

Annual Congregational Meeting Agenda

Redeemer Lutheran Church

Sunday, January 27, 2013 - 11:45am

- I. Call to Order - Scott Overby, President
- II. Devotion - Pastor Jim Wilson
- III. Review / Modify Agenda
- IV. Secretary's Report
 - A. Approval of minutes of January 29, 2012 p. 2-4
 - B. Approval of minutes of January 13, 2013 p. 5
- V. President's Report p. 6
- VI. Pastor's Report p. 7
- VII. Youth & Family Director's Report p. 8-9
- VIII. Children's Ministry Director's Report p. 10
- IX. Treasurer's Report p. 11-16
- X. SCRIP Summary p. 17
- XI. Stewardship & Finance Report p. 18-19
- XII. Foundation Fund Report p. 20
- XIII. Nominating Committee Report Verbal
 - Nominations & Elections
 - 4 Church Council Members
 - 2 Synod Delegates
 - 1 Foundation Board Member
 - 3 Nominating Committee Members
- XIII. Constitutional Amendments (separate document)
- XIV. Motion on General Fund
- XV. Motion on UMOS contract
- XVI. Ministry Team Reports p. 21-27
- XVII. Other Reports p. 28-30
- XVIII. Adjourn with Prayer

Annual Congregational Meeting Minutes

Redeemer Lutheran Church

Sunday, January 29th, 2012 - 12-20 pm

Council Members Present: Keith LaCount, Dave Hellestad, Scott Overby, Rachel Amweg, Louise Engel, Signe Burkart, Don Pohlman, Pastor Jim Wilson, Brian Langum, Michael Block.

Congregation Members Present: Jim Hansen, Lee Hansen, Jim Sedlacek, Glen Rauwerdink, Pam Rauwerdink, Keith LaCount, Roy E. Hundt, Linda L. Hundt, Carrie Hellestad, David Hellestad, Pat Efflandt, Keith Enstrom, Scott Overby, Doris Fredrickson, Flare Fredrickson, Bob Doeckel, Linda Doeckel, Kathy Eaton, Betty Voigt, Pat Kelling, Rachel Amweg, Louise Engel, Tracy Lund, Michele Block, Signe Burkart, Don Pohlman, Cheryle Pohlman, Jim Lueke, Diane Lueke, Chris Madgwick, Clare Sedlacek, Judith Roblee, Pastor Jim Wilson, Brian Langum, Denise Wilson, Elizabeth Madgwick, Michael Block, Amy Gilbertson.

- I. **Call to order:** The meeting was called to order by Scott Overby, President, at 12:20 pm on January 29th, 2012 in the Sanctuary of Redeemer Lutheran Church, Plymouth, WI. A quorum was declared.
- II. **Devotion:** Pastor Jim Wilson led the devotion based on the ELCA Initiative. There was a responsive reading, a prayer and we sang the hymn "God's Word is Our Great Heritage".
- III. **Adopt the Agenda:** After some minor changes and corrections, Don Pohlman moved to accept the agenda as corrected. Keith LaCount seconded the motion. The motion passed unanimously.
- IV. **Secretary's Report:**
Motion made by Don Pohlman to accept the minutes of the January 23, 2011 Annual Congregational Meeting as amended (changed "him" to "her" in VIII). Second by Flare Fredricksen. Passed unanimously.

Motion made by Pastor Wilson to accept the minutes of the July 17, 2011 Special Congregational Meeting. Second by Don Pohlman. Passed unanimously.

Motion made by Jim Hansen to accept the minutes of the January 8, 2012 Financial Budget Meeting. Second by Pat Efflandt. Passed unanimously.
- V. **President's Report:** Scott Overby made some comments in regard to his report.
- VI. **Pastor's Report:** Pastor Jim stressed the use of devotions and the memorization of scripture in our daily lives in 2012 and in the future.
- VII. **Youth and Family Director's Report:** Chris Madgwick thanked everyone for welcoming him and Elizabeth to the community. Any ideas that anyone has for the Youth Ministry are welcome.
- VIII. **Children's Ministry Report:** Clare commented on how busy our young families are and how we can reach out to them as individuals to welcome them and help them to be involved in our congregation.

Motion was made by Glen Rauwerdink to accept the President's Report, Pastor's Report and all the other staff reports as written. Seconded by Pam Rauwerdink. Passed unanimously.
- IX. **Treasurer's Report:** Keith Enstrom mentioned that the \$75,000 line of credit from Community Bank & Trust is not noted on the report. We have not used that line of credit. He also reminded everyone that they can get access to the Treasurer's Report on line if they wish. Two typos were pointed out and corrected on page 13. Motion made by Don Pohlman to accept the Treasurer's Report as amended (under Balance Sheet it is 0.3%, not 0.312,086.88%, and under Debt, line "Loan Balance" should read 12/31/11, not 12/31/10). Seconded by Jim Sedlacek. Passed unanimously.

- X. SCRIP Summary:** Pam said SCRIP is going well. Pastor Jim moved to accept the SCRIP Summary as reported. Seconded by Don Pohlman. Passed unanimously.
- XI. Stewardship & Finance Report:** We would all like to thank Jon Scott for his 16 years of service as the Chairman of the Stewardship Committee. Jim Hansen moved to accept the Stewardship & Finance Report as written. Seconded by Keith LaCount. Passed unanimously.
- XII. Foundation Fund Report:** Judy Roblee moved to accept the report as written. Seconded by Pat Efflandt. Passed unanimously.
- XIII. Nominating Committee Report**
- A. After the President called for additional nominations to the church council three times, a motion was made by Jim Hansen to close nominations and vote a unanimous ballot for three 3-year term council openings. Seconded by Jim Sedlacek. Passed unanimously.
 - 1. Brooks Larson
 - 2. Signe Burkart
 - 3. Linda Doeckel
 - B. After the President called for nominations for Synod delegates three times, a motion was made by Judy Roblee to close nominations and vote a unanimous ballot for the two Synod Delegates. Seconded by Pam Rauwerdink. Passed unanimously.
 - 1. Scott Overby
 - 2. Chris Madgwick
 - C. After the President called for additional nominations three times, a motion was made by Jim Hansen to close nominations and vote a unanimous ballot for Louise Engel for the single 4-year term on the Foundation Board. Seconded by Don Pohlman. Passed unanimously.
 - D. After the President called for additional nominations three times, a motion was made by Pam Rauwerdink to close nominations and vote a unanimous ballot for the three nominating committee members. Seconded by Clare Sedlacek. Passed unanimously.
 - 1. Brian Langum
 - 2. Pat Efflandt
 - 3. Elizabeth Madgwick
- XIV. Constitutional Amendments**
- Motion** made by Jim Hansen to accept Constitutional Amendment #1 to change our Synod Designation. Seconded by Jim Sedlacek.
- Motion made by Jim Hansen to accept Constitutional Amendment #2 to change membership eligibility to the Congregation's Operational and Administrative Committees. Seconded by Don Pohlman.

A. Change our synod designation in Chapters 6 and 7 of our constitution from Greater Milwaukee Synod to East Central Synod of Wisconsin and anywhere else in the Redeemer constitution where the synod is referred to.

B. Changes to Chapter 13 (Changes are all caps)

Chapter 13 CONGREGATION'S OPERATIONAL AND ADMINISTRATIVE COMMITTEES

C13.01 The **COUNCIL** officers—**PRESIDENT, VICE-PRESIDENT AND SECRETARY**—of this congregation shall constitute the **Executive Committee**. (strike: and the pastor)

C13.01.01 EMPLOYEES OF THIS CONGREGATION SHALL NOT SERVE ON ANY OF THESE OPERATIONAL AND ADMINISTRATIVE COMMITTEES DUE TO A CONFLICT OF INTERESTS. THE PASTOR SHALL BE A NON-VOTING, EX-OFFICIO MEMBER OF EACH COMMITTEE.
And

C11.03 No officer shall hold more than one office at a time. No elected officer **OF THE EXECUTIVE COMMITTEE** shall be eligible to serve more than two consecutive terms in the same office.

The intent of these changes is to eliminate possible conflicts of interest for employees on our operational and administrative committees which provide oversight and accountability for our employees. The pastor will serve as an ex-officio member providing any needed input as the day to day supervisor for staff and the organization of the congregation C9.03.b.2.

After quite a bit of discussion, a motion to call the question was made and passed with one dissenting vote. A vote was then taken on motions and passed with one dissent.

XV. Ministry Team Reports:

A Motion was made by Pam Rauwerdink to accept the Ministry Team Reports as written. Judy Roblee seconded. After a few comments, the Ministry Team reports were passed unanimously with the following changes: 1) The Worship Ministry Team Report for 2011 will be amended to thank Linda Hundt for all the additional time and effort she gave to fill in when needed. Thank you Linda! 2) The Food Pantry will be added to the list of groups through which the Compassion Ministry reaches out.

XVI. Adjourn: A motion to adjourn was made by Jim Hansen. Second by Signe Burkart. Passed unanimously. Closed at 1:40 pm with the Lord's Prayer.

Respectfully Submitted,
Dave Hellestad.

2013 Ministry Budget Meeting Sunday, January 13, 2013

Present: Pastor Jim Wilson, Pam Rauwerdink, Elizabeth Madgwick, Chris Madgwick, Keith LaCount, Michele Block, Mike Block, Glen Rauwerdink, Keith Enstrom, Brian Langum, Dave Hellestad, Carrie Hellestad, Don Pohlman, Linda Doeckel, Scott Overby, Jerry Chopp, Jon Scott, Doreen Salkowski, Pat Efflandt, Louise Engel, Judy Roblee, Clare Sedlacek.

Those present represented a quorum of the voting members of the congregation.

1. **Call to Order:** 11:47 a.m. by council president Scott Overby.
2. **Devotion:** Pastor Jim led a devotion based on Mark 1: 16-20. Prayer followed.
3. **Review/Modify Agenda:** No additions or modifications were made.
4. **2013 Ministry Budget:** Pam Rauwerdink made a motion to accept the 2013 Ministry Budget as written. Dave Hellestad seconded the motion. It passed unanimously.
5. Don Pohlman thanked Keith Enstrom and the Stewardship/Finance committee for their hard work, especially the format of showing the budget over a three year span.
6. Chris Madgwick complimented the Stewardship committee for their leap of faith in using closed pledge cards this year.
7. **General Fund Discussion:** Several items were brought up for discussion to be purchased with some of the extra funds with which we have been blessed in 2012. The items are: a) Godly Play, an interactive program for children. The cost is \$3000. b) The Redeemer Foundation Fund has requested some funds to increase the amount from which they can spend. c) Recent heating issues may indicate the need for upcoming repair/replacement of heating components.
8. **Close with Prayer:** Motion to adjourn was made by Pam Rauwerdink. Second by Keith LaCount. Motion passed unanimously. Closed at 12:15 with the Lord's Prayer.

Respectfully Submitted,
Doreen Salkowski

President's Report for 2012

Scott Overby

The phrase 'Blessed to be a blessing' more than adequately describes the family of Redeemer Lutheran Church. The phrase is not found in the Bible; even the word 'Trinity' is not in the Bible. We as a congregation have been blessed in very many ways, so we too are obligated to be a blessing to others.

I would characterize the first term of my presidency as a year of change, given we had a significant changeover of staff. The past year of 2012 I would describe as a year of stability: Chris Madgwick completed his first full year leading our Youth Ministry mission of our church and Lorri Rommelfaenger made a full cycle being administrative assistant to the Redeemer staff. I thank both of them for an outstanding job.

We have silently rejoiced this past year in paying off early, our church mortgage and the parking lot paving loan. The council chose not to publicly celebrate this milestone until we 'pay back' ourselves money 'borrowed' from our savings to accelerate our loan payoffs. The plan is, once we have 'paid ourselves back', we will rejoice in being debt free.

When we are free from the 'chains of debt', we must not become complacent in our ministry mission. So in the coming year, the church leadership will be engaging the congregation in defining our focus of spreading the 'Good News' of Christ in light of our changed financial status. Let us pray for the leaders of our church family in going forward in this important task.

I have been your church president for the past two years and will be stepping down from that position. I would like to thank Pastor Jim for shepherding our congregation during my term on council and as president. I thank Chris Madgwick for his work with our Youth Ministry mission. Clare Sedlacek deserves a 'Thank You' for her steadfast and important Children's Ministry mission work. And a BIG 'THANK YOU' to Lorri Rommelfaenger for all the important administrative work that keeps Redeemer functioning smoothly. And lastly, a thank you to the members of the 'Visioning Council', all members of the supporting committees who do the 'real work', and to the entire Redeemer congregation, for making my tenure as president a fulfilling and rewarding experience.

Respectfully submitted in Christ

Scott Overby
Redeemer Lutheran Church President

The Year 2012

Having new staff meant learning and growing and working together. It also meant trying some new things. It is exciting to see how things came together. We continue to be blessed by the staff God provides. "Trust in the Lord with all your heart."

I was also blessed with the opportunity to do a nine-week sabbatical. Out of my sabbatical study came the Faith Assets Assessment and our focus during our stewardship program this year on visioning for 2013 and beyond. We identified the top faith asset priority as a **Focus on Discipleship**. Both the Faith Assets Survey and our visioning with Rev. Joy Mortensen-Weibe raised up our need to be committed to knowing and following Jesus Christ, both individually and as a congregation.

The Year 2013

Focus on Discipleship

- **Inviting**—Making disciples means connecting people both to Christ and his body. People need to be invited and encouraged to practice their faith.
- **Emphasis on Small Groups**—It's about discipleship, faith in Jesus Christ. But faith is more caught than taught. We need active involvement in the body of Christ and conversation around God's Word. That is what the Spirit can and does use to grow us in faith.
- **Encouraging the 7 Faith Practices**
 1. **Pray:** Trusting in God through prayer, Thanking God, Intercessory Prayer
 2. **Study:** Studying Scripture Diligently and other Christian books, Memorize
 3. **Worship:** Gathering regularly with God's people to praise and hear God's word
 4. **Invite:** Inviting others into the fellowship, Evangelism, Reaching Out to All
 5. **Encourage:** Teaching, Mentoring in the Faith, Caring Conversations, Listening
 6. **Serve:** Loving your Neighbor as Yourself, Serve for the Sake of Others
 7. **Give:** Generosity, Stewardship of All of Life

We also need a Greater Focus on prayer

- Prayer is the conduit to discerning God's will and harnessing God's power. "Unless the Lord builds the house, those who build it labor in vain" (Ps. 127:1). We want God to be the architect and the foreman for the building of this house, this congregation. Maturing in faith is the work of God's word and God's Spirit in our lives.
- We must find new ways of lifting up prayer as a practice, asking for prayers, and praying together, beginning at council meetings and every ministry team meeting, as well as worship. Prayer is a crucial ingredient for effectiveness in congregational ministry and outreach. Prayer is transforming. It brings God's Spirit into the ministry.

Serving Christ Better Together,
Pastor Jim Wilson

Youth and Family Ministry Report 2011

Recap

First, I want to thank all of the families, members, and staff of Redeemer for a wonderful 2012. As we continue to develop a ministry for young people here, we have had so much support from you.

Here are some of the highlights from the year.

1. The year started with Pastor Jim and I getting wet in Lake Michigan for the polar bear plunge. It was a great time and a wonderful fundraiser. We also introduced the Mardi Gras dinner to the church as a fundraiser and fun time for all families.
2. Some of our Middle Schoolers went to the Middle School Quake in the Dells and had a blast.
3. Our 9th graders had a great Delta and Confirmation in May.
4. We took 5 youth and 2 adults to the National Youth gathering in New Orleans with 38,000 other Sr. High youth.

Middle School

The Middle school program is first step in the youth program here at Redeemer. There are many areas that make it up. We have Power Connection (Confirmation), Youth Quake, Summer Camp, and Sunday School.

- Power Connection (Confirmation) is a successful program designed to walk along side youth 6th to 8th grade as they prepare to affirm their faith as 9th graders. This year we have covered topics like the Apostles Creed and Ten Commandments. This is a weekly program during the school year.
- Youth Quake is a weekend retreat for middle school youth to get away and focus on loving God and loving their neighbor. There are worship services, workshops, games, fellowship, and much more.
- Summer Camp is a time to go into the wilderness and find God in creation. Youth use this time to talk about what God is calling them to do.

Senior High

The big focus for us this year with the Sr. High program has been rebuilding. We have spent a lot of time talking about what is needed for this group. As you will read in the next section, we will be spending more time working with this group to provide a ministry of worth and want. At this point, the program has three main areas and they are: Sunday School, Activities, and Summer Trip. Here is a little more about each area.

- Sunday School is a time for the Senior High youth to get together and talk about the Bible and current events. We use *Animate* as our curriculum.
- We have activities for the Senior High to participate in. Some of those have included Early Release Lunch. This is where we meet at a local restaurant on early release day for lunch and fellowship. Senior High Sunday night is our bi-weekly meeting for fellowship and devotion. Attending events that fellow youth are in has been another activity we have done. We will be developing this area further in 2012.
- The Senior High Summer trip is a big part of the ministry. We are moving to a three-year rotation for the summer trip to provide a balanced ministry experience for our Senior High youth. The rotation looks like this; we have the ELCA National Youth Gathering every three years. In the two summers between gatherings we participate in an adventure camp and a service camp. 2011 was the year for the service camp. **Next year, 2012, is the National Youth Gathering and 2013 will be the adventure camp. We will be backpacking in the Rocky Mountains with Sky Ranch Lutheran Camp.**

2013 Goals

Here are some of the works we will be working on for 2013.

1. We need to continue to develop a known purpose for the Senior High ministry at Redeemer. This needs to be something that is universally understood, agreed, and believed. Out of this purpose we will begin to develop programs, activities, and events to walk with our young people as they better understand who they are in God and what God is calling them to do in the world.
2. We will work with our volunteers to provide better training and support. Helping them to walk with our youth in all areas of life. We will also begin to develop peer ministry with our Senior High students so that they can walk along side each other in an environment of acceptance and love.
3. We need to work on a better communication system for all grades so that parents and youth and church are connected and information is not just received, but understood.

These are the main goals for 2013. They are not impossible, but they are large. My prayer for this ministry in 2013 is that we will rise to the level set for us and we will do these things with the help of this community of faith. Please help us to make this a ministry of value and strength to all who are connected to it.

Once again thank you for the opportunity you have given to me to be in ministry with the youth and families of Redeemer and thank you for being a congregation home for Elizabeth and I to live in God's truth and love.

In Christ!!

Chris Madgwick
Director of Youth and Family Ministries

Children's Ministry Report 2012

"Hear, O Israel: The Lord is our God, the Lord alone. You shall love the Lord your God with all your heart, and with all your soul, and with all your might. Keep these words that I am commanding you today in your heart. Recite them to your children and talk about them when you are at home and when you are away, when you lie down and when you rise. Bind them as a sign on your hand, fix them as an emblem on your forehead, and write them on the doorposts of your house and on your gates."

Deuteronomy 6:4-9

2012 has been another busy year for the children of Redeemer Lutheran Church. Sunday School continues to be well attended, as we welcome, from year-to-year, the newest attendees into our PK3 class. Our Sunday School classes continue to sing and assist in worship, present a Christmas Program and most importantly learn about the love God has for them in the gift of Jesus Christ.

We spent our Vacation Bible School week exploring the marketplace and life of Daniel in Ancient Babylon and we look forward to discovering what life was like in Ancient Athens.

The Children, Youth and Family Ministry Team at Redeemer Lutheran Church are excited to work together with the rest of our congregation as we explore what it means to live out the words from Deuteronomy. We look forward to partnering with the Coaching Cohort from Luther Seminary's Center for First Third Ministry. All the ministry teams and people of Redeemer will be working with our friends from Luther Seminary, whom I know well from my time as a Distributive Learning student in Luther's MA/CYF program from 2006 to 2010. The goal of working with the First Third Cohort is to "ignite ministry in the first third of life." Dr. Nancy Going, one of my frequent teachers at Luther, asks these questions:

- Are your ministries with young people more interested in program participation or cultivating a faith that matters in everyday life?
- Are you spending more time and energy coordinating events than fostering conversation about faith?
- Are you struggling to get the attention of your youth and their families?
- Is your Youth Ministry helping to foster Maturing Christian Young People?

While these question may seem to focus on Youth Ministry, one needs to understand that in order to have effective Youth Ministry, we must first have a viable and vibrant Children's Ministry. It must be noted that doing Children's Ministry is a little easier than other ministries, because with parents bringing their children to Sunday School and Vacation Bible School we have a rather captive audience!! According to Dr. Going, in order to affect the faith lives of our young people, those in the first-third of life, we must not just focus on the youth director, or even the children's ministry director. This is about looking at how the whole congregation impacts a youth ministry.

I look forward to partnering with our awesome Sunday School teachers, Vacation Bible School volunteers, and our Children, Youth and Family Ministry team as we work with the youngest of the first-third of life.

Thank you to Pastor Jim Wilson, Chris Madgwick and Lorri Rommelfaenger for all they do support our children, and me!

A special thanks to the children and parents of Redeemer who make coming to work such a pleasure.

Finally, to the wonderful members of our congregation not directly associated with Children's Ministry. It is a joy to attend worship with you weekly, please know you are in my thoughts and prayers on a continual basis. Your prayers and presence are a joy to the children of this church.

Clare Sedlacek
Children's Ministry Director

Treasurer's Report - Redeemer Lutheran Church For Calendar Year 2012

7 January 2013

Income & Expense

The 2012 budget for both income and expense was \$347,200. The actual income for the year was \$367,797.66 and the actual expense for the year was \$348,906.72.

During 2012 we enjoyed a net operating surplus of \$18,890.94.

Balance Sheet (Assets & Liabilities)

Cash Assets: Checking Account balance 31 December 2012: **\$62,284.56**

Non-Cash Assets: (Items for which we've spent cash, in anticipation of future value.)

- We pre-paid on a "3-Year" maintenance contract for our heating equipment. \$1,440 was used on the payments for 2011 and 2012. **\$720** remains, which will be charged to our 2013 maintenance budget.
- We 'advanced' \$5,000 to our own SCRIP program. So far they have returned \$3,500. We still anticipate a **\$1,500** cash return from them.
- We used \$55,000 of our own available cash to make additional principal payments against our mortgage. In effect, we made a loan to ourselves, but at zero interest. So far, we have repaid ourselves \$10,448.54. We still need to reimburse ourselves **\$44,551.46**.

Debt:

Both the parking lot loan and the church mortgage have been paid off. We are now completely debt free.

	Mortgage	Parking Lot
Loan Balance 01/01/2012	\$18,835	\$4,143
Interest paid in 2012	\$371	\$22
Interest Rate	5.625%	5%
Regular Principal paid 2012	\$13,541	\$409
Extra Principal paid 2012	<u>\$5,294</u>	<u>\$3,734</u>
Loan Balance 12/31/2012	\$0	\$0

Line of Credit:

When we used our surplus of cash to pay off the mortgage early, we obtained a \$75,000 line of credit that could be used for unforeseen needs. Although we still have the line of credit, we have not yet drawn upon it and will probably not need it.

Dedicated Reserves**Pass Thru – Account 901**

The Pass Thru Fund (Account #901) has a balance of \$4,276.91. It is the result of \$4,296.91 which was received in late 2012 intended as 2013 pledges, and \$20 which is still owed for bible study books.

General Fund - Account #909

The General Fund (Account #909) represents the amount of money that the church has accumulated that is not reserved for any specific purpose. In years when the church collects more money than it spends, the account goes up. In years when the church spends more than it collects, the amount goes down. This method of accounting requires an adjustment at the beginning of each year to adjust for either the net income or loss from the prior year.

\$26,504.45	Balance Year End 2011
+\$35,146.47	Operating surplus from Calendar 2011
-\$170.00	Reimbursement for Retreat Expenses
<u>-\$3,833.39</u>	Payment for new phone system
\$57,647.53	Total value at 31 December 2012

Since the congregation generated a surplus of income over expenses in 2012, the account will be increased by that surplus to provide a new beginning balance for 2013.

\$57,647.53	Balance at end of 2012
+\$18,890.94	Surplus from the 2012 operating year
\$76,538.47	Value beginning 1 January 2012

Note: The 'value' of the General Fund includes 'non cash assets' of money that we will receive in the future as we repay ourselves for the mortgage, etc. The actual 'cash' available that is not committed is:

\$62,284.56	Cash in checking account
-\$626.44	Less current credit card liabilities
<u>-\$30,923.98</u>	Less "Restricted Funds" (Memorials, youth reserves, etc.)
\$30,734.14	Actual cash available that could be spent.

Respectfully Submitted,

Keith Enstrom, Treasurer

(920) 946-6590

KAEnstrom@excel.net

*Redeemer Lutheran Church***Statement of Financial Position**

December 2012

	<u>Year to Date Balance</u>	<u>Year Begin Balance</u>	<u>Year to Date Change</u>
Assets			
Bank Account			
112 Checking - CBT	62,284.56	47,757.27	14,527.29
Current Asset			
104 Petty Cash	50.00	50.00	0.00
Fixed Asset			
105 Buildings	724,000.00	724,000.00	0.00
106 Building Addition	444,618.90	444,618.90	0.00
107 Furniture & Equipment	50,000.00	50,000.00	0.00
108 Land	200,000.00	200,000.00	0.00
109 Land Improvements	64,900.15	64,900.15	0.00
Fixed Asset Totals:	1,483,519.05	1,483,519.05	0.00
Non-Cash Asset			
101 Pre-Paid Maintenance	720.00	1,440.00	(720.00)
102 Advance to SCRIP	1,500.00	3,750.00	(2,250.00)
113 Advance to RLC on Mortgage	44,551.46	55,000.00	(10,448.54)
Non-Cash Asset Totals:	46,771.46	60,190.00	(13,418.54)
Total Assets:	<u>1,592,625.07</u>	<u>1,591,516.32</u>	<u>1,108.75</u>
Liabilities			
Liabilities			
200 Payroll Liabilities	0.00	0.00	0.00
201 Flexible Benefits	0.00	0.00	0.00
205 Chase Business Card	626.44	899.54	(273.10)
Liabilities Totals:	626.44	899.54	(273.10)
Long Term Liabilities			
202 Thrivent Blacktop Project Loan	0.00	4,143.24	(4,143.24)
203 Mortgage - Thrivent	0.00	18,834.66	(18,834.66)
Long Term Liabilities Totals:	0.00	22,977.90	(22,977.90)
Total Liabilities:	<u>626.44</u>	<u>23,877.44</u>	<u>(23,251.00)</u>
Net Assets			
Equity			
300 Opening Bal Equity	640,787.75	675,934.22	(35,146.47)
301 Equity-Debt Reduction	842,848.43	819,870.53	22,977.90
Equity Totals:	1,483,636.18	1,495,804.75	(12,168.57)
Dedicated Accounts			
Unrestricted	58,547.53	27,204.45	31,343.08
Temporarily Restricted	30,923.98	44,629.68	(13,705.70)

*Redeemer Lutheran Church***Dedicated Accounts**

December 2012

Account Shortcut and Description	Beginning Balance	Month Credits	Month Debits	YTD Credits	YTD Debits	Ending Balance
GENERAL FUND						
General Operations						
901 Pass Thru	(630.18)	113.52	989.38	10,834.10	5,927.01	4,276.91
909 General Fund	26,504.45	0.00	0.00	35,146.47	4,003.39	57,647.53
Totals:	25,874.27	113.52	989.38	45,980.57	9,930.40	61,924.44
General Operations Totals:	25,874.27	113.52	989.38	45,980.57	9,930.40	61,924.44
Building						
910 Building Fund	7,179.16	500.00	500.00	5,703.00	12,882.16	0.00
922 Property Reserve	0.00	0.00	0.00	250.00	250.00	0.00
923 Perpetual Maintenance	16,638.86	0.00	0.00	8,439.86	22,029.90	3,048.82
932 Air Conditioning Reserve	0.00	0.00	0.00	0.00	0.00	0.00
Totals:	23,818.02	500.00	500.00	14,392.86	35,162.06	3,048.82
Building Totals:	23,818.02	500.00	500.00	14,392.86	35,162.06	3,048.82
Youth						
902 Youth Room Renovaton	228.59	0.00	0.00	0.00	215.75	12.84
903 Youth Pass Thru	0.00	51.45	0.00	1,091.45	1,091.45	0.00
905 Children's Reserve	54.00	0.00	0.00	368.00	0.00	422.00
920 National Youth Gathering	0.00	311.00	0.00	533.75	0.00	533.75
925 Youth Mission Trips	2,288.88	728.13	250.54	10,790.31	9,518.33	3,560.86
926 Youth Event Scholarship	923.75	0.00	0.00	2,050.00	751.92	2,221.83
927 Youth Memorial Fund	99.76	87.00	0.00	161.25	0.00	261.01
933 Youth Event Credits	603.69	0.00	0.00	0.00	0.00	603.69
Totals:	4,198.67	1,177.58	250.54	14,994.76	11,577.45	7,615.98
Youth Totals:	4,198.67	1,177.58	250.54	14,994.76	11,577.45	7,615.98
Compassion & Discipleship						
900 Compassion Reserve	503.71	0.00	0.00	1,847.05	780.65	1,570.11
908 Mt. Meru Coffee Reserve	147.35	150.00	75.00	837.80	657.80	327.35
919 Helping Hands Reserve	1,381.21	0.00	350.00	1,665.00	1,999.52	1,046.69
937 Sunday AM Study Group	0.00	0.00	0.00	118.56	117.24	1.32
938 Wednesday AM Study Group	0.00	0.00	0.00	420.20	427.46	(7.26)
939 Priscilla Circle Study Group	0.00	0.00	0.00	79.45	79.22	0.23
940 Tabitha Circle Study Group	0.00	0.00	0.00	55.31	52.80	2.51
Totals:	2,032.27	150.00	425.00	5,023.37	4,114.69	2,940.95

12 January 2013

Redeemer Lutheran Church
Income - Expense

Page: 1

	2010 Actual	2011 Actual	2012 Actual	2012 Budget	2012 Diff.	2013 Budget
<i>Income:</i>						
400 Current Envelope	\$305,673	\$301,134	\$341,576	\$327,000	\$14,576	\$342,250
401 Misc & Interest Income	\$3,785	\$3,536	\$4,323	\$3,200	\$1,123	\$3,200
408 UMOS Income	\$9,400	\$7,199	\$8,360	\$8,000	\$360	\$8,000
403 Loose Designated Offering	\$12,672	\$5,488	\$8,210	\$4,000	\$4,210	\$4,000
402 Loose Undesignated Offering	\$5,203	\$4,216	\$3,916	\$4,000	-\$84	\$4,000
405 SS & VBS Offering	\$435	\$264	\$618	\$300	\$318	\$300
406 Sunday School Income	\$475	\$530	\$470	\$500	-\$30	\$500
407 Vacation Bible School Income	\$345	\$180	\$325	\$200	\$125	\$400

Total Income	\$337,988	\$322,547	\$367,798	\$347,200	\$20,598	\$362,650
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*Expense:***Benevolence**

501 All Peoples	\$5,000	\$5,000	\$5,000	\$5,000	\$0	\$5,000
505 Living Hope Uganda	\$2,400	\$2,400	\$7,302	\$2,500	\$4,802	\$8,000
502 ELCA	\$18,000	\$18,000	\$19,000	\$19,000	\$0	\$19,000
503 Miscellaneous Benevolence	\$5,020	\$6,049	\$6,131	\$6,000	\$131	\$10,000
504 Loose Designated Expense	\$12,672	\$5,488	\$8,210	\$3,000	\$5,210	\$4,000
506 S.C.I.O.	\$2,400	\$2,400	\$2,400	\$2,400	\$0	\$2,400

Total for Benevolence	\$45,492	\$39,337	\$48,043	\$37,900	\$10,143	\$48,400
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General Operations

531 Conventions	\$296	\$397	\$528	\$600	-\$72	\$600
533 Misc. (i.e. dues)	\$153	\$681	\$571	\$400	\$171	\$400
532 Office Supplies	\$5,582	\$5,303	\$7,037	\$6,000	\$1,037	\$6,500
585 Technology	\$3,439	\$3,821	\$4,454	\$4,000	\$454	\$5,000

Total for General Operations	\$9,470	\$10,202	\$12,590	\$11,000	\$1,590	\$12,500
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Building

574 Perpetual Maintenance	\$9,400	\$7,199	\$8,360	\$8,000	\$360	\$8,000
586 Mortgage & Parking Lot		\$0	\$26,000	\$26,000	\$0	\$12,000
534 Utility - Electric	\$8,937	\$8,644	\$9,434	\$8,500	\$934	\$8,500
536 Utility - Telephone	\$1,599	\$1,635	\$1,594	\$1,900	-\$306	\$1,900
537 Utility - Gas	\$3,561	\$4,128	\$2,569	\$6,000	-\$3,431	\$4,000
538 Maintenance	\$6,251	\$6,626	\$6,397	\$8,750	-\$2,353	\$8,750
541 Capital Improvement	\$2,830	\$2,140	\$2,153	\$2,100	\$53	\$2,100

Total for Building	\$32,578	\$30,371	\$56,508	\$61,250	-\$4,742	\$45,250
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12 January 2013

Redeemer Lutheran Church
Income - Expense

Page: 2

	2010 Actual	2011 Actual	2012 Actual	2012 Budget	2012 Diff.	2013 Budget
Personnel						
Salaries	\$157,404	\$139,627	\$159,169	\$158,900	\$269	\$161,600
Social Security	\$10,956	\$9,632	\$11,063	\$10,950	\$113	\$11,300
Pensions	\$18,465	\$15,782	\$16,735	\$16,800	-\$65	\$18,950
Health Insurance	\$22,759	\$9,462	\$9,790	\$10,700	-\$910	\$15,850
Benefit Costs & Admin	\$3,081	\$3,352	\$3,219	\$3,500	-\$281	\$2,550
Prof Exp and Cont. Ed	\$4,270	\$1,672	\$2,275	\$3,200	-\$925	\$2,200
Travel Expenses	\$3,641	\$3,272	\$3,927	\$4,600	-\$673	\$5,000
Guest Pastors	\$200	\$825	\$800	\$1,000	-\$200	\$600
Personel / Recruiting Expenses	\$36	\$2,652	\$149	\$0	\$149	\$200
Staff Development	\$13	\$0	\$48	\$0	\$48	\$0
Total for Personnel	\$220,826	\$186,275	\$207,174	\$209,650	-\$2,476	\$218,250
Youth						
553 Youth Expense	\$3,037	\$1,340	\$3,662	\$3,000	\$662	\$5,000
554 Confirmation Expense	\$2,549	\$1,950	\$1,473	\$2,600	-\$1,127	\$2,000
580 Family Ministries	\$334	\$0	\$622	\$100	\$522	\$1,500
557 Youth Advertising/Promotion	\$83	\$21	\$216	\$300	-\$84	\$200
588 Youth Camperships			\$0	\$1,200	-\$1,200	\$1,200
Total for Youth	\$6,003	\$3,312	\$5,974	\$7,200	-\$1,226	\$9,900
Children's Ministry						
500 Sponsor Children	\$836	\$912	\$912	\$900	\$12	\$900
579 Milestones	\$225	\$0	\$506	\$300	\$206	\$800
555 Vacation Bible School Expense	\$942	\$1,053	\$1,017	\$1,000	\$17	\$1,500
556 Children Ministry	\$2,766	\$2,477	\$2,992	\$2,750	\$242	\$3,500
Total for Children's	\$4,769	\$4,442	\$5,427	\$4,950	\$477	\$6,700
Compassion & Discipleship						
558 Leadership Training	\$217	\$326	\$380	\$400	-\$20	\$4,500
559 Lutheran Periodicals	\$283	\$224	\$216	\$300	-\$84	\$400
560 Adult Education Material	\$37	\$261	\$215	\$300	-\$85	\$400
561 Compassion Operating Expens	\$600	\$981	\$1,121	\$1,200	-\$79	\$1,000
573 Fellowship Expenses	\$714	\$884	\$608	\$800	-\$192	\$1,200
590 Library					\$0	\$200
Total for Compassion	\$1,852	\$2,675	\$2,540	\$3,000	-\$460	\$7,700
Worship & Music						
565 Music (Adult)	\$32	\$274	\$683	\$1,000	-\$317	\$1,000
566 Music (Child & Youth)	\$0	\$0	\$0	\$100	-\$100	\$100
567 Contemporary Music	\$400	\$751	\$267	\$800	-\$533	\$900
568 Equipment/Maintenance	\$757	\$830	\$414	\$1,000	-\$586	\$1,000
569 Worship Supplies	\$1,050	\$1,094	\$1,229	\$1,200	\$29	\$2,000
570 Advertising	\$977	\$751	\$731	\$1,000	-\$269	\$1,000
589 Altar Guild						\$300
Total for Worship	\$3,216	\$3,700	\$3,324	\$5,100	-\$1,776	\$6,300
Stewardship						
571 Offering Envelopes	\$612	\$623	\$635	\$650	-\$15	\$650
572 Stewardship Expenses	\$500	\$616	\$653	\$500	\$153	\$900
542 Insurance	\$5,684	\$5,849	\$6,039	\$6,000	\$39	\$6,100
Total for Stewardship	\$6,796	\$7,088	\$7,327	\$7,150	\$177	\$7,650
Total Expense	\$331,002	\$287,401	\$348,907	\$347,200	\$1,707	\$362,650
Income less Expenses	\$6,986	\$35,146	\$18,891	\$0	\$18,891	\$0

2012 Redeemer - SCRIP Summary

	<u>2011 Carry-Over</u>	<u>1st Qtr</u>	<u>2nd Qtr</u>	<u>3rd Qtr</u>	<u>4th Qtr</u>	<u>2012 Total</u>	<u>Account Balance</u>
Sales/Deposits							
Cash/Check		\$ 17,940.00	\$ 19,735.00	\$ 20,000.00	\$ 21,710.00	\$ 79,385.00	
Presto Pay		\$ 40.00		\$ -	\$ 180.00	\$ 220.00	
SCRIP Now		\$ 5.50		\$ -	\$ 12.00	\$ 17.50	
Total		<u>\$ 17,985.50</u>	<u>\$ 19,735.00</u>	<u>\$ 20,000.00</u>	<u>\$ 21,902.00</u>	<u>\$ 79,622.50</u>	
Shipping/Handling (S & H)		\$ 62.00	\$ 85.25	\$ 100.75	\$ 100.75	\$ 348.75	
Loan Repayment		\$ 750.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 2,250.00	
Account Designation							
Benevolence/Compassion	\$ 43.66	\$ 14.18		\$ 6.75	\$ 9.19	\$ 30.12	\$ 9.19
Child/Youth	\$ 263.31	\$ 192.51	\$ 223.62	\$ 205.16	\$ 104.71	\$ 726.00	\$ 739.31
Foundation	\$ 55.10	\$ 60.41	\$ 59.46	\$ 97.44	\$ 177.66	\$ 394.97	\$ 177.66
Property	\$ 79.66					\$ -	\$ -
Technology	\$ 38.85					\$ -	\$ -
General (less S & H)	\$ 2,037.38	\$ 452.17	\$ 520.33	\$ 438.11	\$ 536.67	\$ 1,947.28	#VALUE!
Total		<u>\$ 719.27</u>	<u>\$ 803.41</u>	<u>\$ 747.46</u>	<u>\$ 828.23</u>	<u>\$ 3,098.37</u>	

	<u>Account Payout Value</u>	<u>Date</u>	<u>Value</u>	<u>Date</u>	<u>Value</u>	<u>Date</u>	<u>Value</u>	<u>Date</u>
Benevolence/Compassion							\$ 64.59	12/16/12
Child/Youth							\$ 250.00	12/7/12
Foundation	\$ 115.51	4/22/12	\$ 59.46	8/5/12	\$ 97.44	10/10/12		
Property	\$ 79.66	4/22/12						
Technology	\$ 38.85	4/22/12						
General (less S & H)								

payout from General has gone to Loan Repayment (\$1500 balance)

Finance & Stewardship Ministry Team 2012 Message

Members: Jim Hansen, Tim Hansmann, Dave Hellestad, Keith LaCount, Jon Scott. Keith Enstrom performed the duties of Treasurer and Jim Hansen served as Financial Secretary.

What is the purpose of this committee? We are here to plan and perform the stewardship ministry of this congregation. We are to diligently oversee all of the financial affairs of this congregation and motivate the congregation toward faithful stewardship to God.

In 2012, Redeemer was able to retire both its mortgage and parking lot loans. Part of the reason we were able to do so is because we borrowed \$55,000 from Redeemer's general fund. We are now in the process of paying ourselves back! Part of that payback has already occurred and we plan on making regular payments to the general fund over the next several years. We won't pay it back overnight because we want to continue to grow in our stewardship and benevolent commitments.

The plan going forward in 2013 is to increase our ministry budget by about 2% over the last budget. Part of that forecast is based on budget history from the past and current pledges to simply giving. Another part of that forecast is based on faith. We did not open your giving pledges this year because we believe that your commitments are between you and God. We believe we will be able to meet our financial commitments because we have faith!

Our congregation has been abundantly generous in supporting its community and meeting its financial commitments. Goals for 2013 include expanding our benevolent activities, performing asset valuations and making sure financial budget audits are performed by committees on a regular basis.

Respectfully Submitted,
Dave Hellestad, Chairman

2011 Financial Review – Redeemer Lutheran Church

On Saturday, December 22, 2012, Kathy Eaton, Keith Enstrom and Dave Hellestad met to perform a review of 2011 records and procedures. Keith's roll was to provide assistance, and it was greatly appreciated.

The financial records appear to be well maintained in a conscientious and accurate manner. Redeemer is blessed to have faithful servants performing the financial duties of the congregation.

The following recommendations are presented:

1. The security of offering funds prior to counting bears further review. The location of the key securing more than one location is commonly known. The Scrip funds (and cards in inventory) are well secured in a separate safe prior to deposit.
2. Audit guidelines should be created, even if only to point to the ELCA's documentation as a reference. Short of guidance (or experience), the volunteer committee's review will likely only be cursory and largely ineffective.
3. Members are encouraged to review their donation records. While there is no suspicion of impropriety and every effort is made to be accurate, there is not a good way for an audit committee to verify those on their behalf.

Respectfully,

Kathy Eaton
Dave Hellestad

Redeemer Foundation Fund 2012 Message

The purpose of the Fund “is to enhance the benevolent mission of this congregation apart from the general operation of this congregation; no portion of the income generated by the Fund shall be used for the annual operation budget of this congregation, except where authorized or designated otherwise in the terms of the gift.” (B21.01.02 of the bylaws).

The Foundation Fund Board of Directors serves as the custodians of the Fund. There are to be at least six directors, all of whom must be voting members of the congregation. Both Louise Engel and Karl Galstad had completed serving an initial start up term of three years each in 2011. Louise expressed a willingness to serve a four year term. Jim Hansen was elected to fill Karl’s position for a four year term. The Directors for 2012 were: Louise Engel, Jim Hansen, David Smith, Bill McCreedy, Lance Tischauser and Jon Scott. Jon Scott continued to serve as the Chairperson, Louise Engel as the Financial Secretary and Jim Hansen agreed to serve as the Recording Secretary. Director terms are for four years with elections held annually for either 1 or 2 directors in alternating years. Jon Scott’s term is completed at the end of 2012.

In 2012 the Redeemer Foundation Board worked closely with Dave Mair of Thrivent to prepare and promote two informational seminars for Redeemer members. The first meeting was to focus on how to optimize, protect and enjoy their retirement income. The second meeting was to focus on charitable giving and how to make a difference by giving back. Unfortunately there was very little interest and not enough to make the seminars worth putting on.

By the end of 2012 the fund totaled \$11,665. This is an increase of \$291 since 2011 mostly from script funds. A fund between \$50,000 and \$100,000 is sought in order to start to realize our mission.

In 2013 the Board of Directors will need to promote the existence of the Foundation and continue to work on developing ways to grow the Foundation Fund.

Respectfully Submitted,
Jon D. Scott, Chairperson

2012 Compassion Ministry Report

In the Redeemer Constitution it states:

Compassion Ministry Team shall help this congregation grow in **serving, caring, listening and healing** ministries by providing opportunities for members to reach out to others within and outside of the congregation with the Gospel and compassion of Christ. Responsibilities include enlisting and training of members to help with the planning and doing of the compassion ministry of this congregation.

Compassion Team Ministry in 2012

Compassion Ministry reaches out to:

1. **Sheboygan County Interfaith Organization (SCIO)**—Redeemer continues to participate directly in the fundraiser for the Women's Luncheon & Raffle in May. The Congregation also provides annual financial contributions for the operations of the SCIO Support Services.
2. **All Peoples Church**—We contributed school supplies, winter clothing articles, food pantry items and library books. We also prepared and served a meal for 130 children and adults at a Wednesday Night Alive dinner in July.
3. **Lutheran World Relief**— 147 hand-made quilts and 184 bars of soap were provided. Tabitha Circle prepared 27 health kits.
4. **Lakota of Pine Ridge Reservation-South Dakota**—Quilts made by Redeemer volunteers were boxed and shipped to Our Lady of the Sioux by Bob and Carol Anderson. Also, socks, underwear, small toys and hoodies were collected and sent to Our Lady of the Sioux.
5. **Mt. Meru-Tanzania**—Sales from Mt. Meru coffee go to Meru District of Tanzania.
6. **St. Vincent de Paul**—School supplies were collected for Plymouth Area Schools by Priscilla Circle and the Compassion Ministry Team.
7. **Caring Connections** provides meals and assistance with home projects to those in need in the congregation.
8. **The Helping Hands Fund**—is available to assist those in financial need within the congregation. Several people regularly give to this fund.
9. **Prison Ministry**—We provided Christmas gifts for children of inmates through Joy Tree.
10. **Homework Club**- has been helping children in elementary schools for 4 years. In 2012 the Homework Club expanded to include two sites. One is located at Fairview and the other one at Parkview Elementary. There are 10 children at Fairview and 15 at Parkview. Adults from Redeemer and students from Riverview Middle School and Plymouth High are helping from 3:45-4:30PM.
11. **Welcome Table**— consists of groups of associations and churches from the Plymouth community that alternate providing food and volunteers to serve a free dinner each Tuesday night at St. Paul's Episcopal Church. Redeemer is scheduled 5 times a year to provide the food and the volunteers. Anyone interested in volunteering for this great community outreach should sign up on the board in the fireside room 2 weeks before the next meal.

12. **Rainbow Kids-** continues to be a great ministry to children and adults who deal with divorce or loss of a parent or spouse. Redeemer will be a host church in the fall of 2013.
13. **Kitchen Committee**—Pat Efflandt and Jan Kinas oversee special needs for kitchen service such as funerals, etc.
14. **Visitation Ministry**—volunteers visit the elderly or others who are unable to make it to worship or could just use a call or a home visit.
15. **Cookie Cart**—We provide cookies for the residents of the Plymouth Care Center every fourth Friday.
16. **Food Pantry**—Redeemer provides volunteers to bag and distribute food each month.
17. **Other Benevolent Responses by the Congregation and/or Compassion Ministry**—
 - a. Ron Hutchcraft Ministries
 - b. Weiland Family Fund Raiser
 - c. Good Samaritan Fund-Gas
 - d. ELCA Malaria Campaign—Mosquito Netting
 - e. ELCA World Hunger
 - f. ELCA Lutheran World Relief
 - g. ELCA Disaster Fund-Hurricane Sandy
 - h. Sheboygan County Prison Ministry
 - i. Sheboygan County Nursing Home Ministry
 - j. Lutheran Social Services-Christmas Gifts

Goals for 2013 for Compassion Ministry

- Explore and develop new avenues of service to the Pine Ridge Reservation in South Dakota
- Encourage other church members to get involved in Compassion Ministry
- Update and expand the Visitation Ministry
- Seek new benevolent opportunities within Redeemer, Plymouth and the world.

Respectfully Submitted,
Compassion Ministry Team

2012 Discipleship Ministry Report

Discipleship Ministry is our adult Christian Education ministry at Redeemer.

Adult Studies offered this past year

Sunday mornings at 9:15:

January through May: Pastor Jim led an overview of the New Testament based on the lessons for each Sunday with small group discussion. As a part of the sessions, videos from the History Channel were used.

January through May: Genesis Bible study facilitated by Pam Rauwerdink

September through December: Genesis Bible study met facilitated by Pam Rauwerdink

September through November: Pastor Jim led Stewardship Visioning and Pastor Joy Mortensen-Weibe also led one of the sessions.

December: Pastor Jim began a Book of Faith Bible study on Luke.

Wednesday mornings at 9:30 led by Kathy Eaton:

“Women of God” January to May

“King David” June to August

Bible study on Luke: End of August through December

Other:

Two Women’s Circles continue to meet: Tabitha and Priscilla

Men’s Breakfast continued to meet on Saturday mornings at 7 am and do an informal study on the Gospel lesson for each weekend.

There was a Women’s Retreat on Saturday, April 21—“Muzzle On... Muzzle Off...” How to help others without enabling or getting burned-out.

Redeemer also participated in the National Day of Prayer with other churches in Plymouth.

A Women’s Bible study on Luke began in November on Thursday nights.

We also highly encourage adults to attend a Via de Cristo weekend. It is a dynamic retreat put on by the Via de Cristo movement within the ELCA.

Respectfully submitted,
Pastor Jim Wilson

2012 Fellowship Ministry Team

“Love must be sincere... Be devoted to one another in love. Honor one another above yourselves. Never be lacking in zeal, but keep your spiritual fervor, serving the Lord. Be joyful in hope, patient in affliction, faithful in prayer. Share with the Lord’s people who are in need. Practice hospitality.” (Rom. 12:9 – 13)

May we too be devoted to God’s people and fellowship with one another, practicing hospitality. We are brothers and sisters in Christ. That is part of fellowship, enjoying being together and “eating together with glad and sincere hearts” (Acts 2:46). The purpose of our team is to help people connect to one another and to the congregation.

In 2012:

We organized the Congregational Meeting Pot Luck and the Lenten Pot Lucks.

Fellowship and Youth Ministry put on a Mardi Gras event in February.

We held an annual OWLs (Older Wiser Lutherans) Pot Luck in April. This is for those over 65 who were our honored guests. It was a great time of fun, connecting and saying thank you for all they have done for the body of Christ over the years.

Due to lack of interest, we did not hold our annual Worship Tailgate after the first Saturday 5:00 service on 9/11 but went out to eat together. It was a great fellowship activity.

We started up Game Night again this past fall. It is the 3rd Thursday of the month.

We also continue to hold a fellowship dinner for the New Member’s Class. These have been well received by new members going through the class. It helps them feel welcomed.

Goals for 2013

This coming year we will look for ways to get young members (20s & 30’s) together for fellowship.

We continue to think about: How can we help members become more involved in the life of the congregation? How can we help bridge the gap between joining the church and becoming an involved member? How can we help members move from surface acquaintances to friendships and then to friendships based on their mutual relationship in Christ?

Respectfully Submitted, the Fellowship Team

Doreen Salkowski, Amy Gilbertson, Elizabeth Madgwick, Michele Monkoski, Mike Block, Rachel Amweg, and Pastor Jim Wilson.

Property Committee Report

The property team's purpose is to provide for the maintenance, care, and improvement of the congregation's property. This involves arranging for professional services when needed, scheduling work to be done by church members, and assisting with custodial duties when necessary. The team is short on members and could use some new volunteers.

Projects completed during 2012:

- A new floor in the church entry and hallways
- Replaced the air conditioner on the church roof
- Purchased a new snow blower
- Arranged for garbage/recycling with J.D. Trucking
- Reviewed and updated insurance contracts

Routine maintenance activities:

- Lawn cut and cared for on schedule by church member volunteers
- Removed three trees from behind the garage
- Carpets were cleaned where needed following UMOS departure
- Arranged for snow plowing
- Completed various painting and "fix it" projects around the church

Future needs to be considered:

- Outdoor lights need attention, repair, or replacement
- Future carpet replacement needs
- Continue to review and up-date insurance needs

The property team would like to take this opportunity to thank all those who gave of their time and talent for church maintenance and care. Care of our facilities is one small factor in the whole equation of providing a ministry for people of our area, and the world.

Respectfully Submitted,
Property Committee

2012 Technology Team Report

Mission Statement:

The Technology Committee shall see to the proper planning, procurement, support and improvement of the computing and higher technology systems, software and equipment that support the ministries of the congregation. It will respond to requests from the staff or individual ministry teams and report to the Church Council.

Accomplished in 2012:

In addition to our normal operations, we had two major projects this year:

1. In April we began the process to switch our computing environment from "PC's" to "Apple". We purchased a new desktop for the Administrative Assistant and a new laptop for Pastor. The project was approved by the Church Council in March.
2. In December we had a new telephone system and high speed internet installed. The project was approved by the Church Council in October. It provides these new features:
 - a. New phone sets at all existing locations.
 - b. A 'portable' phone for staff to use outside their offices.
 - c. "Auto Attendant" so messages can be different for day/evening/weekend.
 - d. Each staff member has their own 'private' message box so confidential messages can be left for Pastor or other staff.
 - e. Messages can be retrieved remotely.

Our budget for the year was \$4,000. We actually spent:

\$25	Web Site Registration
\$1,720	Lease for copier/office printer
\$685	Software licenses for Finance & Membership records
\$40	Anti-virus Software
\$380	Internet - email
\$1,570	Apple Computer & Laptop plus software
\$35	Supplies
\$4,455	Total against Budget (Council Authorized up to a \$2,000 overrun)

In addition, our costs for the year included \$1,000 from our own Technology Reserve for the new Apple Computers, and \$3,835 from the General Fund for the new phone and internet system.

Plans for 2013:

Our planned activities are to continue replacing hardware and software to complete our conversion to 'Apple'. We are also in the process of creating our own Domain Name of redeemerplymouth.org where we will have a totally new web-site. It is currently under construction.

Early in 2013, all of the church and staff email addresses will be changed to the new domain name.

We hope to recruit new members to our team who either know, or are willing learn with us, all the new technologies that can help Redeemer fulfill its mission. We do know that there are many more opportunities that we haven't even explored yet.

Respectfully submitted,
The Technology Team

Worship Ministry Team Report for 2012

*"Praise the LORD. How good it is to sing praises to our God, how pleasant and fitting to praise him! Sing to the Lord with thanksgiving; make music to our God on the harp.
Praise the LORD." Psalm 147*

The mission of worship ministry at Redeemer is to "help people feel connected to God and to the body of Christ by being welcoming, inspiring, and encouraging at our times of worship and praise... (and to) also oversee outreach to our community and hospitality for our worship guests."

We desire to make the entire worship experience a welcoming time for visitors, as well as a time for praise, personal spiritual growth, and reflection for our members and guests. While many organizations can do good things in the world, we know that the one thing that only Christ's church can deliver is the Gospel of God's grace.

We have continued to hold up the biblical directive of being a priesthood of all believers. We have been blessed with many serving as readers, lay assistants, ushers, communion care, greeters, vocalists, nursery care, and musicians.

Our appreciation especially goes out to Freddie Noordyk for providing direction of the adult choir. In addition to providing musical selections twice a month, special music has been provided at many other services during the year. On May 27th the adult choir shared a Memorial Day cantata titled "*Salute to American Veteran Patriots*", and on December 16th shared an Advent cantata titled "*The Lost Star*". We would also like to extend a special thank you to all of the organists and praise band members for all the services that they make possible throughout the year.

Wednesday evening Lenten services, with two service styles, were well attended again this year. Pastor Jim led the worship service prior to dinner and was then joined by the Power Connection youth for the later service. The two options and times allowed more members to participate in worship, meal time and fellowship. Captive Free, a youth music group, came and led us in worship on March 14th. At the 10:30 service on select Sunday's from September thru May, Sunday school teachers and students provide worship leadership.

We are blessed with many members helping to create an Alter Guild and with the support of the Synod helping with Jim's sabbatical.

We were also blessed with having Pastor Elijah Musoke Honeymo come on the weekend of September 30th to provide an update on the orphanage/school run by Living Hope, Uganda.

In Christ's service,

The Worship Team: Signe Burkart, Anette LeMahieu, Pam Rauwerdink, Gina Steinke, Pastor Jim Wilson, and Charlene Wimmmler

2012 Statistical Report

Membership

As of December 31, 2012

Total Baptized Members: 691 of which 551 are confirmed

Worship Average Attendance: 217 (2011 avg. 232)

We Welcomed . . .

Jason & Sarah Britt, Natalie, Carolyn

Tyler & Lisa Gonzales, Makenzie

Caroline Jentsch

Patrick & Chantal Murack

Scott & Becky Roblee, Ella

David & Sara Smith, Matthew Tulins, Jackson Tulins, Benjamin Smith

Amanda Vorpahl

Chris & Lindsey VandeHoef

We will miss . . .

Freda Eassa (deceased)

Bea Langkabel (deceased)

Helen Meyer (deceased)

Ray Meyer (deceased)

Bernice Johnson (deceased)

Jim Klatt (deceased)

Elmer Weber (deceased)

Patricia & Michael Davis (transfer)

Katie Ingersoll Kruger (transfer)

Joe Miller (transfer)

Roy & Rhonda Oppenheimer, Luke & Emily (transfer)

Miranda & Jason Zeeveld (transfer)

Peter & Sharon Zirtzlaff (transfer)

Ethan Hoehn (moved)

Ron & Marty Iverson (moved)

Ricky & Missy Lien (moved)

Chris & Jessica Nelson, Annika and Alec (moved)

Karl & Kathy Nelson (moved)

Scott & Nancy Seibert (moved)

Bill & LaVonne Sinner (moved)

Jamie Zirtzlaff (moved)

Heather & Michael Kienast (request)

Don & Jan Mier (request)

Alan & Marilyn Pape (request)

Baptized

Ashlynn Rose Bailey
Anthony Patrick Jovanovich
Bella Rae Kopping
Benjamin Larson
Sadie Lyn Niedert
Hank Emery Neitzel
Landyn Joseph Schneiter
Shania Lynn Tayse
Haley Ann Tayse
Isaac Lee Tayse

Confirmed

Amy Holec
Luke Johnson
Amber Knutson
Jaryd Larson
Emily Schicker
Brent Thiel
Charlie Tobin
Ben Wentz

Married

Laura Ickes and Craig Anderson
Brittany Birler and Brian Freund
Jenna Sandoval and Jeffrey Klinger
Amanda Stauber and Henry Lisowe
Lara Peschke and Justin Schmitz

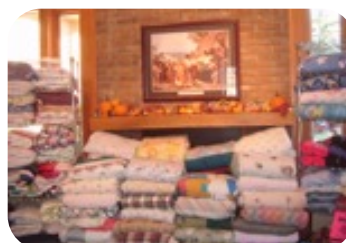
Respectfully Submitted,
Lorri Rommelfaenger, Administrative Assistant

Cradle Roll Annual Report-2012

Cards are sent to children from birth to 3 years of age commemorating the date of their baptism and birthday.

Ashlynn Bailey
Camryn Klahn
Noah Krebsbach
Bella Kopping
Owen Lacount
Maxwell Larson
Alec Nelson
Gabriel Niedert
Sadie Neidert
Hank Neitzel
Lydia Osbahr
Sawyer Paape
Anna Raden
Sophia Reinholz
Landyn Schneiter
Asher Sippel
Ryan Thomford
Michael Wilson
Natalie Winchell
Casey Wittkopp
Kylie Wuestenhagen

Respectfully Submitted,
Patti Zuelke





Redeemer Lutheran Church, ELCA

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