



Discipled for:

Worship · Formation
Community · Action

Luke 12:30-32

*God-Reality,
God-Initiative,
God-Provisions*

LEADERSHIP REPORTS:
Stories of Vision and Growth



CHURCH OF THE

GOOD SHEPHERD

EPISCOPAL

2023 Annual Meeting



THE RECTOR'S REPORT

Wow! What a year 2022 turned out to be! Last year this time, we were still living with the second year of a pandemic, and we were concerned about what new variants and a never-ending sense of crisis would do to our community at Good Shepherd. No one was at all certain what 2022 would finally bring. As it turned out, what 2022 brought was great things.

In 2022 we made a decision to focus on two parts of our Vision for Good Shepherd. The first, and primary focus, was on the statement, “Discipled for Community.” One of the most profound effects of the pandemic has been what is called an “Epidemic of Loneliness.” As Christians we believe that human beings are created to be social creatures, and that we need one another to lead healthy, happy lives. We also know that Christianity is a communal religion. No one can maintain the faith and the presence of the Body of Christ on their own. For healing, for the well-being of others, for accountability, and the creation of disciples we were convinced that a faithful community must focus on building a sense of togetherness and friendship.

As 2022 opened, we were seeing the effects of loneliness at Good Shepherd. Parishioners were returning to worship but struggling to feel comfortable in groups or at parish events. In pastoral conversations, they shared it was just hard to get used to being together even though the isolation of the previous two years had been so difficult.

Our emphasis on building community has paid off. Attendance is up at events like the Men's and Women's Gatherings and Game Night. Supper Clubs have started again with many new participants. Our contemplative prayer groups led by Jane Eggers are continually growing. Community-focused events like the Backpack Bash and the Live Nativity are seeing greater parish involvement and attendance. More people are regularly attending worship and our various bible studies are attracting new members. Old friendships are being renewed and new ones are blossoming.

In 2023 we will continue to develop ideas for building community for all ages at Good Shepherd. I know that Jamie and Chrissie have plans to for activities to build friendships among our youth and children. Just like adults, young people need to see friends at church. Jennifer Keller is putting together a team to participate in the “Rock ‘N Roll Nashville Run” in April. The money they raise will benefit the Fuel Bags program at GraceWorks. If you are a runner (or avid walker!) you should sign up. We are always on the lookout for great ideas like this to build community. The connections made in a community with Christ at its center will increase our faith, confirm our hope, and perfect us in love. They will be fun, too!

Our other vision-driven emphasis for 2022 was to further develop our outreach and mission programs. We have been working to make “Discipled for Action” an integral part of everyone's understanding of what it means to love Christ by serving others, and to make service a crucial part of what it means to be a member here. Through the year, our participation in Fuel Bags has grown and many of our newest

members are finding it a great way to get involved and to get to know people in our parish.

In 2022 the Ecuador Mission Team took a small group to review the situation in Guayaquil, Manta, and at San Jose Obrero, and see how we can best structure our work there in the future. They will be going back this year with a larger group to provide medical missions and assistance to the parish at San Jose Obrero. On May 6th, the San Jose Obrero team will be hosting a fundraising dinner celebrating Ecuadorian culture and food. Mark your calendars and plan to be there.

In 2023 we will continue to work on prioritizing our mission work and connecting with local opportunities to serve those in need. An active life in service to others is essential to the life and growth of a healthy parish.

Our other focus in the coming year will turn toward being “Discipled for Worship.” Berit has worked hard this year to expand and improve our musical program for worship. The growth in the choir and our musicians has been amazing. With Ashley's help we have expanded the number of acolytes and readers and are always happy to have more. In 2023 we plan to do some polishing of our worship—offering more explanation of why we do what we do, further training worship leaders to help them understand their roles in the liturgy, and generally making it easier for everyone to understand what we do and why we do it when we gather to offer ourselves, our souls, and our lives to God on Sunday morning.

One of the most wonderful parts of 2022 is seeing how much Good Shepherd has grown. Look around you. How many new faces do you see on Sunday morning? Over the past two years we have had 73 new people make the decision to formally join our community at Good Shepherd—36 of them in 2022 alone. So far in 2023, we have had requests from five households representing 15 people to make them formal members of the parish.

There are lots of others who have not yet made that formal decision, but they are here every week. This is why you see so many new faces every week and so many children in our “children's parade” as they go to Children's Church. New members bring so much energy and life to the parish. If you are new here at Good Shepherd please know that we rejoice in your presence among us.

I also want to thank you for your incredible generosity and support of our parish. As you know, at the end of 2021 we anticipated a substantial budget shortfall in 2022. The choices available to us to balance the budget would have crippled our growing ministry. To help us bridge the gap, the Diocese of Tennessee made a \$120,000 grant available to us to help cover our mortgage for 2022. The great “adventure” facing us was budgeting for 2023.

Your generosity was nothing short of miraculous. In the end, we only needed only one-half of grant money available to us for 2022. People not only paid their pledges, they continued to give over and above the pledge amount. Many people paid their pledge for the year in a lump



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Staff

The Rev'd Canon Natalie Van Kirk
Rector

The Rev'd Canon Dr. Fred Schmidt
Vice Rector

Berit Goetz
Music Director

Chrissie Coombs
Children's Ministry Director

Jamie Dougherty
Youth Ministry Director

Angela Premoe
Parish Administrator & Bookkeeper

Ashley Mowers
Communications Director

Vestry

Elizabeth Johnson
Senior Warden

John Morss
Junior Warden

Tracy Hamm
Clerk

Bob Adams
Treasurer

Matt Shepherd, Jim Hinson, Troy Drulman,
Stephanie Spector, Chris Olson, Alicia Wholley

Many thanks to our retiring Vestry members:
Lori Gilreath, Marcy Mickiewicz, John Shedron,
and Jim Weatherly

Ministry Team Leaders

Patti Dietrick
Altar Guild Leader

Brian Wilcox
Boy Scout Liaison

Bill Bailey
Legacy Fund Chair

Sean Coakley
Men's Gatherings Organizer

Jack Bledsoe
Sexton

Vicki Norwood & Terry Hinson
Soul Care Leaders

Chris Olson
Stewardship Chair

Susan Bailey
Women's Gatherings Organizer

Lori Gilreath
Welcome Committee Chair



sum which helped us manage those months when cash flow did not meet expenses. People who had not pledged gave generously — far exceeding our expectations. At the end of 2022, we had \$110,000 in income above what we had anticipated, and we ended the year with small difference between expenses and income. It was a fantastic result.

The coming year promises to be even better. You all are amazing. We have a balanced budget for 2023 that includes a much-deserved ten percent increase for our lay staff, six percent for the clergy, and allowances for the inevitable increases in utilities and maintenance. Your gifts will make continued growth and expansion of our mission possible in 2023.

I also want to add a word of thanks to Chris Olson who has worked so hard as Stewardship Chair over the past two years. He has made great strides in helping us to see that giving is a spiritual discipline and not just about covering an electricity bill. He has also placed a real emphasis on getting clear statements to everyone and providing transparency about our financial status. We could not have achieved this level of support without him and others who supported our stewardship effort.

I cannot say enough good things about our staff. They are second to none. Berit, Jamie, Ashley, Chrissie, Angela, and Fred+ all have visions and plans for their ministries at Good Shepherd. They have become a great team with whom I am fortunate to work. Best of all, while I like to know what they are planning and working on, I can trust them all to keep Christ in the center of the life of our parish and faithfully fulfill their pastoral ministries to our members. They are pearls beyond price and I am a very lucky Rector to find myself in this position. Please read their reports. They have great plans for 2023 and you should know about them.

I also want to thank the Vestry for their leadership this year. There were parts of the year where uncertainty was high, but through it all they held steady and kept their faith in Good Shepherd. I especially want to thank the Wardens, Liz Johnson and John Morss, for their consistent work to keep us on track, and in John's case to keep things functioning in our facility. With the Bishop's permission, Liz has agreed to stay on one more year as Senior Warden to help lead us through the remaining commitments we made in our vision document in 2020. She will also help me set up a new Vision Committee in 2024 that will examine where we have been and chart a new course for the coming years.

Our retiring Vestry members, Lori Gilreath, Jim Weatherly, and Marcy Mickiewicz also deserve a huge thank-you. Lori and Marcy have made enormous contributions in establishing the Welcome Team and Ushers, and in setting up Meal Trains for the Soul Care Pastoral Ministry team. They have also been the ever-ready volunteers for whatever projects or

events we needed help with. Jim Weatherly has served his last term as Senior Warden while on this Vestry. (I promised him that so long as I am the Rector I would not ask him again.) Jim was a huge help with our petition to the Diocese and Bishop for a grant to cover the mortgage, and he has been a valuable source of insight into the history of Good Shepherd and the workings of the Diocese. Today marks the end of at least five years of continuous service as Search Committee Chair, Senior Warden, and Vestry leader for Jim, and this is not the first time he has served a long stint like that. Many thanks, Jim, for all the time and effort you have given Good Shepherd.

This year we are also saying thank you to John Shedron who, after nearly ten years as Good Shepherd's Treasurer, is taking a much deserved leave from that job. John has been here through thick and thin, and sometimes thinner, providing a steady, optimistic hand to financial leadership. John has stuck it out through financial crises, the Rector's retirement, an interim, and a new Rector. He's endured the change in financial management systems and reporting formats. (That last one is not a trivial change—maybe as trying as all the others put together—and John has worked through it with great grace.) He deserves our gratitude for such long-term and faithful service. Fortunately, John has found a replacement as Treasurer in Bob Adams. Bob is currently Acting Treasurer, filling in for John the Annual Meeting since John and Karen are away. Bob will take over as Treasurer following his confirmation by the Vestry after this meeting.

Lastly, thank you from the bottom of my heart for all of your love, prayers, and support this year through my various health issues. I have felt the prayers surrounding me, and I have been grateful for the meals provided and the patience with the limitations recovery has occasionally placed on me. I'm looking forward to a much less medically interesting 2023.

I can safely speak for Fr. Fred when I say that we feel blessed to have been called to serve the people of Good Shepherd. Outside forces have made 2020, 2021, and 2022 more "interesting" than we ever anticipated, but through it all we have been surrounded by your support, your love, and above all, your willingness to keep moving on into the future. As Saint Paul said to the Philippians, and I have said to you before, "I thank my God every time I remember you."

This is going to be a great year at Good Shepherd. Let's celebrate!

With my love and God's blessings,

Mother Natalie



Holy Baptism

Robin Kempf
Jude Oehrich
Dylan Blake
Hayden Morris
Matilda Monday
Emma Schaefer

Geoffrey Wilson
Troy Drulman
Marsha Shepherd
Matthew Shepherd
Cole Oehrich
Erica Oehrich
David Kempf

Confirmations & Receptions

Emma Kate Shepherd
Holly Hake
Lauren Banovac
Lia Banovac
Alexander Smolensky
Adam Spector
Caroline Johnson

Cooper Gilreath
George Brabyn
Jack Babb
Chase Bond
Michael Glewwe
Sadie Thomas

Funerals

Frances Richardson
Shirley Hilmer
Don Cox

Total Holy Eucharists and Offices in 2022

Sunday Holy Eucharist Services: 49

Avg. Sunday Attendance: 135

Weekday Evening Services: 9

Home Eucharists: 21

Centering Prayer & Lectio Divina: 130

Online Morning Prayer: 52

Transferred Out

Berg (1)
Rufener (5)
Mowrey (1)
Coakley (2)
Stephens (2)

TOTAL: 11

Transferred In

Woods (1)
Kupisch (1)
Bright (4)
Wendell & Berl (2)
Deignan (2)

Tenaglia-Monday (3)
Lewis-Sines (3)
Murray (1)
Shepherd (2)
Funk (2)

Felda (2)
Forester (2)
White (2)
Ingram (3)
Smith (1)

Haddad (1)
Kempf (2)
Ying (4)

TOTAL: 38





Vice Rector's Report by the Rev'd Dr. Fred Schmidt

In a recent article, Anglican theologian the Rev'd Ben Crosby discussed the keys to the vitality of any congregation. Usefully, he focused these to two critical questions:

1. **Do we think that a relationship with Jesus is necessary to achieve certain goods (traditionally, salvation)?** If the 'relationship' language concerns you, feel free to substitute 'connected with', 'joined to', or what have you.
2. **Do we think that the church is the normative means by which that necessary relationship with Jesus is established, nurtured, and maintained?**

Much of what we have done in the last year is the product of an affirmative answer to both questions. My time as Vice Rector has also been devoted to the worship life of the parish, pastoral care, and spiritual formation. The Rector and I spend time weekly in preparation for adult formation on Sunday mornings and the clergy-led study on Wednesday evenings.

Our *Soul Care Team* has reached out to people, providing meals to those who are hard-pressed to care for themselves. We have delivered flower arrangements to those who grieve the loss of loved ones. We have sent cards to members who have found it difficult to be at church. We have made phone calls to members facing challenges. We have said prayers over those who are ill or are anticipating surgery. We have taken communion to those who cannot attend church, and we have provided transportation for members of our congregation who cannot drive themselves to church for weekly worship and special events.

At every juncture, relationships with God and with others have been at the heart of our efforts, and I think it is fair to say that people have felt the love and care of the community.

We have also worked to sustain friendships and fellowship in the parish through many other activities. *Men's Gatherings* are organized every month to share a meal and take out time for conversation. *Men, Movies and God* provides a forum for discussing spiritual issues. *Friday*

Friars continues to provide an early morning men's forum on Fridays for Bible study and prayer. In the last year we have varied our approach to both programs to include new members in our activities. ChurchSuite has provided an indispensable platform for tracking participation.

As we finish one year and begin another, I am deeply grateful for the love we share as members of the body of Christ here at Good Shepherd.





Communications Director Report by Ashley Mowers

Good Shepherd's communication should always demonstrate our mission statement, "Discipled for worship, formation, community, and action," in all forms of media.

Since the 2022 Annual Meeting, we:

- Added 60 new contacts to ChurchSuite, either as new members, affiliates, or visiting participants in our weekly/monthly groups. Additionally we trained 12 newcomers on ChurchSuite, launched ChurchSuite for Kids, and streamlined our automated Tagging System to create a living Church Register for more accurate reporting and tagging.
- Partnered with a new local printing company, which upgraded the quality of our outdoor roadside banners at half of the price. (Shout out to Vicki Norwood for the recommendation!) We have also expanded our print communications to include mailed postcards for special annual events.
- Installed a new Welcome Center—built by Jim Kreth—giving our Greeters a main operations hub to meet newcomers and allow said newcomers to find information on our programs, events, and receive a gift bag.
- Placed new emphasis on short-form videos—i.e. Reels—in response to social media algorithmic changes. We then expanded our social media presence to TikTok, allowing us to reach a completely new audience. We have gained 223 likes and over 3k views since we started in June 2022 on TikTok alone. Adding more 30 sec (or less) videos on Instagram prompted a growth of 16 new Instagram followers and expanded our reach to 5,714 views or more per post.
- Gained 83 new YouTube subscribers to a total of 224, and increased the view duration of both subscribers and non-subscribers 5 whole minutes. (This is great, considering the average retention for a YouTube video is 30-60 sec.)
- Improved house and livestream sound by upgrading the “sound board iPad,” getting face and lapel microphones serviced, and employing mic tape and soft circles. Additionally, extensive mic testing was done to identify frequency “dead zones” to avoid during services.
- Built a parish Discord server to future-proof the new online audience growth.
- Streamlined our online giving to one cohesive platform, Stripe, which simplified the user experience for parishioners, visitors, and staff.
- Grew our sermon podcast feed audience from 0 to 297 plays since its launch in February 2022, reaching 15 states and 6 countries. We also added bumpers including pertinent information for connection, and an invitation to join us for in-person worship. (This couldn't have been possible without the generous recording mic donation from Howard Glewwe!)
- Grew our newsletter open rate 17% by identifying old, expired, or spambot emails, and improved deliverability by self-authenticating our domain, removing us from blacklists.
- Improved the Women's Retreat registration process by building its own landing page and adding reminders.
- Grew of our Live Nativity attendance to over 200 outside visitors through Meta ads, Eventbrite, and street banners.
- Led a Youth Ministry lesson on the differences between Content vs. Art, in lead up to their short film project.
- Expanded the cast of Stations in the Street to include more recorded voices and poetry from the parish.
- Doubled our Game Night attendance from an average of 13 to 26-27 participants.



'Continuing to innovate methods of communication through in-person and digital means will keep Good Shepherd at the forefront of ministry in Williamson County, and in the Diocese of Middle Tennessee.'

Key projects for 2023:

- Develop a network of trustworthy freelance sound and video editors to improve on concert capture.
- Employ a Graphic Designer to help support the volume of work arriving to the Communications Office.
- Increase our use of Meta and Eventbrite advertising for community events (concerts, Backpack Bash, Live Nativity, etc).
- Elevate the quality of newcomer gifts, emphasizing our investment in the future of our ministry.
- Build into the Stream Team by hosting a Saturday team

workshop and training, and adding consistent Chat Moderators to connect with online newcomers, answer questions, and help troubleshoot technical obstacles.

- Improve our assistive technologies offerings to include iPad vision assistance, and additional sets of headphones.
- Host "Online Basics & Safety" and "ChurchSuite Basics" courses to empower those new to—or uncomfortable with—internet usage.

Continuing to innovate methods of communication through in-person and digital means will keep Good Shepherd at the forefront of ministry in Williamson County, and in the Diocese of Middle Tennessee.





Music Ministry Report by Berit Goetz

The vision of Good Shepherd's music ministry is to cooperate with all the church's activities (including preaching, pastoral care, community, evangelism, and justice) in forming compassionate Christians who love the Lord and extend that love to others. We are rooted in the following ministry distinctives:

Our music grounds itself in Scripture, Anglican liturgy, and the rhythms of the church year.

Our music reflects the diversity of the Church across generations and cultures.

Our music is a ministry of servant-leaders.

Our music invites emerging and seasoned musicians to work and learn together.

Our music calls us to experience God in worship and disciples us for Christian living.

Our music glorifies God.

2022 was an expansion year for the music ministry. Building on the post-pandemic replant of our vocal music program in 2021, we added four regular choir members (most of them new parishioners!) to our rotation of vocalists, allowing us to expand our repertoire and program more harmony singing. Our band has also welcomed new musicians into the rotation, as well as guest artists from the Nashville area for celebratory Sundays such as the Backpack Bash (August), Celebration Sunday (November), and Christmas Eve.

Outside of Sunday morning worship, we hosted two live concerts as part of Evensong—our occasional Sunday evening concert series—featuring singer-songwriters Karin Simmons and Daniel Mayoros. We also hosted songwriter Stephanie Staples' January record release concert, strengthening our commitment to being a church where artists thrive and where the arts help all people flourish in faith.

Lastly, we continued to invest intentionally in emerging high-school-age musicians, with the continuance of our music ministry internship for high school seniors (our 2022-2023 intern is Maddie Mickiewicz) and the

inclusion of two teens in our regular music rotation.

If 2022 was about expansion, 2023 will be about depth. How might the arts more richly inform our spiritual formation as a music team in the coming year? Where are untapped opportunities for developing a team of artists who serve their church family together, rather than relying on the limited capacities of a single lead musician or music director?

Key benchmarks for 2023:

- Onboard a seasonal Music Fellow who can assist with vocal leadership and partner with our amazing volunteer vocalists to raise our choral program to the next level of excellence. At our current numbers, we have 0-3 folks on each voice part, depending on who's in town; a resident vocalist will double my impact as music director by creating a cushion of consistency that allows us to offer theologically and aesthetically compelling repertoire with vocal harmonies.
- Spiritual care for artists at Good Shepherd: pursue creative initiatives that assist the music team in deepening our theological reflection together (e.g. Music Team Lent Devotional, Summer Social, special projects for All Saints and Advent).
- Musical care for artists at Good Shepherd: hold a skills-based musicianship clinic for current and interested members of the music team.
- Deepen our investment in youth musicians at Good Shepherd by continuing our high school internship for 2023-2024.

I'm grateful to work and worship with such wonderful people who show the face of Christ to me. Praying the same for all of us as we enter this new year.



**'If 2022 was about expansion,
2023 will be about depth.'**



Children's Ministry Report by Chrissie Coombs

I'm happy to report our average Sunday formation attendance in the Nursery, Godly Play and Connect classrooms has more than doubled since this time last year to an average attendance of 15-20 children! In fact, the joy of this growth has led to our dismissal from church being dubbed 'the children's parade.'

Discipled for Worship & Formation

We love to have fun, but our primary focus remains to teach meaningful spiritual truths and build on the children's familiarity with Bible stories. The quality of our volunteer teaching teams is a huge blessing to our parish. Several of our youth volunteered, on their own, to serve as helpers in Children's Church this year. Their initiative and energy are valued and appreciated!

Godly Play

This school year began with a new look, featuring beautiful tapestries illustrating a familiar scene from Jesus' life and ministry. This classroom is also our new home for our Bricks of Faith, which has been a very popular choice during worktime. The Godly Play Stories began in the Old Testament: from Adam to the Holy Family, the children explored our faith using our beautiful Godly Play materials. Godly Play is always led by two adults. Tracy Hamm oversees the lessons and classroom, and is assisted by Tracey Jarrard, Laurel Schaefer, Melissa Ward, and Christina Madrid. The children in this class range in age from 4 to 7.

What's ahead: Advent Stories in December led to the Presentation of the Christ Child, and from there will begin Stories of the Saints in 2023.

Connect Class

We learned about the Saints, how their prayer life changed them, and their journey in teaching others to also follow Jesus. We also learned a new way to pray! Over the summer, the room was transformed into a meditative space which helped children 8-10 yrs old discover a new way to tap into the quiet voice of Holy Spirit and feel God's love using Guided Reflective prayer. They learned about the importance of a prayer

environment, adopted their favorite prayer posture, and enjoyed reflective music and worship songs. In each lesson, a specific scripture, prayer, or sacrament was used as the focus teaching, which was then reinforced and connected to a 5-minute guided meditation. The Connect Class is led by me and Alicia Wholley.

What's ahead: In 2023, we will return to a more traditional classroom format as we learn Bible stories and prayers about the names of God. This will be combined with lessons we create with our students in mind to introduce The Beatitudes and Christian friendship using the attributes Jesus valued and taught.


The Nursery

It's been a thrilling year welcoming precious little ones to our nursery. They have all become very dear to us! New toys have been added to meet the interests of our toddlers and enjoy as the seasons change. In addition to a popular toy coffeeshop, the children explore ride-on toys and creating giant obstacle courses using soft building blocks. We often play soothing spiritual music which help the babies merge into play. The Nursery is led by me, Alla Cox, Kerri Baxter, Christina Madrid, and Laurel Schaefer. We have several youth who enjoy helping as well, and we frequently have a 1:2 ratio in the room. We adhere to Safeguarding God's Children, per regulations developed by our Diocese.

What's ahead: We will begin casting the Live Stream on the TV, and when the kids control the remote, our personal devices are still a great way to tune in on in the worship service. Hearing, and seeing, the rhythms and sounds from church plants tiny mustard seeds of faith.

Discipled for Community:

Resurrection Garden Centerpieces: Over the course of many Sundays, the children made 25 centerpieces featuring symbols of Palm Sunday, the Crucifixion and Easter morning. These were on display throughout the church and available to take home for anyone who wanted one.



The two most popular Sundays
attended by children (and their
families) in 2022:

August Backpack Bash: 28

Saint Nicholas Sunday & Goats
at Good Shepherd: 25

All Saints Day: The older elementary kids made fact sheets and candy guessing jars for 14 Saints. It was deliciously popular, and people of all ages learned new things about the heroes of our faith.

Discipled for Action:

The Children's Church has adopted an annual initiative to raise money for Food for the Poor which helps impoverished families in Latin America. In 2022, we sent 500 baby chicks. Our 2023 goal was to send 5 goats—to launch the campaign, we had real baby goats to cuddle on the quad after church! We are pleased to announce we tripled our goal and raised \$1850! By now, nearly 15 goats have been sent to begin providing nourishing milk and cheese, as well as soap and fibers for textiles, and can also be trained to help carry products to market. Thank you for the tremendous support from the parish!

What's ahead: We anticipate a need to create another classroom soon. This means we will need to add to our teaching team! Most of our volunteers offer one or two Sundays a month, allowing them to attend worship services as well as teach. Contact me at ccoombs@goodshepherdbrentwood.org to see how you can help.





Youth Ministry Report by Jamie Dougherty

It's hard to pick my highlights from my first full year as Youth Ministry Director, as there were so many to choose from! Here is an abridged list:

- Writing and teaching confirmation curriculum for seventeen students. Together we learned and explored the essential theological concepts of the Christian faith via the Nicene Creed, connected with adults in individualized mentorship meetings, developed spiritual practices, and served the church with a creative service project.

- Getting back to the mission field. In June we journeyed south to Alabama's bayou, where we met and learned from locals, helped with home repair and painting projects, and mentored local children in a daily childcare program. We also served Brentwood with our elder care service project and with GraceWorks' Fuel Bag program.

- Increasing youth involvement and connectedness in the church. We saw our youth become more fully integrated into the life of the whole church and more connected to the adult members through our confirmation mentorship program, all-church events like Game Night, and regular Sunday service involvement (not just Youth Sundays!) including preaching, acolyting, musicianship, lecturing, and greeting.

In 2023, we plan to reprise many of the programs from 2022, but we have some new programs and new benchmarks we want to grow toward:

- Exploring the ways creativity and the arts can

help us grow spiritually. Our first big project in youth group this year is creating our own short film, based loosely on the story of the prodigal son (Luke 15). My hope is that this can be a fruitful way for the youth to engage more deeply, personally, and memorably with a Biblical story and its themes.

- Increasing mentorship and adult volunteer involvement. The more I learn about sustainable youth ministry, the more I learn it is about lots of small connections and integration into the whole church, rather than all depending on one centralized program or personality. We will focus on recruiting more volunteer adults for the youth to connect with, as well as expanding last year's mentorship program.

- Identifying new opportunities for youth to serve the community. I'm proud of the service work that the youth did in 2022, and of their attitudes toward serving others. Notably on the mission trip our group was always the first to help when something needed doing, and they were least likely to complain. I hope to find more ways this year to put their skills and their willingness to God's purposes.

I look forward to a very exciting year of growing in Christ together!





'Church is a unique space where inter-generational relationships can happen in a non-hierarchical way.'





Warden Reports

2022 was a pivotal year for Good Shepherd. It began with fiscal uncertainty as we emerged from the pandemic yet finished solidly, making a bold statement about our future. The vision for Good Shepherd laid out by the Vestry several years ago established our approach to doing God's work in the world, and in *our* world. The Vestry focused on being careful stewards of our gifts from the Diocese and the congregation while continuing to find new ways to engage with our community.

The congregation's energy and enthusiasm have been vital to this effort. Your commitment to making the light of Christ visible has encouraged the Vestry throughout the year. Coming to worship in person, bringing your children to learn and play with other children of God, and taking part in our social activities are some of the ways you continually inspire us.

I want to thank the members of our congregation who served on the Vestry this year, particularly those whose term has ended: Lori Gilreath, Marcy Mickiewicz, and Jim Weatherly. When you see them, please thank them for their service over the last three years. Their time and sacrifice have enabled Good Shepherd to grow and strengthen its mission.

I also want to thank Chris Olson for leading our Stewardship Committee and John Shedron for serving as our Treasurer. Along with the finance committee, they led us through a challenging year while remaining focused on faith and God's work. As John steps down from his long tenure as Treasurer, I wish him God's peace and blessings and heartfelt thanks for his leadership and selflessness. I encourage you to do the same.

Finally, as you reflect on the Vision for Good Shepherd and the work we are doing, please take time to find ways you can engage with this work. Consider giving of your time and talents by volunteering in one of our many ministries.

Everyone is welcome here.

Elizabeth Johnson
Senior Warden

We have had another great year maintenance-wise! The facility is in fantastic shape thanks to all the time that Jack Bledsoe puts into the campus. He continues to volunteer to meet subcontractors and vendors at the facility and to work on the miscellaneous items. He makes my job as the Junior Warden job so much easier!

The major projects this year were removal and regrading the back play area, replacing several air conditioning units, replacing lights with LED fixtures, and reworking the drainage from the parking lot. A crew including Troy Drulman, Jim Hinson, Luke and Wade Bowman, Rick James, Matt Shepherd, and Ruben Madrid excavated new spillways and poured concrete to facilitate the rainwater flow from the parking areas to the drainage ditch. The crew spent three Saturdays and saved the church about \$10,000. Dave and Joanne Fenner even brought donuts one day! Alicia Wholley cleared the way for the crew taking on the poison ivy around several of the trees and bushes.

Projects that are on the horizon are the more air conditioning unit replacements, parking lot sealing, fencing in the play area, continuing the conversion to LED light fixtures, hot water system replacement for the kitchen, coordinating the efforts of the Boy Scouts to create a Gaga Pit, and planning the "backyard" for the fire pit and grilling area.

Thanks for everyone's help this year!

John Morss
Junior Warden



Stewardship Report by Chris Olson

“Everything comes from you, and we have given you only what comes from your hand.” (1 Chronicles 29:14)

What a wonderful year 2022 was in the life and growth of Good Shepherd Episcopal Church...and our stewardship campaign was no different! The response from all of you to the central questions of our stewardship campaign—*What is God calling me to do? What percentage of my income is God calling me to give?*—was tremendous. On behalf of the stewardship committee, vestry, and staff: thank you.

Our clergy, staff, and many lay members are working hard to increase the impact of Good Shepherd's mission to build disciples of Jesus Christ through worship, formation, community, and action.

As a congregation, we respond by supporting the mission through our stewardship. When you give, your gifts support formation programs, community development, and outreach locally and internationally. Your giving makes a difference in the lives of members of Good Shepherd, and it makes a difference in the lives of many others in the various communities we serve.

Since we discussed the need throughout the stewardship campaign, I think it is important to share the growth of our support: In 2023, the pledge growth from existing pledgers and from newly pledging households will support the mission and ministry of the church without the diocesan support we had in 2022.

Total pledges for 2023 are \$784,000, which reflects substantial year-over-year growth. As important, there were over 30 newly pledging households who committed \$190,000 to the stewardship campaign.

We will be self-sufficient, and the budget the vestry approved for 2023 is funded.

I cannot thank you all enough, and I am excited to see what we will do together as we continue to grow the church in 2023!

All the best,

Chris Olson
2022 Stewardship Chairman

NEW VESTRY NOMINEES



Bob Adams, Vestry Nominee

Why and when did you start coming to Good Shepherd?

My wife Stacy and our children Malorie and Cliff, started attending Good Shepherd in 2014. Prior to 2014, both Malorie and Cliff were in the YMCA Pre-K Program which at that time used the church classrooms. From the first time we ever walked in the building we always felt welcomed and at home, and that feeling continues on today.

What was your church background prior to coming to Good Shepherd?

When I was in middle school and high school, I attended a Catholic church in my hometown of Clarkson, Kentucky. In 2014, I was so happy to find Good Shepherd and bring church back into my life.

What made you feel at home here?

Everyone is very friendly, nice, and willing to help others.

What parish activities have you been involved in?

I have participated in the Men's Gatherings, Cookie Guild, and Game Night. My children are also in the Youth Group.

What outside organizations are you involved in?

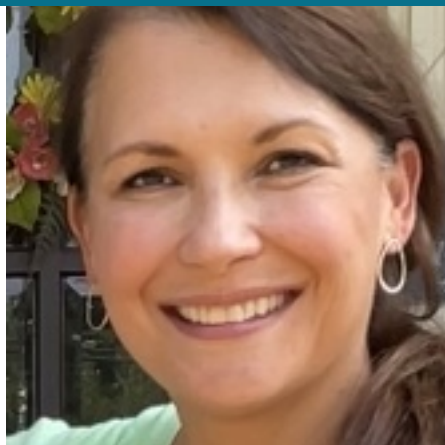
Dismas House of Nashville, various utility organizations, and proud volunteers of Nolensville High and Mill Creek Middle band.

Tell us a little bit about your educational and professional background.

I have an Accounting degree from Western Kentucky University. I work for Blankenship CPA Group mainly overseeing audit and consulting projects.

What are your dreams for Good Shepherd in the coming year?

To make everyone feel at home here, and make sure we are good stewards of the resources we have and help as many people in need as we can.



Tracey Jarrard, Vestry Nominee

Why and when did you start coming to Good Shepherd?

My husband Trey, daughter Savannah, and I moved to Brentwood in December of 2016 from the Washington, DC area. We were looking for a new church home and joined Good Shepherd in 2017.

What was your church background prior to coming to Good Shepherd?

I was raised Catholic and converted to the Episcopal Church as an adult.

What made you feel at home here?

I enjoyed the contemporary music during the service, the welcoming members, and the design of the worship space. My childhood church has a similar design.

What parish activities have you been involved in?

I currently volunteer with the Children's Ministry, Cookie Guild and Worship Readers. I previously served with the Audio Ministry.

What outside organizations are you involved in?

I am a sustaining member of the Junior League of Nashville, Girl Scout troop leader, and a Lipscomb Elementary 5th grade room parent. For the past three years I also served as Lipscomb Elementary's School Supply Kit chair.

Tell us a little bit about your educational and professional background.

I graduated with a BBA from Southern Methodist University. I have worked at St. Bartholomew's Preschool since 2017 and currently teach the Young 3s class. Prior to teaching, I worked in various positions at the Entertainment Software Association, US Dept. of Commerce, Global Crossing, and Lacerte Software (Intuit).

What are your dreams for Good Shepherd in the coming year?

I look forward to continued church financial growth and member participation across all ministries.



Jim Kreth, Vestry Nominee

Why and when did you start coming to Good Shepherd?

It will be 10 years this June since we moved from northern CA and started attending Good Shepherd. We were looking for a relaxed Episcopal church with lots of kids under foot. (A true sign of a healthy church!) I really did stumble upon our church while living temporarily in the Extended Stay Hotel down Wilson Pike. Good Shepherd just happened to be the closest.

What was your church background prior to coming to Good Shepherd?

I grew up in a military family that did not go to church. I was baptized as an infant but didn't show up in a church again until I got married. My wife Kim is a "cradle-Episcopalian," and after our daughter was born we started attending our local episcopal church, St. Mary's. I was still what you would call a C&E (Christmas and Easter) at that time. After we moved and got situated at Faith Episcopal Church, I ended up getting more and more involved, but I still had never taken communion. I knew I could, but I figured that I shouldn't unless I really believed. Then Fr. McNair said something in a sermon that just hit me where I was in my journey: "...sometimes you just have to take a chance. Give Christ a chance." I think I shocked both Kim and Fr. McNair when I came to the altar and took communion for the first time in my life. I was in my later 30s. A year or so later I went through adult confirmation.

What made you feel at home here?

Kim had not yet moved, so my first two Sundays I attended by myself. In addition to Father Randy, I was approached several other folks to say good morning and invited to have a cup of coffee. I came to realize that Good Shepherd had a very similar history as the church I was coming from and it made the transition that much easier.

What parish activities have you been involved in?

I served on the Vestry 4 years ago. I've been an Usher almost from my first day, and also a Stream Team member. I've served on the Tech Team to help bring Good Shepherd into the 21st century. (continued on next page)

NEW VESTRY NOMINEES (CONT.)

What outside organizations are you involved in?

None at this time. We have to leave time to travel.

Tell us a little bit about your educational and professional background.

I was in the first graduating class for Computer Science at UC Davis for my undergraduate degree. I have worked in Information Technology as a developer and computer architect. I worked at several different companies, but the majority carrier was spent at Intel. I later retired here in Nashville from HCA. Most of my carrier was spent in software systems development, information security, and online identity management.

What are your dreams for Good Shepherd in the coming year?

Honestly, I'd like to see Good Shepherd fully put the COVID-19 fear behind and have everyone feel comfortable getting back together in person. It can be really hard to feel a sense of community online. I support our Stream Team—not as an alternative to getting up on Sunday and coming in—but as a service we can provide to those who are looking for a new church and to those who for some reason can not make it in that particular day. I'd like to see more events that simply build our community, support our youth, and see to the needs of our neighbors.



Jennifer Keller, Vestry Nominee

Why and when did you start coming to Good Shepherd?

I first visited in 2010 with my then-boyfriend, Zach Keller. Good Shepherd was his church home. He and I were married at Good Shepherd about a year later, in August of 2011.

What was your church background prior to coming to Good Shepherd?

My family went to a Methodist church until I was six and then transferred membership to a large Southern Baptist church. After college and upon moving to Nashville, I attended a non-denominational church for many years.

What made you feel at home here?

I love the warmth and openness of the Episcopal Church. Many of the wonderful people at Good Shepherd have made our family feel welcome.

What parish activities have you been involved in?

My family has been regular attendees of the monthly Game Night—it's a great way to engage the kids with the church community. I also enjoy being a contributor to the Cookie Guild.

What outside organizations are you involved in?

I homeschool our boys two days a week and regularly support the activities involved with their Tutorial. I'm also an avid reader and enjoy two monthly book clubs.

Tell us a little bit about your educational and professional background.

I earned a degree in Marketing from Auburn University and have worked in a number of industries over the years, including healthcare, tech, and publishing. Over the past year, I've transitioned to freelance writing and book ghostwriting.

What are your dreams for Good Shepherd in the coming year?

I'm very excited about the team we are gathering to participate in the Rock 'n Roll Run this spring. I can't wait to see how much we're able to fund raise for Fuel Bags!



Bob Thompson, Vestry Nominee

Why and when did you start coming to Good Shepherd?

We joined COGS shortly after moving to Franklin in 2021.

What was your church background prior to coming to Good Shepherd?

A cradle Episcopalian, I served on our vestry while attending St. Stephens in Orinda, CA.

What made you feel at home here?

The wonderful, thoughtful sermons, the broad spectrum of offerings, the community outreach, and the warm, embracing welcome by the congregants.

What parish activities have you been involved in?

Cookie Guild, 8 AM service Acolytes, Men's Gatherings, 8 AM Audio Team, and assisting the ever-present Jack Bledsoe.

Tell us a little bit about your educational and professional background.

Currently retired, I spent 38 years in security sales and investment management and then six years assisting a son managing a Fixed Base Operator (small plane fuel, storage, maintenance, and training).

What are your dreams for Good Shepherd in the coming year?

To have it grow even stronger as a place of worship, to grow the congregation, to strengthen its finances, , and continue embracing and reaching out to the community.

ELECTION PROCEDURES FOR GOOD SHEPHERD EPISCOPAL CHURCH

- 1) The Nominating Committee of the Vestry (Officers of the Parish and the Rector) will present a slate of candidates to fill the upcoming vacancies to the Annual Meeting. Information about these candidates will be made available in the Annual Meeting Book.
- 2) Pursuant to Canon 15, sec. 9 of the Canons and Constitutions of the Episcopal Diocese of Tennessee, and Title 1, Canon 1.17.1 of the Canons of the Episcopal Church, all nominees for Vestry shall be verified as Confirmed Communicants in good standing over the age of 16. According to the bylaws of Church of the Good Shepherd, Vestry members will also be selected from those who are regular pledgers to the parish.
- 3) All parishioners over the age of 16, who are Communicants in Good Standing (regular in attendance and known to the Treasurer) are eligible to vote.
- 4) The Nominating Committee will present a slate of qualified candidates for all openings on the Vestry to the Annual Meeting.
- 5) The chair will ask that the candidates, once introduced, be elected by acclamation. If the motion is made, seconded, and approved without dissent, the candidates will be elected.
- 6) Should the election be contested, a secret ballot, using the polling function on the meeting platform will be held. Election of the candidates will require a plurality of the eligible voters at the meeting.
- 7) The Vestry and the new members will meet at its regularly scheduled meeting following the Annual Meeting and at that meeting elect the Wardens, Clerk, and Treasurer for the coming year.

Election procedures for Delegates to the Diocesan Convention

- 1) Delegates for the Diocesan Convention shall be elected by the Annual Meeting.
- 2) Delegates to the Diocesan Convention must be Communicants of the parish in good standing.
- 3) Church of the Good Shepherd is entitled to four lay delegates. The Senior Warden is *ex officio* one of those delegates. Should the Senior Warden, by virtue of an office held within the Diocese, be unable to vote at the Diocesan Convention, another lay delegate shall be elected.
- 4) Nominations for delegates shall be taken from the floor of the Annual Meeting.
- 5) A plurality of votes shall be required to secure election. In the event of an online meeting, polling shall take place using the polling function on the meeting platform.

HOW WE THINK ABOUT CHURCH MEMBERSHIP

Active Members: If you are baptized and have participated in worship and the life of Good Shepherd at all in the past year, you are an Active Member. We do need a current email and to see you at least once per year. If you are over 16 years of age, you are an adult member.

Communicant: If you receive Holy Communion three times per year, are a giver whose gifts to the parish we can identify, and/or if you serve in the parish in some way, then you are a Communicant in good standing.

A **Confirmed Communicant** is someone who has received the sacrament of Confirmation or been received by the Bishop following Confirmation in the Roman Catholic Church, the Orthodox Church, the Evangelical Lutheran Church, the Moravian Church, or the Mar Toma Church. Confirmed Communicants can vote in parish elections and serve on the Vestry.

Inactive Members: Members who are not attending worship, giving, or serving in the parish are considered Inactive Members. If you are presently considered an Active Member in another parish, are not present at Good Shepherd, or if we do not have contact information for you, you will be considered Inactive at Good Shepherd.

Affiliate Members: Affiliate Members actively participate in the life of the parish but are not baptized.

FINANCE REPORT

For the Year End 12/31/2022

Financial Summary with Historical and 2023 Budget Comparisons

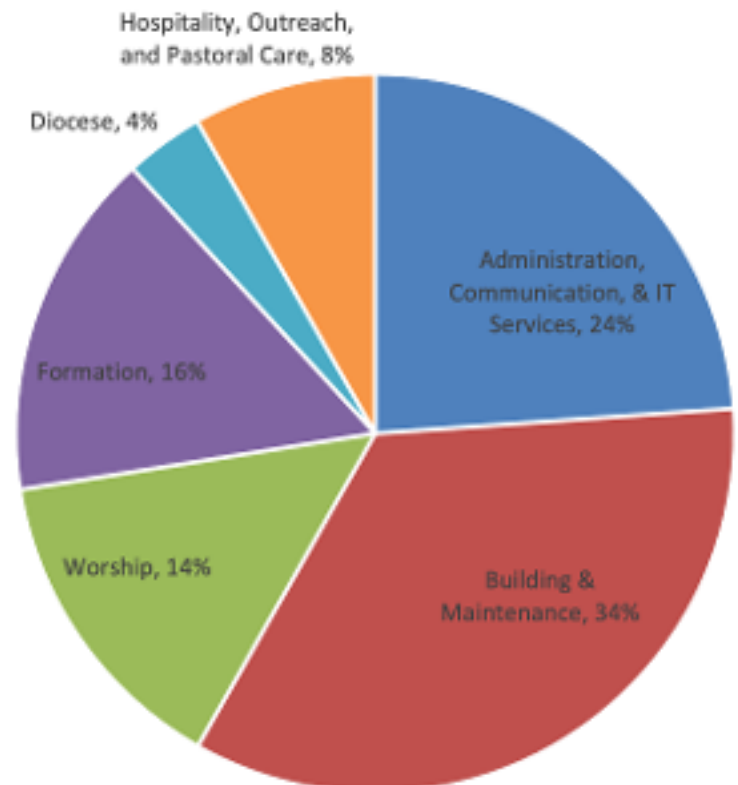
	2021 Actual	2022 Actual	2022 Budget	2022 Actual vs Budget + (-)	2023 Budget	2023 Budget vs 2022 Actual	Pct
Income							
Pledges	464,302	540,691	511,573	29,118	784,313	243,622	46%
Loose offering	92,319	121,053	56,400	64,653	75,000	(46,353)	-38%
Church Growth Funding	105,701	86,593	107,496	(22,903)	-	(86,593)	-100%
Total Income	662,322	748,337	675,551	70,786	859,313	112,976	15%
Expenses							
Salary & Benefits	415,265	429,281	430,247	(966)	464,778	35,497	8%
Programming	36,164	33,862	26,193	6,667	38,418	5,356	16%
Office & Adm	48,064	37,879	35,500	2,379	40,028	2,747	7%
Mortgage & Taxes	185,381	185,420	185,424	(4)	185,424	4	0%
Diocesan Pledge	25,700	25,700	25,000	700	30,000	4,300	17%
Building & Grounds	81,501	106,292	93,185	13,107	102,003	(4,289)	-4%
Total Expenses	803,984	817,634	795,551	22,083	861,249	43,615	5%
Operating Income/Expenses	(141,662)	(71,297)	(120,000)	48,703	(1,936)	69,361	
Other Income/Expenses							
Net other program income/expenses	2,418	(8,310)	-	(8,310)	-	8,310	
PPP Funding	64,305	-	-	-	-	-	
Diocesan Support	-	60,273	120,000	(59,727)	-	(60,273)	
Total other income/expenses	66,723	51,963	120,000	(68,037)	-	(51,963)	
Net Income (Loss)	(74,939)	(19,334)	-	(19,334)	(1,936)	17,398	

December 31, 2022

Current Assets with Historical Comparisons

	Dec 20'	Dec 21'	Dec 22'
Classification of Cash			
Operating funds	135,678	72,572	127,721
Designated funds	52,995	32,344	17,796
Restricted funds	228,144	106,305	47,334
Total	416,817	211,221	192,851

2023 Budgeted Expenses



So many ways to give!



Checks and cash can be placed in the giving plate prior to communion. You can also drop off donations at the office at any time! **Please make checks out to Good Shepherd Episcopal Church**



Visit our website and click the **DONATE** menu bar option!



Text "GOODSHEP give \$ [AMOUNT]" to (833) 509-0800. This will prompt ChurchSuite to send you a link to Stripe, where you can complete your donation on your mobile device.



Donations can be mailed to Good Shepherd Episcopal Church, 1420 Wilson Pike, Brentwood, TN 37027.



Donate shares of stock or mutual funds to fulfill your pledge or as a one-time gift. For more information on how to do this, you can contact our Stewardship Chair, Chris Olson, at c.olson@me.com.



We are always in need of volunteers! Volunteer with the Children's, Youth, Outreach, or Worship Ministry teams. See the next page to see a list of leaders to connect with!

Ministry & Outreach Directory

CHILDREN'S MINISTRY

Chrissie Coombs, Children's Ministry Director
ccoombs@goodshepherdbrentwood.org

Tracy Hamm, Godly Play Leader
hammrh@bellsouth.net

Laurel Schaefer, Nursery Leader
laurel.a.schaefer@gmail.com

CONTEMPLATIVE MINISTRY

Jane Eggers, Contemplative Services Coordinator
jde1015@comcast.net

HOSPITALITY MINISTRY

Lori Gilreath, Welcome Team Leader
lori.gilreath@marriott.com

Rick James, "Holy Order of the Coffee Makers" Leader
rickyljames@comcast.net

Robert & Maryett Thompson, Cookie Guild Leaders
bob@thethompsons.org

KINGDOM WORK

Mike Coombs, Fuel Bags Leader
mlcitgem@gmail.com

Grant Clewwe, Room in the Inn Liaison
gglewwe@comcast.net

Paul Wholley, Mission to Ecuador Team Leader
wholleyp@gmail.com

MAINTENANCE MINISTRY

Jack Bledsoe, Sexton
bledsoes@comcast.net

MEN'S MINISTRY

Sean Coakley, Men's Gathering Coordinator
spcoakley@att.net

Fthr. Fred Schmidt, Men, Movies, & God Leader
fschmidt@goodshepherdbrentwood.org

MUSIC MINISTRY

Berit Goetz, Music Ministry Director
bgoetz@goodshepherdbrentwood.org

SOUL CARE

Vicki Norwood, Co-Leader
Norwoodvicki@outlook.com

Terry Hinson, Co-Leader
tahcary@gmail.com

STREAM TEAM

Allen Mowers, Stream Manager
allenhmowers@gmail.com

WOMEN'S MINISTRY

Susan Bailey, Women's Gathering Coordinator
sbailey405@gmail.com

Patty Britt, Women's Retreat Co-Chair
pattykbritt@comcast.net

Tracy Hamm, Women's Retreat Co-Chair
hammrh@bellsouth.net

WORSHIP MINISTRY

Kim Kreth, Schedule Coordinator
kim@krethweb.org

Patti Dietrick, Altar Guild Leader
pdietrick1@gmail.com

Ashley Mowers, Subdeacon
amowers@goodshepherdbrentwood.org

YOUTH MINISTRY

Jamie Dougherty, Youth Ministry Director
jdougherty@goodshepherdbrentwood.org



Good Shepherd Episcopal Church
1420 Wilson Pike
Brentwood, TN 37027

2023 Spring Schedule

Sunday Schedule

8:00 AM Holy Eucharist without music

9:15 AM Formation for all ages

10:15 AM Holy Eucharist with music

11:30 AM Coffee Hour

Monthly Programming

1st Tuesdays, **Women's Gathering**

1st Thursdays, **Men's Gathering**

3rd Wednesdays, **Fuel Bags Outreach**

3rd Thursdays, **Men, Movies, & God**

Last Wednesdays, **Game Night**

Special Services

Ash Wednesday
Wednesday, February 22
7 AM & 7 PM

Palm Sunday
Sunday, April 2,
8 AM & 10:15 AM

Maundy Thursday
Thursday, April 6, 7 PM

Good Friday
Friday, April 7, 7 PM

Easter Sunday
Sunday, April 9,
6 AM, 8 AM, & 10:15 AM



COMMUNICATIONS TEAM

Ashley Mowers
Communications Director

Angela Premoe
Parish Administrator

Contributing Photographers:

Chrissie Coombs
Jamie Dougherty
Lauren Grant
Kris Morss
Allen Mowers
Chris Olson
Stephen Reksten
Martha Shepherd
Emma Kate Shepherd
The Rev'd Dr. Fred Schmidt