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# WE ARE GOOD SHEPHERD.

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We are joyful followers of Christ's word and love. We are a growing congregation of over 3,500 who value personal relationships with our clergy. We are lovers of traditional hymns and of bluegrass spirituals. We are cradle Episcopalians, and we are new to this global faith. We are preschoolers, children, working adults, stay-at-home parents, retirees. We are multi-generational Austinites, and we are newcomers to this city. We are a politically diverse group, in a blue city, in a red state. We treasure our Episcopal tradition; we take risks to minister in a changing city. We are energized by intimate group studies and by standing-room-only worship services. We bless babies, backpacks, anniversaries, pets. We celebrate together at baptisms and weddings; we mourn together at funerals. We love our church. We value the support of our community. We look with hope and prayer toward our future, and we invite you to walk with us in the next chapter of our journey in faith.

*welcome.*

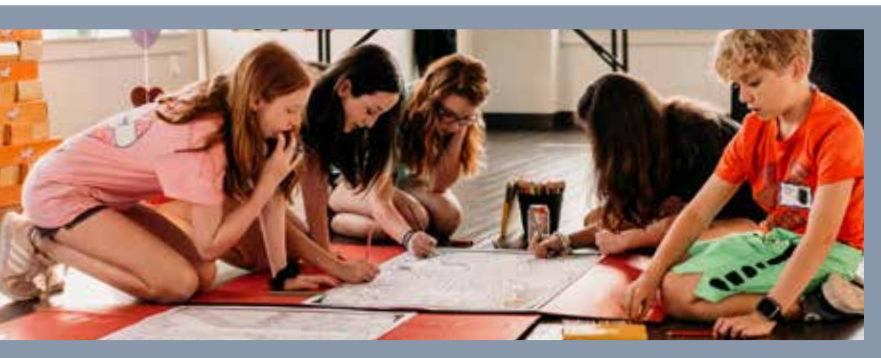
# AT GOOD SHEPHERD, WE TRUST IN...

## GOD'S *vision*

In the fullness of time, all people will find joyful union with God and with one another, being fully known and fully loved.

## OUR *mission*

God inspires The Episcopal Church of the Good Shepherd to welcome and work toward this vision in the name of Jesus Christ, beginning with the nurture and witness of our community in this city of Austin, Texas, and always reaching beyond ourselves, serving and connecting with new neighbors and new communities.





The background of the entire page is a close-up photograph of several vertical wooden planks. On these planks, there is handwritten text in dark ink. Some of the visible text includes "Let us", "but with", "actions &", "truth", "1 John", and "3:18". There are also some lighter, possibly white-painted, marks on the wood.

## A BRIEF HISTORY

## *75 years of faithful memories*

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On a rare snowy Austin evening in 1944, The Episcopal Church of the Good Shepherd was founded with the faith, love, and hope of 59 people gathered in a vacant section of a shopping center across the street from our current Windsor campus. Since then, thousands have followed in their footsteps: worshiping, serving, studying, and finding love in Christ through Good Shepherd.

The physical foundation for this community of faith began with the completion of the original Parish Hall in 1945, the church building in 1950, and the Good Shepherd Episcopal School building in 1955. From early traditions – the festival of lights, Friday night dances, youth ringing the church bell, the Christmas Bazaar – to newer ones – daily Lenten worship, the Giving Tree, crawfish boils, Shepherd bags to entertain little ones – the Windsor campus echoes with 75 years of faithful memories.

The successful Build the Beloved Community campaign of 2013-2016 was a landmark in the life of Good Shepherd. Described in detail later in this profile, the BBC came along at a critical juncture: The Windsor congregation was vibrant and growing, but grappling with declining infrastructure. Today, the parish enjoys a modernized Education Center, a flexible Parish Life Center, and a much-improved church building, while Good Shepherd Episcopal School provides excellent early childhood education in equally excellent facilities – sometimes welcoming second- and even third-generation GSES students to its classrooms.

The BBC campaign would also build a metaphorical bridge across Austin to the Woodland campus, laying the foundation for what would become our second campus, The Hill, in 2015. Three years later, Hillside Early Childhood Center

would open its doors to those needing full-time, high-quality early childhood education. The genesis of The Hill and HECC has been a defining and exciting moment in the history of our parish, offering opportunities for service and growth and challenging our parish to reach beyond the Windsor campus both physically and in spirit.

The rich history of Good Shepherd invites its parishioners to share in traditions built over the past 75 years and to create their own. We receive communion on kneelers needlepointed by parishioners decades ago; we worship at the altar hand-built by our current facilities manager only recently. While the congregation has experienced seasons of joy and seasons of sorrow, our commitment to an honest and heartfelt faith continues to carry our community forward. As we begin the search for our sixth rector, we seek to engage the best of the past, current, and future iterations of Good Shepherd in our shared walk with Christ.



*one body,  
many members*  
**THE FOUR  
INSTITUTIONS OF  
GOOD SHEPHERD**

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The Episcopal Church of the Good Shepherd comprises two campuses and four institutions. Bound by a common vision and mission, each of these institutions shares God's love with a unique and intentional identity.

# WINDSOR CAMPUS

Since 1951, the Texas limestone buildings, green lawns, and oak trees of our Windsor campus have been home to our founding congregation, The Episcopal Church of the Good Shepherd, and to Good Shepherd Episcopal School. This campus is located in the historic and affluent neighborhood of Tarrytown, centrally located in Austin. The Build the Beloved Community campaign saw the renovation of the church and education buildings in 2016.



## THE EPISCOPAL CHURCH OF THE GOOD SHEPHERD

More casually known as “Good Shepherd,” the congregation has grown from a spiritual home for the neighborhood to a corporate-sized worshipping community with an ASA of approximately 600 on this campus, drawing members from many zip codes in Austin. Good Shepherd offers four Sunday worship services and three weekday worship services.



## GOOD SHEPHERD EPISCOPAL SCHOOL (GSES)

One of the largest ministries of the church, Good Shepherd Episcopal School has offered outstanding early childhood programming since 1945. GSES serves approximately 145 children ages two through Kindergarten in a half-day, play-based program. GSES is a separate 501(c)(3) entity with board members appointed by the vestry and run by its own head of school and professional staff. The rector is a member of the GSES board.



# WOODLAND CAMPUS

East of Interstate 35 and with striking views of the Austin skyline, the Woodland campus houses the congregation of The Hill and Hillside Early Childhood Center. The grounds of the campus include the worship building, portable classrooms, and a park with fields of native grasses and wildflowers, gardens, picnic tables, and disc golf. The surrounding southeast Austin neighborhood is diverse and often transitory.

## THE HILL

Founded in 2015 as a second campus of The Episcopal Church of the Good Shepherd, The Hill has an ASA of approximately 65 and seeks to stretch beyond itself to make a difference in the community and world, doing the missional work of loving its neighbors where they are. The identity of The Hill is evolving as the congregation assesses its role in the neighborhood, its strengths and capacities, and the needs of the surrounding community. The Hill and The Episcopal Church of the Good Shepherd are governed by a single 15-person vestry.



## HILLSIDE EARLY CHILDHOOD CENTER (HECC)

Hillside offers a full-day, year-round program for children ages six weeks to four years. Founded in 2018, the school ended its first year with 30 students and seeks to provide the southeast Austin area with excellent, whole-child education aimed at expanding opportunities for Kindergarten readiness in the area. Like GSES, HECC is a separate 501(c)(3) entity with board members appointed by the vestry and run by its own head of school and professional staff. The rector is a member of the HECC board.





# THE DUAL-CAMPUS MODEL

## *growing our beloved community*

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The recent history of The Episcopal Church of the Good Shepherd has been most significantly impacted by two intertwined events: the renovation of our Windsor campus and the founding of our second campus – The Hill – on Woodland Avenue in southeast Austin. These milestones in our parish's history share a provenance, as the need to renew the founding Tarrytown campus sparked the commitment to grow and serve beyond those very walls.





## *Build the Beloved Community*

### THE CAMPAIGN

In 2013, Good Shepherd embarked upon a \$22 million capital campaign (themed Build the Beloved Community) to renovate its worship, community, and educational spaces. A facilities assessment prior to the campaign identified an urgent need to address both the deteriorating state of the current buildings and the creation of new spaces that could support a community that had grown significantly in recent years.

## *Committing to service*

### BEYOND OUR WALLS

In the discernment period preceding the campaign, parishioners at Good Shepherd repeatedly emphasized a desire to reach beyond themselves in the service of the greater Austin community. Honoring that hope, the leadership of both the parish and Good Shepherd Episcopal School determined that Good Shepherd would commit a tithe of 10% of the prospective BBC campaign's total cost toward the development of a long-term, ongoing outreach ministry. Our parish acknowledged the difficulty of diversifying the congregation and broadening its impact from its affluent Tarrytown location, and imagined with hope the possibility of a second location of Good Shepherd nearer to those with needs the parish might effectively serve – perhaps near downtown Austin.

## *Outreach of faith*

### THE HILL IS BORN

As fundraising began and continued apace at the Windsor campus, the church remained mindful of this commitment to service. In November of 2013, the rector and senior warden negotiated with The Diocese of Texas a transfer of the land at 1700 Woodland Avenue, the site of the former Holy Trinity Episcopal Church, to the care of Good Shepherd. The parish agreed that the site, christened Good Shepherd on the



Hill or simply The Hill, would become a permanent Episcopal presence on Woodland Avenue as an “outreach of faith service.”

In its first year, however, the campus would serve as a temporary home for Good Shepherd Episcopal School as its Windsor campus underwent renovation. To ready the site for both the permanent worshipping community at The Hill and for GSES’s temporary home, Good Shepherd invested over \$2 million – as promised, 10% of the BBC campaign – into renewing the Woodland campus. The improvements to the educational space in preparation for GSES’s temporary year would enable a smooth transition for Hillside Early Childhood Center’s opening in 2018. The Hill additionally received a sizable three-year grant from The Great Commission Foundation to support its ministry in its early years. In 2015, a founding vicar was installed as head of the worshipping community.



## *Growth and commitment* **RENEWING OUR FOUNDATION**

In Tarrytown, construction began in May 2014 and saw the renovation of the worship building and the creation of the Parish Life Center (PLC), the Education Center, and the parking garage. (Primary worship service moved to the recently completed PLC during this time.) Good Shepherd Episcopal School returned to the Windsor campus in August 2016, and on Christmas Eve 2016 the congregation joyfully returned to the worship building, marking the completion of construction. Today, the congregation at Windsor enjoys facilities supporting many expressions of fellowship, worship, and education. As new members continue to join the parish, the BBC campaign remains quietly open so that each parishioner may have the opportunity to be a part of this positive experience of growth and commitment.

## *One parish* **TWO ALTARS**

Now with roots on both sides of Interstate 35, Good Shepherd is a bridge in its home city. In renewed facilities, the Windsor congregation grows steadily, its size and energy enabling a wide breadth of worship services and formation and fellowship opportunities. The Hill, still young, serves a community in transition, and seeks to remain committed to expressions of Episcopal faith while meeting its neighbors where they are in a spirit of generosity and love.

Windsor and The Hill share administrative and liturgical resources and refer to one another as ‘sister campuses.’ However, precisely defining the affiliation between the two – and communicating that connection to parishioners on both campuses – remains a challenge. Our 2019 Strategic Plan identified determining that relationship as our principal task going forward. Currently, a task force is being convened to do this work of discernment, and we look with hope to their insights and recommendations.

# wonder, love and praise

## WORSHIP AT GOOD SHEPHERD

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Worship is the heart of the Good Shepherd community. We gather together to acknowledge the holiness of God; to offer prayers and thanksgivings; to celebrate God's presence in our lives. Our services offer varied worship styles, but share in common an adherence to the liturgy of *The Book of Common Prayer*, an insistence on authenticity, and a reverence for the Holy Eucharist as the fullest expression of our Episcopal faith. The average Sunday attendance of our services in 2018 was 665.

**7:30 AM**

**HOLY EUCHARIST: WINDSOR CAMPUS NAVE**

This traditional Rite I celebration of the Eucharist is a contemplative, quiet service without music. Readings, prayers and a sermon are offered.

**10:30 AM**

**HOLY EUCHARIST: WINDSOR CAMPUS NAVE**

Our most well-attended service is generally celebrated in the language of *The Book of Common Prayer's* Rite II and is supported by the traditional hymnal music of the Good Shepherd choir and organ. The service includes readings from scripture, a sermon, congregational hymns, prayers, and the celebration of the Holy Eucharist. Specific prayers are offered for those on our parish prayer list, as well as expecting mothers and those serving in the military.

**10:30 AM**

**HOLY EUCHARIST, COMMUNION CAFÉ:  
WINDSOR CAMPUS PARISH LIFE CENTER**

Also highly attended, Communion Café includes liturgies from *The Book of Common Prayer* and alternative liturgical texts in a relaxed, inclusive setting, supported by the musical leadership of a live acoustic band playing music from bluegrass spirituals and popular songbooks. Chairs replace pews, and round tables lining the back of the worship space create a more casual atmosphere. Communion Café remains dedicated to Episcopal liturgy, with scriptural readings, a sermon, and the celebration of the Holy Eucharist.

**11:00 AM**

**HOLY EUCHARIST: THE HILL**

At The Hill, Sunday worship follows an Episcopal liturgy in a comfortable, intimate setting. Worship is celebrated in the language of Rite II and is supported by an acoustic band. The Hill's service includes readings from scripture, a children's sermon, a sermon, congregational singing, prayers, and the celebration of the Holy Eucharist.

**6:00 PM**

**HOLY EUCHARIST: WINDSOR CAMPUS NAVE**

This candlelit evening service offers a more meditative, intimate atmosphere, acknowledging with prayer the close of the day. The service opens with *The Book of Common Prayer's* Service of Light and includes readings from scripture, a sermon, congregational hymns led by organ, prayers, and the celebration of the Holy Eucharist.

**6:00 PM**

**CHORAL EVENSONG WITH HOLY EUCHARIST:  
WINDSOR CAMPUS NAVE**

On the second Sunday of program year months (Labor Day through Memorial Day), the Good Shepherd choir leads Choral Evensong for the 6:00p service. In an atmosphere of candlelight and incense, Evensong celebrates God's creation and word with uplifting hymns, Gregorian chants, and masterworks of organ and choral music.





**MON  
12:15 PM**

### **NOON PRAYER FOR PEACE AND RECONCILIATION: WINDSOR CAMPUS NAVE**

This service provides space to pray specifically for those whose lives have been changed by violence; for reconciliation of broken systems; and for communities and relationships, turning over those prayers to our God of hope. In this service, we pray with compassion for those who suffer.

**TUES  
12:15 PM**

### **HOLY EUCHARIST: WINDSOR CAMPUS NAVE**

This short, lunch-hour worship offers a pause for prayer during the busy workweek. With readings drawn from the Church's calendar of saints, the service includes a short homily and celebrates the Holy Eucharist.

**WED  
5:30 PM**

### **HOLY EUCHARIST WITH ANOINTING FOR HEALING: WINDSOR CAMPUS NAVE**

This service includes the Litany of Healing as well as the celebration of the Holy Eucharist. Worshippers may choose to have the presiding priest anoint their forehead with oil, a sacramental expression of God's love in times of sickness or misfortune.

## SPECIAL SERVICES

Good Shepherd offers special worship and celebratory services throughout the program year, including:

- Ash Wednesday (6 services)
- Palm Sunday (5 services)
- Daily Lenten Holy Eucharist:  
each weekday during Lent, 7:00a
- Maundy Thursday Foot Washing
- Good Friday
- Good Friday Stations of the Cross
- Easter Sunday Holy Eucharist (6 services)
- Blessing of the Animals (2 services)
- Christmas Eve Holy Eucharist (6 services)
- Christmas Day
- Monthly Holy Eucharist at  
Querencia Assisted Living Facility

## BIRTHDAYS AND ANNIVERSARIES

At each Sunday service, we invite forward those celebrating a birthday or anniversary to receive a special blessing, praying over the whole group one at a time. From *The Book of Common Prayer*, our clergy offers either a prayer “For a Birthday” or “For Those We Love.” Anniversary prayers are not limited to those celebrating a wedding, but also mark the anniversaries of covenanted relationships, adoptions, sobriety, and other important life occasions in the lives of Good Shepherd’s parishioners. It is our hope that these prayers and their intentions make room for us to pray honestly and authentically for one another.







## CHILDREN'S PROGRAMMING DURING WORSHIP

Children are always welcome in all of Good Shepherd's worship services. Nursery care is available for children under two at the 10:30a and 11:00a services. We also offer programming for children during the 10:30a worship hour on Sundays. Beginning in fall 2019, children ages two years through fifth grade may be dropped off at Allen Hall at 10:15a; age-appropriate programming led by our youth ministers and youth volunteers will follow, and the children will join their parents in the worship service in time to celebrate the Holy Eucharist together. This change in our children's formation model is the result of the recognition that while our pre-church formation hour struggled to attract a crowd, we regularly had more than 50 children participating in Children's Chapel during the 10:30a services. In an effort to follow the strength of that timing, we have adjusted our children's programming accordingly.

## WORSHIP MINISTRIES

The rich volume and variety of Good Shepherd's worship services would not be possible without the dedication of our wonderful lay volunteers. As we praise God together in many different ways, these women, men, and children deepen their faith through service in the following worship ministries:

- Acolytes
- Altar Guild
- Eucharistic Ministers
- Eucharistic Visitors
- Greeters
- Hosts on The Hill
- Intercessors
- Sacristans on The Hill
- St. Elizabeth's Guild
- Ushers
- Vergers
- Wedding Guild
- Worship Leaders
- Technology Assistants



# *lifelong learning* **SPIRITUAL FORMATION AT GOOD SHEPHERD**

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Meeting our call to spiritual growth is a constant process. Good Shepherd offers an array of formation programs to support this journey at every season of life, nurturing our commitment to a deep and honest faith.

This fall, Good Shepherd will engage Presiding Bishop Curry's *The Way of Love* as a guide for many of these formation offerings, focusing specifically on Wednesday evenings as the primary meeting time for both youth and adult formation groups. These "Wednesdays on Windsor" will begin with a simple meal, encouraging spiritual growth through fellowship and shared learning.

# FORMATION FOR CHILDREN + YOUTH

## **MUSIC AND MOVEMENT: THE HILL**

Children are invited to sing, play, and build community with one another through music, art, and storytelling during and after the 11:00a service at The Hill.

## **INTRODUCTION TO COMMUNION**

Though all children at Good Shepherd are welcome at the Eucharistic table, this four-week communion instruction experience introduces second- and third-grade children to a deeper exploration of the sacrament's meaning; and the choreography for receiving the bread and wine; the layout of the church; the altar and vessels of worship; and the sacristy.

## **EDGE PRETEEN MINISTRY**

Third through fifth graders engage their faith in critical thought about issues unique to their age. Edge is relationally driven, faith-focused, and always fun.

## **HE SHE WE AND GOD**

A weekend workshop on sexuality through the lens of the Baptismal Covenant, He She We and God is offered to middle school children and their parents.

## **RITE 13**

A formation experience for middle school youth, this eight-week program explores questions of faith, self, and society, supporting our youth as they take their first steps into their own beliefs.

## **CONFIRMATION**

Offered each spring for high schoolers who feel called to make a mature declaration of faith, Confirmation explores what it means to be a Christian and an Episcopalian through small group discussions, weekly readings, a retreat, and

various guest speakers. In 2019, Bishop Andy Doyle confirmed 40 youth who had participated in this course.

## **EYC: EPISCOPAL YOUTH COMMUNITY**

EYC offers a laid-back opportunity for middle- and high-schoolers to enjoy one another's fellowship. Middle schoolers meet as one group, and high schoolers as another.

## **VACATION BIBLE SCHOOL: SHEPHERD CAMP**

Children ages three through third grade enjoy Shepherd Camp, a dynamic (and popular!) vacation bible school experience featuring powerful Christian formation introduced through the lenses of song, activities, and fellowship on our Windsor campus.

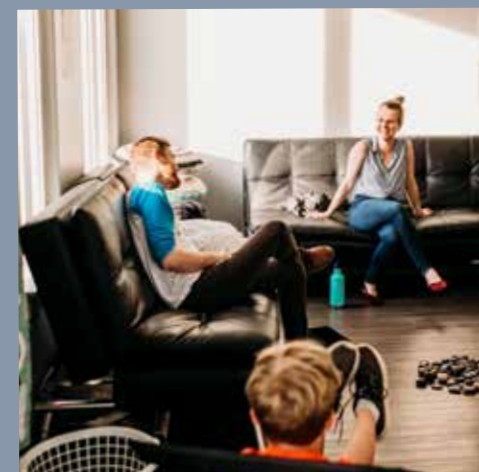
## **VACATION BIBLE SCHOOL: EDGE CAMP**

Older children take part in Edge Camp, emphasizing team-building, service, and outreach. Campers begin with worship alongside Shepherd Camp attendees on the Windsor campus; leave to adventure through greater Austin; and reconvene on campus to close in prayer.

## **MISSION TRIPS**

Rising middle and high schoolers are invited to participate in a formational journey of service beyond Austin. Recent trips have included the Episcopal Mission at Rosebud Reservation in South Dakota alongside the Lakota people and a Civil Rights pilgrimage through the Deep South. Prior to the trip, the group engages prayerfully and intentionally with the systemic and personal issues facing the community, striving to create a deeper understanding of larger systems and a culture of sustainable outreach.







# ADULT FORMATION

## CONTEMPLATIVE PRAYER GROUP

Set to a tone of peace, stillness, and quiet, this weekly experience encourages practitioners to find the presence of God within. All are welcome, regardless of previous experience of silent prayer.

## EDUCATION FOR MINISTRY (EFM)

EFM's four-year weekly curriculum is modeled on the core disciplines of seminary (Hebrew and Christian scripture, church history, theology, and ethics). This course prepares students to minister more effectively by recognizing connections between life experiences and the Christian tradition.

## THURSDAY MORNING FORUM AND BIBLE STUDY

This group meets for lively and intellectual discussion of scripture and faith each week. This large, open, and joyous gathering offers an avenue for connection to our larger church community and opportunities to learn about different aspects of parish life.

## TRANSITIONS BIBLE STUDY

Welcoming women in any life transition, this weekly group studies books of the Bible, their historical relevance, and how the stories speak to our lives today.

## MEN'S BIBLE & BREW

This evening group convenes a multi-generational group of diverse individuals - and opinions - in an atmosphere that cultivates strong friendships, spiritual growth, and a palate for good beer.

## MEN'S BREAKFAST & BIBLE

Men of all ages enjoy a weekly breakfast, fellowship, and a discussion of the upcoming Sunday's scripture, celebrating the Holy Eucharist on the fourth Wednesday of the month.

## LATE NIGHT DADS' BIBLE STUDY

This 8:00p weekly group accommodates those who would like to participate in Bible study but need to get their little ones to bed before heading to the church.

## MOMS' BIBLE STUDY

This group meets weekly to learn more about God's Word and to support one another in the trials and joys of rearing young children.

## WOMEN ON THE JOURNEY

This small group meets weekly for a time of spiritual connection, mutual support, study, and prayer. The group is always open to new members.



# *loving our neighbor* **OUTREACH AT GOOD SHEPHERD**

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Christ calls us to serve all who are in need, and Good Shepherd seeks to answer this call through varied outreach ministries. The establishment of The Hill in 2015 aimed in part to create a physical locus of outreach for Good Shepherd, offering an opportunity for parishioners from both campuses not only to be transforming, but to be themselves transformed.

Our recent strategic planning process identified increased outreach as a priority among our parishioners: Our congregation seeks to do more, and we look forward to working with our next rector to discern God's will in this important task.

### HILLSIDE EARLY CHILDHOOD CENTER

Though a core member of our community, HECC is also one of Good Shepherd's largest outreach ministries. In its initial year, as HECC developed and strengthened its program, this outreach primarily took the form of financial support; beginning this summer, volunteers are receiving training to serve HECC's students and support its teachers in the classroom.

### GIVING TREE

During Advent, Good Shepherd families provide requested gifts for children and families in Austin who would otherwise not have a gift to open on Christmas morning.

### HABITAT FOR HUMANITY

The Austin Habitat for Humanity program assists in building homes alongside the families who will live in them. Twice a year, members of the Good Shepherd community participate on an Episcopal build or an all-faith build in Austin.

### MAGDALENE HOUSE

A new ministry in Austin supported by Good Shepherd, Magdalene House is a sanctuary for victims of sex trafficking and prostitution. Our parishioners offer support through donations of household items and other necessities.

### MOBILE LOAVES AND FISHES TRUCK RUNS

MLF serves the homeless population in Austin through offsite food preparation and delivery, literally meeting the needs of the homeless where they are. Good Shepherd sponsors truck runs to serve our brothers and sisters on the streets.

### NAMI WALK

We gather annually in support of the National Alliance on Mental Illness by participating in NAMI Walk Austin and by hosting NAMI workshops at The Hill.







### **RISE AGAINST HUNGER**

A recent and much-loved tradition, both campuses gather to measure and pack 45,000 meals for people in developing nations.

### **ROSEMONT + PLEASANT HILLS COMMUNITIES**

Pleasant Hills and Rosemont are affordable housing apartment complexes near our Woodland campus. As a part of the Good Neighbor Program parishioners support these communities by providing enrichment activities for children and their families.

### **TRINITY STREETS**

Trinity Streets is a ministry housed by our friends at St. David's Episcopal Church in downtown Austin, providing meals and a worship service for up to 80 homeless neighbors several Sundays throughout the year. Good Shepherd participates once every six weeks.

### **WE ARE BLOOD BLOODMOBILE**

Good Shepherd supports the critical work of We Are Blood by serving as a donation location for their mobile Bloodmobile at The Hill.

### **GRANTS**

An indirect form of outreach, Good Shepherd directs funding to a number of local organizations including El Buen Samaritano, Drive a Senior, Habitat for Humanity, and Trinity Center. Additionally, the Parish Ministry Fund provides rent, utility, medical, and grocery assistance to specific individuals in need.

*we are family*  
**PARISH LIFE AND  
SPECIAL EVENTS  
AT GOOD SHEPHERD**

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The strategic plan developed by Good Shepherd in 2018 revealed that, above all, parishioners value community. Relationships matter; connection is important; and nurturing the growth of this body of Christ remains paramount to the congregation. Below are some of the ways in which the parish celebrates, supports, and connects to the Good Shepherd and greater Austin community throughout the year.





### **FEAST OF LIGHT CELEBRATION**

Meet the wise men, chalk the doors, and share a meal: This celebration kicks off the new year with food, fellowship, and children's activities.

### **ANNUAL PARISH MEETING / PAJAMAS + PANCAKES**

The Annual Parish Meeting offers an opportunity to learn more about the church's operations. Every adult member of parish – from both the Windsor and Woodland campuses—is invited to attend. During the meeting, children are invited to a pajama party and pancake bar in the Education Center.

### **WOMEN'S RETREAT**

The Good Shepherd Women's Retreat serves to support and connect all women in the parish. This intergenerational weekend event is attended by 75 to 100 women each year, and encourages spiritual nourishment, relaxation, fellowship, and healing.



### **VALENTINE'S DAY GAME PARTY & LUNCHEON**

St. Anne's and St. Brigid's Guilds offer the parish a celebration of love and games: Parishioners play cards or mahjong and enjoy an elegant lunch prepared by the women of these guilds. Funds raised support a cause selected by the guilds and have recently included Hillside Early Childhood Center.



### **MARDI GRAS GUMBO COOK-OFF**

Good Shepherd celebrates Mardi Gras in style with Cajun dance lessons, live zydeco music, a gumbo cook-off, and children's pancake races.

### **PRAYER LABYRINTH**

Offering a structured path for a contemplative walk, the spiral is located in the Parish Life Center during Holy Week.

### **CRAWFISH BOIL**

Parishioners celebrate the Easter season in the parking lot of our Windsor campus with good weather, good friends, good drinks, good music, and 500 pounds of mudbugs.



### **MEN'S FISHING TRIP**

Benefiting the Youth Mission Trip, participants travel to the Texas Gulf Coast to compete for the Mike McAllister Memorial, special prizes, and bragging rights.

### **THE HILL'S GRATITUDE GALA KARAOKE NIGHT**

The Hill celebrates its community with food, drink, song, and gratitude.





### **ALL-PARISH PICNIC**

Following the 10:30a and 11:00a services on Pentecost Sunday, the congregations of both campuses gather for a picnic, live music, and children's activities.

### **FOURTH OF JULY ON THE HILL**

Overlooking the downtown Austin skyline, The Hill provides the perfect seat for parishioners and neighbors to enjoy the city's fireworks. Attendees enjoy live music and BYOB – blanket, beverages, and bug spray.

### **BLESSING OF THE BACKPACKS & DRIVERS' LICENSES**

On the Sunday before schools begin, Good Shepherd launches the program year with a blessing of school backpacks, new licenses, and donated school supplies; after worship services, children of the congregation stuff backpacks for those in need. This day is a time of joyful and centering prayer for the new year.

### **MINISTRY FAIR**

Parishioners enjoy food truck burgers and an opportunity to learn about and sign up for the many worship, formation, outreach, and fellowship ministries offered by Good Shepherd.

### **TAILGATE PARTY**

Parishioners wear their favorite teams' colors at this celebration of Texas favorites: barbeque, beer, and football.

### **BLESSING OF THE ANIMALS**

We bless our furry, feathered, and scaled pets - or a simple reminder of them - in celebration of St. Francis at both the Windsor and Woodland campuses.

### **ADVENT WREATH MAKING**

A holy mess of greenery, floral foam, donuts, and advent candles provides parishioners the opportunity to create their own Advent wreath each December. The crafty morning concludes with the lighting of the first Advent candle and accompanying liturgy.

### **AN EVENING WITH ST. NICHOLAS**

Preparing hearts for the Advent season, children come dressed in pajamas to enjoy an evening of music, inspirational readings, and candy canes.

### **WOMEN'S CHRISTMAS TEA**

A Good Shepherd tradition for over 30 years, this intergenerational afternoon tea is hosted each year by a different parishioner and is open to all women of the parish.



### SUNDAY BRUNCHES

Twice each semester, the congregation gathers after Sunday morning worship services for a hearty brunch and great fellowship while children enjoy our playgrounds and craft activities.

### 20S AND 30S YOUNG ADULT MINISTRY

Offering a communal space for young adults to explore and deepen their faith over meals and meetings, this ministry rotates meetings between the Winsor and Woodland campuses as well as off-site locations.

### PHOTOGRAPHY GUILD

The Photography Guild encourages photographers (amateur or otherwise) to capture moments of our parish's shared life.

### ST. BRIGID'S GUILD

St. Brigid's Guild prepares delicious meals that can be delivered to parishioners who have had a baby, have recently been hospitalized, or need a little extra support.

### PRAYER SHAWL MINISTRY

Through faith and fellowship, experienced and beginner knitters create prayer shawls for those in need of comfort.

### ST. ANNE'S GUILD

St. Anne's Guild is a women's organization dedicated to social, intellectual, and spiritual enrichment achieved through monthly fellowship and programs.

### MEN'S COOKING TEAMS

The Men's Cooking Teams meet rotationally on Sunday mornings to prepare a host of hearty meal options for our parish brunches and other special events.

### FRONT DESK VOLUNTEERS

These much-appreciated volunteers commit a few hours a month to greet visitors, answer the phone, and lend a hand with various projects.

### THE GOOD OLD BOYS

The Good Old Boys offer fellowship and service through parish-wide cooking opportunities, including the Annual Parish Picnic.

### WOMEN ON WEDNESDAY

WOW encourages the women of the Windsor and Woodland campuses to grow in friendship and deeper connection through shared stories and fellowship.





### THE PARK AT LOVE HILL

On the campus of The Hill, parishioners create and care for Love Hill, a neighborhood park and community space for walking, meditating, disc golf, picnicking, and gardening.

### OPPORTUNITY GARDENS

The Gardens on the Hill create an opportunity to put down roots, both physically and figuratively, in the neighborhood through the planting of herb, fruit, and vegetable plants.

### COOKS AND CRAFTERS HOLIDAY MARKET

A holiday bazaar featuring local chefs, artisans, and crafters, Cooks and Crafters provides a comfortable environment for sellers and shoppers supporting the local economy.

### MOVIES ON THE HILL

Movies on The Hill are a chance to watch the big screen, overlooking the downtown skyline on Love Hill. Movies on The Hill are free and open to the public, and attendees bring chairs, blankets, and beverages to enjoy.

### MUSIC ON THE HILL

This popular monthly concert series at The Hill features local and regional bands and musicians performing in an intimate setting.

### DISC GOLF ON THE HILL

Though the “course” is always open, games of disc golf are organized every Thursday evening during the program year.

### SECOND SATURDAY NEIGHBORHOOD YARD SALE AND FLEA MARKET

Neighbors of The Hill join parishioners in a multi-family sale in the parking lot of the Woodland campus. Music, coffee, and food create a festive atmosphere; sellers keep their profits.

### PARISH CARE COMMITTEE

These volunteers prepare food for and serve at receptions following burial services, providing a much-appreciated ministry to families in the parish.





# MUSIC AT GOOD SHEPHERD

## *a joyful noise*

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In a city known as The Live Music Capital of the World, song plays a prominent role in the life of Good Shepherd. The choir and organ of our traditional services; the gentle rhythms of the band at The Hill; the rollicking hymns, spirituals, and contemporary songs at Communion Café: Our music lifts our collective heart to the Lord.





**THE GOOD SHEPHERD CHOIR** inspires our parish at worship during the 10:30a Sunday Holy Eucharist in the nave, as well as during services of principal feasts, fasts, and Holy Week.

**THE EVENSONG CHOIR** is a subset of the Good Shepherd Choir and sings Choral Evensong on the second Sunday of each month during the program year.

**THE GOOD SHEPHERD SCHOLA CANTORUM** is a small choir which leads the 6:00p service in song and prayer, through great hymns, chants, and choral music.

**THE SUMMER CHOIR** provides an opportunity for choir participation for parishioners who might not have the time during the program year. The Summer Choir sings and leads worship in the nave through the summer months.

**THE CHILDREN'S CHOIR** fosters the musical growth of our youngest singers. This choir participates in our worship services intermittently throughout the program year and during some holidays. The Children's Choir curriculum comes from the Royal School of Church Music, with which Good Shepherd is affiliated.

### THE ORGAN

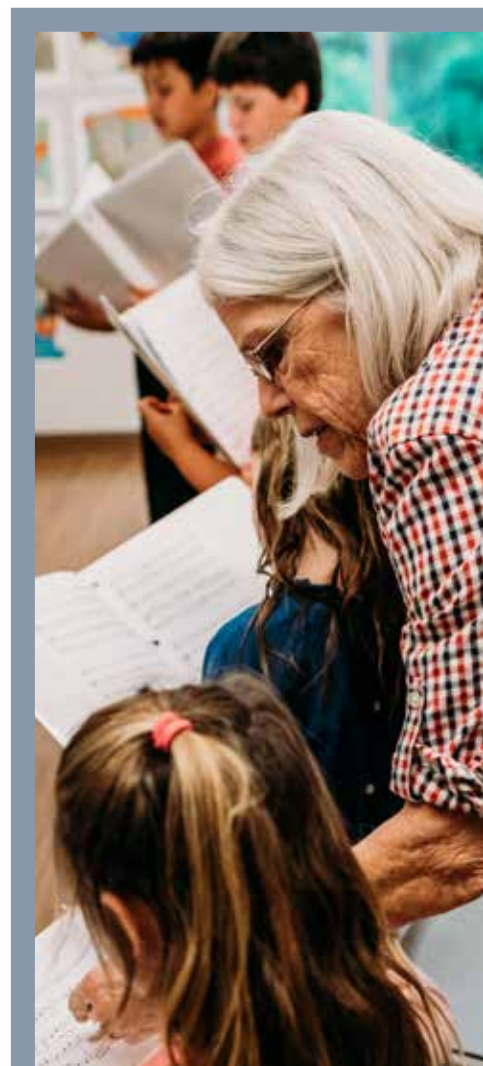
Worship services in the Windsor campus nave are richly accompanied by music from our divided pipe organ. The primary element of the organ is positioned in the gallery at the rear of the nave, with plans to add a second, smaller component in the chancel at a later date. When complete, this instrument will consist of 55 ranks (sets of pipes), featuring over 3,000 individual pipes of varying lengths.

### THE HILL WORSHIP BAND

The 11:00a service at The Hill is enriched by The Hill Worship Band, comprised of congregants performing guitar, bass, piano, percussion, and vocal harmony. The Hill Worship Band creates a fresh expression of traditional music, with arrangements of hymns and anthems rooted in Episcopal resources.

### HOLY GHOST SUPREME

The 10:30a Communion Café service features Holy Ghost Supreme, a dynamic acoustic band playing distinctive arrangements of hymns, liturgical melodies, spirituals, and soulful contemporary music. This seven-piece band provides the foundation for the celebratory and relaxed atmosphere that defines Communion Café.





# THE RECTOR WE SEEK...

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As we seek our sixth rector, the parishioners of Good Shepherd reflect prayerfully on where we are today. We have thrived under strong lay and clergy leadership for the past decade: In all quantifiable aspects of church growth – ASA, plate and pledge numbers, membership – Good Shepherd's trajectory has been consistently ascending. Amid this quantifiable growth, we have cultivated a vibrant, welcoming, and authentic culture. We are thankful for this health and energy, and humbly recognize the inspired leadership, the commitment of our congregation, and the generous grace of God that have led us to this moment.

During this period of transition, Good Shepherd has identified areas where we hope to grow, remaining open to the Holy Spirit for further inspiration. Our congregation finds itself seeking more, looking forward in faith, in formation, and in outreach. With hope and patience, we seek a rector who will lead in spirit, mind, and body to build upon our strengths and guide us to minister beyond ourselves.

# THIS RECTOR MUST BE:



**A PERSON OF FAITH**, whose approach to decisions big and small is first and foremost rooted in prayer, love, and authenticity.

**A VISIONARY LEADER** who will discern with us God's hope for Good Shepherd, sustaining and harnessing the vitality of our parish as we move into our next chapter. This leader will collaborate with parish leadership to discern the ministries to which the parish is called; will effectively manage the parish staff to implement this vision; and will communicate this vision to parishioners and build consensus for the priorities of the vision. Our rector must also continue to thoughtfully articulate the significance of stewardship, understanding and communicating the connection between gifts of time and money to the parish and personal spiritual growth.

**AN AUTHENTIC AND INSPIRING PREACHER**, challenging and educating the congregation in a variety of liturgical settings. The energy of our parish has correlated closely with the energy from the pulpit; we seek to maintain this wellspring of spiritual vibrancy.

**A CALM AND COMPASSIONATE PASTOR**, both responding to the needs of our parishioners and equipping our clergy and lay leaders to provide broad and authentic pastoral care to one another. We pray for a rector who is effective in pastoral situations and who will help broaden the pastoral care model to one in which lay people are essential providers of this care.

**AN EXPERIENCED AND CAPABLE ADMINISTRATOR**, one comfortable managing a large staff and multi-million dollar budget and leading a multi-organization parish structure. Our rector must empower the staff to lead and inspire them to employ their best and highest gifts; and must recruit and retain excellent staff as needed. Our rector must work collaboratively with our schools to continue the thriving ministry that we share with them.



## SPECIFICALLY, WE SEEK:

### A RECTOR WHO WILL, WITH GOD'S HELP,

Clarify and more effectively tell the story of The Hill and of Hillside Early Childhood Center, educating parishioners about the history and potential of our unique dual-campus institution.

Explore and support the recommendations of the 2019 Strategic Plan, developed with extensive input and broad collaboration from Good Shepherd parishioners. We pray for a rector who will empower both staff and lay leaders to transform strategic goals into operational tasks, maintaining a big-picture overview of the direction of our parish as guided by this plan.

Collaborate with our congregation to identify, prioritize, and promote established and new outreach opportunities, ensuring authentic opportunities to reach beyond ourselves in a variety of settings.

Encourage and inspire a robust commitment to and excitement for spiritual formation, examining the strength of numbers at our Sunday services and mobilizing that energy toward formation offerings.





# LIFE IN AUSTIN

## *this is our hometown*

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Austinites love this city. We embrace live music, breakfast tacos, and the trail around Lady Bird Lake. We love brisket and ribs for dinner and a vegan smoothie for breakfast. We go to yoga in the morning and a Longhorn football game in the afternoon. We complain about the August heat, but relish our sunny winters – and spend time year-round on our prized greenbelts and parks. We may roll our collective eyes, but we love to Keep Austin Weird.







Nestled along the lower Colorado River where the Texas Hill Country flattens into the prairies, Austin has grown remarkably since its storied 1970s image. The tech industry has joined state government as one of the city's largest employers, and from 2007-2017, the population of the metro area increased 34%, surpassing 2 million in 2015. This growth has made Austin friendly to newcomers and has engendered an explosion of dining, art, and entrepreneurial endeavors. However, the city's infrastructure has struggled to keep up: Increased traffic and a lack of affordable housing are realities in many areas of town.

The national spotlight shines on Austin at the SXSW conference and festivals, a celebration of artists and entrepreneurs in March. The Austin City Limits music festival draws over 450,000 over two weekends in October, and in recent years, November's Formula 1 United States Grand Prix has made motorsport fans out of many in the area. Indeed "South By," "ACL," and "F1" have become well-worn phrases in Austin's vernacular.

Nearly 45% of Austin-area residents over 25 hold a bachelor's degree. The capital city is home to the University of Texas, one of the world's great public research universities, as well as a variety of other outstanding higher education institutions including the Episcopal Seminary of the Southwest. The 29 public school systems in the area offer highly-rated elementary and secondary schools; additionally, the city has over 100 private schools, including three independent Episcopal schools.

Austin's health has helped our parish grow steadily in membership and budget. While the Tarrytown neighborhood of our founding campus has enjoyed the upward trajectory, the 78741 zip code of The Hill has not always been equally lifted by the rising economic tide. Good Shepherd aims to be a trusted partner in faith for each community, acknowledging that the needs of each may vary greatly and remaining prayerful in the hope that all residents of Austin may enjoy what this unique city has to offer.

# *finances*

## **RECENT HISTORY AND NEAR-TERM OUTLOOK**

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In the last decade, Good Shepherd's finances have been healthy: The average annual pledge has increased over twofold (from \$2485 in 2008 to \$5458 in 2018), pledge revenue has increased 91% (from \$1.45 million in 2008 to \$2.77 million in 2018), and the parish has had an operating surplus in each of the last 10 years. Stewardship continues to be an important part of the parish program, focusing on either increasing pledging units or increasing pledge amounts in alternating years.



## **OPERATING BUDGET**

Good Shepherd's 2018 operating revenue was \$3.54 million, an increase of 2.1% from 2017. Our 2018 operating expenses were \$3.49 million, and the parish ended the year with an operating surplus without taking a draw from the Good Shepherd Endowment Foundation.

The largest source of revenue for the parish is annual pledges, which in 2018 accounted for \$2.77 million, or nearly 78% of revenue. Loose plate offerings made up \$366,000, which exceeded the 2018 plate budget by almost \$100,000. The remainder of the operating revenue was a combination of shared day school expense reimbursement, grant revenue, and other miscellaneous unrestricted revenue. The 2019 operating budget is \$3.59 million.

## **GOOD SHEPHERD ENDOWMENT FOUNDATION (GSEF)**

Formerly known as the Memorial Endowment Fund, the GSEF currently holds \$2.2 million and is managed by UBS, with six vestry-appointed parishioners and the rector serving as trustees. Contributions to the fund generally include certain planned and testamentary gifts, as well memorial or honorary gifts. The assets of the trust are used as needed for the benefit of the parish.

## **REAL ESTATE**

In addition to the Windsor and Woodland campuses, the parish has four rectories: a single-family home on Gilbert Lane adjacent to the Windsor campus, which has served as the rector's home; another single-family home in the Tarrytown neighborhood; and two single-family homes adjacent to the Woodland campus. In 2018, the vestry convened a real estate task force to determine the best and highest use of these residential assets. Its work is ongoing.

## **BUILD THE BELOVED COMMUNITY CAMPAIGN DEBT**

The BBC campaign totaled \$22 million and funded the renovation of the Windsor campus worship and education buildings and the establishment of The Hill on Woodland Avenue. The parish established a line of credit with Frost Bank during the building project; as of July 2019, the loan balance was \$3.54 million. The parish owes scheduled annual principal payments of approximately \$115,000 plus interest, although significant extra principal payments have been paid as parishioners fulfill campaign pledges. The parish expects that a portion of the loan's principal balance will be paid by existing pledges. In addition, because some current parishioners were not parish members during the BBC campaign, a quiet revival of fundraising efforts is underway to give all congregants a chance to contribute in order to finish the campaign without debt.

## **FINANCIAL STABILITY DURING THE SEARCH PERIOD**

In January 2019, the news of the Rev. Morgan Allen's departure coincided with the setting of the 2019 annual budget. Although there was some anxiety regarding financial withholding during this uncertain time, pledges in fact increased after the announcement. In addition, donors have since given meaningfully to the parish's renovation of the church's columbarium and garth, even in the absence of a rector. As Good Shepherd's financial outlook remains steady and even growing during this time of transition, we feel blessed to be a part of a community whose continued financial commitment signals a steadfast faith in the parish.



THE EPISCOPAL CHURCH OF THE  
**GOOD SHEPHERD**



**The Hill**

*a second campus of*

THE EPISCOPAL CHURCH  
OF THE GOOD SHEPHERD



**Hillside**

EARLY CHILDHOOD CENTER