



A Step Toward the
FUTURE

Contents

3 Year in Pictures

4 Welcome

From the Senior Pastor

From the Council President

6 The Big Story

8 2023 Highlights

Into the Future

Hybrid Church

Rooted in Worship & Music

Growing in Faith Together

Serving Our Neighbor

14 Financial Summary

Ready for the Future

Budget Summary



Congregational Meeting (Jan)



Souper Bowl of Caring (Feb)



Communion Milestone (Mar)



Pastor Lorne's 1st Easter (Apr)



Botanical Bunch Planting (May)



Vacation Bible School (Jun)



Summer Camp (Jul)



Church Picnic (Aug)



Rally Day (Sep)



Trunk or Treat (Oct)



Pastor Pat's Retirement (Nov)



Christmas (Dec)

From the Senior Pastor



Hello and welcome to Good Shepherd. I'm Lorne Hlad, Senior Pastor and Head of Staff here at the church. Thank you for taking a moment to read through our Annual Report.

What a year it has been! Becca and I are so grateful to have been called to this community and to the Good Shepherd family. This church has been incredibly warm and welcoming to our family, and I believe our experience clearly reflects the heart of the Good Shepherd community. There is such a long, rich history here at Good Shepherd. As we mark our 70th year as a congregation, it is important to pause and reflect on who God has called our church community to be throughout the years. Good Shepherd started small and simple - a group of friends coming together for worship. They wanted to create an inviting church for the surrounding community. To this day, Good Shepherd continues in this welcoming spirit.

In 2023, our church focused on alignment and healthy transitions. There is so much to celebrate from this past year, and this publication will walk you through some of our favorite highlights. As you read through these incredible stories, I pray the Holy Spirit would speak to you and build a sense of excitement for what the future holds for Good Shepherd.

2023 has set the stage for what 2024 will become, and I'm thankful to serve among you in a time such as this.

Rev. Dr. Lorne Hlad | Senior Pastor



From the Council President

As I reflect on 2023, I think of a year filled with energy, appreciative endings, faith-filled new beginnings, and sharing God's grace and hope.

We began 2023 by calling and welcoming Pastor Lorne as our new Senior Pastor. As the year progressed, we saw growth in attendance and energy at worship services and volunteer activities, discerned to end the Edge House campus ministry in 2024 in hopes of a new beginning, redesigned the Good Shepherd website, welcomed 74 new members, and celebrated and sent our beloved Pastor Pat into retirement.

On behalf of Council, I want to thank you! Throughout 2023, our congregation and staff engaged thoughtfully and prayerfully to hear and follow the Holy Spirit's call. Whether to attend the January congregational meeting, volunteer at opportunities such as "God's Work. Our Hands.", participate in worship, share your resources, participate in the campus ministry listening sessions, and send Pastor Pat, you engaged open-heartedly to serve God. Through you, our church has been a light for Christ's love.

In 2024, I am eager to experience the exciting ways the Holy Spirit will continue to lead and challenge Good Shepherd as we begin a 10-month visioning process, and as we seek to further share God's love and grace.

Sharon Norris | Council President

Saying Hello and Goodbye



When looking back at 2023, we believe this will be a year that is remembered as an important first step on a new journey that God is calling our community into.

In March, Pastor Lorne Hlad, his wife Becca, and their three children were welcomed into the Good Shepherd family as Pastor Lorne began his call as Good Shepherd's next Senior Pastor. Previously, Pastor Lorne served 10 years at Prince of Peace in Loveland, OH, most recently as their Executive Pastor. Pastor Lorne brings with him a passion and excitement for serving God that will lead Good Shepherd now and long into the future.

We also wished Godspeed to our beloved long-time Associate Pastor, Patricia Badkey, in November as she entered retirement after 34 years of service to our community. Pastor Pat touched thousands of lives through her many years of service, notably through our Youth and Care Ministries. She also served as Good Shepherd's most recent Interim Senior Pastor and provided leadership through the Call Process. We are so thankful for all the ways Pastor Pat inspired us to share God's love through her words & actions. We pray God continues to work in Pastor Pat and her husband, Steve, in retirement and are excited to see where the Spirit leads them in this new chapter of their lives.





Into the Future



Good Shepherd has begun a multi-year process of realigning its ministry and staffing model to meet the demands of an everchanging world.

The position of Children’s Ministry Coordinator was created to serve the unique needs of children - and their families - on their journeys of faith. Primarily responsible for programs like Vacation Bible School, Kids Connect, and Faith Milestones, this newly created position helps Good Shepherd expand its capacity to serve the growing number of families attending our congregation. We were excited to welcome long-time member, Amber Holdt, into this position over the summer. Her passion for serving God and sharing His love with the youngest in our midst is evident and we can’t wait to see how she continues to grow this ministry.

With Amber’s arrival, Jen Jarman pivoted into a new position as Director of Mission and Ministry. Jen continues to lead our Student Ministries (Senior High & Confirmation) and is now responsible for helping people grow in their faith by connecting them with small groups, developing leaders, and welcoming new members.

Scott Puthoff has also received an updated role as the Director of Digital Ministry & Communication. The new title reflects his current scope of work and also reaffirms the power of digital & print communications in bringing people into deeper relationship with God.

The resignation of Pastor Alice Connor after 14 years of faithful service at The Edge House Campus Ministry was felt throughout our community. Since then, we’ve partnered with The Wesley House, a United Methodist Church Campus Ministry, to support students through a transition process. Additionally, a diverse group of stakeholders has been faithfully meeting to discuss what comes next for Campus Ministry. We have faith the Spirit will move through the Campus Ministry Task Force as they discern the future of Lutheran Campus Ministry at UC.

74
New Members

10
Baptisms

9
Confirmed Students



Hybrid Church

New technologies continue to blur the line between what happens online and in-person. People can shop from their living rooms and video chat with family who live far away. Mobile devices track our steps, give GPS directions, and lead us through guided meditations. More than ever before, people are able to live fully in-person and online lives 100% of the time. Good Shepherd is responding to these trends by better living into the concept of “hybrid church” - one that is both fully digital and fully in-person all the time.

Scott Puthoff (Director of Digital Ministry & Communication) led Good Shepherd through a brand refresh in 2023 that completely redesigned many of its print publications and digital communication tools. The logo, branding, website, email, social media strategies, and newsletters were all updated to better connect people with the mission and ministry of Good Shepherd.

Good Shepherd also made a significant investment in its digital infrastructure by re-locating worship live streaming, digital audio, and presentation equipment to a new Audio/Visual Room (previously the Cry Room). This new configuration has improved communication between volunteers, improved audio quality, and made it easier to record and digitally release concerts and other special events.

1,619,052
Social Accounts Reached

1,858
New Social Media Followers

14,164
Website Visits*

21,229
Social Interactions

136,748
YouTube Views

7,294
Hours Video Viewed

3,945
Podcast listens

*Data reflects from May 2023 when new website was published.

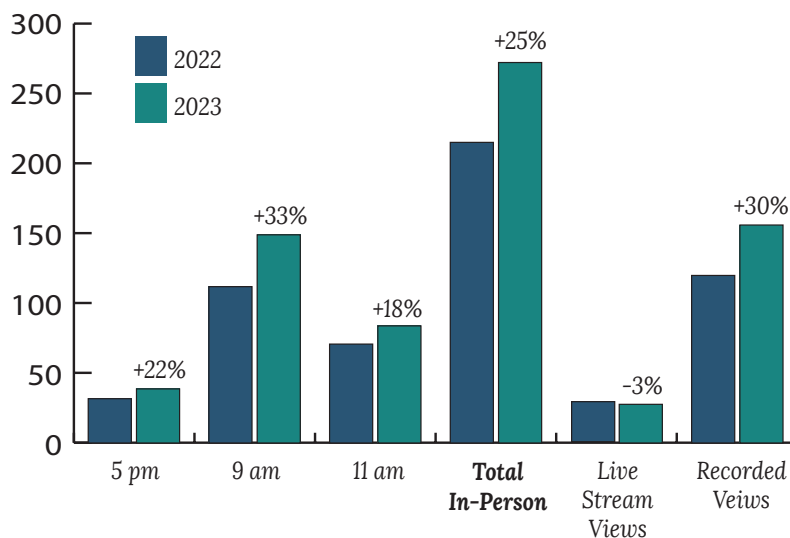
Rooted in Worship & Music



Worship fills our souls so that we can walk the path that God is calling us into. As we reflect on 2023, we are filled with immense gratitude for the times our community gathered to worship God and rest in His amazing love & grace. Some of the memories include the excitement of Pastor Lorne’s first Sunday and sermon with Good Shepherd, seeing children gathered in front of the altar to hear the return of Children’s sermons, and hearing Pastor Pat’s final, heartfelt sermon with our community. It was a beautiful year of worship at Good Shepherd and we were blessed to welcome more people to gather with us each week.

Music continues to be a highlight at Good Shepherd. The inaugural season of the Music in Kenwood concert series wrapped up in April 2023, with over 800 people attending concerts in its first year. These concerts provide everyone the opportunity to hear great music, free of charge. We love that through your support we are able to provide the gift of music to the Greater Cincinnati community! It’s exciting to witness the growth of this concert series in its second year, as we’ve already welcomed over 400 attendees for the first three concerts. We are grateful for the hardwork of Dr. Kevin Seal and all of the musicians that share their gifts through Good Shepherd’s Music Ministry!

Average Weekly Worship Attendance





Y'all Come Choir



Pastor Lorne's Installation



Praise Team



Worship Volunteers



Children's Sermon



Worship



Halloween Concert



Victory Singer's Practice



Rite of Confirmation



Chancel Choir Practice



Handel's Messiah



Christmas

Growing in Faith Together



Matthew 18:20 reminds us that we find Jesus in our relationships and that gathering is fundamental to our faith. Be it to learn, serve, or just connect, Good Shepherd found ways for people of all ages to grow in faith together.

Our Sunday morning Connect Hour continues to provide weekly opportunities for all to learn and grow. A memorable Adult Connect session was “Painting with the Psalms”, where participants explored their faith through art. This unique experience is facilitated by local artist, Elizabeth Mason, who helps anyone create beautiful works of art that connect them with the Word of God. Also starting in 2023, Pastor Alex began an Adult Connect series called “Figures of Our Faith”, which explores different people in the Bible and how they can inform our faith of today.

A new Confirmation Room was set-up in 2023 to give students a dedicated space to relax and connect. Students now fill the back hallway with smells of toast and hot cocoa on Sunday mornings as they share their highs and lows of the week during a Faith Five check-in. Education moved to Sunday evenings twice per month and also includes a shared meal for the Confirmation students and leaders.

Exploring our faith through creative experiences and unique environments deepens our understanding of God’s presence in the world. Summer Camp and overnight retreats continue to be ways that students & families find rest and renewal in God’s creation. The St. Francis Way Pilgrimage group formed in 2023 and began preparing for their 2024 trip to Italy. Groups like “Reading the Bible in a Year”, Pastor Pete’s Bible Study, Bible Babes, and Pub Theology offered adults the opportunity to gather and grow in faith with friends.

We are so thankful for the many ways our community came together last year and are especially grateful for leaders sharing their gifts in service of bringing people closer to God through relationships and learning.

47

Students celebrated a Faith Milestone

52

Students attended Kids Connect

40

Students attended overnight retreat

23

People attended Summer Camp



Serving Our Neighbor

Service continues to be a large part of who our community is. Taft Elementary, Piecemakers, Graceworks Lutheran Services, and Habitat for Humanity are just a few of the local organizations Good Shepherd supports through our hands and feet.

The Habitat for Humanity Team continues to bless our community with another house built in 2023. Good Shepherd serves with other churches in the “Eastside Coalition of Churches” and has been involved in building over 100 homes throughout Greater Cincinnati area.

Our relationship with Taft Elementary continues to grow & flourish through the love & compassion of the Taft Elementary Team. Not only do we walk with students & faculty through the Adopt-A-Class program, but have continued to support the community in other ways like hosting the Taft Food Pantry which serves upwards of 46 families per month. To help meet demand, events like the Souper Bowl of Caring and Reverse Lenten Collection Drive sent boxes of food and household supplies to both Taft & NEEDS Food Pantries in 2023

“God’s Work. Our Hands.” Sunday provided our community the opportunity to come together as a church to serve our neighbor. Projects for Taft Elementary, Graceworks, and Tikkun Farm were happening throughout the building and provided accessible service projects for people of any age.

2500+
Items collected for
NEEDS & Taft Pantries

96
Students welcomed
at VBS

100+
People welcomed at
Easter Egg Hunt

47
Quilts & fabrics art donated
by Piecemakers

70
VBS Volunteers

290+
People welcomed at
Trunk or Treat

Ready for the Journey



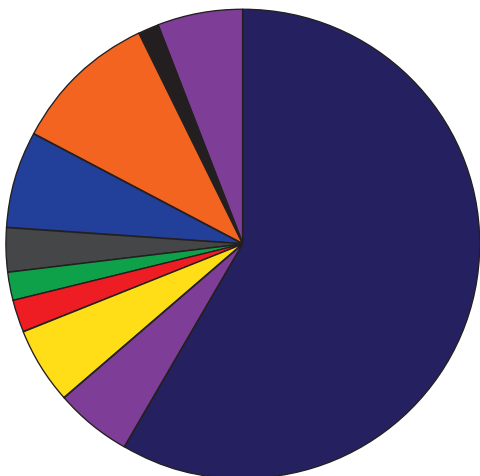
A big focus of 2023 was simplifying and realigning expense categories in Good Shepherd’s budget. Similar budget items were combined and expenses were moved to different categories to more accurately reflect the overall costs of our different ministries. We’ll continue this work in 2024 as leadership & Church Council explores shifting our budget cycle to a Calendar Year cycle (as opposed to Program Year).

We continue to be immensely grateful for your faithful support of our mission to be a caring Christian community that helps people share God’s grace, grow in faith, and serve others. Even though offerings were below projected, expenses also were less than expected and we finished 2023 with a slight surplus of \$2,201.

We are also committed to sharing the gifts we’ve been given so that those around us would know God’s love & grace in their lives. Nearly 16% of our annual budget was devoted towards mission support and outreach in 2023.

As we continue to walk this path together in the coming months and years, we are immensely grateful to be doing it with all of you! We are excited to see the ways that God will continue to work within our community as we discern how we are being called to share the Good News so that all may new His abundant mercy, love and grace in their lives!

Budgeted Outreach & Mission Support



- Pastor's Discretionary Fund (\$10,918)
- Taft Elementary (\$2,498)
- Habitat for Humanity (\$19,065)
- Other Outreach (\$12,813)
- NEEDS Food Pantry (\$5,696)
- Graceworks Lutheran Services (\$4,000)
- HopeWood Ministries (\$4,000)
- Haitian Timoun Foundation (\$10,000)
- ELCA World Hunger (\$10,000)
- Southern Ohio Synod Support (\$111,483)

Special Appeals

\$1,700
Collected for pantries at Souper Bowl of Caring`

\$13,285
Collected for HTF during Resurrection Appeal

Budget Summary

Incomes	2022-2023 Actual	2022-2023 Budget	2023-2024 Budget
Offerings	\$1,040,810	\$1,120,383	\$1,142,638
Investments	\$71,008	\$0	\$15,000
Other Income	\$83,704	\$86,141	\$64,650
Total Incomes	\$1,195,522	\$1,206,524	\$1,222,288
Operating Expenses	2022-2023 Actual	2022-2023 Budget	2023-2024 Budget
Mission Support & Outreach	\$190,473	\$187,638	\$206,664
Congregational Life Ministry	\$6,236	\$8,675	\$6,550
Music & Worship Ministry	\$35,447	\$37,250	\$57,050
Faith Formation Ministry	\$11,684	\$16,300	\$17,600
Office	\$45,352	\$46,900	\$47,800
Property Management	\$103,505	\$96,650	\$103,150
Personnel Costs	\$800,624	\$808,694	\$783,474
Total Operating Expenses	\$1,193,321	\$1,202,107	\$1,222,288
Net Operating Surplus/Deficit	\$2,201	\$4,417	\$0

Leadership & Staff

Church Council

Mark Buelsing
Dave Dietrichson
Karen Eller
Chris Fitz
Brenda Fuentes
Vernon Hartman
Pastor Lorne Hlad
Pastor Alex Hoops
Carla Jowanovitz
Kristin Kalsem
Jim Messner
Vice President
Sharon Norris
President
Kathy Shuman
Robin Teeters
Secretary

Pastoral Staff

Rev. Dr. Lorne Hlad
Senior Pastor

Pastor Alex Hoops
Associate Pastor

Ministry Directors

Dr. Kevin Seal
Director of Worship & Music

Jen Jarman
Director of Mission & Ministry

Scott Puthoff
Director of Digital Ministry
& Communication

Financial Leadership

Julia Kyser
Treasurer

Dean Rankey
Financial Secretary

Church Staff

Sam Cody
Custodian

Amber Holdt
Children's Ministry
Coordinator

Ken Holdt
Contemporary Worship
& Music Director

Peter McCutcheon
Worship & Music
Administrative Assistant

Carlene Murray
Business Manager

Preschool Staff

Michele Lamberson
Preschool Director

Lorie Zeisler
Preschool Assistant Director

Connect



(513) 891-1700
office@goodshepherd.com

Join us for worship

5 pm Saturday | Traditional
9 am Sunday | Contemporary
11 am Sunday | Traditional

Sundays live streamed
& on-demand at:
goodshepherd.com/worship

Connect Online

www.goodshepherd.com

@GSLC.Cinci (FB)
@gslc.cinci (Insta)
@gslcmedia (YT)

@goodshepherdluthern
(Soundcloud)