**  
**703-437-5020**  
[www.gslcva.org](http://www.gslcva.org)

**Church Staff**

Senior Pastor	Jotham Johann
Assisting Pastor	Gary James
Business Manager	Georgia Thorstenson
Communications Director	Jeff Donahue
Director of Engagement	Heidi Cooper
Organist/Director of Choirs	Anne Lee
Administrative Assistant	Michele Clair
Community Service Coordinator & Youth Ministry Director	Holly Vanderhoof
Praise Band Director & Audio Production Specialist	Dan LaMaestra
Video Production Specialist	Matt Hardy
Communications Assistant	Abbey Panetti
Social Media Assistant	Chloe Vanderhoof
Children's Ministry Coordinator	Michelle Tenhaeff

**Preschool Staff**

Director	Colleen Judson
Lead Teachers	Barbara Fay Elizabeth Huang
Assistant Teachers	Michelle Maher Lesley Murphy
Business Manager	Georgia Thorstenson

**Property and Facilities**

Gary Budzier	Roger Thorstenson
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**Board of Servant Leaders**  
**(2023-2024)**

Chair	Linda Terlecki
Vice-Chair	Rob Fekete
Secretary	Drew Lipman
Member	Laura Blackburn
Member	Paul Kasulis
Member	Goodwyn Morgan
Member	Deanine Thrash

**Core Ministry**

Worship	Georgia Thorstenson and Julie Schorfheide
Discipleship	Pastor James
Parish Life	Brian Cors
Mission	Pastor Johann
Congregational Care & Nurture	June McGurn
Administration	Pastor Johann

**Volunteers**

GSLC has been blessed with those who are called to donate their time and talents daily, weekly, and monthly. The list of volunteers is too great to individually recognize everyone; however, every minute of service is greatly appreciated and felt by all.

## Introduction

At Good Shepherd Lutheran Church, we share Jesus' love by serving our neighbors; grow in our faith through Bible study, worship, and prayer; and build up one another through connections we make at gatherings, small group meetings, and other events.

Our Lord and Savior, Jesus Christ, is moving! He is moving in our community, throughout our church, and within the lives of so many. Through the following updates from our Core Ministry leaders and staff members, we see how He is moving in our own lives, and how we ignite those around us by telling the Good News in a way that is tangible and relatable.

During Fiscal Year 2023, Good Shepherd Lutheran Church (GSLC) made an effort to increase transparency; provide updates from core ministry areas and staff; and show a current/future status of functional budgetary needs. This revision to the "2023 Status Report and Annual Review" provides a finalized recap of FY 2023 and shows additional budgetary information and attendance figures as attachments.

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## Senior Pastor's Annual Report

Dear Siblings in Christ,

Grace to you and Peace from God our loving Father, our Lord and Savior Jesus Christ, and our Comforter and Counselor the Holy Spirit. Amen.

It's been quite a year as we have been transitioning to what appears to be post-pandemic life. Please allow me to share that:

- Our in-person worship attendance has reached approximately 80-85% of pre-pandemic attendance. On a few Sundays, we reached 100%.
- In a somewhat "hidden" blessing from the past few years, we have gained a sizeable following online, including for virtual worship and podcast worship. God has afforded us the giftedness and technology to reach so many more people with the Gospel across our many electronic platforms: YouTube, FBLive, Vimeo, Facebook, and Instagram as well as the various podcast outlets.
- We have completed the audio and visual systems overhaul and been blessed by them. A new system in the narthex (entryway) will follow, probably completed early in the next fiscal year (FY 2024). In addition, the completion of the "zoom room" (203) has added to our hybrid meetings/Bible study capabilities.
- We have added more members this year and an additional group will be gathering for a Connections Class early in the next year. First-time guests and returning guests visit us every Sunday. Additions of an engagement team, led by our Director of Engagement, Heidi Cooper, as well as the nametags and online pictorial directory have helped to raise the ease of meeting and greeting and increase our "friendliness factor."
- We've increased our events during this past year, including the return of Chili Bingo, and more are planned during the coming year.
- Most of our pre-pandemic LifeGroups (LG) have been gathering, again. At a recent gathering of LG leaders, starts of additional LG were being planned for this coming year.
- We are celebrating yet another year of being financially strong, encompassing a streak of many years of being in the black while continuing to drive down the debt on our property, making room for sizeable mission and outreach projects in the Above & Beyond (A&B) giving program.
- Our next significant overhaul during this coming year and in the years to come will be of the roof and HVAC system, which has already begun, with the installation of new boilers during the current summer. These boilers were paid for with Above & Beyond proceeds through our property contingency fund. Our facility is now seeing some wear and tear; maintenance of this house of the Lord is now a top priority.



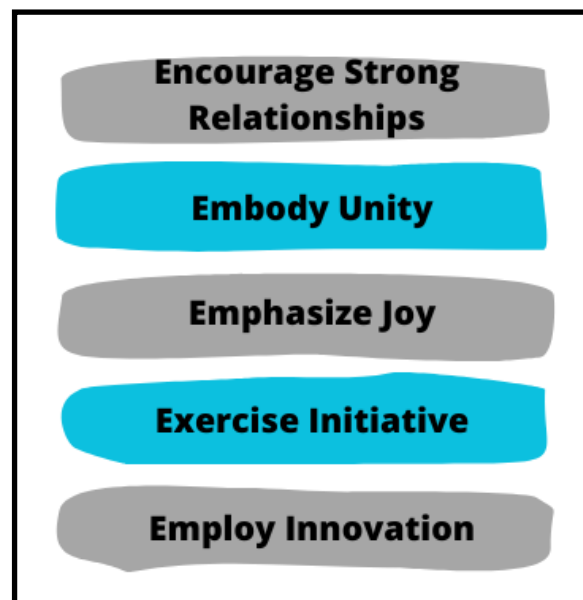
## Senior Pastor's Annual Report (continued)

- Many great plans are in store for our Discipleship area, including the extension of our preschool from a half-day to a full-day program, as we await the final go-ahead from the county. Much of this challenging work of preparation was done during the prior year. We've also recently brought on a new Child Ministry Coordinator, Michelle Tenhaeff, to increase the vibrancy of our child Sunday School program.
- We brought on a number of our other new staff, including Anne Lee (Organist/Director of Choirs), Chloe Vanderhoof (social media), and Abbey Panetti (website manager and Sunday services image designer).
- With our new leader of Congregational Care and Nurture, June McGurn, we have started to reinvigorate much of this core ministry area's programs as well as initiate some new ones, such as blood drives and a dementia care initiative. During this past year, we completed a historic time of mourning as many of our members, and other loved ones of our members and community, passed on into the glory of God our loving Father.
- All of our mission and community service programs items, were paid for and implemented during this past year.
- A committee has continued to conduct legwork on the Columbarium Project, and during this coming year, we anticipate drawings and plans of the same being offered to the congregation for its consideration to proceed forward with the project or not.

Not to "steal" the thunder of other staff and ministry leaders' reports and plans, I will stop here. Please excuse us for any redundancies in our enthusiasm for the ministry of our Lord.

I will end with a few items below:

- **Staff's new proposed Core Values:**



## **Senior Pastor's Annual Report (continued)**

### **A peek into what I see as more long-term possibilities in our joint ministry:**

We are planning (feasibility studies, discussions, etc.) in the next FY and beyond for these possible initiatives within 2 to 5 years:

- Parish Nurse (Congregational Care and Nurture)
- Family Ministry (Discipleship/Parish Life)
- Additional extension of preschool operations to 6:00 p.m. (Discipleship)
- After-School program for kids older than preschool age (Discipleship/Parish Life)
- Addition of third indoor service – Praise service every Sunday (Worship)
- Overhaul/maintenance of the roof and HVAC systems (Administration/Property)

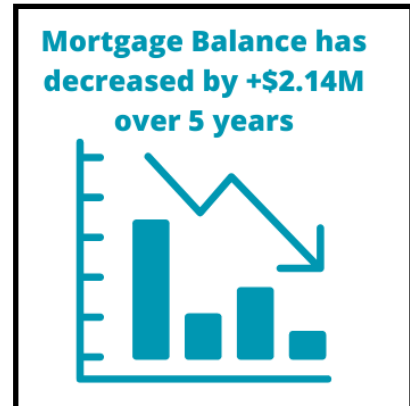
Serving with you, I am

Jotham Johann  
Senior Pastor

## Finance

The GSLC 2023 fiscal year ran from September 1, 2022, through August 31, 2023. The voter-approved FY 2023 budget planned for General Fund income from all sources of about \$1.178M and we ended FY 2023 with income from all sources of \$1.19M.

Regular mortgage principal and special mortgage principal contributions have reduced the mortgage principal to \$1.3M. Since the beginning of FY 2018, the mortgage principal has been reduced by more than \$2M. The generous support of GSLC members through their regular offerings to the general fund in FY 2023 have allowed us to fully meet the budgeted expense needs of all our ministry teams.



At the end of FY 2023 there are adequate reserve funds available to maintain the mandated two months operating expenses, the dedicated accounts, the Above & Beyond accounts, and the normal operating expenses.

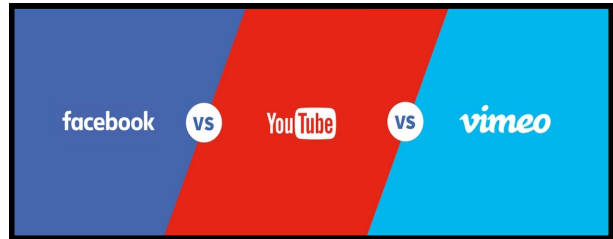
As the building ages we are beginning to experience major system replacement costs. This year we replaced boilers and water heater systems. The capital replacement account funds were used to pay for these system replacements that amounted to about \$164,000.

It is important to recognize the considerable amount of volunteer hours that are donated by the members of the congregation. Without this generous contribution of their time GSLC would not be able to provide the broad range of services and support that are delivered to the GSLC membership, the local community, and our worldwide community.

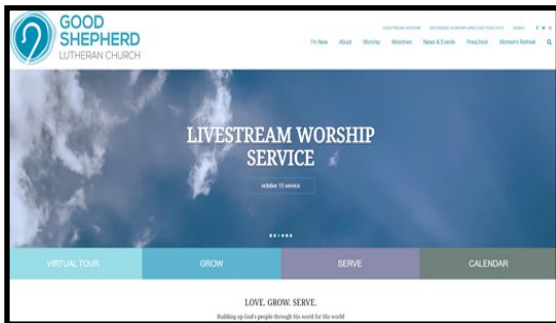
Georgia Thorstenson – Business Manager  
Arlisa Ferrara – Financial Secretary  
Finance Team Leader - Michael DeWan

## Communications

With the close of FY 2023 GSLC emerged from the pandemic and noted a furthering of our digital messaging and communication. Through the usage of our social media, recorded, podcast, and livestream platforms GSLC maintained a consistent standard of quality with only 4 service availability interruptions out of over 90 total offerings. Furthermore, the reach of our virtual services, Bible studies, and myriad other faith and fellowship offerings showed significant growth



FY 2023 also saw the growth of our social media platforms (Facebook and Instagram) due to the efforts of our Social Media Assistant, Chloe Vanderhoof. Her efforts to date have increased our views to more than 1300 people monthly and increased our reach by nearly 85% when compared to the previous year. Targeted advertisement and post pushing campaigns, directed at both the church and unchurched, aided in this growth.



The start of FY 2023 also saw the onboarding of our Communications Assistant, Abbey Panetti. She is tasked with updating and maintaining our website as well as the creation of all worship service slides. Her efforts have led to the consolidation and streamlining of 8 website subpages, the creation of a more user friendly layout, and increased website hits by more than 30%. In addition, through generous Above & Beyond giving, a refresh of our website was

initiated. This refresh is aimed at streamlining the current content, increasing the overall ease of use, and highlighting calendar events. The expected completion and release of the refresh should occur in the upcoming fiscal year, around Christmas, barring any implementation difficulties.

The Communications Area has continued its focus of maintaining a set email schedule to more than 450 contacts. Hundreds of emails have been sent, and the Email Open Rate is at 53%, well above industry average, and a growth of 4% when compared to the close of the last fiscal year.





## **Communications (continued)**

The focus for Communications at GSLC is continuing to change as we progress out of the pandemic and provide more opportunities and enrichment for GSLC members, friends, and visitors. Several hardware and software elements have been updated (HDMI transmitter, A/V system, Proclaim/Slide System, website refresh, and Canva/graphic arts tool), and the impact has increased the quality of our digital correspondence. Going forward additional hardware and software elements will require a refresh and further analysis to ensure that the proper technology is used to further the mission of GSLC.

Jeff Donahue – Communications Director  
Abbey Panetti – Communications Assistant  
Chloe Vanderhoof – Social Media Assistant

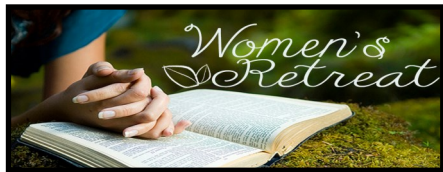
## Christian Life and Engagement

Being blessed by diminished COVID outbreaks, FY 2023 saw the return of many new gatherings indoors and out for Good Shepherd.

A retirement party reception was held for Jeannie Johns after both services in mid-September 2022. In October, the Fall Festival with Trunk or Treat was a huge success with more than 50 people participating.



The annual women's retreat featured a new guest speaker,



Donna Snow. Pastor James joined the ladies on Sunday to offer worship with communion. Attendance was good with 42 ladies attending. The Ladies Advent Tea was held indoors, the first time since 2020 and had a good showing as well.

Not to be outdone, the Men's Breakfast continued to grow with monthly gatherings at the church or at La Madeleine in Reston Town Center. Featured guest speakers included space traveler George Nield and other distinguished members of our congregation. A brewery trip was held this spring, and similar future events are planned.

The New Year saw the return of Chili Bingo, which was a huge success. More than 20 chilis were entered into the competition, with attendance of over 75 people.



A sampling of spring events included the welcoming of 21 new members into the Good Shepherd congregation with receptions following both the early and late services. In early June, 26 people traveled to the Museum of the Bible (24 by chartered bus) for a 4-hour visit to this amazing museum.

Summer events included multiple food truck Sundays. In early FY 2024, we anticipate offering another Connections Class (probably in October), with new member installation following soon after. As we look to the new fiscal year, we will continue with much the same activities with a focus on creating new Life Groups, holding new Connections Classes, and offering additional outings.

Heidi Cooper  
Christian Life and Engagement Team

## Parish Life

Parish Life at Good Shepherd is focused on engaging all people in meaningful activities of learning and discipleship, increasing and growing in our faith, our relationship with God and with each other. Through Life Groups, Bible studies, and fellowship activities, we offer a number of avenues to connect in the Word and with each other.

Christian education is a priority at Good Shepherd. In FY 2023 we offered several Bible Studies for adults on Sunday morning. Two groups met during the school year, on Sunday morning at 9:00 a.m.: a general study for all adults and a women's group. The women's group also met on Tuesday evenings via video conference during the summer and will meet on Sunday mornings through the middle of November, with an Advent study to follow.

Life Groups are small groups of people who gather together and do the natural things that Christian families and communities do: Christian fellowship; prayer; reflection on the Word; caring for one another; providing encouragement; taking part in activities and service together. There are currently five groups meeting each week, with a variety of demographics (men's group, women's group, young adults, and mixed groups). Most groups meet in person with the exception of Word Workers, who meet via video conference



Fellowship is a large part of parish life at Good Shepherd and we offer a number of fun activities for groups and families throughout the year. Chili Bingo is held in the winter and engages young and old alike. The annual Fall Family Fun Festival is also a fun-filled family activity for all. In addition, the Women's Retreat, held each November, is a weekend getaway for all women with Bible study, fellowship time, and worship. The Ladies Advent Tea is held in early December and is a perfect way to focus on the true meaning of Christmas before the holiday hustle and bustle begin.

Throughout the year, there are many other activities and celebrations where we share our time and love of Jesus together. This past year, a trip to the Museum of the Bible was a great day of fellowship and learning as we explored the museum as a group. Finally, GSLC launched an online church directory, using an application called "Instant Church Directory." This application is OPT-IN only, meaning that members and non-members who regularly attend GSLC must actively join in order to be included. To date the directory includes over 105 families. We encourage all members to become engaged in the life and ministry of Good Shepherd in some way, be it in one of these activities or serving in another capacity.

Brian Cors  
Parish Life Team

## Congregational Care and Nurture

The Congregational Care and Nurture Team (CC&N), comprising more than sixty-six volunteers, has helped support the mental, physical, emotional, and spiritual health of the congregation through devotional literature and opportunities to serve others at Good Shepherd. This ministry supports memorial services and organizes memorial receptions,



member care visits, and transportation. Portals of Prayer and various care ministry pamphlets, found in the narthex and admin wing foyer, are part of the CC&N budget; so is Taking Faith Home, the weekly handout inserted in the worship bulletins.

Volunteers send more than 700 greeting cards for life events annually plus mementos for Baptisms.

The Take Them A Meal team (Caroline

Ruppar, lead) brings/sends meals to the ill, infirm, and their families, as well as families with newborn babies. The CC&N teams maintain rosters of those willing to help in all the above.

For FY 2024, the Ministry is exploring adding several programs based on interest shown by the congregation: Dementia Care class(es), a blood drive, hikes, walks, or a fun Christian marriage workshop.



Finally, since May 2020, a group of GSLC members have been hosting a weekly prayer gathering on Wednesday evenings. During these video-conference sessions members have lifted prayers for members of the church, family and friends, as well as for those in our nation and beyond. The prayer gathering generally is attended by 15 members and serves as an example of how GSLC shares and grows in faith through prayer.

June McGurn  
Congregational Care and Nurturing Team

## Community Service and Youth Ministry

Community Service at Good Shepherd has continued to help people in our community. We work with various local organizations that provide support for those with food insecurity, homelessness, and various other needs among those living below the poverty line. Our partners include South Lakes High School Food Pantry, Cornerstones, The Closet of Greater Herndon, and Fellowship Square.

Our main initiative is hosting the South Lakes High School (SLHS) Food Pantry 52 weeks a year. Good Shepherd began hosting the pantry during the COVID pandemic in April of 2020. A new stream of curbside distribution to families each week has organically grown and continues to be a strong need to the SLHS Pyramid school families. On average we distribute approximately 350,000 pounds of food each year or 175 tons of food to families in need! We have numerous volunteers who support pantry operations at Good Shepherd, including food intake, sorting, packing, and distribution to the families at SLHS throughout the week. In 2022-2023, more than 1400 volunteers provided over 6800 volunteer hours between congregants and the community were spent at the pantry!



Other Good Shepherd initiatives include meal and food support for the North County Hypothermia Shelter (December through March) and the Fairfax County Hyperthermia Prevention Program. Since 2005, the Fairfax County Hypothermia Prevention Program has prevented death and serious injuries among the county's most vulnerable residents by ensuring that no one must sleep outside during the winter months. Since 2011, Good Shepherd has participated weekly as part of the County's North Fairfax location access provided by Cornerstones. Every Wednesday from the beginning of December through the end of March (17 weeks), we prepare, provide, and serve hot meals for 25 guests.



We also provide grocery gift cards to Lake Anne Fellowship House, Fellowship Square, Cornerstones, Dogwood Elementary, the South Lakes High School Food Pantry, and the Dranesville Elementary Grocery Pack program.

Seasonal drives include meals for Thanksgiving through Cornerstones, and Angel Trees for Cornerstones and Lake Anne House (formerly Lake Anne Fellowship House). We are looking forward to bringing back congregation-wide service projects including meal packing events, lunches and after-school bags for Embury Rucker Shelter among others. Join us as Good Shepherd Community Service continues to show God's love in action through service to others in need.





## Community Service and Youth Ministry (continued)

The youth of GSLC had a fulfilling and busy year, with many activities, opportunities for fellowship, and fundraisers.

The High School Ministry (HSM) program was vivacious and active this year. Students met weekly through Sunday School during the school year and at HSM gatherings twice a month which included the SED Fall Retreat, the Great Pumpkin Hunt, LOCKIN, and so much more. The youth actively fundraised for workcamp through weekly donut offerings, Christkindlmarket, Chili Bingo, and the Palm Sunday Pancake Breakfast.

HSM joined Group Mission Trips and six other churches throughout the country in Huntington, West Virginia, in July. One hundred campers were divided into seventeen crews that worked on twelve homes. Three thousand hours of service were completed with projects that included wheelchair ramps, decks, stairs, painting, and so much more. With hard work and prayer, we were able to overcome many roadblocks and complete 100% of all projects! Workcamp is truly a transformational event for the residents, teens, and adults too!

Good Shepherd had a successful Vacation Bible School (VBS) this year with just over 70 kids attending our program. Teen and adult volunteers helped decorate, led rotations and crews for a high energy week where kids learned to Shine Jesus' Light! This is one of the biggest outreach ministries to the community as approximately 75% of attendees (volunteers included) are not Good Shepherd members.

In FY 2024, GSLC aims to increase the activities for the Middle School Ministry (MSM), as MSM is not as active as HSM, but it is something that we are striving to improve this year. Getting kids connected at this age outside of Confirmation has been a challenge.

Holly Vanderhoof  
Community Service and Youth Ministry Team



## Discipleship

The Discipleship Ministry is dedicated to providing the necessary resources for the Good Shepherd's education program. It includes providing the curriculum and supplies for the Sunday School program, ages 3 years old through 6th grade; middle school ministry, grades 7-8; and high school, grades 9-12. An example of the curriculum can be seen in the Sunday Spark materials, which are available in our weekly livestream emails and, when available, on our website.



Additionally, Discipleship plays a vital role with the Adult Bible Studies. Examples are the Tuesday Women's Bible Study, Heidi Cooper's Sunday Study, Pastor James's studies, and



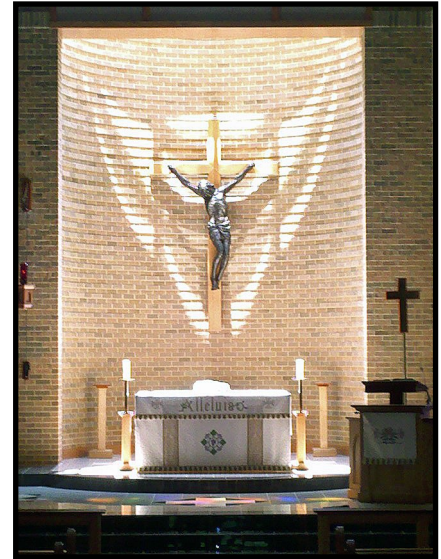
many more. Finally, Discipleship also plans and executes all materials, purchase of catechisms, and Bibles, as well supplies to cover special events related to the Confirmation and First Communion programs, along with a vibrant high school youth ministry (retreats and fundraising functions).

Pastor Gary James  
Discipleship Team

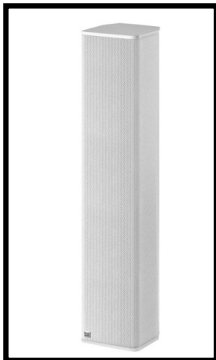
## Worship

During FY 2023, Good Shepherd continued to offer many ways to worship: indoor services (traditional and Matins settings in the sanctuary and Praise services in the Fellowship Hall); weekly outdoor services with communion; an outdoor service on Easter; livestreaming and recording one service each week; podcasts of weekly sermons; midweek Lenten services; and additional services for Thanksgiving, Christmas Eve, Maundy Thursday, and Good Friday.

In the fall of 2022, Good Shepherd's Worship Team, along with a group of volunteers, began a search for an Organist and Director of Choirs. After conducting interviews and auditions of a number of qualified candidates, Good Shepherd offered the position to Anne Lee, who accepted the job and then began her work among us in mid-January 2023. Her expertise and enthusiasm have been a wonderful addition to Good Shepherd, and we give thanks to God for sending Anne to us to revitalize our music ministry.



This fiscal year also saw the completion of a years-long project to improve the audio system in the sanctuary. The hard work and deep knowledge of Dan LaMaestra and



Matt Hardy, plus the ever-valuable help from Property Team leaders Gary Budzier and Roger Thorstenson,

ensured that this project was a success. We now reap the benefits of the audio upgrade with a marked improvement in the ability of those who are worshipping to easily understand scripture passages, prayers, and sermons as they are delivered each week. As the fiscal year closed out, plans were in place to finalize the project by adding screens to the narthex (church entry area) so that worshippers sitting in that area during services (overflow at Christmas or Easter) will be able to see as well as hear a service as it happens.



We saw a number of transitions this year, including the end of the separate outdoor worship service, which was held every weekend – without a single cancellation – from June 2020 through June 11, 2023. Another transition was a return to communion at the rail on June 4, after a suspension of more than three years.

## Worship (continued)

Finally, the Worship Team, working with Administrative Assistant Michele Clair and Director of Engagement Heidi Cooper, along with numerous volunteers, rolled out new nametags to be used during worship services and at numerous other events. We wish to especially thank Mike DeWan for constructing the beautiful nametag holder that we see each week in the church entry area and in the Fellowship Hall.

Julie Schorfheide  
and Georgia Thorstenson  
Worship Team





## Praise Band and Audio/Video Production

During FY 2023, the audio upgrade to the sanctuary was completed, and upgrades to equipment in the Fellowship Hall improved the quality of the Praise Band audio. The process included integration with existing technology, including wireless mics, mixer/wiCi/computer/Extron controller. The final programming and install took all these points into account, as a result of productive communication and planning over multiple months. The end result can be seen in the live and recorded versions of the service. Of note the quality of all spoken and musical service elements can be seen in the anthems and hymns, which are recorded, mixed, and archived weekly.

Music was a key feature not only during our bi-monthly Praise services but also through the addition of

special musicians, including Julian from the Praise Band, Angela Knight (Christmas Eve), George Nield (trombone), and guest singers including Kathy Otterbacher and Julie Shorfheide. FY 2023 included one more Christmas Eve



service with Angela and George, and one more (larger ) Easter service, involving singers, stages, tents, and additional contractor support. Throughout the process of producing music new hymns and songs were added to the GSLC repertoire, and in some cases, writing charts to ensure the harmonies were correct.

The GSLC podcast remains a steady and growing aspect of connection and ministry.



Average downloads range from 400 to 900 monthly, and when we produce more than once per week, such as during Lent, and Easter, the numbers go up, naturally. We are reaching people internationally, in Europe, Australia, Canada, India, Singapore, and South America, and more.

Additionally, podcast stats indicate that listeners frequently listen to older episodes, adding to engagement. Moving into FY 2024, additional

podcast content, such as music recordings, and/or music discussions, and Bible readings/discussions will be added.



## Praise Band and Audio/Video Production (continued)

Finally, during FY 2023, Dan LaMaestra performed and composed and/or arranged 9 new pieces, especially for the church, with a focus on message alignment for each given week. Those pieces are: “Evocation,” “Through the Gate Abundance,” “On Eagles Wings,” “The King of Love My Shepherd Is,” “Beautiful Savior,” “Coventry Carol,” “O Love How Deep,” “I Want to Walk as a Child of the Light,” and “Joy.”

This past year GLSC video production saw the completion of an extended and extremely successful team effort to equip GSLC with the technology necessary to sustain both an in-person and virtual ministry presence for years to come. In addition to the audio system, GSLC integrated a new, industry standard centralized control system. This system is the brain that allows for any audio or visual task to be implemented AND automated. Because the system is the industry standard, for a decade or more GSLC will be able to upgrade and adapt to growing AV needs without significant infrastructure investment. The last phase of that project is expected to be completed in October with the installation of two 65” TVs in the narthex that can serve a variety of purposes.



The livestream service has received the benefit of the vastly improved sanctuary microphones as well as supporting infrastructure. Failure rates from internet or technical issues are decreasing and are low relative to other similar systems. Even on Sundays with power or internet outages we are able to upload a service for our virtual congregation. Going forward, additional improvements in the visual aspects of the livestream service can be accomplished by taking into account congregational feedback and inputs from our worship and communications teams.



Finally, with all of the technological upgrades nearing completion, additional efforts are underway to provide creative and innovative ways to improve the experience for both in-person and virtual congregants, sending the message of Christ into more people’s homes in the way that GSLC has done so well for so long.

Dan LaMaestra and Matt Hardy  
Praise Band and Audio/Video Production Team

## Property and Facilities

During FY 2023, Good Shepherd's Property and Facilities Team made numerous enhancements and repairs to the building and grounds to improve support for worship, ministry teams, and day-to-day operations of the church and preschool. The efforts of the team can be seen through the following updates to our Information Technology (IT) systems, HVAC systems, building functionality, safety, and comfort, and grounds.



**Information Technology (IT) systems:** Continuing on the efforts started in 2022, the IT capabilities of Good Shepherd were brought up to the level of performance, robustness, and security that the church needs to function as needed. Specifically, all computers have been upgraded to Windows 11, and those that are used for office functions operate on Microsoft O365. A new helpdesk support approach was implemented which has greatly reduced the time for resolution of IT-related issues and also provides greater visibility into the operating



and security status of the church's IT systems. New contracts for the copying/printing capabilities and for IT support services were established during FY 2023 at significantly reduced prices. Additionally, the footprint of the Wi-Fi system was doubled to support worship and security improvements.

**HVAC systems:** Upgrading of the church's aging HVAC system began during this fiscal year. The computer and the associated software system that controls the various HVAC components were replaced. The old system could not be upgraded beyond Windows 7, which prevented operation of the system on the network due to cybersecurity vulnerabilities. The new computer uses the Windows 11 operating system and is networked, enabling security patching as well as remote monitoring and control of the system. The old boilers that provide hot water for heat have become very unreliable, costly to maintain, and can only be monitored and controlled onsite. To correct this, two new modern boilers were installed at the end of this fiscal year that will improve reliability and maintainability and will support remote monitoring and control.



## Property and Facilities (continued)

**Building functionality, safety, and comfort:** Interior flooding in several areas of the basement has been a longstanding issue with the building. This year we expanded the coverage of rain gutters and downspouts in all of the problem Areas, which enabled us to divert the water away from the building and stopped the internal floods. A mold issue developed in the sanctuary due to a pocket of warm moist air high above the altar. The mold was professionally remediated and a fan was installed to prevent the issue from recurring. Thanks to the team of volunteers who supported this herculean effort by setting up, moving, and disassembling the scaffold system.



Building security was improved in several ways this fiscal year. Four additional security cameras with recording and remote monitoring capability were installed at the various entry points to the building. Additionally, the several malfunctioning doors near the entrances were repaired by a team of volunteers. Finally, the appearance of the preschool classrooms was improved by painting of the 3 classrooms prior to the 2022-2023 school session. The preschool entrance and 1 classroom were painted this summer.

**Grounds:** Improvements to the GSLC grounds include planting of a new dogwood tree in front, removal of dead trees, removal of trees that are hazardous to the building, and repairs to the irrigation system.

Again, thanks to the many volunteers who have helped control operating costs by assisting with scaffolding, repairing doors, patching drywall, replacing light fixtures, and many other tasks too numerous to mention. Collectively, the contributions of time by the volunteers saved the church significant amounts of money and greatly enhanced the safety, comfort, and functionality of the facility and grounds.

Gary Budzier and Roger Thorstenson  
Property and Facilities Team

## Mission

Fiscal Year 2023 Mission activities revolved around how to allocate and execute Good Shepherd budgeted and Above & Beyond (A&B) funds to promote national and international mission-related outreach efforts.

The Good Shepherd Mission Team reviewed legacy outreach efforts and potential new outreach efforts, looking to continue long term commitments and for opportunities to increase impact. This resulted in a separate line item in the Mission budget for Helping Hands to make and distribute quilts, and discussions with Food for the Poor to develop a multi-year Lutheran Ministry community outreach effort in Kingston, Jamaica: i.e., back-to-school support and a family empowerment and restorative program under the auspices of Pastor Obot Ite from the Lutheran Church-Missouri Synod (LCMS). We also planned submissions for the Above & Beyond catalog for organizations the Mission Team felt could use additional funding and/or organizations not included in the budget due to limited availability of funding.



In FY 2023, \$25,000.00 was distributed to the LCMS Southeastern District to support their mission activities. In addition to the \$18,725.00 provided for International Mission support and \$7,000.00 provided for US Mission support, GSLC provided \$4,000 to Lutheran World Relief in budgeted funds and approximately \$6,300 in A&B funds, including \$800.00 in A&B funds to purchase prefabricated homes for Turkey earthquake victims and \$948 raised by Helping Hands through a quilt raffle.



Through the completion of FY 2023 and throughout FY 2024, the Good Shepherd Mission Team is looking to provide more information and updates to the congregation on our base-funded and A&B-funded outreach efforts to show the impact Good Shepherd is making and to highlight opportunities where more can be done. At the close of FY 2023 all Spring 2023 A&B Catalog items had been fully funded (Lutheran World Relief: \$1,329; Iglesia Luterana Principe de Paz: \$2,300; and Africa Missions: Faith Aid in Kenya: \$4,515).

Bill and Lisa Schuler  
Missions Team



## Good Shepherd Lutheran School

Good Shepherd Lutheran School, established in 1981, includes children of the congregation, children of other congregations, and also children whose parents have no church home. With the resumption of pre-COVID activities, the school has been able to bring back previous and new activities for students such as Fire Department visit and presentation, puppet shows by a parishioner, dental school visit and presentation, Family Day picnic, Frying Pan Farm



Park family day, and the Valentine's Family Day. The status of the preschool can be seen through our Expansion, Marketing, Improvements/Summer Work, and Financial Status (see below).

**Expansion (2023-2024 School Year):** The school plans to have 3 classes (different age groups) in the upcoming year instead of the 2 last year due to an increase in students. A new after-care program will also begin due to the growing needs of parents. It will operate from 12:15 p.m. to 3:15 p.m. It is already gaining traction and has been met with enthusiasm as the word spreads. Preschool Director Colleen Judson is working on staffing. Regular, "traditional" preschool hours (9:15 a.m. until 12:15 p.m.) will remain the same. However, the goal is to create a program including "traditional" preschool hours but adding additional before- and after-care hours that many working parents need. A special application to Fairfax County is in-process and there are high hopes that it will be approved.

**Marketing:** The school entity has become a Verified Google Business, which allows it to link the school's Facebook page, its independent website ([www.gslcvapreschool.org](http://www.gslcvapreschool.org)), and the church's website to create visibility. People looking for a local preschool can



search and find us via Google searches and Google maps, among other Google properties. In addition, the preschool sponsored a Herndon baseball team for the spring season and also participated in a Preschool Round Table hosted by MAEVE Herndon, a mother's support group (more than 100 people were present). Going forward, Above & Beyond (A&B) funds will be used to sponsor Google search priority placement and Facebook posts. Currently the preschool is looking to place advertisements in two local church bulletins, in

order to provide a faith-based preschool option for these congregations without a preschool option.



## Good Shepherd Lutheran School (continued)

**Improvements/Summer Work:** Generous donations to our A&B fund requests have allowed us to fund a project for two new balance beams (one curved, one straight) for the playground, which were installed in August. We appreciate your generosity!

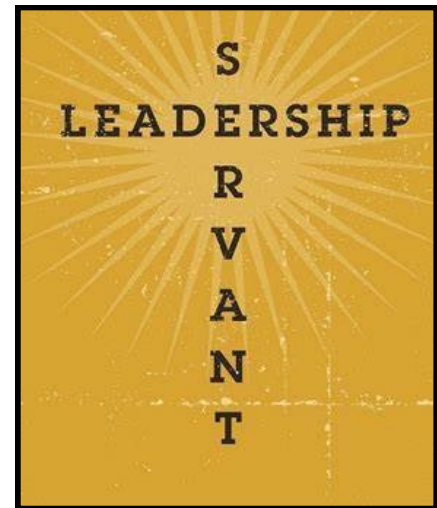
**Financial Status:** At the end of school year 2023, the school was able to manage a very narrow balance between teacher salaries and tuition, staying “in the black.” We hope to keep that same status in the 2023-2024 school year but are aware that adding staff members, along with some increased minor operational costs, may create budget deficits. In order to overcome this, the preschool is pleased to announce it has received a Childcare Stabilization Grant from the Fairfax County Department of Education (DOE). Colleen is also pursuing a newly advertised grant of the same nature through Fairfax County DOE to secure additional funds that the school can use for salaries, operating expenses, materials, and more.



Colleen Judson  
Preschool Director

## Board of Servant Leaders

With the start of FY 2023, the Board of Servant Leaders (Board) developed a plan to improve the infrastructure of the Board. The goal was to strengthen the Board's position to better assist the congregation with post-pandemic activity and future growth. To that end, the Board focused on items and activities to strengthen its foundation. With approval of the annual budget at the congregational meeting in August. The fiscal year was underway. The Board continued to work with Financial Ministry to improve financial reporting and review. Policy Governance orientation materials were developed and used to welcome new Board members. Efforts to review and revise the GSLC Employee Handbook continued.



In the spring of 2023, the Board developed a self-review survey tool which was utilized to assess the Board's openness and communication among its members, with the Senior Pastor and the congregation; effectiveness in developing and monitoring policy; and performing its responsibilities. The Board successfully developed the FY 2023-2024 Board nomination slate and provided oversight for the Board election in April. This fiscal year also resulted in a refresh of the Board of Servant Leaders Policy Manual. Following initial orientation of the FY2022-2023 members, the Board took on the task of revising and updating the Policy Manual to reflect current practices and improve Manual organization. The resulting updated Policy Manual will provide direction and guidance to future Boards. Finally, in FY 2023, as part of the goal of improved communications with the congregation, the Board published meeting notes following the April Board meeting and plans on continuing this practice going forward.

FY 2024 will bring additional efforts to strengthen GSLC's foundation to support growth post pandemic. The Board plans to improve internal practices to ensure a digital repository is in place to capture and create digital access to historical and active documents. In addition to the annual congregational meeting, annual budget approval, and Board elections, there are plans to continue improvements in reporting and support the expansion of GSLC Preschool and before- and after-care. A key goal this year is to implement sustainable communications and interactions with the congregation through surveys and listening sessions. This will provide input to future plans and focus areas for GSLC. The Board looks forward to working with staff, ministry leads and members in FY 2024 to develop policies supporting our congregational effectiveness to share the good news of Jesus Christ.

Linda Terlecki  
Board Chair

## Finance Attachments

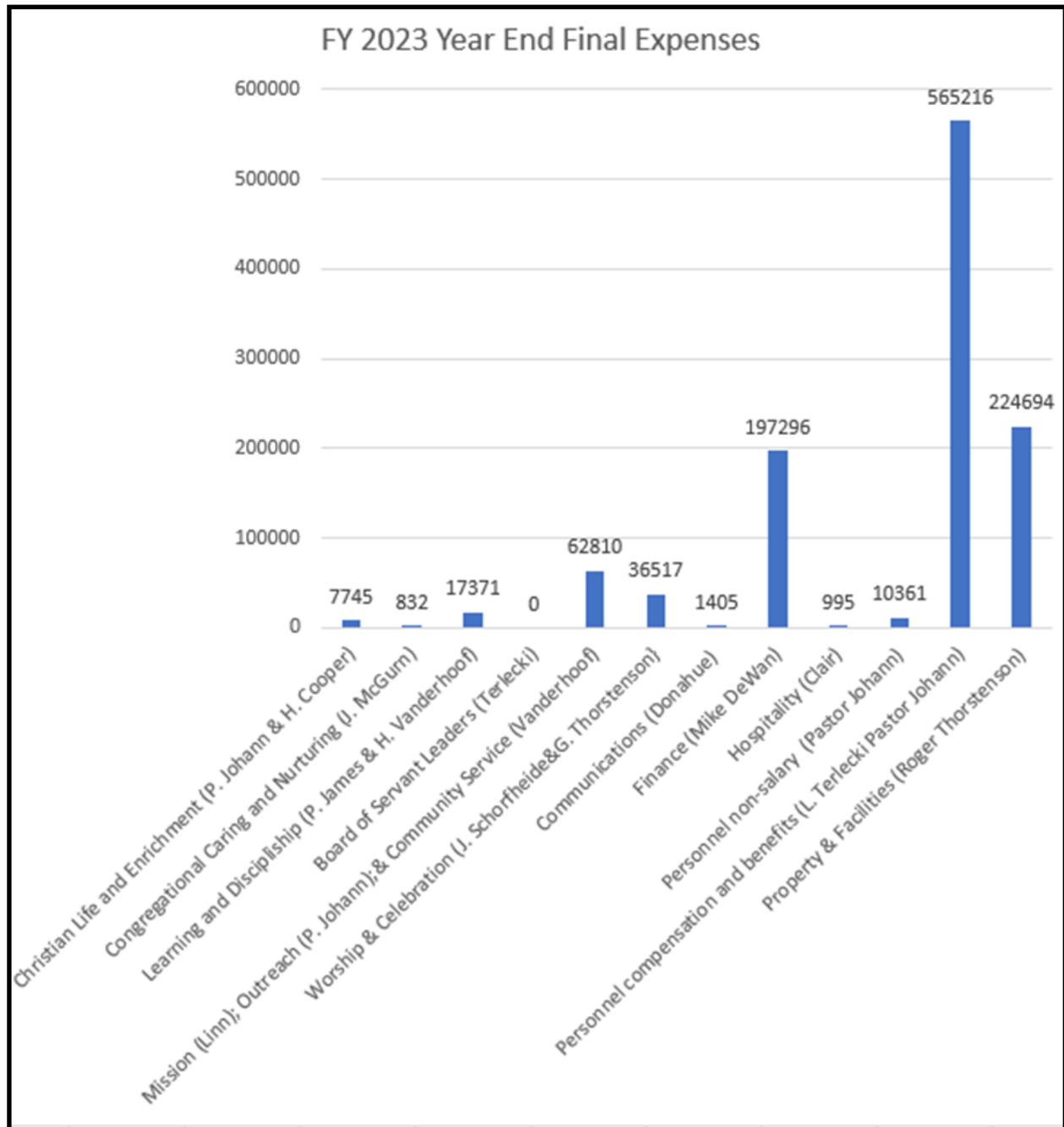
GSLC FY 2023 final actual results		
Ministry/Staff Area	Approved FY2023 Budget	Year end Actual FY 2023 thru 8/31, 2023
<b>Income</b>		
<b>Total Income</b>	<b>1,178,040.00</b>	<b>1,190,301.71</b>
<b>Christian Life and Engagement (Heidi Cooper)</b>		
<b>Subtotal</b>	<b>6,750.00</b>	<b>7,745.69</b>
<b>Congregational Caring and Nurturing (J. McGurn)</b>		
<b>Subtotal</b>	<b>1,550.00</b>	<b>832.30</b>
<b>Learning and Discipliship (P. James &amp; H. Vanderhoof)</b>		
<b>Subtotal</b>	<b>16,500.00</b>	<b>17,371.11</b>
<b>Board of Servant Leaders (L. Terlecki)</b>		
<b>Subtotal</b>	<b>500.00</b>	<b>0.00</b>
<b>Mission, Outreach, and Community Service</b>		
<b>Subtotal (MI/OU/CS)</b>	<b>63,725.00</b>	<b>62,810.24</b>
<b>Worship &amp; Celebration (J. Schorfheide &amp; G. Thorstenson)</b>		
<b>Subtotal</b>	<b>38,250.00</b>	<b>36,517.00</b>
<b>Communications/Outreach (Donahue)</b>		
<b>Subtotal</b>	<b>2,120.00</b>	<b>1,405.98</b>
<b>Finance (Mike DeWan)</b>		
<b>Subtotal</b>	<b>189,600.00</b>	<b>197,296.65</b>
<b>Hospitality (Clair)</b>		
<b>Subtotal</b>	<b>1,500.00</b>	<b>995.06</b>
<b>Staff administrative expenses (Pastor Johann)</b>		
<b>Subtotal Called Staff Conf/Cont Educ &amp; Auto</b>	<b>7,800.00</b>	<b>10,361.60</b>
<b>Personnel Compensation expenses(BOSL Linda Terleki, PastorJohann)</b>		
<b>Totals Called, Lay Staff &amp; Contractors</b>	<b>623,578.95</b>	<b>565,216.71</b>
<b>Property &amp; Facilities (Roger Thorstenson)</b>		
<b>Subtotal</b>	<b>226,050.00</b>	<b>224,694.79</b>
<b>TOTALS</b>	<b>1,177,923.95</b>	<b>1,125,247.13</b>
<b>Year end actual Income Less Expense</b>		<b>65,054.58</b>
<b>Projected Surplus/Deficit</b>	<b>116.05</b>	
<i>*Includes Loan Principal</i>		

## Finance Attachments (continued)

Good Shepherd Lutheran Church  
Balance Sheet by Account  
Sep 1, 2022 through Aug 31, 2023

Account	Balance As Of Sep. 1, 2022	Balance As Of Aug. 31, 2023	Current Year Change	Percent Change
<b><u>Fund01 - General</u></b>				
<b><u>Assets</u></b>				
Major 01, Current Assets				
Minor 00, Current Assets				
01 - Checking Acct Sun Trust	442,604.38	244,436.22	-198,168.16	-44.77%
02 - LCEF Steward Acct 10642	522,610.26	528,521.72	5,911.46	1.13%
13 - LCEF Expanding Mnstry Act	27,178.61	27,340.44	161.83	0.60%
18 - LCEF Partner Plus A- 4380	52,803.35	54,240.99	1,437.64	2.72%
19 - LCEF Partner Plus 8- 4392	52,803.35	54,240.99	1,437.64	2.72%
20 - LCEF Partner Plus C- 4403	52,803.35	54,240.99	1,437.64	2.72%
21 - LCEF Partner Plus D- 4415	52,803.35	54,240.99	1,437.64	2.72%
22 - LCEF PPLUS FR-2yr4% 4916	0.00	50,886.09	50,886.09	0.00%
25 - LCEF PPLUS FR-2yr4% 4904	0.00	50,886.09	50,886.09	0.00%
Minor 00, Current Assets	1,203,606.65	1,119,034.52	-84,572.13	-7.03%
Major 03, Fixed Assets				
Minor 00, Fixed Assets				
11 - Land - 1133 Reston Ave.	1,430,943.58	1,430,943.58	0.00	0.00%
15 - Building Cmpltd Cnstrctn	13,723,823.16	13,723,823.16	0.00	0.00%
25 - Pipe Organ	533,063.97	533,063.97	0.00	0.00%
26 - FF&E _Nave & Chancel	204,034.99	204,034.99	0.00	0.00%
27 - FF&E - Major Systems	138,725.73	138,725.73	0.00	0.00%
28 - FF&E - Other	136,893.30	136,893.30	0.00	0.00%
Minor 00, Fixed Assets	16,167,484.73	16,167,484.73	0.00	0.00%
Major 99, Ded. Receivable				
Minor 99, Ded. Receivable				
99 - Dedicated Funds Receivable	0.00	0.00	0.00	0.00%
Dedicated Funds Receivable	0.00	0.00	0.00	0.00%
Total Assets	17,371,091.38	17,286,519.25	-84,572.13	-0.49%
<b><u>Liabilities</u></b>				
Major 03, Long Term Liabilities				
Minor 00, Long Term Liabilities				
11 - Mortgage (A) PL#17774	1,439,064.06	1,312,129.53	-126,934.53	-8.82%
Minor 00, Long Term Liabilities	1,439,064.06	1,312,129.53	-126,934.53	-8.82%
Major 99, Ded. Payable				
Minor 99, Ded. Payable				
99 - Dedicated Funds Payable	387,168.21	237,379.67	-149,788.54	-38.69%
Dedicated Funds Payable	387,168.21	237,379.67	-149,788.54	-38.69%
Total Liabilities	1,826,232.27	1,549,509.20	-276,723.07	-15.15%
<b><u>Fund Balance</u></b>				
Totals for Fund Balance	15,544,859.11	15,737,010.05	192,150.94	1.24%
Total Fund Balance/Equity	15,544,859.11	15,737,010.05	192,150.94	1.24%
Total Liability and Fund Balance	17,371,091.38	17,286,519.25	-84,572.13	-0.49%

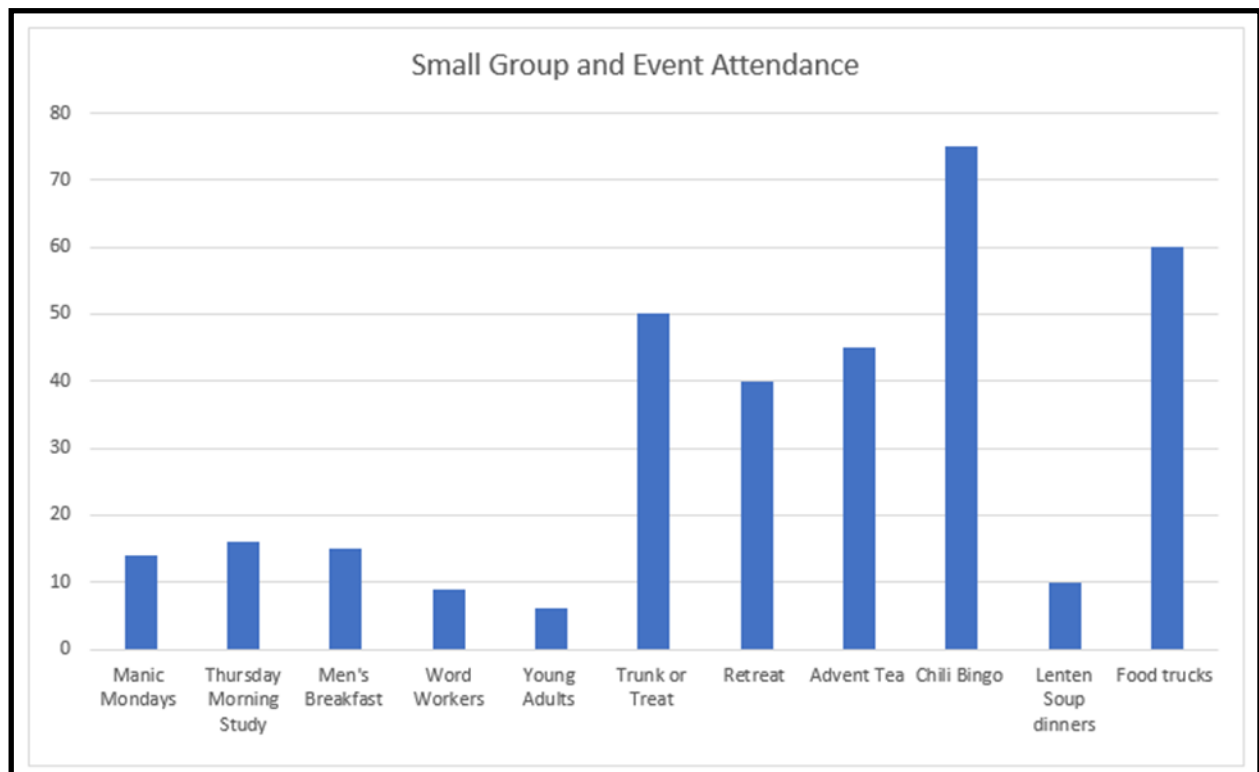
## Finance Attachments (continued)





## Christian Life and Engagement Attachments

A large number of events returned throughout FY 2023, to include several small group meetings of our GSLC Life Groups.



## Communications Attachments

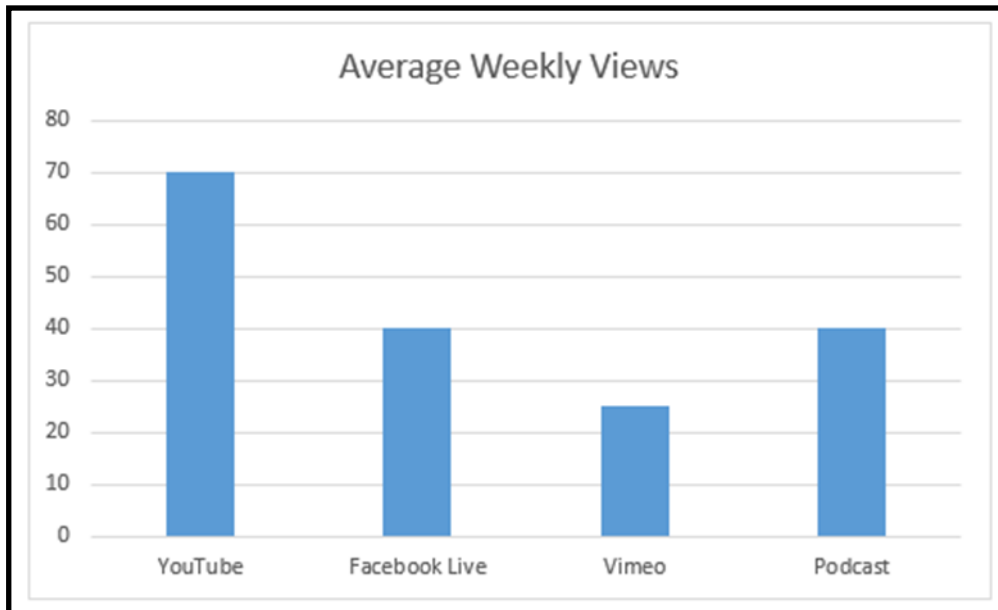
Our livestream and recorded media platforms have seen continued growth of over 26% since the start of FY 2023. Our platforms (Vimeo, YouTube, and Facebook Live) have thousands of views and virtual attendance typically is in excess of in-person attendees. Viewers are primarily in the United States; however, we have growth into Canada, the Republic of Korea, the UK, and the EU. Our average annual views for all platforms is as follows:



- YouTube: 3640
- Facebook Live: 2080
- Vimeo: 1300
- Podcast: 2080

These average annual views further our reach to approximately 375\* people each service, broken down by platform in the graphic below.

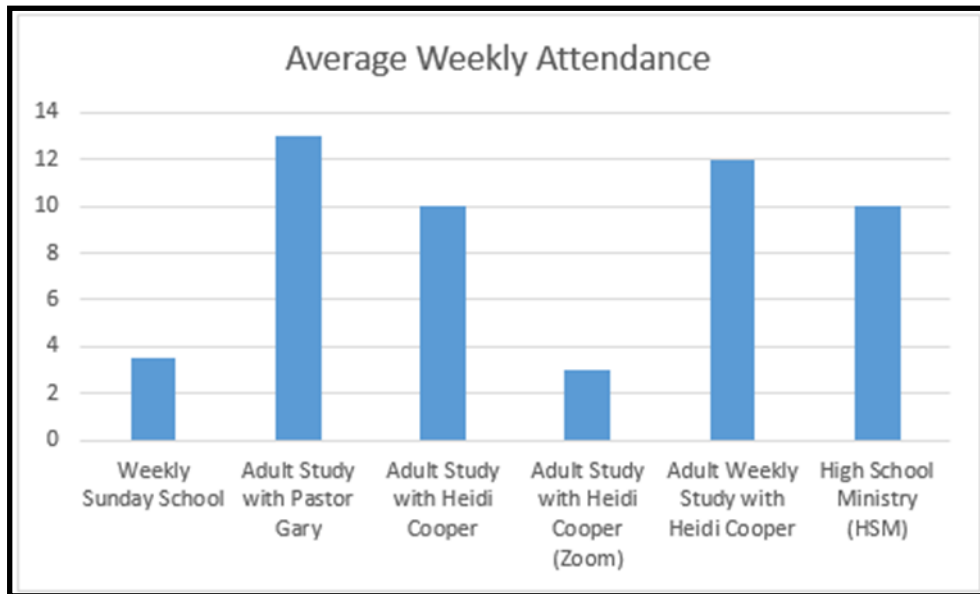
\*YouTube, Facebook Live, and Vimeo views have been modified by a factor of 2.5 to reflect standard family viewership associated with these platforms. Podcasts utilize a factor of 1.0.



Across all of our channels and platforms, we have received exceptional ratings (5/5 or +95%) for the quality of the content and messaging delivered.

## Discipleship Attachments

Sunday School and Bible Studies were offered, in various formats, throughout FY 2023. Adult Bible study with Pastor Gary James was offered for 34 weeks and covered 4 topics (Revelations, Lent, Luther's Large Catechism, and Liturgy), while Sunday School for adults, children, and youth was offered for 28 weeks. Total attendance for FY 2023 was approximately 1300 attendees in total, broken down into weekly averages via the following graphic.

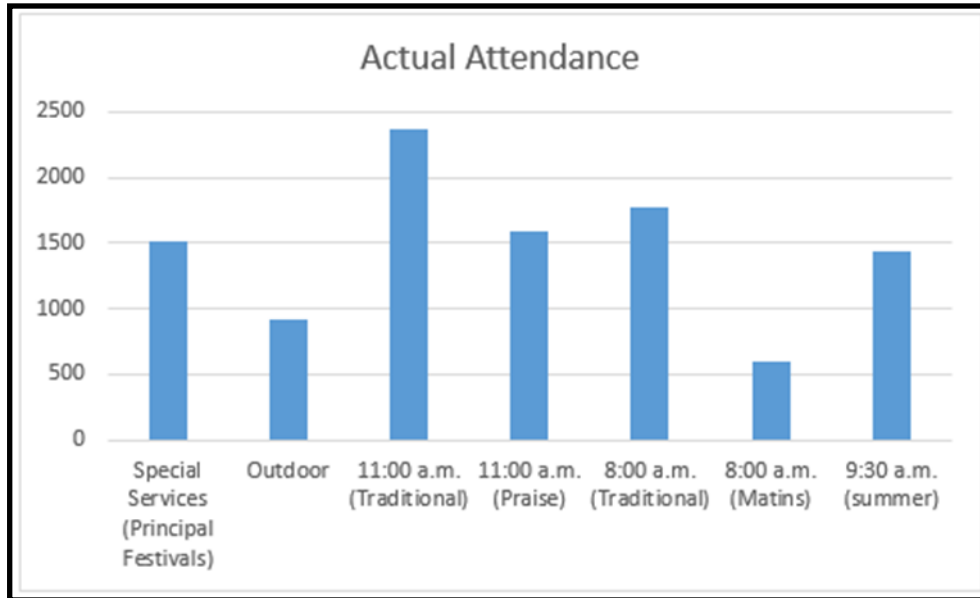


### Notes:

1. The GSLC Connections Class was well attended, with 17 people in 2022 and 14 for the first class of 2023. The second class of 2023, in October also had 14 people in attendance.
2. Weekly Sunday School for Kids is significantly higher with the start of the fall 2023 schedule.

## Worship Attachments

Total attendance for all worship services increased during FY 2023, with all services (indoor and outdoor) totaling 10,196 worshippers for the year. A breakdown by service type, or offering, can be seen in the graphics below.



## **Good Shepherd Lutheran School Attachments**

Total Enrollment for School Year (SY) 2022-2023 was 19 children.

Total Enrollment for School year (SY) 2023-2024 is currently at 19 children. Enrolment typically increases during the winter break by 2 - 3 children on average. Our Lunch Bunch and After Care programs also have 4 children in each offering respectively.

Summer Camp Enrollment 2023 was 14 children for both weeks of the program and 4 children for 1 week.



## Annual Statistics

### **Baptisms**

Emma L. Eickelberg (6/25/23)  
Christopher Lawrence (6/11/23)  
Joni Daisy (4/8/23)  
Luke R. Duvieilh (2/19/23)  
Evelyn M. Schumacher (12/3/22)  
Luke R. Panetti (9/4/22)  
Leona R. James (7/23/23)  
Cameron Glaser (8/26/23)  
Claire Darlington (9/23/23)



### **First Communion**

Luke Arehardt  
Josie Ellis  
Maggie Franker  
Carson Mitchell  
Cadence Raye

### **Confirmed**

Charlotte A. Arehart  
Sophia T. Ellis  
Zachary L. Mitchell  
James C. Moore

### **Received into Our Fellowship**

Holly, Larry, Mark, Peter, Mark,  
Timothy & Rose Austin  
Cindy & Gene Cutright  
Luke Duvieilh  
Thule Huff  
Judy Kurak  
Sheree, Thomas, Katherine  
& Thomas Murphy  
Kyle, Kelly & Heidi Neumann  
Ulo Pulles  
Ann & Bill Tribble

### **Marriages**

Kim Dans and Clifford Hawrey Sr.

### **Funerals**

Lesley Orth (5/31/23)  
Janice Rau (1/14/23)  
Helen Skovgaard (12/28/22)  
Susan Jones (12/10/22)  
Patti Hobson (8/23/23)

### **Released from Our Fellowship**

Arthur and Rebecca Lyons  
Kristen Harstad  
Tad and Debra Stolar  
Steve Linnemann  
Jim and Barbara Judge  
Brenda Blisk  
Andy and Adrienne Muich  
Chad and Lindsey Sjaarda  
Loretta Knittel

*Building up God's people  
through His Word  
for His world*



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Herndon, VA 20170  
703-437-5020

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