

Annual Report 2015



Our Mission Statement:

“As Christians, based on the solid foundation of God’s Word, empowered by the Holy Spirit, we strive to live out, lift up, and share our faith in Jesus Christ – welcoming all into our family of believers.”

**Redeemer Lutheran Church
Rochester, Minnesota**

**Redeemer Lutheran Church
Voters' Meeting – January 18, 2015**

Call to Order: 12:40 p.m. – Daryl Schulz

Opening Devotion – Pastor Adam Koglin
Luke 10:25-37, the parable of the Good Samaritan.

Present: 103 voting members; Youth also in attendance

Approval of May Voters' Assembly Minutes: Motion made and seconded to approve the minutes as written. Motion carried.

Treasurer's Report – Sue Walch:

Sue summarized the 2014 December and Fiscal Year 2014 Treasurer's Report. Sue commented on the variance for the Office expense was due to the copier lease that we had not been billed for previously. We have a new copier now and the lease is better. The variance for the Education expense was due to a credit we had on prepaid RCLS students and SCRIP coming in. Sue explained the Available Cash Coverage line item and shared that we have strong cash flow at a 1.4 rate. A member inquired about the Dedicated Accounts line items under Music related to Chancel Chimes. It was explained that Chancel Chimes expenses are consolidated with the Music Fund line item 017-70-72-59, whereas the Children's Chimes is a separate line item because sometimes the Circles donate money for end of year or mid-year Children's Chimes parties. Special thanks and acknowledgement was given to Anita as our bookkeeper who takes great care of our accounting. Thank you, Anita!

Staff Reports

These reports are included in the 2014 Annual Report, which is available in the Narthex or online.

Officer, Board and Ministry Team Reports

These reports are included in the 2014 Annual Report, which is available in the Narthex or online.

New Business

Vision Team Report – Daryl Schulz

Daryl introduced the Vision Team Report including the Guiding Principles of:
Strengthen our members and facility as a launching pad for ministry
Fostering relationships to strengthen youth and families of all generations
Share the joy of the Gospel in word and deed, locally and globally

Mission Recommendations – Patti Tackmann

Patti introduced the mission recommendations to increase giving and support, including maintaining our current mission giving (\$119,326 in 2014) and increase support of the following:

Special Missions & Budget: Together in Mission from \$6k to \$12k (Danelle Putnam in the Dominican Republic); Add \$5k to budget for District's New Mission Consortium (only to be released if approved at the May Voters' meeting after the February 22 District presentation); Add \$1k to budget for UMR Campus Ministry; Add \$1k for Neighborhood Outreach Efforts; \$6k for Ntshongweni Ministry in South Africa (Pastor Thwala); \$12k POBLO; Interfaith Hospitality Network \$500

Loose Coins: Quarter 1 – Rochester Servant Event, Quarter 2 – Interfaith Hospitality Network, Quarter 3 – Community Food Response, Quarter 4 – Channel One Food.

Special Offerings: Lenten Suppers – POBLO; Lenten Services – Redeemer Church Work Scholarship; Thanksgiving – LCMS World Relief; Advent Suppers – Orphan Grain Train; Advent Services – Redeemer Church Work Scholarship; Christmas – 50% budget, 10% POBLO, 10% Kindle, 15% Camp Omega, 15% Salvation Army Emergency Fund.

Technology Team Proposal – Stephen Smith

Motion made and seconded to approve the Technology Team Proposal which includes a new ceiling-mounted, drop-down screen above the pulpit, HD cameras, two new monitors (one for the Chancel and one for the Balcony, first year maintenance included, and manufacturer's warranty) for up to \$45k, from dedicated funds on hand, as presented by Stephen Smith. Motion carried.

Recommendations on Future Directions – Daryl Schulz

Daryl shared that the recommendations for the future are based upon input gathered from the May Voters' meeting Congregational Survey, several Church Council meetings and the January 4th, 2015, Adult Forum. These recommendations include immediate and future actions (see attachment entitled "Recommendations for the Future"). Blue half-sheets were distributed to meeting attendees who were asked to check off future direction they would be interested in or add additional items, as well as to include your name and phone number if you would be interested in serving on the Committee to review additional staffing needs.

Form a Committee to move forward on Staffing Proposal – Paula Kuisle

Paula shared that Redeemer is really good at taking God’s message out into our Community, and it is drawing people to us. She emphasized the need of the congregation to review our present needs and future opportunities with regard to staffing. She proposed that we establish a committee to review additional staff needs, and that this committee shall present their findings and proposal on or before the May Voters’ meeting. Motion made and seconded to approve the proposal to establish a committee to review additional staff needs. Motion carried.

Proposed Ministry Budget for 2015 – Sue Walsh

Sue proposed the 2015 budget line by line and pointed out what went up and what went down. There is a new line item budgeted for facilities, which is a start toward a larger savings account for unexpected expenses. She shared that all of the Personnel line items were vetted through the Personnel and Staffing Committee. Motion made and seconded to approve the 2015 proposed Ministry budget of \$988,760. Motion carried.

Nominations for District Offices – Pastor Jim Heining

Motion made and seconded to approve the nominations for district offices: Dean Nadasdy (President), Mark Rosenau (Region 3 Vice-President), Jon Vollrath (Region 3 Board of Directors, Pastor). Motion carried.

Approval of District Convention Delegates – Pastor Jim Heining

Motion made and seconded to approve the nominations for District Convention Delegates: Pastor Koglin (Pastor), Daryl Schulz (Lay), Dawn Shelstad (alternate). Motion carried.

Closing Prayer – Pastor Jim Heining

Adjournment: 2:45 p.m.

**Redeemer Lutheran Church Voters’ Assembly Minutes
May 17, 2015**

WELCOME/CALL TO ORDER: 12:30pm

OPENING DEVOTION – Pastor Jim Heining

PRESENT: 70 voting members; youth also in attendance

REVIEW AND APPROVAL OF 2015 JANUARY MEMBER MEETING AND MARCH SPECIAL MEMBER MEETING MINUTES – Daryl presented these Minutes to the voters via handouts. Dick Valde made a motion to approve these Minutes; Myrna Reinartz seconded the motion. Motion carried.

TREASURER’S REPORT – Daryl presented the Treasurer’s report in Sue’s absence. Lynora Miller made a motion to approve the Treasurer’s report; Dick Valde seconded the motion. Discussion followed. Motion carried.

OLD BUSINESS

- **Technology Update** – Stephen shared that the equipment for the technology update has been purchased. The timing for completion of this project by Labor Day weekend is on track.
- **Call Committee for Director of Youth & Education update** – Virginia Miller shared the job descriptions for Michael Harvey, DCE, as the Director of Faith Foundation and the job description for the NEW DCE, as the Director of Youth & Education. She indicated that Call Committee is now in the process of phone interviews of potential candidates. Phone interviews begin on Monday, May 18, and may continue through June. The plan is for face-to-face personal interviews of the final candidates sometime in July with a target start date of the selected candidate by the end of August or early September.

NEW BUSINESS

- **Office Renovation** – Michael, Pastor Heining, and Bernie Nesler shared information related to the office renovation. Michael shared visual presentations of the current hand-drawn blue prints (not to scale) drawn by Jorgen Brandt with some modifications by Pastor Heining. Thanks were given to Jorgen for his architectural schema design so that members could visualize the proposed changes to the church building. Michael shared the detailed proposal and cost estimate by Benike. Bernie shared that Benike has a great track record with completing jobs such as this, and shared confidence in their ability to meet the deadline. Karen Gerke made a motion that we accept the Council’s recommendation to move forward with this proposed office renovation based upon these draft drawings and Benike’s bid. Kay Fockler seconded the motion. Discussion followed. Members asked good questions.

Daryl informed voters that the funding for this project is already in place and that the Council has approved using 80% of the Helen Wassel bequest (approximately \$65k) from the bequest to fund the renovation and the remaining from the Facilities fund. Voters are very thankful that Bernie Nesler has agreed to be the lead on this project. If there are any overages on this project of over 10%, Council would need to evaluate.

- **Nominations for Council members, members at large, Trustees, and Elders** – Daryl shared the nominations. Bernie Nessler made a motion to approve the nominations as outlined on the Voters’ Assembly Agenda. Marcia Cochran seconded the motion. Motion carried.
- **Open Forum**– Michael, Pastor
- **CLOSING PRAYER: PASTOR KOGLIN**
- **ADJOURNMENT:** 1:24 P.M.

**Redeemer Lutheran Church Special Voters’ Meeting Minutes
Sunday, July 26, 2015 – 8:55 am**

Opening Prayer, Pastor Jim Heining, Ephesians 3:16-21

Virginia Miller provided a summary of the DCE Call Committee’s activities and recommendations.

Summary: Call Committee held 12 meetings, challenges included (a) timing was too close to graduation for many of the 35 candidates who had already accepted call from other congregations; (b) scheduling around everyone’ summer plans. Out of the 35 candidates, it came down to 2 candidates to interview. Although several candidates were qualified, two were determined to be the best fit of our needs.

Call Committee recommends to extend a call to Josh Heirigs.

Question and answer session followed.

Number of Voters in attendance: 100+, several youth present as well

A motion was made to extend the call to Josh. The motion was seconded. All voting members present voted “aye”. The vote was unanimous.

Next Steps: Virginia Miller, Chair of the DCE Call Committee, will follow District procedures related to calling a new DCE.

Closing Prayer: Pastor Jim Heining

**Redeemer Lutheran Church Special Voters’ Meeting Minutes
July 28, 2015 -- 6:00 p.m.**

Daryl Schultz called the meeting to order at 6:02 p.m.

Pastor Koglin – Devotions and Prayer

Most important message is “Making Him Known” per message from a Redeemer middle schooler.

Acts 1: 8, 13 – Big decisions, we pray as a church

Acts 2: 42 – and they devoted themselves to the apostles teaching, breaking of bread and prayer.

Daryl reviewed Redeemer History with regard to purchase of properties starting in 1990.

In 2014 the Voters’ approved a Facilities Fund budget line item allocating these funds for purchase of properties should they become available in the future.

2 weeks ago there was a straw poll taken – results were 90% YES.

Remaining 10% were majority MAYBE’s – needing more information.

Steps Taken:

Trustees took a look at the property.

Scheduled the Voters’ Meeting.

Daryl recapped House for Sale - Details:
House next to the church is for sale at \$95 K.
Needs repairs – others seem not willing to make.
House is livable.

Trustees Report – Scott Brandt
Small home 1 ½ stories
First floor bathroom is closet toilet.
Wiring issues in the lower level.
Hard to believe they received a rental purchase.
Someone interested in moving it decided against the amount of work involved.

Recommend tearing it down.
Cost: Asbestos abatement approximately and teardown could be \$20K in 2015.

Questions:

- Is there usable space for example a Youth Room? Perhaps
- Plumbing working – water is running.
- There would be insurance costs if we kept the house.
- How is it zoned....? Residential now. It's possible to get it zoned under the church umbrella. This could be a cost of \$7000 due to the number of lots Redeemer owns.
- Due to regulations we might gain 7 to 8 parking spaces. It can be an empty lot without re-zoning.
- Rumored the house was a 'meth' house. No police documentation to support. Only rumors.

Daryl: Suggestions for use that came up:

Parking
Youth House
IHN
Use it and have someone live in and rent it: NO – the HOUSE is NOT livable.
Moving it – Cost prohibitive.

If Redeemer continues to grow, we are landlocked. This is an opportunity to gain some real estate for the future.

What are the thoughts about the amount of an offer if we should make one?
Rented from 2007 until 2014 – vacant the past year.

Think toward the future with the vision of purchasing the houses on the other side of this one...and the next...and so on. Since this house/lot are of no use to Redeemer at this time but is the building block to the rest of the houses/lots.

Suggestions made:

1. Purchase the house, tear it down and set up a fund for future purchases.
2. Be good stewards by purchasing and tearing it down.
3. Purchase the house with a low offer to offset the teardown and landscape costs.

Motion made and seconded to purchase the property and authorize the church council and designated members of the congregation to negotiate the purchase price and use of the property. Motion carried.

Fund Review by Sue Walsh:

The funds available through the Facilities Fund, Undesignated Funds, and Private Bequests = \$134,000. \$24,000 is being used for the Office Remodel.

Motion to authorize the Church Council to purchase other homes in this vicinity as they become available. Tabled this to a Strategic / Long Range Planning Committee to put this plan in place and bring to the congregation in the future.

Closing Prayer. Pastor Koglin

OFFICERS 2015-2015

COUNCIL

President – Leslie McGillivray-Rivas (2016)
 Vice-President – Mark Kuisle (2017)
 Secretary – Tanja Morello (2016)
 Treasurer – Dale Martinson (2017)

Elders Representative – Larry Reinartz (2016)
 Education Representative – Paula Kuisle (2016)
 Trustee Representative – Curt Walter (2016)

****At Large Reps****

Dawn Shelstad (2016)
 Donna Mundell (2017)

Dawn Radtke (2017)
 Kathy Zarling (2017)

FUND DEVELOPMENT

Jim Weispfenning (2017) Marv Reinecke (2016) Dave Zarling (2016) Mike McCormick (2017)

ELDERS

Jim Bronk (2016)
 Todd Zmina (2016)
 Scott Feeder (2016)
 Tony Fick (2016)
 Andy Hanson (2016)
 Randy Hellickson (2016)

Dean Jensen (2016)
 Joel Pralle (2016)
 Jerry Ott (2016)
 Larry Reinartz (2016)
 Jim Weispfenning (2016)
 Tom Werle (2017)

Tim Rossman (2017)
 Mark Radtke (2017)
 Kevin Peterson (2017)
 Darin Grewe (2017)

2015 STATISTICAL INFORMATION

	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Average Worship Attendance	514	524	518	513	523	523	529	523	520	521
Active Baptized Membership	1190	1177	1163	1176	1212	1231	1237	1228	1200	1193
Active Confirmed Membership	978	971	963	979	1006	1017	1023	1030	1004	997
Number of Households	569	564	551	561	572	567	565	563	557	551

Baptisms

Alaina Leilah Beckman
 Daisy Sue Dailey
 James Dennis Erickson
 Olivia Alice Erickson
 Lacey Elaine Hayden
 Lucas Wayne Hayden

Lillian Jade Holck
 Hudson Alan Larson
 Amelia Rose Martin
 John Allan Meverden
 Chelsea Awuor Peterson
 Finlee Mae Rahlf

Alistor Donegal Schaub
 Eliana Terry Lynn Smith
 Ayda Mae Vierus
 Hannah Elizabeth Zafft

Transfers (in from other LC-MS)

Janith Corkill
 Shelley Mosquera
 Mike and Joan McCormick
 Paul and Heidi Diercks, Alia and Aubrey

Elizabeth Krohe
 Josh and Rachel Heirigs
 Tim and Rhonda Kanne, Hayden and Rylee

Affirmation of Faith (from other Lutheran)

Paul and Alice Kitzmann
 Lisa and Dale Martinson
 Adam VandenHeuvel

Jane Christenson
 Darrel and Irene Lande
 David and Katherine Nelson, Logan, Ryan, and Grace

Adult Confirmation

Donald and Patricia Ebling
 Steve and Sharon Thede
 Jorge Mosquera
 Chad and Becky Decker, (Noah, Gracie, Samuel, Lily-Rose)
 Rainy Gustafson

Lynn and Gene Hebig
 Chris Hershberger
 Lynda Ru
 Laura VandenHeuvel
 David and Renata Schulz

Weddings

Brian Welle and Stefanie Alshare
 Jessica Walter and Josh Underkofler
 Alissa Weispfenning and Michael Smith

Madison Rengstorf and Andy Roberts
 Scott Feeder and Stephanie Reneson
 Travis Trefz and Hannah Bloom

Junior Confirmation

Cassidy Greer
 Jazmine Hammel
 Lauren Horstmann
 Elizabeth Janssen
 Samuel Janssen

Drew Krull
 Gracie Morris
 Madyson Pralle
 Maggie Rahlf
 Brandon Rossman

Kaitelyn Schultz
 Ryan Trogstad
 Marrison VanGuilder

Deaths

Helen Wassel
 Paul Utesch
 Joyce Bormann
 Bev Bailey
 Nancy Anderson

Lyle Mundell
 Elaine Morse
 Elizabeth Horstmann
 Mary Koepsell
 Mildred Brandt

Deborah Lange
 Judy Schacht
 Siegbert Kling
 Marjorie Leuhmann
 Rueben Marzolf

Transfers *(to other LCMS congregations)*

Paul and Bonnie Haugen
 Roger and Kris Wiltgen
 Jessica Walter
 John and Brooke Murphy

William Espe
 Aimee Braaten, Andrew Jacobson, Brysen, MaKenna, and
 Mason Braaten
 Mike and Sandy Weiden

Released *(to other churches)*

Elizabeth Sarazen
 Rob and Barb Toomey
 Helen Marble
 Mike and Heidi Hooten, Kyle and Chloe

Alissa Weispfenning
 Kelsey Mundell
 Ellen Borhart
 James and Kimberly Hayden

To Inactive *(no current address, inactivity, out of area, or by personal request)*

NOTE: The people in this category are welcome to request a transfer or resume active membership at Redeemer whenever they would like to do so.

Jessica Reinke
 Joe Steinbronn
 Catherine Schulz, Lydia and Adam
 Cindy Scheve, and Dylan Lyke
 John Michener
 Carolyn Gustafson

Matt Saxman
 Michal Villalpha, and Ruth
 April Bangert, and Bryn
 Terry Ellermann
 Tamara Kittleson, Corey and Kyle
 David and Sharon Quandt, Daniel and Dylan

STAFF REPORTS

Administrative Pastor – Pastor Jim Heining

Thanking God for his blessings in 2015

- People blessings! We thanked God for the fifty years of ministry of Lynette and Lynora Miller. We welcomed DCE Josh Heirigs. We said good bye to some faithful Christians, and welcomed some wonderful new members into our fellowship.
- Facilities blessings! We celebrated paying off our mortgage in January. We installed a new projection system, and extensively remodeled our office area. We have a wonderful base for ministry.
- Mission blessings! We redirected most of the money that we were using to pay for the mortgage into mission projects beyond our congregation. What a wonderful focus.
- Vision blessings! I am thankful for those who are working hard to set our vision for the future.

Trusting God for 2016 and beyond

With my impending retirement, I have divided my role in the New Year into two halves:

- January—June. “*Pave the way*” for the transition. I will offer guidance as requested, but decisions relating to the vacancy and the calling of a new Senior pastor, will need to be made by the congregation, as guided by staff, elders, and council.
- July—December. “*Stay away*” must be my role. While we will still be in town, I will not be able to officiate at baptisms, weddings, funerals, or the like. And I certainly will not be in a position to critique what is happening or not happening. This does not mean that I do not care, but is absolutely necessary for a successful transition. I hope that all will understand.

Associate Pastor – Pastor Adam Koglin

What did I do in 2015? (A few highlights)

- As a family life center for our community, we gave Story Time a home here! Around 15-30 kids come each week (95% from community)!
- With the help of the GTO team, we were the only church booth at Rochesterfest.
- With the help of the UMR Team, created a student board for our growing UMR ministry.
- With the help of the Vision Path team, started a process to help Redeemer name and claim our identity.

What do I plan to do in 2016?

- Create a unified vision and logo that launches Redeemer forward in our ministry.
- Look forward to watching the Lord lead this congregation through our Lay Leadership to its next senior pastor.
- I plan to develop leaders and simplify my tasks so I can best serve Redeemer and our community as pastor during the vacancy
- Train a new group of Stephen Ministers to continue the important and healing work they do at Redeemer.

What Kind of help do I need?

- POBLO Volunteers: How can we at Redeemer go the extra mile to make sure we connect POBLO families with our family of believers?
- If you have a heart for the lost, if you have a heart for young adults, if you have a heart for Redeemer and welcoming people, come and talk to me! Remember – the extreme potential in this congregation is you, our membership. Continue to look for ways to “*live out, lift up, and share your faith welcoming all*” in your everyday lives.

Director of Faith Development – Michael Harvey

What did you do in 2015?

- Personal Growth – MN Educators’ Conference, Attending DCE “Brown Bag” lunches, started a regular exercise plan
- Larger Projects- Rochester Servant Event, Christmas Programs, Youth Services, VBS, Peer Ministry, Faith Story Retreat
- Greater Church Body – RCLS Chapels, RCLS Maturation Education, Instructing DCEs as they go through Classic KINDLE, UKANDU BoD
- Various- Classes, youth events, counseling sessions, visits, meetings and Children’s Messages

What will you do in 2015?

- Continue to work with transitioning Josh Heirigs into the life of Redeemer!
- Transitioning into the staff role with Christ Care ministries!
- Start unifying the family ministry initiatives here at Redeemer.
- Attend Best Practices where I will be growing in discipleship and leadership.
- Invest more time into Peer Ministry
- Continue laying foundation of KINDLE, Christ-like servant leadership development at Redeemer
- Serve as instructor for Classic KINDLE and assist with the process of bringing KINDLE into its “Second Generation”

What kind of help do you need?

- Prayers as I start moving into “new” areas of ministry. May the Lord lay the foundation!
- Patience and help as the staff adjusts after our fearless leader retires in June.
- Continued awesomeness from all my Ministry Teams
- People open and willing to grow in their relationship with Jesus

Director of Parish Music – April Beckman

Highlights from 2015

- We are so blessed with people who love music! There are so many volunteers that share their gift to serve Redeemer year round!
- Especially thankful for the lay leaders that directed for me while I was on Maternity leave. Choirs continued on seamlessly without me. Also for the organists and pianists that made music happen in worship!
- Enjoyed teaching music for VBS
- Sunday school grades 7-12 met this fall for 5 weeks and beautifully proclaimed God’s Word through music in Worship. They will be doing this again this spring and will join with all the other Sunday school grades to share a song in May.
- Attended Professional Conference for Lutheran Educators in October
- Joined with Trinity again in sharing our Christmas Cantata.

Upcoming in 2016

- Attending a Professional Conference for Music Educators in February
- We will be hosting Concordia St. Paul’s Concert Band in March – Save the Date - Concert on March 18 – (will need host homes for students)
- Sunday school classes singing in worship
- Music Sunday is May 22
- Alaina is turning 1 and Adelaide will be 4! Thank you for the support and understanding you give to me and my family as there is always a tender-line of balance between my call as mother/wife and DPM.

Director of Youth and Education – Joshua Heirigs

What did you do in 2015?

- Personal Growth – MN Educators’ Conference, DCE ‘Brown Bag’ Lunches, DCE Cluster involvement, NADCE Conference, Receiving the Call to Redeemer.
- Larger Projects – National Youth Gathering, Rochester Servant Event, Vacation Bible School, Sunday school supervision, PYROS and Ignite Planning, Christmas program involvement, home visits, the continued hand-off of ministry items between Michael and myself.
- Greater Church Body – RCLS events, Secretary of Executive Board of DCE’s for MN South District.
- Various – Relationship Building! Classes, Children’s Messages, meetings, confirmation, fundraisers, and youth ministry planning.

What will you do in 2016?

- Continue to work with Michael on ministry transition.
- Continue working with various ministry teams as we collaborate on ministry.
- Continue working with the District DCE board.
- Investigate leadership opportunities and new ministry at Redeemer.
- Investigate a possible master’s program.
- Personal goals of weight loss and more consistent devotional life.

What kind of help do you need?

- Continued prayer in this transition for myself and for Redeemer as a whole.
- Continued support and willingness that I've come to experience from the ministry teams.
- I need to get to know you all better! Come and talk to me, I want to know your story!
- Your passion for ministry! How can I help you thrive at Redeemer?

Parish Nurse – Jan Dicke and Iva Kietzmann

Thank you for the outstanding Parish Nurse office. It far exceeds our expectations. I didn't realize that the former office was not meeting our needs until the NEW Parish Nurse office was completed. We are grateful for the security and the visibility of the new office.

Nursing worked 878 hours in 2015. Our responsibilities include calling parishioners on the phone, visiting in hospitals, in homes, rehabs, and LTC facilities. Thank you, Iva Kietzmann, the members of the Health Cabinet, which directs our activities, Project Compassion workers and all of the Redeemer members who assisted in the Health Ministry.

The focus of the Parish Nurse ministry is on health promotion and illness prevention, rather than hands-on nursing care. We are experienced RN's whose goal is to assist Redeemer members find resources and information to keep them healthy and safe.

Iva and I attended a two-day conference in Mequon, WI. We are hoping to rent a car and take other health professionals to participate in the conference May 25-27, 2016.

This past year we have also participated in a Vulnerable Adult conference and an End of Life conference. Also the Stephen Ministers invited us to hear speakers who spoke on Death and Dying. Glenn and I also attended the Best Practices in Ministry in February while we were in AZ. All of the classes and conferences that Iva and I attended provided information for us to do our work more effectively.

We are blessed to belong to such a caring congregation, which has talents and resources available to share with members. Thank you on behalf of the Redeemer Health Ministry.

OFFICER AND BOARD REPORTS

ChristCare – Paula Muth

- ChristCare is a small group ministry here at Redeemer, with a trained leader, and a group size of up to 12 members. The groups meet regularly in homes or at church and enjoy fellowship, Biblical Equipping, prayer and worship, and missional service. The ministry will celebrate its 15th year in 2016.
- The Equippers are people who provide the administrative support for the ministry.
- We added two groups this summer, the Snow Bird group that meets from May to October, and the Homesteaders that meet at The Homestead facility in northwest Rochester.
- We are holding a leadership training session beginning the middle of January.
- If you want more information about leadership training, contact any of the Equippers. If you want information about available groups, contact Joy Fetchenier. Our names and contact information are on the bulletin board by the drinking fountains across from the elevator.

Cradle Roll – Emily Vierus

The Cradle Roll Program is a program designed to support and encourage parents in their journey of raising children in the Word of the Lord. From birth to 3 years of age, resources are periodically mailed/given to the families, which allows Redeemer to keep a connection with the children and families until the children are ready for Sunday School. I am happy to report there are now 32 children enrolled in the Cradle Roll Program, and our numbers continue to rise.

In 2016, the team will continue to reach out to the young families of Redeemer Lutheran Church. It is very exciting when a new child is enrolled because this gives us another opportunity to share the love of our Lord and Savior to another family. Thank you for continuing to support the Cradle Roll Program!

Elderberries – Ted Saxman

- Elderberries is for people 50 and over but we don't check IDs. We meet almost every other month on the second Tuesday of the month, and our luncheons are catered by the Canadian Honker.
- The following is a list of programs we had during 2015.
- February: KTTC's Meteorologist - Randy Brock
- April: Kimber Schletty Mission 21 - The Reality of Human Trafficking Modern Day Slavery

- June: Ruth Tibesar telling of her challenges with depression entitled "After the Story"
- September: Jay Kurtz showed pictures of his and Joan Rabe's recent trip to Italy
- November: Randy Staver, president of the Rochester City Council
- Our next presentation will be on February 9, 2016. Pastor Heining will be presenting pictures from his "Footsteps of Paul" trip.
- The Elderberries are what makes the Elderberries a success. Please consider joining us for this or any of our upcoming presentations.

Elders' Report – Dean Jensen

The Elders continued to support Redeemer's called staff with the spiritual care of the congregation in 2015 and will continue to do so in 2016. 2016 will bring changes to Redeemer with Pastor Heining's retirement, and the Elders will take on some additional responsibilities, as needed, during the upcoming vacancy and call process, to make sure that the called staff has the support and care that they will need. Highlights from 2015 include:

- A letter sent to all members asking for their prayers for Pastor Heining (and family), as well as our called staff, future Call Committee and future pastor.
- Setting service times for our various special services.
- Contacting our zone members before Rally Day.
- Review the job descriptions for our called staff as prepared by the Personnel and Staffing Committee.
- Reviewed the performance appraisals of the called staff.
- Welcomed Josh Heirigs DCE.

As always please feel free to bring your questions and concerns to the Elders at any time.

Faith Legacy – Anna Koglin

A brief description of your Ministry team.

We have a small team that helps with the visioning, planning and implementing of the Faith Legacy program which provides classes for parents of infants, 3 year olds, 5 year olds and 7 year olds to encourage them to teach faith at home. We are also in charge of planning the blessing event and preparing the blessing object that the children receive at the end of the class.

What did your ministry team do in 2015?

Our classes are continuing and are maintaining about the same numbers. We have received great feedback from families that have participated and pray that it is a blessing in their home. We worked on adding additional resources for families to take home. This is the first year that children will have the opportunity to participate in a second step (i.e. children who received Worship Kits at age 3 will receive the Towel and Basin now that they are 5).

What is your ministry team going to do in 2016?

We are going to continue to spread the word about this program and pray that interest continues to grow. We are creating a bonus step for families who participated in the Faith Chest step. This will be a chance for families to reconnect and be encouraged, as well as share victories and struggles from the past year.

What kind of help do you need?

Prayers! Pray for the families that have taken our classes that they would use what they learned to help their kids know and love Jesus. Also pray that others would see the value in this opportunity and would join us. We are still trying to find the best way to provide Faith Chests for the families. The kits continue to go up in price, and we would love to find a cost effective way to create or provide our own. Other churches have created their own, which could be a neat gift, but we need someone with some woodworking know-how! If you have interest in that, contact our team!

Family Ministry Team – Michael Harvey

What did you do in 2015?

This small but passionate team has accomplished a lot in 2015! Each year this team arranges for Advent and Lenten devotional resources that are good for all ages but they try to make sure they are great for families. They hosted another Easter Egg hunt and we were blessed to be joined by the Japanese Fellowship families! Faith Journey is a big commitment and this team keeps expanding to new grades. It is their desire that families have resources in their homes that they can share and grow with their kids!

What will you do in 2016?

We will continue to work on Faith Journey, devotions and the Easter Egg Hunt. We also have an "Art of Marriage" retreat planned for March 4 -5, publicity will be coming soon. As a way to connect families we will be offering another

game night and we will also be offering a Faith Story Workshop during the Sunday morning Educational hour.
What kind of help do you need?

Please keep us in your prayers!

This team is always looking for people with a passion for families! This year we especially are looking to add as we will be saying goodbye to Jolene Heining in June. It is our prayer to see her return to the team in time but we have an extra need for people!

Feed 'Em – Pastor Koglin

What did we do in 2015?

- Put on a brunch for our High School Graduates to celebrate their accomplishments.
- Tried to connect graduates with church near their school

What do we plan to do in 2016?

- Continue the Graduation brunch
- Set up a system to send out care packages 2-3 times a year.

What kind of help do we need?

- Pray for our graduates!
- Continue to pass on current contact information for recent graduates.

Golf Outing – Mark Gennrich

Each year in the fall, the Redeemer Golf Outing is held to promote Christian Fellowship and to provide an activity for members of our congregation to participate in together. There is a minimal entrance fee so that the event does not require a budget and is self-sustaining. Proceeds from one year may be passed on to the next year's tournament.

Growth Through Outreach (G.T.O.) – Aaron Peter

- The GTO team coordinated two main outreach events this year. For the first time (and possibly the only church group), Redeemer had a booth at Rochesterfest. We'll need to assess whether we feel like our outreach was worthwhile (it took a lot of great volunteers to staff the booth all week), but overall, the feedback from those volunteers was positive.
- We also held our second annual Trunk or Treat on Halloween. We had a good turnout of vehicles from Redeemer members, had good weather, and had great attendance.
- The GTO team continues to provide coordination for staffing the Welcome Center, Greeters, and Visitor Teams. -I'm hoping Pastor Koglin can provide some numbers regarding the impact of those visitor teams.
- For 2016, as I mentioned, we'll look to participate in Rochesterfest, hold the third annual Trunk or Treat, but also be open to suggestions on how the GTO team can implement more outreach to the greater Rochester Community.
- Last year, Daryl asked what we need to accomplish our goals. In general for 2016, more volunteers for the Greeters and Welcome Center is always a help. Visitor teams are doing well, but could use some more couples.

Health Cabinet – Jan Dicke

- The Health Cabinet meets 6 times a year with a busy agenda!! We try to keep our meetings to 1 hour! Our ministries include File of Life, FFF exercise group, Medical Equipment library, cholesterol screening, health education, and flu shot clinic, prayer shawl and BP ministry. It is the role of the Parish Nurse to co-ordinate and to follow guidelines set by the Health Cabinet. Health Notes for the Redeemer Resource and weekly bulletin are written.
- We didn't join Bethel this year for the Blood Bank. Many Redeemer members give to the Mayo Blood Bank and participate in the Redeemer Blood Bank Assurance program. Meals in Crisis committee organized meals for two families.
- In 2015 The Health Cabinet sponsored two classes, which were given by Elder Network –the Caregiver's Class and Chronic Illness class. The Health Cabinet paid for 20 Redeemer members to attend this excellent Expo. Jeff and Jill Ryan Schultz taught a CPR class. I have contacted them to do another class in the spring of 2016.
- During the Bible Study Hour, the Health Cabinet sponsored 2 Health Forums—one forum was a group from Adult/Teen challenge. December 27th Bryce Beckman, RPT from Redeemer spoke.
- Because of the locked Parish Nurse office, Medical Supplies have been placed in the Narthex lower cupboards where they will be more accessible.
- 2015 goals: Purchase new bed for PN office. Cholesterol Screening on February 7, 2016 and Health Forum February 21, 2016.

IHN (Interfaith Hospitality Network – Kay Fockler

As a host church for IHN, Redeemer provides shelter from 5:00 p.m. until 8:00 a.m. for homeless families (up to 14 people) that are enrolled in the IHN program. This commitment is for a week at a time, four or five times during the year. We have about 30 volunteers from Redeemer, as well as volunteers from 3 other churches in Rochester, that give of their time to make these families feel welcomed. They provide suppers, breakfasts, a listening ear and let our guests know someone cares. These guests aren't looking for a "hand out" as they put effort into establishing a home, but do appreciate the support given to them by our volunteers and Redeemer.

Lutherans For Life

Rochester Area Lutheran for Life is a small, but active group that promotes the Sanctity of Life through education and Bible study. They provide the Lutherans for Life inserts for circuit congregations in January. Materials are also provided for confirmation age students, lifting up God's good plan for marriage and sexuality. Fetal models are made available for congregational use. They meet the second Sunday evening of most months at Redeemer. Contact Pastor Jim or Jolene Heining, Sally Arrindell, or Luanne Kraus for more details.

Membership Ministry Team – Mark Gennrich

Who are we? A team under the guidance of the Board of Elders, who's responsibilities include reviewing member attendance reports and making contacts with members who have not been in worship for some time, or whose recent attendance patterns have changed significantly.

What have we done in 2015? Formal processes were followed to review attendance records and determine when contacts should be made, keep track of contacts made, by whom, and with follow-up recommendations. A "calling team" has been making around 25 calls a month, and documenting the results.

What do we plan to do in 2016? Continue to reach out in a caring way to those missing, or less active, sharing our faith and offering support, help, prayers or just a friendly contact to fellow Redeemer members. We also want to come up with some special encouragement and contact ideas, working closely with the Assimilation and Connection Ministry teams.

What help do we need? The Membership Ministry Team could use additional members willing to contact and encourage fellow members in a friendly, caring way.

Memorial and Special Gift Committee – Bernie Nesler

This committee meets four times (quarterly) a year, and other times if necessary, to expedite the wishes and interest of the monetary gifts from funerals and other activities, as appropriate and follows through on them. Each gift or memorial is acknowledged by a special handwritten note to the donor of these funds.

Last year's activities were:

- The purchase of light weight tables for the North Fellowship Hall and upper classrooms.
- \$600 to the Quilters for new sewing machine
- A new gas grill for church activities/use
- \$500 for music fund needs
- Four small wooden tables for miscellaneous activity needs and a new wooden candelabra for the Altar Committee (built and donated by committee member Kermit Borman)
- \$1500 to the Kitchen Remodeling Fund

We presently could use ideas and suggestions of special projects or needed items for mission/ministry/outreach opportunities that may exist. This committee has opening for anyone interested in working with us.

Nursery – Anna Koglin

A brief description of your Ministry Team.

We have a team of volunteers who staff the nursery during the Education Hour and the late service and some special events so that parents can attend classes and worship.

What did your Ministry Team do in 2015?

During 2015, we continued to provide a safe place for parents to leave their 0-3 year old while they attend worship or Bible class. The volunteers are trained and our guidelines are reviewed periodically. We continue to improve the toys and activities that we offer in the nursery and have had the joy of really getting to know some of the little ones who come regularly while mom or dad attend Bible Class. It's fun to see even 1-2 year olds get to know each other!

What is your Ministry team going to do in 2016?

We will continue to staff the nursery, and would like to do some rearranging of furniture or perhaps replacing some to make the small space more functional for kids and families. We are really searching for a better solution to the gate. We need something that is easy for adults to use, yet durable and will keep the kids in but still allow for airflow since it gets stuffy in there quickly.

What kind of help do you need?

We have had several volunteers who have moved or have needed to step down, so we really need more adult volunteers to make sure that we have adequate staffing for our families. The scheduling is flexible and is usually about 1 hour per month. Getting a better gate is a top priority as well.

Project Compassion – Julie Walter

- 2015 was a busy year of growth for Project Compassion whose mission is to visit those Homebound members of Redeemer and other members who may be ill, alone or in need. Some have on-going visitors and some are remembered seasonally.
- In February, assisted by the 5th & 6th grade youth of Redeemer, wall hanging crafts were made and sent with personal messages from the youth to each participant.
- 68 Easter Lilies were delivered during Lent in 2015. This delivery was done by regular participants of Project Compassion and also as a mission project for the Partners in Christ, Christ Care Group.
- May Baskets filled with goodies are made by the Rebecca Circle and delivered to Homebound members of Redeemer by members of the Rebecca Circle.
- Thanksgiving cards were mailed in November.
- In December our numbers grew to 75 Poinsettias delivered.
- Throughout the year, we remember those in Project Compassion with Birthday roses or carnations on the altar and deliveries. We also remember those members of the congregation, 90 years of age or older. Roses are also given in remembrance upon the death of members.
- If you are aware of a member who you feel may benefit from a visit or remembrance, please make a referral to the ministry or parish nursing staff.
- While Project Compassion is a budgeted mission of Redeemer, we do also appreciate donations to fund this expanding ministry. This year we substantially exceeded our budget and dipped into our donated funds.

Respectfully Submitted,

Project Compassion Coordinators: Gloria Poch, Gail Sim, & Julie Walter

Redeemer Lutheran Church Women / Lutheran Women's Missionary League

The RLCW gives oversight to Sarah Circle, Rebecca Circle, LWML and women's activities at Redeemer. We provide LWML Quarterly magazine to all who request on including shut-ins and in new member packets. Collect mite monies (\$1,697.66) to MN South District LWML for mission grants (75% District; 25% National), sponsor LWML Sunday in October and have a Bakeless Bake Sale . Sponsor Christmas and Spring Socials for fellowship. We always use funds to supply kitchen equipment, and this year we donated to Project Legacy \$200; Orphan Grain Train \$300; and the Servant Event \$200. The LWML Rochester Zone has an annual Winter Retreat, Spring Rally, and Fall Rally with 2 other zones in the Whitewater conference, along with encouraging attendance at the District and National conventions.

Quilters – EiLeen Miller

Our goal is to provide quilts and lap robes to donate to our shut-ins, graduating seniors, baptized babies, Orphan Grain Train, and more recently, Seasons Hospice and Zumbro Valley Health and other needs as requested. This year we were blessed to be able to make about 300 items to pass on and bring joy to others. We have up to 20 people helping both at home and at church every Monday from 8 am to 2 pm. We are always in need of fabric, batting, yarn, money and people to help. Come check us out any Monday.

Sarah Circle – Delores McGillivray

What did your team do in 2015?

- Conducted a monthly Bible Study and business meeting
- Generated revenue in areas of service
 - Annual rummage sale
 - salad luncheons for organizations
 - maintain the card rack

- Donated \$5,643.50 to:
 - Redeemer projects (Redeemer Servant Event, VBS, kitchen upgrades)
 - Rochester outreach (POLBO family)
 - Lutheran organizations (Lutheran Bible Translators, Lutheran World Relief, LCMS World Missions - Ministry to Armed Forces)

What will your team do in 2016?

- continue to lift up concerns in prayer
- continue to provide spiritual growth and fellowship
- continue to support missions and ministries at all levels
- find ways to engage women in these endeavors

What kind of help do you need?

- Prayers
- increase in membership
- give encouragement

Rebecca Circle – Dawn Shelstad

Rebecca Circle is the "evening" ladies group that encourages supportive relationships, meetings with interesting topics and Bible studies. We serve a Lenten Meal, Craft and Bake Sale, May Salad Supper, May baskets for Shut-ins, and serve summer coffee. We use funds to support projects here at church such as the Youth Group and children's music groups.

Stephen Ministry – Bill Cochran

What did your team do in 2015?

- Bi-monthly Continuing Ed and Supervision for our 3 Stephen Leaders (David Wood, Kristie Klatt, and Bill Cochran) and our active Stephen Ministers (Sue Naessens, Myrna Reinartz, Jolene Heining, and Barbara Wallskog) was provided under the guidance and leadership of Pastor Koglin. Gail Wood continues to provide communications and publicity support.
- Continued to be a key part of helping our members through life crises

What will your team do in 2016?

- Begin another 50-hour training starting in January. We currently have 4 people registered.
- Continue Bi-monthly continuing Ed and Supervision for our currently active Stephen Ministers.
- Continue to be a key part of Redeemer's caring ministry in helping members through life crises and difficult times/feelings

What kind of help do you need?

- Pray for this important ministry
- Remember this ministry is for you, if and when you need help
- Suggest this ministry to hurting members and help them come forward for help

Stewardship Team –Patti Tackmann

Our ministry team meets once a month to plan and assist the congregation with their Stewardship commitments, which will be used to serve Redeemer, the community, and many parts of the world.

August 2015:

- Fall Stewardship drive dates planned.

September 2015:

- Stewardship theme established: *Building on the Sure Foundation Through Faithful Giving*
- The Stewardship team recommends to the church council we convert from "Simply Giving" to "Lutheran Church Extension Fund" (LCEF).

October 2015:

- 9th grade confirmation class assisted with labeling & stuffing envelopes for the annual letter and labeled the 2016 offering envelopes. Thank you!

November 2015:

- Principal from RCLS and board members from the Grace Foundation visited the Stewardship committee to present an overview of the Grace Foundation.
- November 15th Loyalty Sunday.
- November 22, Dedication Sunday.
- Received 142 commitments for 2016 totaling \$481,000 (\$403,000 for local budget and \$78,000 for missions).

- Of those who pledged in 2015 and 2016, there was an overall 3.7% increase, with a much larger proportion designated for missions.

December 2015

- Reviewed and agreed upon designations for missions and special offerings to bring before the voters in January.

Looking Ahead to 2016:

- Discuss ideas to utilize Time and Talents of our Redeemer family and how it can fit into Redeemer's Vision Path. More information will be shared with the congregation in the coming months.

Your Stewardship Ministry team,
Ginger Taff-Lagergren, Gary Tollers, Patti Tackmann, Daryl Schulz

Sunday School Team – Josh Heirigs

2015 has been an awesome year for Sunday school at Redeemer! We've got an awesome staff of teachers who give so selflessly of their time each week. As this fall came around, we kicked off our 2015-16 theme of "Our Sure Foundation" on Rally Day on September 13th. It was awesome to come in and see the excitement of the kids! The Sunday school Christmas program was a huge success yet again and with it came an incredible outpouring of support for our offerings. This year the offerings have gone to help the backpack program at Riverside elementary school to help children in need of basics.

For 2016 an important goal is to integrate Josh and the Sunday School Ministry team together and to continue carrying on the great teaching here at Redeemer.

Tables of Eight – Beth Mundell

This year, due to a lack of interest, we did not have formal Fellowship Table (Table of Eight) groups. I do know some members formed a casual dinner group of their own- a great outcome of this whole idea! We will consider trying it again next year; we did have 4 strong years, with increases most years.

Technology Team – Stephen Smith

What did you do in 2015?

2015 was a big year for the Technology Team! This team over saw a BIG upgrade to the presentation capabilities of the sanctuary! This upgrade took a lot of time and energy to balance a wide range of desires and limitations. This team did a great job with a very challenging project! This team is also working on coordinating and training people to run the presentation system!

What will you do in 2016?

The technology team has some important projects on the docket as well! They are working on fixing some of the bugs in the sound system in the Sanctuary and the fellowship halls. They are also looking to update the video feed for the nursery and adding some better recording features.

What kind of help do you need?

Keep us in prayer! The technology team really appreciates kind, constructive feedback. They work VERY hard to respect the ministry and worship done at Redeemer and to supply the ministry and worship with helpful tools to reach the most people. Feedback is helpful! The team is looking for members who are interested in technology and how it is used in ministry. No computer or technology background is necessary, only a desire to see Him lifted up through its use. If interested, contact Stephen Smith at stephenk.smith@live.com for more information!

Thrivent Choice Dollars

Thrivent Financial is a fraternal organization, which distributes a share of its profits for various benevolent projects.

Members have a choice to designate money (according to their investments) to qualifying organizations. We are thankful to those who have made Redeemer the recipient of these dollars.

These funds are used to supplement our ministry by funding items not in our budget. So far in 2015 we have used \$7,283 from these funds to pay for: Story Time hour, Projection system, softball registration, and scholarships for the Best Practices conference. Thanks to all who continue to remember Redeemer.

Trustees – Scott Brandt

- 1) Parking lot sealed and striped.
- 2) Drain basin area fixed in the parking lot.
- 3) North fence rebuilt

- 4) Assist in the kitchen remodel
- 5) Assist in the office remodel
- 6) The south fellowship hall lights have new ballasts and are converted to T8 bulbs. This will result in lower maintenance on bulb replacement and save about \$1,310 a year on the electric bill. We also got an RPU rebate for this in the amount of \$1400.00
- 7) Spring and fall clean-ups

The Trustees would like to thank all the members for their help and input in 2015. Thank You!

UMR (University of Minnesota – Rochester) Campus Outreach – Pastor Koglin

What did we do in 2015?

- Provided an outreach ministry for 7 of our circuit churches to participate in
- Saw Saturday lunch numbers double from 20 students last school year to 40+ each week this school year
- Created a Student Leadership Board with 5 students
- Equipped students to create constitution for RSO status

What we will do in 2016?

- Keep the momentum going
- Equip and empower students to take ministry to a new level
- Start Networking Nights: Bringing in a health professional from one of our congregations, who has a heart for mentoring, and connecting this person with students. Help students see how faith and practice go together. First night is with our very own Dr. Scott Okuno!
- Be more intentional to bridge the gap between what happens on campus and our own congregations

What kind of help do we need?

- Pray for these students and for our ministry to them.
- If you have a passion for mentoring the next generation come talk to us.
- Have your Christ Care our group serve one Saturday meal. You will not regret it!

VBS Ministry Team – Josh Heirigs

Vacation Bible School here at Redeemer is a unique way to share Christ with kids. It is a fun and safe environment where kids learn in a variety of styles and adults and kids together are energized in the work being done.

The VBS team plans out VBS each year. We will start meeting soon to plan the upcoming VBS called Cave Quest which will be held at Redeemer with a kick off on June 26th. VBS week is June 27th- July 1st followed by a sharing service on July 3rd.

Redeemer's 2015 VBS, Everest, was full of excitement! We had both a near record amount of children and volunteer help! The mission to send school supplies to the earthquake affected area of Nepal was a huge success! An important fact that I do not think we share often enough is that about 40% of the children at Redeemer's VBS are not from Redeemer and each year we have at least 20% who are unchurched, de-churched or very inactive. VBS is educational and missional!

What kind of help do you need?

There is always room for helpers at VBS! If you're interested in helping plan, let Josh know! Otherwise let him know if you'd like to help in decorating, giving car rides, donations, coordinating rides, publicity, and audio/visual help for the week.

Vision Path Summary

What we did in 2015?

- Purpose for starting – Identify and understand who we are, clarify our purpose, and, from there, create a path forward.
- Why we partnered with LCEF's Vision Path – program that is a bottom up not top down approach and values this vision coming from the members of the congregation.
- Formed Vision Path Team: Daryl Schulz, Paula Kuisle, Jessica Ihrke, Dawn Shelstad, Paul Rengstorf, Mark Radtke, Chad Decker – Pastor Koglin, Michael, April, Josh.
- Created and facilitated congregational survey gathering 163 responses
- Organized the Vision Path Congregational Meeting with 80-90 people in attendance (summary of findings located in Annual Report)
 - Created Three Goals
 - Goal #1 – Name and claim our identity

- Goal #2 – Clearly communicate our identity in the congregation and community
- Goal # 3 – As a congregation, grow in understanding and using our identity and mature as the Lord leads.
- Accomplished Goal #1
 - Our Identity’s Excitement Words: Joy, healing, caring, generations, teaching and community (those outside Redeemer)
 - Answered this question – Redeemer is?
 - RLC is a family of generations living out the joy of Christ through teaching and caring for itself and the community.
 - Learned core mindsets in current identity (a few examples)
 - We know Redeemer prides itself in caring for its own especially homebound and inactive members. Wherever we go in the future we do not want to leave them behind.
 - Through clarifying our identity we are gaining better understanding of why we do what we do.
 - We have a desire for outreach that is tempered by fear we will forget about caring for our own.
 - We have a deep desire to be a community church and impact our community but:
 - Cannot articulate how we are currently doing this
 - Have not celebrated publically all the ways we are reaching the community already.
 - Have not done the hard work of understanding the community and our place in it.

What we will do in 2016?

- Vision Path and Staff Day Retreat to really pray about and unpack what we learned and what this means moving forward.
- Facilitate process to accomplish Goal #2 – clearly communicate our identity in the congregation and community.
- Create Logo that communicates this identity to Redeemer and its community.
- Create a general direction for Redeemer so that we begin process of Goal #3 – As a congregation, grow in understanding and using our identity and mature as the Lord leads.
- Benefit our call process by creating a reader’s digest version of who Redeemer is and where we are going for call committee and future candidates for Administrative Pastor

What help will we need from you in 2016?

- Pray. Continue to lift up Redeemer and the ministry the Lord is doing here in your prayers. Pray for guidance and direction in this process and in our desire to impact our community.
- Attend Focus Groups. We are going intentionally to set up focus groups to engage, instill, and grow in our identity excitement words.
- Share and Celebrate how your team is currently living out and growing in this identity with us and the congregation

Summary Statements From Survey

Question 1 – What is the most important value RLC can teach?

Most responses identified some doctrinal assertion as a value with soteriology (salvation by the redeeming work of Christ, received by faith) at the top. This is obviously a congregation that knows the Gospel! Secondly, the authority of God’s Word, the value receiving most votes, with love with forgiveness a distant second.

Question 2 – Imagine Redeemer as a person. How would you describe Redeemer to others?

Based on the responses, it would seem Redeemer could be characterized as happy, energetic, welcoming, creative and friendly. There were also a number of references to family and children.

Question 3 – If Redeemer did not exist today, how would the immediate community be impacted?

The majority of responses did not identify a specific or particular impact Redeemer has on community. Most responses spoke in terms of general loss or the individual needing to find another church. A small minority listed things like RSE, POBLO, IHN and community using facilities. This would seem to indicate that Redeemer, like many congregations, exists within a community and is not intentionally and strategically engaged with that community.

Question 4 – In five years, what will be the biggest change to have occurred at Redeemer?

The plurality of responses spoke to differences in staff or to growth. Other categories included diversity, more youth, and facility enhancement or building.

Question 5 – If resources were not an issue, what would be your biggest dream for Redeemer?

There were more responses to this question than any other. Two categories rose to the top. First, a building of some kind for community engagement, either in terms of service or outreach, many referencing a gymnasium or family life center.

The second and totaling the number of facility votes were intentional outreach and community engagement. Categories with small number were no change, purchase of property, preschool, childcare, spiritual growth and RCLS. There is a stated desire for additional building in order to bring the community in, and at the same time, there seems pent-up desire to simply be out, loving and serving in the name of Jesus.

Question 6 – What do you see as the greatest need or opportunity with which Redeemer can engage in our community?

There were fewer responses given to this question than any other. In order from most to least were outreach, diversity, the needy, community activities, elderly, and POBLO. This seems to be a congregation, like many, with only a general understanding of the need in the community. In all probability, Redeemer has not yet done the hard work of getting to know exactly how to most effectively serve those around.

Question 7 – Create a Vision Statement for Redeemer in six words or less.

Five action words appeared more than others: care, connect, create, reach and share.

Y.I. (Young Investors) Club Stamp Program – Kristie Klatt

Sponsored by Lutheran Church Extension Fund (L.C.E.F.)

There are three levels of participation determined by age:

- Little Lambs for ages 0-6 years
- Mission Builders for ages 7-12 years
- World Changers for ages 13-18

YI Club members, ages 7-18 can earn up to \$25 dollars/year for community service and up to another \$25 dollars/year for good grades.

What we did in 2015:

- The number of savers increased to almost 20.
- More than 10 earned a prize for completing at least one \$25 sheet of stamps.
- The interest rate on saving accounts continues to be better than most banks (3.5% on the first \$1000 saved.)

What we plan to do in 2016:

Continue to increase the number of kids participating in the program. Grandparents, Godparents, and others may start accounts for kids that are not members at Redeemer. Stamps are available for purchase in the Narthex most Sundays between services and after late service.

What help do we need?

- Prayer support for the kids to continue to learn good stewardship practices early in life that will carry them into adulthood.
- Encourage kids ages 0-18 years to participate.

Contact Kristie Klatt with questions about the Y.I. Club Stamp Program

Youth Ministry Team

Continuing Regular events from 2015 into 2016:

- *Ignite*- The youth meet every other Sunday 6 p.m. - 8 p.m. The numbers have been increasing, between 30 and 35 youth attending. At Ignite we start off with music often led by a youth, then we have a devotion which is led by Michael, Josh or a youth, then snacks and we end with a game or two. These events are geared to help disciple youth in their walk with Christ.
- *PYROS* (Passionate Youth Revealing Our Savior) youth meet every other Sunday. PYROS is about revealing Christ to others at Redeemer and in the community through service. Some activities we've done this past fall include: Making caring cards for homebound members and delivering them in person, making tie-blankets for the young patients at St. Marys and delivering them to the stations at St. Marys, Christmas caroling at St. Marys which brought joy to many! Other events got our youth out to wash windows, give away coffee, play with children at parks, and clean up a community garden. Ignite and PYROS alternate each week on Sunday nights.
- Fundraisers for Rochester Servant Event, National Youth Gathering, and UKANDU events included: Pizza Ranch nights, RADA cutlery, Christmas Wreaths, collecting ink jet cartridges, used cell phones, and pop cans, Easter Breakfast, Super bowl Subs, Fall Dinner, and the Valentine Dinner will be back in 2016!
- Other Events in 2015: Sever's Corn Maze Event, Servant Event at Jay Kurtz', Youth Christmas Eve practices and Service, Rochester Youth for Christ's Super night, lock-ins, roller skating, Valley Fair, and others.
- Trips: UKANDU 2015: This event was again, Amazing. Seeing the youth engage in a Servant Event where they actually help people in Chicago, by helping with VBS, landscaping, painting and helping with construction. Also

seeing the youth engage in prayer by praying from their heart. This is truly Awesome to experience.

- National Youth Gathering July 14-22, 2016, in New Orleans, LA. This event happens every three years and is a great way for youth to connect with larger church body as we worship with 25,000 other youth and adults.

People of the Book Lutheran Outreach (POBLO)

Main Focus so far (continues to be important part)

- Establish the POBLO center as a blessing for our Immigrant and Chinese friends who are in need of our ESL and human care services.
 - In 2015 we hired a part-time coordinator for the center and our ESL program!
 - Continue to see a need for
 - Volunteers at Reception Desk
 - Volunteers to teach ESL
 - Volunteers for Child Care
 - If interested or wanting more information talk to Paula Muth

Main Focus in 2016

- Connecting POBLO students/families with Redeemer and its members
- Intentionally make sure that we equip and provide the opportunities for our congregation to “welcome POBLO members into our family of believers”
- Create a Redeemer POBLO Ministry Team to accomplish this new focus.