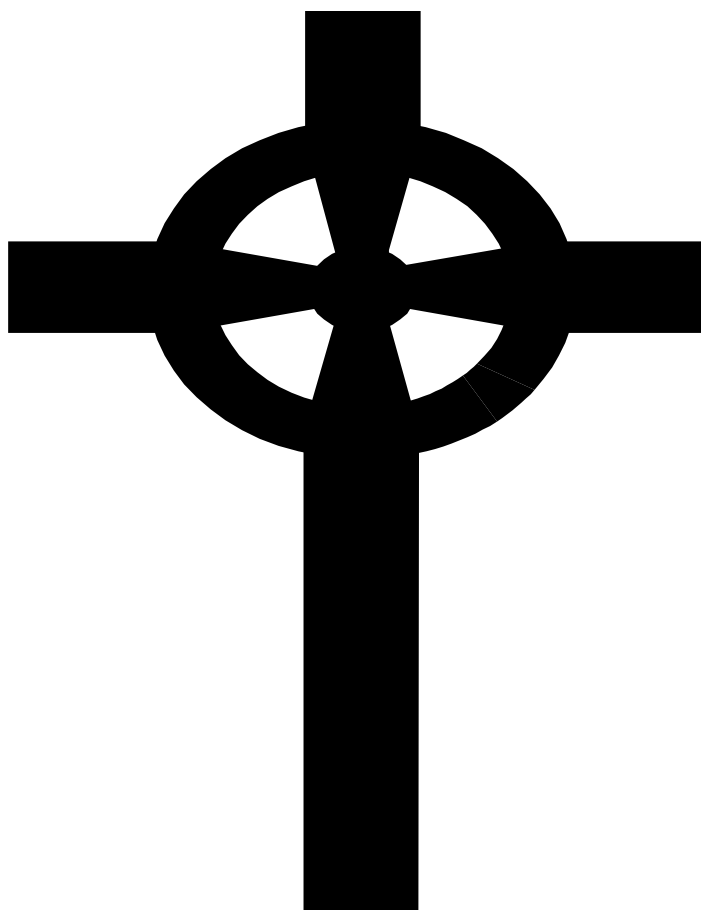


THE EPISCOPAL CHURCH OF THE GOOD SHEPHERD
NORFOLK, VIRGINIA

ANNUAL REPORT & MEETING

DECEMBER 7, 2008



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

Annual Parish Meeting Agenda

-OPENING PRAYER AND WELCOME Robert Davenport

-REPORTS

-Junior Warden

Randy Noe

-Treasurer

Steve Cyrus

-ELECTION OF NEW VESTRY MEMBERS

Jim Izard

-QUESTIONS AND REMARKS

-CLOSING PRAYER

(Presentations from the Rector and the Senior Warden will take place at both services)

Rector's Report

My year as the Rector of the Episcopal Church of the Good Shepherd has been wonderful, filled with joys and sorrows, birth and death, problems solutions. The primary credit for this happy report goes to you the congregation and especially to the parish leadership. Every rector knows there is no greater benediction from the Almighty than strong committee heads and active vestry members. We are fortunate to have faithful people in both these roles.

The Vestry met last January to formulate a plan to implement the recently approved Long Range Plan which was sent to you soon after the retreat. Our progress for the year has been measured in relationship to the adopted goals. Between monthly Vestry meetings, the parish committees implement these goals. The Vestry Executive Committee, made up of the Senior and Junior Wardens, the Treasurer and myself, gather weekly to carry on the work of the Vestry between their meetings. This last group also serves as a Personal Committee to advise me on personnel decisions. This year it has included overseeing salaries and evaluations, adopting an Employee Manual, monitoring a maternity leave, bidding farewell to Bishop Vache, searching for a Sexton, and revising job descriptions.

Each parish committee has been assigned a Vestry member as well as a member of the clergy or staff to assist them with their work. The committees appoint their own chair who has often been the Vestry Member. I have served as the clergy support for the Worship, Stewardship, and Executive Committees, as well as the Lay Pastoral Care Committee since Bishop Vache's retirement.

The Worship Committee has done an excellent job of coordinating special services and implementing new ideas. Their help in coordinating the weekly prayers, music, lay leadership and altar guild has been invaluable. Next year this committee needs a lay chairperson at the helm.

The Stewardship Committee has undergone systematic restructuring to help them manage the finances of the Parish- a huge Vestry responsibility. Duties have been assigned to four sub-committees: annual giving and education, planned giving, finance, and endowments. The Vestry has made a major commitment to engage a consultant, Don Craig, to assist them over the next three years in helping with annual giving, planned giving, and retiring our building debt. I have also worked closely with the Finance Committee on budget development as parish progress is deeply dependent on healthy budget management.

The Lay Pastoral Care Committee meets twice a month to tend to the needs of people in the parish through prayer, letters, phone calls and visits. Their reports are very helpful in keeping me informed of the pastoral needs of this parish. I feel constantly behind in visiting the sick and the housebound, and consequently appreciate the ministry I share with these good folks.

Other Committees of this parish include Buildings and Grounds Committee, the Hospitality Committee, the Christian Education Committee, and the Outreach Committee. I rejoice in the oversight that the Building and Grounds as taken on for our facilities. My wife Lizzy and I have enjoyed the Newcomers Dinners at our home and the other grand events sponsored by the Hospitality Committee. Patricia McKee and I consult often on Christian Education, and rejoice in the growing participation of children, youth and adults in educational offerings. I love teaching and meet weekly with an Education for Ministry Group. I am working steadily with Ben Blanchard on continuing efforts to be in close relationship with another parish of the Anglican Communion. I also participate with a new committee exploring how this parish can address the long term needs of children at risk in the local community.

Daily I find the life of the Church of the Good Shepherd to be a blessing. We are fortunate to have a Vestry committed "to know Christ and make Him known with joy, faith and service." This year I attended a conference sponsored by the Church Pension Group that focused on clergy wellness. It helped me recognize the holy blessings that surround me on every side. I give thanks for all of you.

Robert Davenport

Rector

Senior Warden

As members of Good Shepherd we are the fortunate beneficiaries of many people's efforts. From Robert's devoted leadership to Ben's tireless enthusiasm, and Patricia's patient kindness Good Shepherd continues to grow physically and spiritually. Of my three years serving on the Vestry, one of our many goals has been to make sure Good Shepherd has a stable future by growing our membership. While theoretically this goal can never be met until every seat is taken, we can all feel proud by the many new faces we see in our pews each week. I am particularly pleased to see so many new young families for it is the noise of the children that help keeps this old building vibrant and alive.

At our first Vestry retreat Robert and our facilitator rolled out the 'organizational plan' for Good Shepherd. It incorporated the famous Panini Circles of an effective management structure as well as the processes for running a highly efficient church. Robert became sick shortly thereafter and that was the last we ever spoke of Mr. Panini and his grand plan for Good Shepherd. Rather, we jumped into crisis mode and created a plan to hold this place together until he was healthy again. I can say I have witnessed his journey to recovery first hand and can gladly say he is back to full strength.

What is Good Shepherd and what are we trying to build here? To me, Good Shepherd is a community of like-minded people looking for a sense of comfort in our otherwise chaotic world. Occasionally, we as a group get sidetracked by such issues as parking lot striping, landscaping and HVAC systems. However, that is not who we really are. Rather, we are a group that feeds the Cottrells for 6 months as they battled what can only be described as a medical tsunami. We are about taking the time to notice Bobby Albergotti was feeling down when his beloved dog passed away and spending an extra 5 minutes to speak with him. We are about giving Grace a hug as her daughter Ginny bravely battled against cancer. We are Harvey Roberts and Anne Brockenbrough, who take their therapy dogs to Virginia Oncology every week to support those receiving chemotherapy treatments. We are Ben Blanchard, who has made a personal commitment to better the lives of some of the most unfortunate in our community. We are the many other individuals who anonymously undertake many countless acts of generosity to simply help those in our community that are less fortunate. This is what makes me most proud to be a member of this parish.

I have thoroughly enjoyed my time serving on your Vestry and would encourage others to get involved as well. Your incoming Vestry is full of energetic members who will continue to watch over Good Shepherd as we grow. We are not without our challenges, though overall we have plenty to say grace over.

Best wishes to everyone for a healthy and joyous Christmas season.

Jim Izard

Senior Warden

Junior Warden

2008 has been a good year in the life of our parish. You can see it in our numbers at worship service every Sunday. You can hear it in the voices of our children when they return from Sunday School. You can feel it in your heart when our Rector delivers a sermon. And you can even taste it in the lemonade that comes from that big glass jar in the Narthex. At least that's what my kids tell me.

There are many areas in which we have seen growth and vibrancy in the life of our parish this past year, but I want to focus on just a few. 2008 saw the introduction of a multi-year long range plan. The Vestry listened to the voices of the congregation and identified five strategic goals for Good Shepherd. Those goals were centered on the ministries of Adult Education, Outreach, Newcomers, Youth, and Stewardship. So I think it is appropriate, in this first year of implementing our plan, to say a few words about each of those ministries.

In Adult Education, we have seen the formation of a second Education for Ministry class. Our Rector Robert Davenport is leading a new eight week study of the Gospel of Mark bright and early every Thursday at 7 am. Our Director of Christian Education, Tricia McKee, now leads two Bible studies, one on Wednesday mornings and another on Sunday evenings. Tricia also leads a Church Teaching Series during our Adult Forum period between the Sunday services. Also a growing number of adults participate in Faith Matters. This group meets every Sunday at 9:15 on the second floor to view and discuss chapters of the Living the Questions series.

We have made great strides in reaching out to the larger community beyond our parish. We continued our work with the Mission of the Holy Spirit, and our association with the Mission has grown stronger through the efforts of our Associate for Parish Life, Ben Blanchard. Our Outreach Committee has also done commendable work with NEST and Habitat for Humanity. This year, a group of parishioners led by Buffy Driskill have begun creation of an infant and toddler care program. The goal of this program is to improve the lives of very young children in our community by educating their parents in child care, and by breaking the cycle of poverty that afflicts far too many of them.

In 2008 we welcomed seventeen new members to Good Shepherd. We have a very active Hospitality and Newcomers Committee. We thank them for their service and we wish them the best in 2009. Their success is an important factor in the growth of Good Shepherd and its future. We also have seen success in engaging and challenging our youth. The youth of this parish have been involved in a number of projects in our church and community. They have built houses on the Eastern Shore, constructed a float for the Grand Illumination Parade, and assembled a large, very attractive turtle for the Blessing of the Animals service. They have been involved with a number of Outreach activities, and it is nice to see so many of them on Sunday mornings. It is a very public sign of their desire to grow in their faith.

2008 has seen a renewed commitment to Stewardship. John Meek has agreed to chair the Stewardship Committee and under his leadership we have begun visiting all members of Good Shepherd with a personal invitation to support the ministries of the church and to invest in the future of our community of faith. If you have not already been contacted you will be soon, and I hope you will consider making Good Shepherd your top philanthropic priority.

As we reflect on this past year and celebrate what we have achieved together as a parish, I think it is worth noting that we do so in uncertain times. With violence in far away lands and trouble in our own financial markets, it may be tempting to withdraw inward and to seek comfort in what is familiar to us. It is human nature to seek shelter in a storm, and for many of us, our shelter may be right here in this church among people who care for us and call us family, friends, and neighbors.

But I hope we won't get too comfortable. I hope we will continue to explore areas of our community, and areas of our own hearts where we are uncomfortable, maybe even a little afraid. While creating a place where all of us can find solace is good, it cannot be our primary task. Ours is to know Christ and to make Him known with joy, faith and service.

Randy Noe

Junior Warden

Associate for Parish Life

I received a phone call yesterday from an eighty-nine year old member of Grace Episcopal Church who was ecstatic and enthused after seeing the rebroadcast of the 2008 Grand Illumination Christmas parade. She stated how proud she was to be part of the Episcopal Church and this diocese after seeing the Good Shepherd/Mission of the Holy Spirit float in the parade.

For me, the float is a metaphor of our life together here at Good Shepherd. The descriptive words that come to mind are enthusiastic, participatory, creative thinking, community minded, and joy filled.

A few months ago, a very small group of people gathered to dream about the building a float for the Norfolk Christmas Parade. That dreaming was contagious. We had close to eighty volunteers for two weeks gluing, taping, nailing, and connecting all the pieces into what became the thirty foot shining vessel of light. The vessel launched from the Tides Stadium. It cruised down Granby Street with shining lights and blasting music surrounded by the leadership of twelve adult jellyfish fully costumed! I believe we saw the first jellyfish in history to wear a real white mink coat! It was quite a sight to see from the streets or from the comfort of one's own living room on the television.

The building of the float, like our lives here at Good Shepherd, involves many things. It involves vision, it involves many youth, parents, and people of all ages. It involves great music, and it has to some way connected us to others outside of the walls of this building into the large community of Norfolk.

As we continue our lives together in 2009, may we, The Episcopal Church of the Good Shepherd, like that 30 foot vessel rolling down Granby Street, be filled with youth, music and joy. May we be surrounded by faithful and dedicated leadership, as a vessel in this community, sparking light in all those in which we come in contact. May we continue know Christ and make Him known through faith, joy and service.

Ben Blanchard
Associate of Parish Life

Our Stewardship efforts for 2009

Stewardship efforts are underway with the Vestry and other volunteers planning to have conversations with each Good Shepherd parishioner regarding the wonderful ministries that God has called us to serve in this place and at this time. I ask that you agree to meet with the volunteer who will gratefully call you and promise that there will be no pressure, but will allow you to discuss anything that is on your mind about our Church and our ability to serve not only our own congregation but the larger community as well. Our theme this year is Abundance, even in these difficult economic times. You are invited to make Good Shepherd a high priority for you that is reflective of your trust in God and God's people.

John Meek
Chair

Diocesan Council

Good Shepherd is one of approximately 115 congregations that are members of the Diocese of Southern Virginia. When Bishop David Bane retired from his position in February 2006, the Standing Committee was faced with the task of selecting an interim bishop and then implementing the search for a new bishop. In September 2006 Bishop John Buchanan arrived and the Diocese has been very fortunate to have him lead us through the transition process over the past two years. In the spring of 2007, the Standing Committee, under the leadership of Gordon Tayloe, began the process of searching for a new bishop.

The search process was delegated to a nominating committee to identify and nominate suitable candidates to present to the Diocesan Council. The committee consisted of 24 clergy and lay members. Robert Davenport was the clergy representative from our convocation. That committee, which was commissioned in August 2007, spent a significant amount of time over the next ten months in its search for qualified candidates to present for nomination. This past summer, the nominating committee concluded its work and nominated five candidates for bishop. One additional candidate was nominated by petition process approved by the Standing Committee. All six candidates were then scheduled for "walk-about" at various parishes across the Diocese. These were set up as days for members of Council and other interested parties to meet and hear each of the candidates prior to their names being submitted for a vote later in the month.

A meeting of the Council was held in Powhatan, Virginia on Saturday, September 27, 2008. Each congregation in the Diocese is allocated its number of delegates based upon the size of the congregation. At Good Shepherd, we have four delegates: Sallie Avery, John Deal, Woody Duffy and Rexanne Metzger. In addition, others from Good Shepherd who were eligible to vote were Robert Davenport and Charles Vache as clergy members, John Meek as a member of the Executive Board, and Gordon Tayloe as the Chancellor of the Diocese. Each of us met the candidates at one or several of the walk-about and then met with each other to discuss the candidates. On the day of Council we traveled to Powhatan, Virginia to cast our ballots. On the sixth ballot, Holly Hollerith was elected the tenth bishop of the Diocese. His consecration is scheduled for Friday, February 13, 2009 at William & Mary Hall in Williamsburg. Details can be found on the Diocesan website at <http://www.diosova.org/consc1.htm>. The 117th Annual Council will officially convene for regular business the next day at 9:00 a.m. in the Williamsburg Lodge.

John L. Deal
Representative of Diocesan Council

Hospitality/Newcomers

2008 has been an extremely exciting and rewarding year for the Hospitality and Newcomers committee. Much has been accomplished thanks to the undying enthusiasm and tireless efforts of committee members, Ben Blanchard, Hazel Peck, Patti Stracener, Lynn Cobb, Laurie Marshall, and Beth Parker. The long-range goal of fostering a sense of genuine community within Good Shepherd has been met and the focus on inviting, developing and deepening the participation of Newcomers in the life of the parish will continue. The beginning of the year was filled with a great deal of activity. Enjoyed by all were the Shrove Tuesday Celebration, the Lenten Dinner series accompanied by an amazing music program and the ever-popular movie, Sister Act! Soon to follow was an Easter celebration like no other with beautiful Easter cookies made by many enthusiastic bakers. April proved to be yet another terrific month for fellowship.

Parishioners celebrated the Bishop's visit with oyster stew and ham biscuits and Jim and Tricia Izard hosted a very successful Asian-themed Mannamakers. June brought the much-anticipated Annual Picnic at Talbot Hall. Beautiful weather, fantastic food, wonderful worship and the sounds of the "Shall Knots" all made for a truly magical day. In July, Independence Day was marked by a fun-filled watermelon celebration. October provided many opportunities for fellowship. The Blessing of the Animals was held on October 5th and on the following Sunday, Lizzie and Robert Davenport hosted an extremely successful Newcomers Dinner. Also in October, John and Charlotte Chandler graciously hosted a "Prom Party" Mannamakers where partygoers danced the night away to 80's music. On November 9th, a special Newcomers presentation was held during the 10:00 am service and the Hospitality Committee along with many able bakers, welcomed all with hot apple cider and homemade pumpkin bread.

The year will end with a bang at another time-honored tradition on December 14th with a Christmas party at the home of Laurie and Jamie Marshall. Throughout the year, Good Shepherd's "radical hospitality" has served to not only strengthen its sense of community but also worked to fully welcome its Newcomers. From the terrific greeter program designed by Hazel Peck and Patti Stracener to the varied and frequent events promoting fellowship, Good Shepherd's long-range goals are being met. Together, these two committees have made great strides and together, they will continue to evaluate and improve.

Lelia Graham Webb

Chair

Christian Education

This year we started an umbrella committee to oversee the work of education in our church. Tricia McKee leads the committee, with Dinky Winn representing children 5th grade and younger, Beth Williams representing youth with Ben Blanchard, and Hil Strode representing adults. We have met monthly to evaluate current programs, fine tune the budget and brainstorm new ideas.

With a strong program in place for elementary aged children and a re-invigorated curriculum and heavily involved leadership for junior high youth, we have concentrated on filling in the gaps for adult education and more programming for children. Our results include a second EFM class on Thursday nights, Wednesday events during Advent, and a fully staffed Vacation Bible School to successfully accommodate more children.

We would love to have your ideas for our committee to consider as we explore more ways to offer the opportunity for children and adults alike to deepen their spiritual development. Our job is made possible by the many volunteers who give their time to teach and lend a hand. Thanks to so many who have gotten involved over the last year.

Beth Williams
Chair

Communications Committee Report

Our team is beginning its efforts towards improving our communication methods so that both members of our own congregation and the community at large have accurate information about the exciting things that are happening at the Church of the Good Shepherd. We are still getting started, but some of our initial projects have included working with our terrific office staff to:

- create an accurate email list for email distribution,
- facilitate the addition of new and ongoing information on our website,
- standardize information for the newsletter,
- create welcome banners for the parking lot, and
- to plan a photo directory.

We hope that we can simplify our communication materials so that each member of the congregation can receive the Good Word about the Church through the communication vehicle of their choice -- by visiting the website, receiving email updates, and/or receiving information through the regular mail.

This team has many great ideas for 2009. We want to ensure that everyone in our community knows about the wonderful things happening at Good Shepherd. We also want to find ways to express our activities and accomplishments in a cost-effective way. It's hard to find a group less joyful or less involved in so many different aspects of our Church community. Please join me in thanking these team members for their hard work: Barbra Noe, Kathy Nolen Martin, Bruce Tunno, and Diana Smelt.

Jennifer Sanford
Chair

Building and Grounds

It has been a very productive and rewarding year for Building and Grounds. Our objective is to maintain and preserve the Church's physical plant that is consistent with Good Shepherd's Long Range Plan. The building should be safe, inviting, and comfortable. Its condition should complement the worship experience and the sense of community we try to build and foster.

Under the leadership of Elliott Webb, Keith Hope, and John Chandler, Good Shepherd has had a very good year! They have examined every room in the building to determine specific needs and taken steps to rectify some of the deficiencies. The Task Tackling Tigers meet the 3rd Saturday of every month at the church from 8-12. We would like to thank everyone that has made this such a huge success. Many thanks go to Temple Richardson, Diana Smelt, Burt Strid, Margie Griffith, Gerry Smelt, David Driskill, Lisa Chandler, Elizabeth Hope, Webb Chandler, Frank Thomas, Jean Bryan, Robert, Tricia, Sasha, and the Building and Grounds Committee. The Church is in better shape thanks to their efforts!

The workings of the building are in great shape. John Chandler has worked tirelessly on making sure that the systems of the building are performing at their most efficient, and that they are maintained in the future.

The future of Good Shepherd looks bright! Our vision is to grow the programs that we have started and to invent new plans to keep our Church new and fresh. We would like every parishioner to take ownership in our Church. There are many places that everyone can help, and Building and Grounds is poised for your help and efforts in the coming year. Thank you for all you do for the Church.

Keith Hope
Committee

Building Renovations

Our renovations are substantially complete. We have some minor items which will be completed by the end of the year. John Chandler has relieved me and is doing a magnificent job of overseeing our building.

I feel that the long deferred maintenance is complete, and I solicit your support for John so that future maintenance will not be deferred.

I wish to thank everyone for their understanding, cooperation and support during this disruptive endeavor and feel that we can be proud of the appearance of our edifice.

B. G. Cottrell, IV
Building Renovations

Outreach Report

Nest was a great success with an average of 50 guests fed nightly and provided transportation and a warm place to sleep for a week. Mission of the Holy Spirit children had dinners every Tuesday evening they were actively and enthusiastically involved in many projects including art work for Blessing of the Animals and the creation of the Good Shepherd church float decorations and costumes for the Grand Illumination parade in downtown Norfolk.

Dining Out at Luna Maya and Show Tunes brunch in Memorial Hall raised over \$1,500.00 for ACCESS, the charity for support of Aids and HIV individuals and their family members .

The Eastern Shore three day youth trip this past Summer involved over 20 middle school youth from our church and from the community and adults who succeeded, with the help of a congregation from PA, to build two new roofs for a home in poor condition and a wheelchair ramp for a church in Melfa.

15 Thanksgiving baskets were made and delivered with the help of our middle school youth, their teachers and parents to those families in need within the community.

Habitat House is almost complete and a dedication ceremony will be Dec 13. Good Shepherd provided lunches to the workers and funds to help cover building costs. More workers from Good Shepherd will be greatly appreciated for the next build!

The Parish's Long Range Plan includes a goal to provide mental, physical and spiritual care for children (birth through three years) and their families in the local community through an infant, toddler and parent program. A group has been meeting twice a week since summer to address this goal.

The Angel Tree Christmas gift giving program is underway so stop by the tree Sundays beginning December 7 and grab a name or two.

Foreign Mission is a priority for next year and preliminary work is being done. A luncheon was held for Leah Creighton who does her work in Malawi, followed by discussion was held in October. 25 parishioners attended the luncheon for questions and answers.

Molly Parsons, Chair

The Prayer Group

“Call unto me, and I will answer thee, and show thee great and mighty things, which thou knowest not.”
-Jeremiah 33:3

The Prayer Group meets on Tuesdays at 11:00 am at The Well across from the kitchen. We have a lesson from the Bible and then we pray. Please come and join us.

Ann Fletcher

Treasurer's Report December 2008

Dear Members and Friends of Good Shepherd Church,

First and foremost thank you for your generosity. Most people have fulfilled their pledges and many more have given to the Church. We are now finishing our 3rd year on our new accounting software. Our bookkeeper, Sharon Lucas is doing a fine job. The Church CPA, Fran Taylor has completed a review of our books (accounting records and systems) for the years 2006 and 2007. Everything is in order. A full copy of her report is available upon request.

The building construction and renovations are complete. The total costs were right at \$3 million. With the help of many volunteers, the 2006 Capital Campaign received pledges of about \$2 million. Even though most of the \$2 million was pledged over 5 years, we received in cash and stock over \$1m in less than 2 years (2006 and 2007 tax years).

Again thanks for your generosity. The Church will have to carry a mortgage for a few years until the difference can be paid off. To service this debt the Vestry approved the recommendation from the Finance Committee to pay the interest charges for one year with funds from the General Endowment as not put further strain on the operation budget. As of the end of November the Church is experiencing an operating deficit of about \$112,000. We need your help! Please try to catch up your pledge payments and/or give a little extra so we do not end up the year on a negative note and have to borrow more from the endowments.

s of year beginning of this year (2008) the Church had about \$1 million in the Endowments. Of course, the values of these funds fluctuate with the daily swings of the markets.

Be assured that the trustees manage these funds conservatively in high quality bonds and stocks. In the past 7 years (ending 2007) the funds have earned about 11% annually. The General Endowment Fund was started in 1979 with donations of \$130,000. By 1988 the funds had grown to about \$266,000 and at the end of 2007 the fund values was about \$500,000. The Restricted Endowment was started in 1988 with funds from the sale of the Church owned Rectory of about \$211,000. This fund has grown to over \$400,000 and 5% of the fund is transferred each year to help offset the cost of Clergy housing. In addition to interest income that the portfolios generate, Matt Mathews and the other Trustees are cautiously liquidating securities as needed to provide cash for the interest payments on the building note. Thanks to them for all their hard work. Unfortunately this payout amounts to withdrawing a significant part of endowment capital. To replace these funds over time, we hope you will consider a bequest in your will or other planned giving to the church in connection with your estate planning. For more information on this please call me, the clergy, or any vestry member.

As you are aware volunteers are currently calling on every member seeking a commitment to the Church for 2009. Please be receptive to their call and generous with your reply. In January, the Vestry will be adopting a final budget based on the pledges received. The Finance Committee has proposed the following budget:

Stephen K. Cyrus

Treasurer

Church of the Good Shepherd (11 Months ending November 2008)	
Revenue	YTD
Total Miscellaneous Income	\$25,520
Total Pledges	\$459,119
Income from General Endowment	\$90,000
Total Revenues	\$574,639
Diocesan Pledge	\$35,000
Banking/Financial Costs	\$909
Interest Expense	\$100,100
Total Personnel Committee	\$421,247
Total Building & Grounds Committee	\$74,456
Total Communication Committee	\$12,040
Total Education Committee	\$18,210
Total Hospitality Committee	\$5,681
Total Outreach & Missions Committee	\$9,913
Total Worship Committee	\$9,865
Total Expenses	\$687,421
	-\$112,782

The Church of the Good Shepherd Budget 2009	
Stewardship Gifts	\$635,600
Endowments	\$156,400
Other Income	<u>\$55,500</u>
Total Revenue	\$847,500
Expenses:	
Diocesan Pledge	\$56,000
Office and Misc.	\$63,500
Interest	\$100,000
Personnel	\$485,000
Building Utility and Grounds	\$72,000
Communications	\$14,000
Children and Adult Education	\$16,000
Hospitality Committee	\$8,000
Outreach and Missions	\$21,000
Worship	<u>\$12,000</u>
	\$847,500
Net (Revenue - Expenses)	\$0

Mission and Leadership

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

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

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

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

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

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

OUR MISSION

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

The Mission of Church of the Good Shepherd is:

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

OUR VISION

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

The Vision for Church of the Good Shepherd is:

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

OUR GOALS

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

We will achieve our Vision by:

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

OUR PLAN

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

For individual committee goals please see Long Range Plan.

Worship Committee

The Worship Committee is made up of representatives of the different areas of worship leadership to help coordinate our worship services. They include Billy Grimball for the choir and lay readers, Ann Fletcher for intercessory prayer, Diana Smelt for the altar guild, John Meek for the ushers, Beth Brock for the acolytes, Sallie Avery for the lay Eucharistic ministers and Robert Davenport for the clergy. Elizabeth Shumadine served on behalf of the parents of younger children but has taken a maternity leave of uncertain duration. This is a hard working group that would welcome additional participants. If interested, please contact Robert Davenport.

Our long range goals for 2008 and 2009 year were to:

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

In relation to those goals thus far we have:

- Recruited three youth to read in worship services, and trained three lay Eucharistic visitors.
- We are enlarging our lay Eucharistic ministers corps.
- Sallie Avery has fashioned prayers for the people weekly.
- Asked committees to schedule Sundays that highlights their work.
- Posted service offerings have been posted on the website and in the newspaper for special events and seasons
- Ceased offering American Sign Language due to lack of funding.
- Running trial worship services on Wednesdays during Advent
- We have not yet addressed a special summer worship schedule
- Asked Building and Grounds to paint and re-carpet the interior of the Church in 2009
- Developed a job description for an assistant rector, changed it to have a heavier emphasis on children and youth, and tabled any request until sufficient funds were available.
- Planned to schedule a children's instructional Eucharist in the spring.

Robert Davenport

Chair

The Clergy and Staff

The Rev. Robert Davenport- Rector
Ben Blanchard- Associate for Parish Life
Patricia Freshney McKee- Director of Education Ministries
Kristine Mangus- Parish Administrator
Athena Hahn-Parish Secretary
Sharon Lucas- Bookkeeper
Sascha Grunwald- Housekeeper

Our Vestry Members

Serving through 2008

Jim Izard
Edward Wolcott, Jr.
Elliot Webb
Jean Bryan
Rexanne Metzger

Serving through 2009

Randall Noe
Molly Parsons
Jennifer Sanford
Beth Williams

Serving through 2010

John Chandler
Lelia Graham Webb
Keith Hope
Rich Crawford

VESTRY ELECTIONS

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

Those nominated are:

Frank Thomas

Woody Duffy

Diana Smelt

Bob Starck

THE EPISCOPAL CHURCH OF
THE GOOD SHEPHERD

7400 Hampton Boulevard
Norfolk, VA 23505

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Fax: 757-423-6147

E-mail: office@goodshepherdnorfolk.org

www.goodshepherdnorfolk.org

Clergy & Staff

Rector: The Rev. Robert A. Davenport

Associate for Parish Life: Ben Blanchard (ben@goodshepherdnorfolk.org)

Director of Educational Ministries: Tricia McKee (patricia@goodshepherdnorfolk.org)

Parish Administrator: Kristine Mangus (kristine@goodshepherdnorfolk.org)

Parish Secretary: Athena Hahn (athena@goodshepherdnorfolk.org)

Bookkeeper: Sharon Lucas (sharon@goodshepherdnorfolk.org)

Housekeeper: Sascha Grunwald

The Vestry

Senior Warden: James Izard

Junior Warden: Randy Noe

Treasurer: Steve Cyrus

Jean Bryan, Molly Parsons, John Chandler, Lelia Graham Webb, Rich Crawford,
Jennifer Sanford, Keith Hope, Rexanne Metzger, Elliott Webb, Beth Williams, Eddie Wolcott