

# Annual Report 2018



**Family of Believers**  
**IN PRAYER** 1 THES 5:16-18

**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' Assembly Meeting  
January 14, 2018**

**Redeemer Lutheran Church Mission Statement:**

"As Christians based on the solid foundation of God's Word, empowered by the Holy Spirit we strive to live out, and share our faith in Jesus Christ – welcoming all into our Family of Believers."

**Welcome:** Kathy Zarling

**Welcome to New Associate Pastor Benjamin Loos:** Kathy Zarling

**Devotion and Prayer:** Pastor Adam Koglin

**OFFICER AND BOARD REPORTS**

Approval of previous Voter's Assembly Minutes: Tracy Decklever

**MOTION:** To approve the January 15, 2017 Voters' Meeting Minutes, May 21, 2017, Voter's Meeting Minutes and November 5, 2017, Call Meeting Minutes as printed. M/S/P Myrna Reinecke/Terry Severson

Acceptance of the Treasurer's Report 2017: Eric Brown presented the annual financial report for the year 2017.

**MOTION:** To accept 2017 Treasurer's Report. M/S/P Bob Meyer/Marcia Cochran

- **Pastor Koglin** gave his report on the year 2017. He highlighted some high points and areas, such as the GTO Team, where he hopes to see more members joining the team as they are in great need of additional help. He asked for prayers as he leads the church (James 1:5).
- **Pastor Loos** offered thanks to everyone and those who made their transition to Rochester much easier. He highlighted that he would be attending the Stephen Ministry Leadership Training in February of 2018.
- **Michael Harvey (reported by Pastor Koglin)** An update on the LOOP system was given and, also, about the contractor running a test for wiring plans to have the system installed during the summer.
- **April Beckman** reported on a huge year, musically, as she reviewed all the celebrations and musical events. Also, mentioned the 50<sup>th</sup> birthday of the organ on January 14, 2018. An anniversary special service and organ recital to be held on January 28, 2018.
- **Josh Heirigs** reported on encouraging adult participation in upcoming VBS program – an opportunity to share Jesus with kids. The Youth Servant Event will be in Colorado in 2018, working with individuals with special needs. Mentioned the Sunday morning donut fund short-fall over recent years.
- **Jan Dicke – Parish Nurse** reported that Redeemer has three parish nurses, Jan Dicke, Kathy Zarling and Iva Kietzmann. They work under the direction of the Health Cabinet. Please help by letting them know when you are sick – or if you know of someone that is sick, in the hospital or in need of nursing or health education

**COMMUNITY INVOLVEMENT REPORTS**

- **Riverside Community Team:** Connie Scheid/Josh Heirigs  
A great way for kids to help other kids. Redeemer is supporting Riverside School through the Riverside food shelf and assisting with building their gardens.
- **Slatterly Park Neighborhood Association:** Curt Walter  
He has been attending the quarterly Neighborhood Association meetings. Will work on communicating neighborhood events to members of the congregation

**MINISTRY TEAM REPORTS**

- All team reports are printed in the Annual report

**NEW BUSINESS**

**Mission Recommendations for 2018** were presented by Daryl Schulz, Stewardship Committee

- Page 20-21 in Annual Report outlines proposed missions for 2018
- Mission Total giving proposed is \$181,650.

- Reviewed proposed allocations
- **Question:** Can we change any of the proposed amounts? Specifically Pastor Thwala's salary? Can we give more to his church? This will be reviewed
- **Question:** Should the page 21 total match the proposed budget line items? The budgeted missions does match, the Special designations are based on a percentage of offering money collected so it is an estimate
- POBLO – while we give generously, we would like to encourage other churches and individuals to give to this mission
- The upcoming session of the Legacy Journey class is a tool for members of the congregation

**International Friendship Team Report:** Pastor Koglin/Molly Gommels

- Document on the history and duties of Director of Arab Women's Outreach in the Annual Report
- Pastor Koglin reviewed the history of the Director of Arab Women's Outreach position

**Director of Arab Women's Outreach Report:** Martha Farag

- Works daily in POBLO office to make contact with Arab women
- Also meets outside the POBLO office with Arab women to speak about Jesus
- Goes to homes and organizes transportation to church services
- Through friendship and sharing, Martha is able to share Jesus
- In 2018 she plans to do more outreach, more home visits and, as her English improves, to do more translation

**Molly Gommels:** Reviewed how important it is to have Martha working with the Arab women. There are a lot of cultural and language barriers that are understood by Martha better than anyone from Rochester. Encourages others to ask questions and get more information and join us in this important mission

- **Action Needed:** Pastor Koglin
- Action is needed from this congregation to keep Martha Farag in Rochester to work on this important mission
- Reviewed the Council Motion from February Council Meeting: *We as a Council vote to recommend employing Martha Farag through the middle of 2021 as a part-time Redeemer staff person to do missions in Rochester M/S/P Molly Gommels/Dawn Shelstad*
- Director of Arab Women's Outreach will be funded at the amount of \$30,000 (2019 \$12,000 / 2020 \$12,000 / 2021 \$6000) plus employment expenses and taxes
- NOTE: 2018 funding is already set aside
- This is already a designated mission fund and people are already giving

3. **MOTION:** To accept the Council's recommendation to employ Martha Farag through the middle of 2021 as a part-time Redeemer staff person to do mission work in Rochester at a cost of \$30,000 Amended Plus the other costs of employment including taxes and benefits M/S/A/P Rich Gommels/Sarah Finley/Virginia Miller

**Proposed Redeemer Ministry Budget for 2018:** Eric Brown presented the budget for 2018. Discussion and concerns taken at that time.

4. **MOTION:** To accept the Proposed 2018 Budget M/S/P Sandy Severson/Dave Dubbels

**District Convention:** Board of Elders -- Council recommends lay delegate, Mark Radtke and alternate delegate, Dan Zeccardi for the upcoming District Convention

5. **MOTION:** To accept lay delegate, Mark Radtke and alternate delegate, Dan Zeccardi to attend the upcoming District Convention M/S/P Virginia Miller/Andy Hanson

6. **MOTION: To adjourn** M/S/P Dick Valde/Terry Severson

Closed with prayer by Pastor Loos.

The Doxology was sung.

**Redeemer Lutheran Church Voters' Assembly Meeting  
May 20, 2018**

**Call to Order:** 12:30PM: Council Chair, Kathy Zarling

**Welcome and opening comments:** Kathy Zarling

**Thank you to out-going Council members:** Kathy Zarling

**Opening Devotion:** Pastor Ben Loos

**OLD BUSINESS (UNFINISHED BUSINESS)**

**Presentation of the January 14, 2018 Voter's Assembly Minutes:** Tracy Decklever

- Review of previous Voter's Meeting minutes

1. **MOTION: To approve the January 14, 2018 Voter's Meeting minutes:** M/S/P Bob Meyer/Dick Valde

**Presentation of the Treasurers Report:** Eric Brown

- Presented, explained and discussed the current Treasurer's Report
- 05\_Missions account – under budget because of timing
- 09\_Retire/Health – over budget
- 40\_Education – will correct over summer with VBS
- 60\_Uilities – over budget because of cold winter –this will average out over summer
- 017-70-73-53 Hearing Loop payments are starting to be made from this account. Have had positive feedback on the use of the hearing loop

2. **MOTION: To accept the Treasurer's report:** M/S/P Lenora Miller/Bernie Nessler

**NEW BUSINESS**

**Presentation, Discussion, Motion and Vote on Incoming Redeemer Officers for 2018-2019:** Mandie Anderson/Nominations Committee

- **2018-2019 New Officers**
  - **Vice President:** Bill Cochran
  - **Trustee Rep:** Dan Zeccardi
  - **At Large:** Jay Kurtz,
  - **Elders:** Vice Chair: Tim Kanne, Jim Weispfenning
  - **Fund Development :** Jane Quaintance

3. **MOTION: To accept the ballot of new officers as presented** M/S/P Bruce Ludwig/Molly Gommels

**Report of 2018 Redeemer Audit:** Mandie Anderson

- **General Assessment:** The audit committee performed a Congregational Internal Control Review and a Financial Review (Test of Transactions) based on the Lutheran Church – Missouri Synod (LCMS) guidelines. The audit took place from April 10 to April 11, 2018. Upon reviewing the financial statements, processes and internal controls of Redeemer Evangelical Lutheran Church, the recordkeeping of the church is in good standing. The church has adequate processes and controls in place for the inflow and outflow of funds. We would recommend a financial review on an annual basis and a comprehensive audit every 3 -5 years. The following are recommendations that would improve the current processes based on the LCMS guidelines.
- **Audit Committee:** Markus Lang & Mandie Anderson
- **General Information**
  - Note – Signers have been updated on U.S. Bank account XXXX4372 on 4/16/18 to Kathleen Zarling, Mandie Anderson, and Eric Brown.
  - LCEF account XXXX5982 – signers currently Leslie McGillivray, Mark Kuisle, Dale Martinson, and Anita Werle
    - Recommendation - update signers
    - Update 4/25/18 – Anita, bookkeeper, is working on getting the signers updated
  - Lutheran Church Extension Fund and Scottrade Endowment accounts

- Recommendation – review and update signers, if necessary
  - Bank accounts are held by the following ministry groups – an audit was not conducted on any of the accounts held by the groups below.
    - Quilters
    - Youth group
    - RSE
    - RLCW
    - Rebecca/Sarah Circle
  - Recommendation – Create a policy for all ministry group banking accounts which ensures proper controls are in place including income and expense tracking, reconciliation, and signer updates.
  - Pastor’s discretionary account
    - Recommendation – Pastor should report activity on account to the elders at the monthly elder meeting
- **Important Document Inventory**
  - Title and Deed: Recommendation - Locate title and deed for the church and ensure it is titled in the legal name of the church
- **Cash Receipts:** Are the counters bonded?
  - We believe the controls in place are sufficient to protect the counters and the church.
- **Cash Disbursements**
  - Blank checks and payroll records are kept in the office in a drawer that is unlocked during the day, but under supervision by office staff. Locked when individuals are out of the office.
    - Recommendation – blank checks should be locked at all times
    - Update 4/25/18 – Blank check stock is in locked space in the church office. Chris and Anita have a key.
  - Specific purchase orders are not used, which seems reasonable considering the required purchases. Checks written or credit card purchases are approved by submission of appropriate documentation and departmental leaders.
  - The bank reconciliation process was limited to only accounting for cash receipts and disbursements that hit the bank account and did not reconcile the outstanding checks and/or the cash receipts in-transit. The report that shows outstanding checks and deposits was not printed, but is being printed going forward. We did utilize the full report to reconcile the March bank statement to the general ledger.
    - As a result of the lack of outstanding checks report, we were not able to complete the Proof of Cash per the audit guidelines issued by the LCMS.
    - Update 4/25/18 – Anita will print the bank reconciliation report which includes outstanding checks and deposits starting in May.
    - The bank cannot accommodate more than one signature on checks.
    - Copies of the check/check stub are stapled to the approval worksheet and filed in the vendor folder. This is an acceptable means of tracking.
    - Some items are paid via credit card as opposed to all payments being via check. Proper documentation is on file.
    - No list of outstanding invoices prepared for council meetings. Not required by the council currently.
    - The petty cash account is not reconciled monthly. Based on a review of sample transactions, the bookkeeper appropriately reimburses petty cash account. Treasurer does not appear to review the petty cash log.
      - Recommendation – Treasurer to review petty cash log monthly. Bank reconciliation should be done monthly.
  - Bookkeeper prepares all journal entries. Not approved by Treasurer.
    - Recommendation – Treasurer to review journal entries monthly.
    - Update 4/25/18 – Starting in May, bookkeeper will print the Journal Entry report and have the Treasurer review and acknowledge.
- **Payroll and Personnel**
  - No records that track vacation/sick time.

- The office will start tracking vacation and sick time.
  - Needed to obtain a copy of the Annual Payroll Tax Returns for 2017.
    - Church is exempt from filing annual 940 for payroll.
- **Land, Buildings and Equipment:** Congregation does not maintain a fixed asset ledger listing all land, buildings, equipment, and personal property and does not depreciate said assets on the balance sheet.
  - Recommendation - The value of the property should be revisited more frequently than every 5 years.
- **Electronic Data Processing Controls**
  - Recommendation – Create a written policy and procedure manual for the software used by the church staff
- **Endowment Fund:** Reviewed Fund Management Committee Operations Document dated 2/28/2007
  - Recommendation – Review document and make any necessary updates including who is responsible for signer updates.
  - Recommendation – The asset allocation target in this document does not match the asset allocation of the endowment fund.
- Question: What bank do we use? The accounts at US Bank and LCEF fund were what was audited
- Question: How often should an audit be done? Financial Audit – yearly and an Comprehensive Audit every 3-5 years
- Recommendations document attached
- Full audit report is available for members in the office

**Third Annual Leadership Retreat:** Pastor Koglin/Michael Harvey

- August 28, 2018
- Typically in the evening – specific time will be set as more planning is done
- Not just meant for those leading a ministry team – but for all members
- An opportunity to get lay leaders in a room to plan and look to the future
- Please plan to come and bring another leader in the congregation with you!

**STAFF REPORTS**

**Pastor Ben Loos, Associate Pastor**

- A blessing to be here, an encouragement to be a part of this congregation
- Thank you for all the prayers and care. Please continue to pray for Pastor and his family as they continue to make the transition. That the Lord will bring them together with friends for the kids and Christine and Pastor
- Think about names of people that each of us want to touch – people that do not know Jesus – write their names on the top of your agenda. Keep those names in your mind, pray for them, ask how God is making that connection for you to share Jesus’ love with them
- Stephen Ministry: In a great place.
  - Planning the vision of the Stephen Ministers to sync with the mission of our congregation
  - Trying to increase the congregation’s awareness of the Stephen Ministry
  - Will work with other churches on continuing education for the Stephen Ministers
  - We need more Stephen Ministers. Keep your eyes and heart open, if this is an area that you are interested in please speak with Pastor Loos. If you know of someone who would be a good Stephen Minister encourage them to speak with Pastor Loos

**Michael Harvey, Director of Faith Formation**

- Coming out of a busy stage (vacancy and Pastor Koglin’s illness) where many people stepped up to serve
- A thank-you to Connie Bennet for all of the leadership she provided for the Funeral Lunch team
  - Leadership Development team will work with the Funeral Lunch team and other teams as they transition to new leadership
- Josh H will be stepping back from delivering Children’s Messages and looking for ways to involve others in this ministry
- Hearing Loop: In sanctuary and one speaker on table in Fellowship Hall. The plan will be to have the speaker box on tables in the Fellowship Halls (this is new technology and is portable)
  - About \$17,0000 spent to date for Hearing Loop (much less than expected)
- RSE June 11-13 – a entire congregation event

- Peer Ministry – training Youth to be leaders. Now Youth are training other Youth
- Christ Care is a wonderful thing to have small groups meeting

**April Beckman, Director of Parish Music**

- We are a singing church!
- Thank you to choirs and instruments for all of the work during this busy year!
- Reviewed many of the exciting events through this year

**Josh Heirigs, Director of Christian Education**

- Youth trip, RSE, VBS – an exciting summer of events. Keep them all in your prayers
- We have incredible Sunday School teachers. Please consider serving in this way. Speak with Josh if this is on your heart
- The final year of confirmation class will have a mentorship component to it this year. If you are contacted to serve in this way, please consider prayerfully

**Martha Farag, Director of Arab Women's Outreach**

- Thank you Friendship Team and her Christ Care group for encouragement. Has seen God at work this year
- Invited some Muslim people that attended Easter lunch at Redeemer
- Potluck last night. A Muslim woman came late, brought food – but was fasting until 8:30 PM. She asked if Martha would wait to eat with her. They proceeded to have an excellent conversation
- Working with a Saudi Arabian woman who is coming to faith, but very afraid of baptism. She prayed with Martha that God will open her husband's heart and eyes to Jesus. Please keep her in your prayers
- Martha meets many people in coffee shop and other places to share the Gospel
- Please keep this important ministry in your prayers

**Jan Dicke, Iva Kietzmann, Kathy Zarling, Parish Nurses, Reported by Kathy Zarling**

- Redeemer has three parish nurses, Jan Dicke, Kathy Zarling and Iva Kietzmann. They work under the direction of the Health Cabinet
- Frail, hospitalized and home-bound visited weekly
- The Health Cabinet is looking into having CPR training for Elders and Ushers here at Redeemer. Hoping to provide this free of charge
- Redeemer has quite a lot of medical equipment available for parishioners and their family members to use. Please contact Health Cabinet if you have a need
- Grief and Loss Group is confirming as to beginning another group on Wednesday, May 30, if there are enough participants during the summer.
- If you want Redeemer to be notified if you are in the hospital you can put the name of your church on your registration form at Mayo and they will notify Redeemer of hospitalization
- National Parish Nurse Conference, on May 23 & 24, in Mequon, WI. Jan and Kathy attending

**Pastor Adam Koglin, Administrative Pastor**

- Thank you for prayers and meals and your patience as he is healing. Please keep Pastor, Anna and kids in your prayers as he is still healing
- Called Staff Retreat, May 21-23. Called staff will meet off site to get to know each other's strengths and gifts and to plan the coming year together
- Over the next couple months they will work out days off for the called staff
- Thank you to Mandie Anderson for stepping up to do the Audit
- Thank you to Kathy Zarling as the President of our Church Council

**Forum: Other Ministry Team Reports and Congregational Topics**

- Please never hesitate to contact a council member or ministry team member to ask a question or have a concern

**4. MOTION: To adjourn M/S/P Dan Klugge/Dick Valde**

**Meeting Adjournment: 13:42 PM**

**Prayer: Pastor Adam Koglin**

**OFFICERS 2018-2019**

**COUNCIL**

President – Mandie Anderson (2018)  
 Vice-President – Bill Cochran (2019)  
 Secretary – Tracy Decklever (2019)  
 Treasurer – Eric Brown (2019)

Elders Representative – Tom Werle (2019)  
 Education Representative – Connie Scheid (2019)  
 Trustee Representative – Dan Zeccardi (2019)

**\*\*At Large Reps\*\***

Joan McCormick (2019)  
 Dawn Radtke (2019)

Molly Gommels (2018)  
 Jay Kurtz (2019)

**FUND DEVELOPMENT**

Jim Weispfenning (2019)      Marv Reinecke (2018)      Dave Zarling (2018)      Mike McCormick (2019)

**ELDERS**

Mike Holst (2018)  
 Frank Kmett (2018)  
 Jeff Schoppers (2018)  
 Jeff Ihrke (2018)  
 Kelly Anderson (2018)  
 Tony Fick (2019)

Randy Hellickson (2019)  
 Scott Feeder (2019)  
 Joel Pralle (2019)  
 Tom Werle (2019)  
 Tim Rossman (2019)  
 Mark Radtke (2019) Chairman

Darin Grewe (2019)  
 Steven Brady (2019)  
 Aaron Peter (2019)  
 Dan Zeccardi (2019)  
 Tim Kanne  
 Jim Weispfenning

**2018 STATISTICAL INFORMATION**

	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
<b>Average Worship Attendance</b>	518	513	523	523	529	523	520	521	549	548	541
<b>Active Baptized Membership</b>	1163	1176	1212	1231	1237	1228	1200	1193	1184	1211	1181
<b>Active Confirmed Membership</b>	963	979	1006	1017	1023	1030	1004	997	993	1002	975
<b>Number of Households</b>	551	561	572	567	565	563	557	551	548	551	541

**Baptisms**

Kai Tarien Lenz  
 Jordan Ryan Meverden  
 Elliott Zachariah Montgomery  
 Xander George Mosquera  
 Weston Otto Clark  
 Maggie Cecelia Brady  
 Natalie Marie Boettcher (*Pastoral Act*)

Lexi Joy Collopy  
 Alice Marie Erpelding (*Pastoral Act*)  
 Hadley Jane Ferschweiler (*Pastoral Act*)  
 Tiancheng (*Pastoral Act*)  
 Joe Dailey  
 Quentin Roy Vale (*Pastoral Act*)  
 Journee Carlson (*Pastoral Act*)

Lily Hannah Gayed  
 Brady Thomas Nalipinski (*Pastoral Act*)  
 Luke Troy Nalipinski (*Pastoral Act*)  
 Heath James Nalipinski (*Pastoral Act*)  
 Radke Grace Potter  
 Theo Bernard Hendrickson  
 +2 Private Adult Baptisms

**Transfers (in from other LC-MS)**

Micah and Kim Heins, and Abigail  
 Wil and Janet Mennecke  
 Michael Wilshusen  
 Shanna Britt  
 Pastor Ben and Christine Loos, Josiah, Juliette, and Serena  
 John and Brooke Murphy, and Lydia  
 Bill and Ellen Orton, Isaac and Molly  
 Bettie Deden

Jody and Renae Hemker  
 Amy Haake  
 Deloryce Johnson  
 Savannah and Josh Meaie  
 Margaret Nelson  
 Joyce Peterson  
 Jessica and Deven Weinkauf

**Affirmation of Faith** *(from other Lutheran)*

Martin Hedstrom  
Tiancheng

Pam Wright

**Reinstated from Inactive**

Lisa Lane

**Adult Confirmation**

Donald and Anna Linnemeyer, Aaden and Maddie

**Weddings**

Donna Mundell/David Huntington  
Justin Collopy/Ellen Bergschneider  
Mackenzie Monsrud/Mike Peck

**Junior Confirmation**

Josh Berthiaume  
Ethan Daniels  
Alia Diercks

Lily Harvey  
Carter Kmett  
Abi Manthei

Jesina Reimers  
Jagger Schoppers  
Nicholas Sonnabend

Chantel Van Guilder

**Deaths**

Durwood Iverson  
Richard Kostel  
Lloyd Vehrenkamp  
Merilynn Schacht  
Lori Lewis  
Heather Tomlinson *(Pastoral Act)*  
Esther Zempel

Barb Rupkalvis  
Bill Kraus  
Julianna O’Haver  
Lynette Miller  
Martin Cordes  
Rev. Donald Knick  
Gary Polikowsky

Patricia Ebling  
Johnnie Bryant *(Pastoral Act)*  
Catherine Schulz *(Pastoral Act)*  
Ruth Wheeler  
Irene Jorgensen  
Edwin (Ned) Bartlett  
Gordon Christenson

Arnold “Arnie” Kuntz  
Everett Mueller  
Orvis Dahl  
Janet Ludwig  
Cindy Fister

**Transfers** *(to other LCMS congregations)*

Joan Geerts  
Ashley Finne & Lena Jerdon

Scott & Rachel Haagensen, Logan  
and Owen

Bob Rosin  
Mark and Debbie Law, and Megan

**Released** *(to other churches)*

Jeff and Lila Manuell, Kayla, Ethan, and Austin  
Faith VanProosdy

Jeff and Emily Sorgatz, Melody and Mason

**Released** *(no Transfer)*

Raf and Tracy Webster, Kailey and Rylan

**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. As a Family of Believers if you know someone on this list, reach out to them and remind them they are loved and cared for by their Redeemer family.*

Stephanie Behne, Breann and Lindsay  
Susan Bothun and Autumn Jahnke  
Andrea Haugen, Colin, Kaitlyn, Peyton and Teigan  
Sheri Hoffman, Alicia Horning and Forrest Hoffman  
Adam Johnson  
Lisa Lane  
David and Kathy Stien, and Jack

Jill Swihart, Caleb and Mackenzie  
Melissa Vale, and Kyleigh  
James and Jamie Ward, Nolan and Nyle  
Michael and Darcy Wilde, Luke and Carley  
Allen and Amy Hartman  
John and Carrie Johnson

## STAFF REPORTS

### Administrative Pastor – Pastor Adam Koglin

*What am I giving thanks for from 2018?*

- Giving Thanks Highlights: God is up to great things here at Redeemer and each year I want to start to highlight these and celebrate them. Watch for these to continue to be shared all year long!
- Our gifted, dedicated, mission-focused staff of Christ-Like servant leaders!
- The heart, generosity, mission focus and welcoming all are the heartbeat of our Family of Believers
- The care, prayers, understanding, and encouragement you gave to my family and me in my prolonged battle with mono (didn't start feeling like me until the end of October).
- New pace of life and opportunity to do homebound visits, teach confirmation and be more intentional with visitation again!

*What is causing me to rejoice always already as I think of 2019?*

- Young Adults: We have a growing group of young adults that are joining and visiting. I look forward to empowering them in our Family of Believers and seeing how we can intentionally engage this population even more!
- Guest Connections: I rejoice with the number of guests we have and the desire this church has to intentionally welcome them into our Family. I look forward to developing this more in 2019!
- In 2018 the vacancy ended and then I got sick. Now 2019 is full of potential, but I am also rejoicing in the lessons God taught me through my illness. Health, focused family time, better rest patterns and a great team – 2019, here we come!
- I am rejoicing that Redeemer is starting to ask – what is next? Starting conversations around Strategic Planning are new to Redeemer, but with Jesus as our Leader, the Holy Spirit as our guide, and this great Family of Believers, I am rejoicing to see what God will do with this.

*How will I help our Family of Believers – Grow in Christ – Share His Love – Encourage others in 2019?*

- This starts with modeling. I pray you experience me learning, growing, making mistakes and learning from them. I pray you experience me sharing His love to you and others. I pray you feel encouraged by me as your Administrative Pastor in your faith and service.
- You will start hearing me ask your team to reflect on this vision statement and use it to guide what you do and why you do it.

*Areas that I ask you to Pray Continually for and possibly even use your gifts to help me in 2019 are...*

- Pray for our Family of Believers! Use the Redeemer Resource. Use the weekly bulletin. Fill our mailboxes, in-boxes, Narthex with "I'm Praying for you!"
- Pray for our staff. Pray for Pastor Loos and me as we share the pastoral office here together (what a gift he is).
- Pray for my family and for me to keep my callings in order – First God, then family, then this Family of Believers.
- Pray for and welcome our guests. Ask how you are intentionally helping us "welcome all into our Family of Believers" (note this starts before they come in the door!).
- Pass the Friendship Registration. This is an important tool of spiritual care here and helps us care for our Family of Believers. Use it. Pass it. Use it as an opportunity to meet who you sit by and get to know them.
- GTO – Pray for our outreach into our community. Please come to GTO informational session on January 20!
- Social Media – I am looking for a person who can help us use these platforms to show our vision in action and welcome all into our Family of Believers (I am not the person to be running this!)

## **Associate Pastor – Pastor Benjamin Loos**

### *1.) What are you giving thanks for in 2018?*

A year of “firsts”. Our Savior whose generous love ensures us an eternal second chance and helps us to give this chance to each other! Resilient, flexible, and secure children. My intelligent, hard-working bride. Coffee. Each of you. Genuine and thoughtful friends. Stephen Ministry. The Rochester area. Mayo. Wonderful, caring teachers. The joyful, and even difficult, moments that God has used to help us get to know each other. Skilled, loving, and thoughtful teammates in the ministry, both our staff and our Family of Believers. Which leads me to: leading a staff dance where we learned how to do “the Dab” in our staff meeting devotions and then basing a devotional thought on it. God, give us more opportunities like that!

### *2.) What is causing you to rejoice already for 2019?*

A new schedule. New friends. New areas of ministry that I am slowly learning, like POBLO. The way that God has been working all things together that is beyond what we could ever hope or imagine, especially in regards to our theme, the Bible studies we are doing, and the way He is leading us in the ministry.

### *3.) How are you helping our Family of Believers to grow in Christ, share His love, and encourage others?*

I pray that God grants me the wisdom to be able to plan and deliver sermons and Bible studies that make an impact with the love of Jesus on daily living in Christ with your families, friends, co-workers, and others. I also am asking God to show me the ways that I can learn, grow, share, and be encouraged right alongside all of you in 2019. We are all in this together. God has blessed the congregation with faithful and caring Stephen Ministers. I want to lift up our Stephen Ministers in their caring relationships, lift them up to the Lord in prayer, but also lift them up to all of you. They are just one example of the power of God at work in our care for one another, when we bear one another’s burdens, and bring our grace-filled presence into an oftentimes graceless world.

### *4.) Where do you need help and prayer in 2019?*

Would you please pray with me that God would richly bless our Stephen Ministry program here at Redeemer and in Rochester? I would love for everyone to know the power of Christ’s healing in the context of our caring relationships as brothers and sisters in Christ. I am praying that more people would come to see the value of investing in a relationship and being open and honest about our pain, struggle, thanksgivings, and joy and then being led to place them before our merciful Savior. I am praying that God would bless our Stephen Ministry training with depth and joy, including laughter. Would you pray with me that God would open our eyes to the ways and times that we might be blessed by a Stephen Minister or *as* a Stephen Minister. Would you also continue to pray for my family as we keep truckin’ in the Lord with this transition? Would you also continue to pray for me as I learn new areas of the ministry and, also, continue to learn your names? That reminds me: please forgive me if and when I do not remember your name. Someone told me that I had at least 7 years of grace in the name department...that person shall remain nameless and I just want you to know that I am really shooting for sooner than that. Most importantly, would you please pray with me that we come to learn and know together the breadth and length, the height and depth of Christ’s love so that we might be filled with the fullness of God (Ephesians 3)? God’s love to you and mine.

## **Director of Faith Formation – Michael Harvey**

### *What are you giving thanks for in 2018?*

As I look back on 2018 there is so much to be thankful for! I am in the process of visiting the different ChristCare groups here at Redeemer, and have been blessed to see vibrant groups that are caring with the love of Christ. Some newer ministries are getting their legs. The Leadership Development Team and Peer Ministry are moving forward on their missions and I am excited for what they will do in 2019! The Family Ministry team keeps finding ways to bring the families of Redeemer together around Christ and ways to encourage Christian conversation in the home. I am also thankful that the Tech Team is moving Redeemer forward on installing the Hearing LOOP for those in our Family of Believers that need hearing assistance. The Sanctuary is done, soon the Chapel will be as well!

2018 had a few events that I am thankful for. The Family Ministry team hosted a marriage retreat, and while the weather outside was frightful, the couples were just delightful! Rochester Servant Event was a blessing yet again to Rochester and the surrounding area. With additional people we were able to help more people and

share Jesus further than ever! For the first time Redeemer helped with a week of summer camp at the Friendship Place. A strong intergenerational group from Redeemer was able to care for some special kids. For me each year closes with the 11:00 pm Youth Christmas Eve service. I am always thankful for the youth that run every part of this impactful service.

*What are you excited about already for 2019?*

In 2019, I am excited and looking forward to a number of things. In the coming year, Redeemer will be sending nearly 20 people to the Best Practices in Ministry (BPM) conference. This conference has blessed a number of people at Redeemer, and many of them have returned to use what they have learned to bless Redeemer! We will expand the Hearing LOOP into the Chapel space. This will mean changing carpet in both the Chapel and Sanctuary. Next year the Stewardship team will be increasing their publicity on the impact Redeemer's Mission giving is having in the Rochester community and throughout the world! I am excited for the Family of Believers to see how God's generosity to us is blessing others!

Redeemer will be having a leadership gathering in February. I am excited for those serving in leadership positions in this church to gather and grow in their roles. In 2019 I am excited to get back in front of the 1<sup>st</sup> and 2<sup>nd</sup> year confirmation class! I am also excited for RSE. This may be the year RSE tests the upper end of our capacity. God is Good!

*How are you helping our Family Grow in Christ, Share His Love, Encourage Others?*

I am passionate about Redeemer's vision. There is always more to do, but as I think about this question below, there are some ways that came to mind.

- *Grow in Christ:* Classes, Children's Messages, Devotions, ChristCare, Praying with others, RSE, BPM, Family Ministry
- *Share His Love:* RSE, Youth Christmas Eve, Family Ministry Events, ChristCare Missional Service, Peer Ministry, Stewardship Missions
- *Encourage Others:* Peer Ministry, ChristCare, Leadership Development, Tech team Hearing LOOP, finding ways for people to use their gifts, trying to compliment as often as I can.
- *Where do you need help and prayer in 2019?* Redeemer is a vibrant Family of Believers. We have MANY gifts and talents and we are joining Jesus on His mission in many ways! PLEASE PRAY- Lord what is our next step? What are you getting us ready to do? We want to follow Your lead, God!

### **Director of Parish Music – April Beckman**

*What are you giving thanks for in 2018?*

\*I give thanks that we are full staffed!!

\*I give thanks for so many that love and support singing in worship and participate in groups and give so generously of their time to serve the Lord through music!! We are blessed!

\*I give thanks that we could celebrate that the organ has served Redeemer for 50 years. I pray that we continue to support organ in leading worship and that I can use my gifts in playing the organ!

\*I was thrilled that we could host the MN Boy choir in April! Thanks to the choir for feeding the 100 boys!

\*For an enthusiastic organ student that I'm teaching

\*I give thanks for my mom's health and pray that we can continue to enjoy her presence.

*What is causing you to rejoice already for 2019?*

\*I enjoy teaching about our rich heritage of music in the church – Bible class is fun!

\*I look forward to the preparations for an organ recital for 2020 in celebrating my 15 years here at Redeemer.

*How are you helping our Family of Believers – Grow in Christ – Share His Love – Encourage Others?*

\*I pray that music supports, enriches, and inspires you in your faith walk – to grow, share, and encourage one another. Come to choir – it's a great family for this purpose!

*Where you need help and prayer in 2019?*

\*Keep singing!! We get to learn and give praise to our Great God!!

\*Continue prayers for my family – my children, Bryce as he is working on his PhD, my sister as they begin a new chapter in Goodhue, and for my mom.

## **Director of Youth and Education – Joshua Heirigs**

### *What are you giving thanks for in 2018?*

This, as every year, I give thanks to God for His love for me. I give thanks for God's provision of employment in a position I love. I give thanks to God for a wonderful, supportive family, in particular my lovely bride, Rachel. Here at Redeemer there is much I am giving thanks to God for. There is growth in our youth ministry. There is a continued connection to Riverside Elementary through our Sunday School mission that continues to strengthen our neighborhood. Our VBS week reached 106 students this year. Some of our high school youth traveled to Colorado to serve adults with disabilities. I am thrilled with how our youth and children spread the Joy of Jesus this past summer. Most of all though, I am thankful for something new. The Holy Spirit worked wonders through Julie Walter to help create a mentoring program in conjunction with our confirmation program. We have 37 confirmation students matched with an adult mentor to help guide them in their faith into adulthood. To God be the glory!!

### *What is causing you to rejoice already for 2019?*

I am rejoicing over the 29 students and 7 chaperones heading to Minneapolis for the 2019 LCMS National Youth Gathering. I am rejoicing over our new mentors and their budding relationships with youth. I am rejoicing over 4 new Sunday school teachers this year and God's work through them. I am rejoicing over the planning of our next VBS this June. I am rejoicing over our youth and adults that are going to come and serve their Lord Jesus through serving at RSE this year. I am rejoicing over a new group of confirmands this spring as they say at the end of April, that this is THEIR faith!

### *How are you helping our Family Grow in Christ, Share His Love, Encourage Others?*

One of the biggest ways I can help our Family of Believers Grow, Share and Encourage is to pray for our congregation. All of us can pray and there is tremendous power in prayer. Practically, Growing in Christ is a major part of my job description. Sunday School, Confirmation, Adult Education, VBS, Youth Ministries all have Growing in Christ as the primary goal! What comes out of all this growth is sharing that Love of Jesus and encouragement of each other and others not connected to Jesus. Our youth and children are very active in sharing the Love of Jesus through service, through skits, through music, through their every day in schools.

### *When do you need help and prayer in 2019?*

As we start something new with a confirmation mentors program, my hope is that you might consider what it would mean for you, an adult to help shepherd a younger person in their faith. Research shows us that youth need other adults in their faith life outside immediate family in order to reach adulthood with a life of faith. Also, consider what that would mean to serve at VBS this year June 24-28. Your time and energy you pour into a student's life could spur on faith in Jesus! Please pray for our children and pray how God can use you to help pass the faith to the next generation.

## **Parish Nurses – Jan Dicke and Kathy Zarling**

The focus of the Parish Nurse ministry is on health promotion and illness prevention, rather than hands-on-nursing care. The Parish Nurse works to reflect God's love so that our Family of Believers may receive spiritual support as they face health problems and challenges. Parish Nurses have taken a college class to gain knowledge, which will help them to assist members find resources and information to keep our Family of Believers healthy and safe. Although the Parish Nurses work with the pastor, they are under the direction of the Health Cabinet.

In June Iva Kietzmann retired from Parish Nursing at Redeemer. She was active in visitation especially the homebound. Her compassionate and caring manner is missed! But she is happy to be closer to family.

In November Steph Fisk, RN, completed and received a certificate for the LCMS Parish Nurse college class. She has been volunteering by writing health articles, attending Parish Nurse meetings and visiting homebound.

Our primary responsibility has been visitation to the ill and frail members of our congregation. Although we have always visited the hospitalized parishioners, the parish nurses are on the "visitation team" of "Nurses on Wednesdays"!

Kathy Zarling and Jan Ludwig have completed the 5<sup>th</sup> Grief and Loss group, and plan to start Group 6 in January. Kathy's role has been primarily health education and to lead support group. The first "Redeemer Health Talk" was held in October with a total of 18 participants. There will be a Redeemer Health talk on cataracts in January.

We encourage the congregation to let the church know of members who are in the hospital and of upcoming surgery.

### **Arab Women's Ministry - Martha Farag**

#### *1) What am I "giving thanks" for from 2018?*

Thanks to the Redeemer Family of Believers for their prayers for my car, my visa, and for strength that God has given to me to pursue my ministry.

#### *2) What is causing me to "rejoice always" already for 2019?*

- I rejoice that I will continue to be here in 2019!
- I believe God's hand will help me in 2019 to bring more people to a baptism of families.

#### *3) How I will help our Family of Believers Grow in Christ- Share His Love- Encourage others in 2019 is...*

- I continue to help the Family of Believers grow in Christ by serving with RSE, VBS, Friendship team, UMR lunches, POBLO, bringing more Arabs to church.
- Lunch for Arab women at Redeemer to include women from Redeemer.
- Presenting my mission to youth, men's and women's groups.
- Continue to develop relationships with women in the Muslim community, meeting them at the Mall and coffee shops.

#### *4) Areas that I ask you to "pray continually" for and possibly even use your gifts to help me in 2019 are...*

- See God's hand move the Holy Spirit to see the people know Jesus and become baptized.
- I pray continually for being able to stay in America without the fear of having to go back to Egypt.
- Your gifts of money in this area have been appreciated and I hope they will continue in 2019.

#### **With the help of God, I have done many things for this ministry in 2018.**

- During RSE, I had five Muslims participate and I was a group leader.
- Seven Muslims attended VBS, I drove them.
- A number of Muslim people came to Lenten dinners after I invited them and picked them up.
- I was invited to make a presentation to the youth group at Good Shepherd in Owatonna -- they were very receptive and had many questions.
- I also presented a program to youth at Redeemer.
- Presented at LWML district meeting
- The picnic in July, which Molly, John and I helped organize, was a huge success.
- I brought many people to a carnival and helped with event.
- I went as a chaperone with the youth to Colorado, it was a wonderful experience.
- Potluck at Redeemer in November was a huge blessing for POBLO and was very good.
- **A Muslim woman will be baptized at Redeemer on December 25!** God worked through Mariam and I.
- Most of my daytime hours are spent at POBLO

## MINISTRY TEAM REPORTS

### Altar Guild – Shelly Potter

- Altar Guild has 30 active members.
- Our annual meeting was held on February 10, 2018 with 14 members attending including 2 new members.
- We review annually any duties that may have changed or new duties to be added for preparation of weekly worship services.
- We have a binder in the Sacristy that we are working to update with current photographs of the set up for various times of the year and how our paraments are arranged.
- We also brought forward some concerns for safety to our Elders, and they have been acted upon and implemented.
- We also discussed and have, (thanks to Nancy Carlson) created some needlepoint book marks that are now given to our older/adult Baptism recipients.

### Assimilation Ministry Team – Scott Okuno

Members: Chad and Sarah Finley, Scott Okuno, Photographer Joann Karges, and Church Tour Guide: Ardis Jenkins.

The Assimilation Ministry Team has worked with the Pastors to identify and contact potential new members earlier. In addition, the assimilation ministry team has coordinated with Pastor Koglin to have 2 separate sessions for potential new members. The first is a session led by Pastor Koglin to review what the LCMS believes and what being a member at Redeemer means. The second session is led by the assimilation team to help the new members understand what talents/gifts God has given them. At the second session they also meet their ministry mentors to review opportunities to use their gifts at Redeemer.

The assimilation ministry team is grateful for the great ministry mentors that engage and connect new members to our Family of Believers.

### 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 Equippers are people who provide the administrative support for the ChristCare Ministry at Redeemer. Of our 5-person team, we had two members step down, but were blessed to have another person join the team. We give thanks for the contributions of our two “retiring” members. The number of our groups dropped from 18 to 16 because two groups closed.

### ***What did Jesus accomplish through your team in 2018?***

The Equippers held a training session for new leaders in 2018. We trained and commissioned four leaders, one couple who took over leadership of an existing group, a member from Trinity who has established a group for young adults at Trinity, and one member whose skills have enhanced her ministry with Arab women.

Michael has started making group visits as a way to show support for the leaders and groups, to answer any questions about the ChristCare Ministry, and to extend invitations to join the training. He will continue his visits into 2019.

Our groups continue to do missional service activities, such as, holding prayer sessions, holding church services for our members at Madonna Meadows, serving meals and participating at the Redeemer Servant Event, bell ringing for the Salvation Army, filling shoe boxes for Operation Christmas Child, or working with Channel One.

### ***What will Jesus accomplish through your team in 2019? How will your team help our Family of Believers Grow in Christ – Share His Love – Encourage Others in 2019?***

The Equippers have been recruiting leaders for a training session in the first half of 2019. Training will start on January 10th. To focus on young adult leaders, we held a meet-and-greet for young adults with

a panel of young adult leaders. The young adult/young families is the fastest growing segment in this ministry. We will also focus on extending invitations to new members to join our ChristCare groups.

***How will your team help us be a Family of Believers: In Prayer in 2019?***

Spending time in the Word is an integral part of the Equipper team and also of every ChristCare group. The themes for this year's Equipper meetings have focused on being content, waiting actively, and God's will for our wait. A reminder to us that waiting is not an interruption of God's plan -- it is His plan. We will continue to pray for each other and hold our monthly devotions in 2019.

***How can our Family of Believers here at Redeemer encourage and assist your team?***

We ask that the Family of Believers to include this ministry in their prayers, asking that the Holy Spirit will raise up leaders and Equippers, will continue to bless all members on their journey of faith, and will help the Equipper team to discern the path on which God is leading this ministry.

***Who is your team lead (provide best contact) and who will be on your team in 2019?***

Team lead: Paula Muth

Equipper Team: Paul Collopy, Michael Harvey, Paula Muth, and Dawn Shelstad. We are seeking two more individuals to join our Equipper team.

For the names of the ChristCare leaders, visit the ChristCare bulletin board located by the drinking fountains.

**Elderberries – Darlene Thompson**

Elderberries is a ministry for those who are 50 or older, though as previous facilitator Ted Saxman once wrote, we don't check IDs at the door. We gather for a meal catered by Canadian Honker, Christian fellowship and an educational program. Elderberries usually meets five times a year: February, April, June, September and November.

**Programs in 2018 included the following:**

**February 20: Cathy Ashton** -- "For Rochester: Creating a Compassionate City"

**May 22: Jordon Tredinnick**-- Nutritional Health Coach @ Natural Grocers: "Make Your Next Plate Great!"

**September 11: Cathy Dudley**, LifeSource & Mayo's Office of Decedent Affairs on Organ Procurement and Services Provided

**November 13: Kimberly Alwin**, owner of A Smooth Move ~ "Downsizing Successfully"

**Questions to consider:**

- 1. How has your team grown in Christ in 2018?** Steadily
- 2. How will your team share God's love in 2018?** Friendship, fellowship and prayers
- 3. How does your team spend time in the Word?** Devotions and prayer before lunch
- 4. How can our Family of Believers here at Redeemer encourage and assist your team in 2019?**
  - Attend and invite others to join us
  - Suggest programs and speakers you are interested in
- 5. Who are the members of your team?** All current Elderberries

Darlene Thompson ~ Facilitator

Jan Walters ~Kitchen: desserts/drinks

Lavon Pavek & others ~ Collect meal payments

Pastors Adam Koglin and Ben Loos ~ Prayers and devotions

Dessert Volunteers ~ For their tasty contributions to the meal

Special thanks to Pastors Adam Koglin and Ben Loos, Jan Walters, Lavon Pavek and others who step in to help when needed and to all who support Elderberries by attending, inviting guests and volunteering to bring desserts.

**Elders' Report – Mark Radtke**

*(No written report submitted.)*

### **Endowment Fund – Jim Weispenning**

Team Contact: Jim Weispenning

Committee members: Mike McCormick, Jane Quaintance, Marvin Reinecke, Jim Weispenning, Dave Zarling

In 2018, with generous support from Redeemer's Family of Believers, the Endowment Fund balance grew from \$203,222 to \$207,234 (through 9/30/18). Funds of \$1,500 were disbursed in 2018 to support the Rochester Servant Event, leaving net Fund value of \$205,734 at 9/30/18. The Committee began in 2018 implementing a plan to diversify the Fund's investments and improve investment return without undue risk. In 2019 the Committee will be focusing on:

- Reviewing and updating the Endowment Fund's Operating Document,
- Reviewing and updating the Fund's informational brochure
- Continuing to diversify the Fund's investments, and
- Increased activities to make the Redeemer Family of Believers more aware of the Endowment Fund, its mission & goals, opportunities to contribute to the Endowment Fund, and opportunities to request disbursements from the Fund in support of the ministry of Redeemer.

### **Family Ministry – Cheri Struve**

The goals and purposes of the Family Ministry Team is to provide ways to help families grow in faith and relationships to support marriages, to lift up the blessings of being family in all its life stages. To do this we planned events and projects. In January we handed out more Faith Journey materials to parents of three year olds through sixth grade. In February We provided Lenten devotion booklets. In March we held the Easter Egg Hunt and had a Game and Movie Night. In April we celebrated building stronger marriages by having a retreat called "Laugh Your Way To A Better Marriage." During the summer we prepared for fall activities – Rally Day Carnival and handing out Faith Journey materials. In October we had another game night. Our year ended with the Advent Festival in December. Not only does our Redeemer Family participate in our many events, but also, those who attend POBLO classes.

We lost a valuable member from our team, Lori Lewis, at the beginning of the year. We miss her greatly. We are a small team and rely on others to help us, especially for the Easter Egg Hunt, the Carnival, and the Advent Festival. Thank you for supporting us. Come and join our team!

Jolene Heining, Diana Reese, and Cheri Struve, Chair

### **Family Promise (formerly Interfaith Hospitality Network) – Kay Fockler**

In 2018 Redeemer actively supported families that are involved with IHN/Family Promise by providing a location to extend hospitality and God's love. These families are homeless and include dependent children. During our scheduled four weeks, 30 volunteers from Redeemer, (along with many volunteers from our four "helper" churches) helped set up rooms for the guests to sleep in; provided transportation, when needed by using the IHN van; provided food for breakfasts, snacks, and sack lunches; provided supper each evening; hosted in the evening and stayed overnight.

This hospitality is appreciated by the families and we pray lessens the stress while they work towards a more stable life. Redeemer also pays an annual, financial commitment to Family Promise to help with their budget. More volunteers are needed. Please consider how you might be able to serve these families.

### **Friendship Team (POBLO Team) – Molly Gommels**

The team has changed its name from the POBLO team to the Friendship Team as a way to distinguish itself from the work that is done by the International Friendship Center (POBLO) located by Trinity Lutheran Church. We are still working together with the International team in support of their events.

### ***What did Jesus accomplish through your team in 2018?***

Martha continues to develop relationships with women in the Muslim community, whether it's meeting them at the Mall or coffee shops. Our team supports Martha as needs arise – accompanying her on home visits, praying for those she has visited, just listening as she needs an ear and a heart.

In the first quarter of the year, Martha presented her mission to the youth and their parents in Owatonna, to the youth at Redeemer, and at the LWML Spring Rally. Her sharing of her real-life encounters in proclaiming the good news

are eye-openers for us all. Through Martha's outreach, one woman has come forward to ask to be baptized. What a blessing to have this young missionary woman in our midst!

In conjunction with the POBLO Friendship team, we have provided support for several events that have been well attended by different nationalities:

- A potluck in May at Redeemer
- A picnic in July at Soldiers Field
- A potluck in November at Redeemer
- A Christmas party at Trinity
- A member of the Family here at Redeemer donated a car to Martha! Praise God!

***What will Jesus accomplish through your team in 2019? How will your team help our Family of Believers Grow in Christ – Share His Love – Encourage Others in 2019?***

Goals that we have set for 2019:

- Host an Arab women's coffee day in January and invite the women from Redeemer
- A combined music service with the Japanese ministry that meets at Redeemer
- Increase an awareness of our team within the Redeemer community possibly through a Ministry fair.
- Each week or month, feature a different ministry at the Welcome Center with info and a team member present to answer questions.

***How will your team help us be a Family of Believers: In Prayer in 2019?***

We continue to pray for Martha's ministry in the Rochester community. We will pray for fear of the unknown, and fear of non-Christian friends, to be calmed by the Holy Spirit, so that more of our Family feel comfortable helping us in this ministry.

***How can our Family of Believers here at Redeemer encourage and assist your team?***

- As the mission and opportunities for this team grow, we ask that God would raise up more members for this team and people who would like to assist Martha on her visits.
- We ask that our Family of Believers take an active role in welcoming our international friends at services and church events. Saying hello, sitting with them in Sunday classes and at church, coming to POBLO events to show our church support.
- We ask the Redeemer Family to 'pray without ceasing' for Martha as she goes forward with her application for asylum. This can be a fearful time – fear of the unknown and extra money needed – but we are confident that God will reveal His plan for her as we walk with her on this journey giving her support and encouragement.

***Who is your team lead (provide best contact) and who will be on your team in 2019?***

Team lead: Molly Gommels

Members: Martha Farag, Megan Grudem, Paula Muth (2018)

We are seeking additional members who share the love of Jesus and want to extend that love to non-church members in the community.

**Growth Through Outreach (G.T.O.) – Larry Stoen**

The GTO Team is very small (myself and Pastor Koglin). In 2018 we participated in the Rochesterfest Family Night. Redeemer had a tent with kids' games. In addition, we handed out 250 gift bags containing a prize for the kids, as well as, a card with information about Story Time, VBS and information about Redeemer. GTO again had our Trunk or Treat event. We had 16 cars this year and well over 250 guests. In addition to the Trick or Treating, the guests could have hot dogs, chips, water and S'mores. GTO also maintains the Welcome Center and Greeter schedules. These teams are at mostly all services.

Given our small team, 2019 will look much like 2018 as long as we can get volunteers from the congregation to assist at Rochesterfest and Trunk or Treat. We really could use extra volunteers at both of these events. We will continue to provide scheduling for the Welcome Center and Greeters. Our group hopes to encourage and be of service to others through our Welcome Center and Greeter Teams. At services these teams reach out to members as well as visitors. In 2018 we asked the congregation to pray over the gift bags handed out for the Trunk or Treat event. I expect this to continue in 2019 as we pray for everyone that receives the bags.

One thing I would ask for are prayers for additional team members to join us. We have brought this up several times in several meetings, but our team has gotten smaller not larger.

### **Health Cabinet – Jan Dicke**

The Health Cabinet is a “volunteer, non-elected group” of individuals who are interested in the health and spiritual well-being of Redeemer members! Anyone from Redeemer is welcome to become a part of the Health Cabinet.

The Redeemer Health Cabinet, in partnership with the Parish Nurses, is formed to make health and wellness a part of the Christian’s life and growth. How can we spread Christ’s mission if we aren’t physically, emotionally, socially and spiritually well? The Health Cabinet provides BP and cholesterol screening. We provide information and recommendations—not diagnosis or treatment.

Ministries include **File of Life, FFF exercise group, Meals in Crisis, Medical Equipment library, Cholesterol Screening, Health Education, Flu Shot clinic, Prayer Shawl and BP ministry.** The Parish Nurses are to coordinate and to follow guidelines set by the Health Cabinet.

Mayo Clinic has changed its policy on “The List” of parishioners who are in the hospital. Redeemer continues to want to offer spiritual support during hospitalization. Redeemer’s name and phone number are on a magnet. A magnet was developed and was distributed to all of our members. The magnet is to assist caregivers and families to remember to call the church when a member is in the hospital.

This past year the **Redeemer Health Cabinet sponsored 2 Health Forums** –on February 25<sup>th</sup> a Seasons Hospice Chaplain, Carol Shaffer, spoke on “Beginning the Conversation” on End of Life Issues. On November 25<sup>th</sup> Dr. Meier spoke on the Loop and how to communicate with someone who is hard of hearing.

**A successful flu shot clinic** was held on September 23 with Pharmacist, Brian Fisk, administering the 61 influenza injections. **A Cholesterol Screening** was held on February 18. **Health articles have been written, File of Life packets** are available in the Narthex. **Prayer shawls** are distributed as they are available for support those who are grieving, sick, or having surgery. A note was written for safety in the parking lot.

**FFF exercise** is held two days a week that serves as exercise, devotion and social support! It continues to be blessed with 12 to 13 participants.

**BP nurses** are available every Sunday and before every third Saturday evening service. We appreciate the **medical equipment** that we receive from our members. It is available for those who need it. Rosie Peterson has been able to organize our equipment storage area. **Meals in Crisis** Chairperson will arrange to make a full meal and deliver it to our members in a crisis situation. It is not utilized often as we stress that it is available in a crisis.

**Goals for 2019**—CPR for Elders, staff, council.

### **Lutherans For Life – James Heining**

Rochester Area Lutherans for Life is the local chapter of the national LFL organization. A small, but faithful group, meets at Redeemer on the first Sunday evening of most months. The focus is on education, as opposed to political action. We encourage area LCMS churches to highlight life issues when appropriate. We provide "life quotes" for weekly bulletins and also bulletin inserts for Sanctity of Life Sunday in January. We own a set of fetal models which are for the use of area churches.

We also work with New Life Family Services and Birthright, groups which provide "hands on" help to those in need. All of these groups share a common belief, that God is the giver of life, from conception to natural death. It is not for us to decide which lives are worth living.

Larry LaDossier of Stewartville is President of the local chapter. Redeemer members involved include Sally Arrindell, Luanne Kraus, and Jim and Jolene Heining, who would be glad to answer questions or help others to get involved. 2019 will likely be a busy year since a regional "Life Conference" is scheduled to be held in Rochester this fall.

### **Membership Ministry Team – Mark Gennrich**

The Membership Ministry Team is under the guidance of the Board of Elders, with responsibilities that 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.

#### **Who are the members of the Membership Ministry Team?**

-- *The Steering Committee*: Mark Gennrich (Lead), Jim Bronk, Tim Rossman and Pastor Koglin

-- *The Callers*: Dorothy Beasley, Doug Jerde, Alice Kitzmann, Lavon Pavek and Carole Sorensen

**How has our team grown in Christ in 2018?** Formal processes have been established and followed to review attendance records and determine when contacts should be made, keep track of contacts made, by whom, and with follow-up recommendations. We continue to remind ourselves that we are not to chastise a member's delinquency, but reach out as fellow members of our Family of Believers, sharing our faith and encouraging them to grow in faith and fellowship through regular church and Bible class attendance. We also ask them if there is anything we can pray for them about. Our "calling team" made 95 contacts to 58 households this past year, out of which 82% have attended since. Late this fall we were able to have a training/sharing meeting with our callers and committee. It presented a good opportunity to receive guidance from Pastor Koglin, as well as, share experiences among others and suggest new ways to reach out.

**How will our team share God's love in 2019?** We will 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 will also look for special encouragement and contact ideas.

**How can our Family of Believers here at Redeemer encourage/assist our team in 2019?** They can pray that the Lord would open the hearts of those we are reaching out to, as well as encouraging all of our members to strengthen their connections with other members in our Family of Believers. Any member who knows of members, or has family members who need encouragement, can personally pray for them, and reach out to them in a positive and caring way

### **Memorial and Special Gifts Committee – Rich Gommels**

#### ***Who is your Team Lead and who will be on your team in 2019?***

Rich Gommels, Team Lead; Bernie Nesler, Arlene Strelow, Myrna Reinartz, Virginia Miller, Ele Moore, Kermit Borman, Marilyn Olson, April Beckman (Staff Rep).

#### ***What did Jesus accomplish through your team in 2018?***

- Replaced upstairs water fountain
- Upgraded the water fountain
- Updated Military Board
- Donated toward Saxophone
- Upgraded or refurbished flags in Sanctuary

#### ***What will Jesus accomplish through your team in 2019?***

Unknown, but He always points us toward some project.

#### ***How will your team help our Family of Believers in Christ – Share His Love – Encourage others in 2019?***

HE gives us "behind the scenes" things that might otherwise not get done due to funding.

#### ***How will your team help us be a Family of Believers: In Prayer in 2019?***

We always open our meeting with prayer and devotion. Hopefully, our team members take away something to share with others.

### **Men's Bible Study (Tuesday Morning) – Bill Cochran**

The Men's Tuesday Morning Bible Study meets every Tuesday at 9 AM, in Room 102. Each week we study the Lectionary readings for the coming week. We start with a sharing time and prayer. Then we watch a short video from "What They Didn't Teach Me in Sunday School" before diving into the lessons. Each week's study stands on its own. Our numbers range from 8 to 20 depending on the time of year and the weather.

In December, we meet in the Chapel with the Women's Bible Study and anyone else who wants to join to sing Carols followed by Christmas cookies and fellowship.

All men and visitors are welcome. Women are also welcome and some do join us during the summer or whenever the Women's Bible Study does not meet.

### **Nursery – Anna Koglin**

The nursery team is made up of about 18 youth and adult volunteers who staff the nursery during the Education hour and the late service. Anna Koglin is the team lead. The mission of the nursery is to provide a safe and loving environment for parents to leave their young children, so they can attend worship or Bible class. We've had a consistent group of 1-2 year olds during education hour, as well as, new ones that pop in and out. In 2018, as a team we came up with some suggestions on how to improve the nursery. We are trying to make the best use of the small space we have. We are always looking for new people to join our team!

### **Prayer Chain (Phone) – Gail Sim**

Currently there are 10 members on the Phone Prayer Chain (3 of whom are also on the Email Prayer Chain). Basically, the Phone Prayer Chain consists of members who do not use email or have internet access, but wish to share in the prayers of the congregation. We will continue as long as there are members who wish to be a part of this mission.

Gail Sim, Phone Prayer Chain Coordinator

### **Project Compassion – Julie Walter, Gail Sim, Gloria Poch**

Project Compassion is a group of compassionate people who volunteer to visit church members who can no longer attend church regularly due to age, nursing home confinement, extended illness or physical limitations. Members deemed frail or over age 90, no matter what condition, are also included. Members are referred to us by the Pastoral or Parish Nursing team. We visit as a representative of the Redeemer Family of Believers, not as an individual, to let them know that they are still an important part of our church family and we care about them. Each volunteer plans their own schedule for these confidential visits. These may be personal visits, telephone calls, cards or a combination. These contacts continue for an undefined period of time. A special bond of friendship is formed. Sharing Christ's love is a blessing for all involved. We welcome you to join us and be matched with an individual.

All individuals are remembered on their Birthdays with either a rose or flower grouping, Christmas with a poinsettia, Valentine's Day with a mailing from the youth of Redeemer, Easter with an Easter Lily, May Day with a May basket from the Rebecca Circle and a Thanksgiving Day card. We place a flower at each member's funeral held at Redeemer. During 2018 over 70 members were remembered during these occasions.

While Project Compassion is a budgeted ministry of Redeemer, we usually exceed our budget and use funds directed to us through memorials.

We are always looking for new participants. Please contact us if you are interested!

Project Compassion Coordinators:

Gloria Poch [gloriapoch7022@gmail.com](mailto:gloriapoch7022@gmail.com) 282-7022

Gail Sim [simsim12@charter.net](mailto:simsim12@charter.net) 289-2087

Julie Walter [julierents@hotmail.com](mailto:julierents@hotmail.com) 272-9595

### **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, collected \$1741 in mites this year for mission grants on District and National levels, sponsor LWML Sunday and a Bakeless Bake Sale in October where we received \$915 in donations. We sponsor Christmas and Spring Socials for fellowship. We gave donations this year to: Easter Garden, Nina Hesby for her Alaskan VBS trip, Chance Int'l

Outreach, church Christmas decorations, Salvation Army dental program, Camp Omega, "Food For Kids", LCMS Hurricane Relief, MN Adult & Teen Challenge, and our pastors' wives retreat. The LWML Rochester Zone has an annual Winter Retreat, Spring Rally, and also a Fall Rally with the other two zones in the Whitewater conference. We also encourage attendance at the District and National conventions.

### **Quilters – Eileen Miller**

We meet most Mondays from 8a.m. to 2 p.m. to make quilts and lap robes to donate. This year we made and were able to donate over 300 quilts to: Adult and Teen Challenge, Salvation Army, Season's Hospice, ARLYS (boy's home), nursing homes, graduating Seniors, baby baptisms, adult baptisms, Orphan Grain Train, and Zumbro Valley. We have up to 20 people helping at home and then at church on Mondays. We are always in need of fabric, batting, yarn, money for supplies, and additional people to help.

### **Rebecca Circle – Jolene Heining**

Rebecca Circle is an evening group that encourages relationships among the women of Redeemer. Some of our ladies have been members since the circle was formed more than 50 years ago but we have also welcomed many new members through the years and would love to have more ladies join us. We meet the second Wednesday of the month in the evenings from September through May except for the month of December when there is no meeting. Meetings begin at 7:30 pm with a time for food and fellowship followed by devotions, a short business meeting, and a time for a topic which might be a Bible Study or something else of special interest to our group. As we consider our theme of Family of Believers in prayer, we end our meeting with suggested prayers for those in need, followed by the Lord's Prayer.

Our main fundraiser is a Craft and Bake Sale that we hold in the spring 2 weeks before Easter. Funds are used to support projects here at church, such as end of the year treats for our children's musical groups and birthday gifts for Redeemer members who are attending seminary. We also serve one of the Lenten suppers and one of the summer Sunday coffees. We remember Redeemer's older members and shut-ins by assembling and delivering May baskets to them. We also sponsor a May Salad Supper with the guidance of RLCW for all of the ladies of Redeemer.

### **Sarah Circle – Delores McGillivray**

*What did your team do in 2018?*

- \* Held a monthly Bible Study and business meeting
- \* Generated revenue in areas of service
  - o Annual rummage sale
    - 2018 net proceeds of \$5300 distributed to 14 entities
  - o Salad luncheons for organizations
    - serve RARE two times a year - proceeds benefit where needed (see next \*)
  - o Maintain the card rack
- \* Donated funds to:
  - o Redeemer projects
  - o Rochester outreach
  - o Lutheran organizations
  - o Non profit organizations
- \* Hosted Christmas Social
  - o 2018 dinner and program with 95 attending
- \* Alternated with Rebecca Circle in sending welcome cards to new members

*What will your team do in 2019?*

- \* Continue to:
  - o Lift up concerns in prayer
  - o Provide spiritual growth and fellowship
  - o Support missions and ministries at all levels
  - o Encourage all women to engage in these endeavors
- \* Be proactive in connecting with MOMs group
- \* Discuss the future of Sarah Circle

*What kind of help do you need?*

- \* Prayers
- \* Encouragement
- \* We have an aging membership which impacts the ability to find individuals to take on leadership roles and to continue some activities (i.e. we no longer serve Lenten suppers).
  - o Our 'wish list' would include
    - An increase in membership
    - An increase in congregational volunteer participation which would be beneficial to the continuity and sustainability of activities (such as the volunteering at the rummage sale, coordination of Sharing Tree, set up and clean up after events, etc.).

### **Scholarship Team – Josh Heirigs**

Team members: Darin Grewe, Bruce Ludwig, Randy Hellickson, Larry Reinartz and Josh Heirigs. The Scholarship team at Redeemer is responsible for the disbursement of the awesome gifts of Redeemer in three very focused ways.

1) Camp Omega Scholarships. This past year we were able to help a family send students to our LCMS camp in Waterville, MN by paying half of the students registration cost.

2) RCLS Tuition Assistance. Every year we submit a budgeted proposal for what we estimate Redeemer's student population will be at RCLS. We give the recommended tuition assistance that association congregations give to families which is \$1,600 per student (K-8) per year. We also give up to \$800 per student per year in the preschool/pre-K classes. Our estimated budget need for 2019 is \$26,800.

3) Church Worker Scholarships. This past school year we were able to give out \$3,900 for each of Redeemer's six future church workers: Connor Wondrasch (St. Louis Seminary- Pastor), Kevin Peterson (St. Louis Seminary- Pastor), Nicolette Johnson (Concordia University Chicago- DCE), Morgan Nitz (Concordia Nebraska-DCE), Jacob Pralle (Concordia Nebraska-DCE), Madyson Pralle (Concordia Nebraska-DCE).

This is made possible by generous giving by this congregation! Thank you so much for the incredible work the Holy Spirit has been doing through you!

### **Softball: Youth and Adult – Curt Walter**

#### ***Adult Softball:***

Once again we had a splendid year. We finished in 4th place in 2018, but lost in the playoffs. Everyone had a great time. We have been playing on Tuesday nights at McQuillan field all summer. A special thanks to all the players and fans that show up! Many new faces played throughout the year. We provided a league-wide cookout at the end of the year and a thank you to Harry and Cy for attending and sharing their stories. This is a great opportunity for fellowship and storytelling. Thank you Redeemer for sponsoring this event for our family of believers.

#### ***Youth Softball:***

Another fun and exciting year for Redeemer youth softball. We made the playoffs this year. We lost to Good Shepherd in the bottom of the 7<sup>th</sup> in an epic 1.75 hour championship game. The games are both entertaining and educational. The youth at Redeemer learn basic softball skills, teamwork, and how to spit sunflower seeds at their coaches. Games are held on Wednesday nights from May through July. Thank you, Redeemer, for supporting this activity. And for all the fans in the stands, let's work on those cheers for next year.

### **Stephen Ministry – Ric Thieke**

In 2018 Continuing Education we had speakers from National Association for mental illness and from the American Foundation for Suicide Prevention. We invited Stephen Ministers from other local churches with active Stephen Ministry programs to attend, as well, with positive response.

It is our goal to work with other programs within Redeemer to strengthen our caring ministry and to better serve our members through combined sharing and cooperation.

Training will begin of at least two new Stephen Ministers on January 3, 2019. Hosanna Lutheran will join us in training new ministers as they currently have three people ready to take training. This will be done for the purpose of efficiency and cooperation with other churches with active Stephen Ministry programs locally.

We ask you to pray for this ongoing ministry. If you or someone you know could benefit from a Stephen Ministry relationship, please help direct them to us through Pastor Loos or speak to any one of us directly with your questions or concerns. Your Stephen Minister Leaders are Barb Wallskog, Ric Thieke and Myrna Reinartz.

### **Stewardship Team –Michael Harvey**

1. Daryl Schulz is our team lead. Virginia Miller and Michael Harvey are the other current team members.
2. *What did Jesus accomplish through your team in 2018?* We led the congregation to consider their Time and Talent offerings using the MAQ and connected those with Redeemer Ministry teams. We also led the Stewardship drive to help members consider God's generous blessings in their lives. Through these blessings and the generous giving of Redeemer, we formed the mission budget to help share Christ's love locally, nationally and in other parts of the world. Our team worked on organizing team roles and duties and developed additional opportunities for adult education.
3. *What will Jesus accomplish through your team in 2019?* We pray we will continue to make an impact in His kingdom by helping members to generously share their time, talents and treasures.
4. *How will your team help our Family of Believers Grow in Christ – Share His Love – Encourage Others in 2019?* See above
5. *How will your team help us be a Family of Believers: In Prayer in 2019?* Through our team's activities, we will help lead this Family of Believers to prayerfully and purposefully consider God's blessings in their lives and to share them with others.

Our team needs prayers for additional team members to help in our efforts and prayers of thankfulness for a Family of Believers that have a generous heart for sharing Jesus with others.

### **Sunday School Ministry Team**

The Sunday School Ministry Team lead is Josh Heirigs ([joshheirigs@redeemer-rochester.com](mailto:joshheirigs@redeemer-rochester.com)). The team includes Paul Lewis, Connie Scheid, Becky Decker Lynn Gaunt, and Eric Applen. In 2018 our team sat down and reviewed how the 2017-2018 year wrapped up. Through that discussion it was decided to change curriculum. For the 2018-2019 education year, curriculum varies by age grouping to better match the needs of our students and teachers. As the theme continues to be a Family of Believers, we have continued to have opportunities throughout the year that bring both the adults and kids together, but also continue to do openings so all grades come together for prayer and fellowship. Sunday School does not happen without our great teacher volunteers, but also our congregation. Prayer always plays a role in Sunday School, not only as something done each Sunday with the classes, but also prayer brought us the teachers we needed once again and filled all levels consistently this year. What a blessing.

Our partnership for mission has been Riverside Elementary School's Family Resource Room. The Christmas Program this year brought in a large amount of food that has been a huge blessing to them. This is a simple and tangible way for our students to Share Christ's love in the neighborhood. Please keep this group and our Sunday school students and teachers in your prayers.

### **Technology Team – Stephen Smith**

- Lead: Stephen Karl Smith (812-350-1313, [stephenk.smith@live.com](mailto:stephenk.smith@live.com))
- Members: Chris Senne, Timothy Rossman, Mick Reese, Diana Reese, Jim Weispfenning

### **What did Jesus accomplished through your team in 2018?**

In 2018 Christ worked through our team and used our God-given talents for technology to deliver much needed audio improvements for our hearing-impaired members and guests. The team partnered with Midwest Hearing Loops to install a hearing loop in the Sanctuary that allows those with loop-enabled hearing devices to listen to the service in crystal clear quality. Additionally, the team supported the Redeemer staff by formalizing a PC/technology support and hardware refresh plan for the next three years. The "Clickers for Christ" team facilitated projection for over 100 services this year! Finally, the team continues to support education through technology maintenance and improvements in classrooms and sanctuary.

### **What will Jesus accomplish through your team in 2019?**

In 2019 the team will continue to identify ways to share the love of Christ through various technology platforms. New ideas being investigated include electronic tithing options and broadcasting services to the web. Additionally, the team,

in partnership with Reese Technology Consulting, will have completed a site-wide update of the wireless internet (Wi-Fi) hardware.

**How will your team help our Family of Believers Grow in Christ – Share His Love – Encourage others in 2019?**

The Technology team is excited to consult with and support our members and teams on all things Redeemer technology related. Please reach out to us if you have questions, comments, or new ideas!

**How will your team help us be a Family of Believers: In prayer in 2019?**

We will continue to pray that our solutions for Redeemer and for technology in general, further the Kingdom of God. We pray that our brothers and sisters in Christ use these platforms responsibly to share the good news and reach those they are connected to on the digital frontier.

**What is one thing your team wants to have Pastor publically pray for in 2019?**

The social media “echo chamber” effect is ever present and growing, sewing hotbeds of hate and indifference in our culture. Please pray that our brothers and sisters do not succumb to such worldly paradigms but through Christ be transformed. Live separate from the world as Christians but in parallel participate in it as a model of Christ.

**Women’s Bible Study - Tuesday Evening – Julie Walter**

The Tuesday Evening Bible Study Group meets the fourth Tuesday of each month except December usually in the Sunday school room off to the side of the fellowship hall at 7 pm. We are a group of usually 10-15 women (some come winters and some summers) who are strong in fellowship, prayer and are sisters in Christ. We have just completed a study, Jesus Always by Sarah Young this past year entitled, FOLLOWING GOD’S DIRECTION. We will begin a new study in January, 2019.

Members study God’s word on their own and together in our group. God has blessed us with a loving bond of care, concern and love for Jesus and each other.

If this group interests you, contact Julie Walter, (507)272-9595 or simply join us the fourth Tuesday of each month.

**Trustees – Scott Brandt**

- 1) We had an inspection by the Rochester City Fire Marshall and we had the necessary upgrades done to the Sprinkler System.
- 2) We will be doing required upgrades to the Fire Alarm system to bring it up to the City and State codes.
- 3) Our air handlers and air conditioning units will have maintenance items done, gradually, over the next year. This will improve efficiency and make the system more dependable.
- 4) We had a Capacitor Bank installed in the electrical system to increase our power factor. This will reduce our electric bill approximately \$2200/year in extra power costs. We will also save on our Kilo-Watt hour charge.
- 5) These are just *some* of the items we are working on this year. I would like to say a big “Thank You!” to all the Trustee’s and church members who volunteer their time to help out.

**UMR (University of Minnesota – Rochester) Campus Outreach – Rachel Schmidt**

Pastor Loos is our new contact person from Redeemer. Mark Cook is our main contact at Trinity. Trinity and Redeemer continue to be the main churches involved in organizing the collaboration with the other area LCMS churches. We continue to serve weekly lunch to the UMR students throughout their school semesters. Meeting the need on campus for food, fellowship, and extending invitations to church remain our mission. Our leadership team at Redeemer includes Megan Grudem, Dawn Shelstad, Paul Lewis, and Rachel (Johnson) Schmidt. There are many other Redeemer members who support this ministry by helping serve and interact with students on the weeks that Redeemer hosts the meal. We ask for continued prayers for the ministry and we welcome new congregation member involvement! Please reach out to us at [uconnectumr@gmail.com](mailto:uconnectumr@gmail.com)

### **VBS Ministry Team – Connie Scheid**

The VBS Ministry Team lead is Josh Heirigs, DCE; ([joshheirigs@redeemer-rochester.com](mailto:joshheirigs@redeemer-rochester.com)). The team includes Paul Lewis, Connie Scheid, Marcia Cochran, Stephanie Fisk, Shirley Fingerson, and Savannah Mieke. In 2018 our team planned another successful VBS for approximately 100 kids with the help of 80 volunteers and donations from our Redeemer Family. As 2019 begins, we begin planning what we pray will continue to be a successful week of music, learning, prayer, and laughter for all generations that come to participate in VBS. It is through the music, sharing of the message through skits and stories, and prayer that our kids, teens and adults come together and experience the love of Christ. Prayer is incorporated into each meeting, but also is added to the plan during VBS with large group prayer during opening/closing and for each age grouping there is an area provided to stop at for prayer together. The team is really looking forward to another VBS year with the love and support of our Family of Believers who help make it so successful.

### **Youth Ministry Team – Paul Lewis**

Paul Lewis is the leader of the Youth Ministry Team. His email is [peanutpaul9@gmail.com](mailto:peanutpaul9@gmail.com) and he can be contacted by cell phone at [507-208-2541](tel:507-208-2541). Members on the team for 2019 are Josh Heirigs, Lynora Miller, LuAnn Haack, Pat Fitch, Teri Zemke, Heide Diercks, Tami Timbeross, Becca and Mike Tveten, Alia Diercks, Addie Harvey, Lily Harvey, Ethan Daniels, Jordan Timbeross, Taylor Fick, Alyssa Fick, and Alyvia Tveten.

Our focus as a Youth Ministry Team isn't just for 2018 but for every year to make sure our youth are involved in Christian Faith Leadership. This is done by opening each meeting with a Devotion and prayer, and then ending in prayer. Again for 2019 our accomplishments are working with the youth on youth activities and fundraising. We make sure there is a welcoming environment for all youth, this is done by IGNITE and PYROS.

The Youth Ministry Team and Youth are supported by The Family of Believers at Redeemer Lutheran Church shown by the generosity of the congregation by the fundraising that the youth do. What really helps us is the sharing services that youth lead and also the Pizza Ranch fundraisers, so that the Family of Believers can see the youth in action. There is also great support that the Youth Leaders give to the youth.

The focus for 2019 is The Family of Believers in Prayer. It is so amazing and comforting to hear our youth pray a prayer. Sometimes it brings tears to your eyes and gives you goosebumps. It is all God. Having the youth in their faith and being proud of it – this is truly all God.

Grow in Christ, Share His Love, Encourage Others  
Family of Believers: In Prayer  
1 Thessalonians 5:16-18

### **Be Joyful Always**

There are endless reasons for our congregation to be joyful as we look back on how God has richly blessed us in 2018! He has provided our Family of Believers many opportunities to grow in Christ. Through corporate worship, Sunday school, Bible studies, Christ Care groups, and the other numerous activities that bring us together, we have been blessed to be able to read, learn and digest the Word of God together. We can also celebrate with joy that God has uniquely placed our Family of Believers in a community that is in need of His love. He has given us opportunities to share His love in the past year through many groups and individuals including POBLO, Rochester Servant Event, Riverside Elementary Partnership, Channel One food packing, LWML, Youth events and many, many more. We can also celebrate with joy for the Christian encouragement and support that we have been blessed to receive at Redeemer. Whether from our called staff, lay leaders, youth, Stephen Ministers, Parish nurses or individuals there are endless examples of members encouraging each other in God's Word.

### **Pray Without Ceasing**

As you review the 2019 annual budget we ask you to begin with prayer. Please prayerfully reflect on these areas:

- As ever before – God is the head of our Family of Believers. We seek to do His will.
- As a Family of Believers grounded in the Word we understand that we are commanded to make disciples of all nations (Matthew 28:19), be good stewards of the gifts that God has given us (1 Peter 4:10), and to serve others in love (Ephesians 2:10).
- We are blessed to have staff that is dedicated, gifted and talented. We, as a congregation, are committed to providing for them by following the District salary guidelines.
- As in past years, serving the Lord by reaching out to others is at the heart of our program budget.
- Maintaining our church building and property so it can be a center for worship and community activities is a vital part of reaching out with God's love into our community

Our hope is that you will share your thoughts, concerns and questions with the Council, Board of Elders and/or Ministry teams. Please feel free to submit items for discussion to any member of Council or staff. Submitted items will be reviewed and discussed at the January Council meeting where all are welcome to attend.

### **Give thanks in all circumstances**

As we look to 2019 we do so with great thanksgiving and excitement because we know God is leading the way. There may be challenges, unexpected circumstances and trials that will test us. But with thanks we know that God is there with us, refining and strengthening us. This is His will for us in Christ Jesus.

*Continue steadfastly in prayer, being in it with thanksgiving. Colossians 4:2*

<b>Redeemer Lutheran Church</b>		<b>2019 Budget</b>			Proposed
		<i>thru Nov 2018</i>			
Category	2017 Budget	2017 Actual	2018 Budget	2018 Actual	2019 Budget
<b>Missions</b>					
District and Synod	\$ 80,000	\$ 59,080	\$ 73,000	\$ 36,593	\$ 50,000
POBLO Mission	\$ 30,000	\$ 30,000	\$ 35,000	\$ 35,740	\$ 40,000
Together in Mission	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000
Ntshongweni Lutheran, South Africa	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000
Bethesda Lutheran Communities	\$ 5,000	\$ 5,000	\$ 10,000	\$ 10,000	\$ 10,000
Redeemer Church Work Scholarship fu	\$ 12,250	\$ 11,858	\$ 16,000	\$ 16,000	\$ 20,000
Voice of the Martyrs					\$ 2,000
UMR Campus Ministry	\$ 1,100	\$ 1,555	\$ 3,000	\$ 3,015	\$ 3,000
Neighborhood Outreach-GTO	\$ 700	\$ 324	\$ 700	\$ 811	\$ 700
Family Promise (IHN)	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
Riverside Resource Room			\$ 1,000	\$ 1,000	\$ 1,000
Grace Foundation	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
District New Mission Consortium	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	ended 2018
Lutheran Bible Translators			\$ 2,000	\$ 2,000	\$ -
Thanksgiving Service-World Relief	\$ 3,200	\$ 3,317	\$ 3,200	\$ -	\$ 3,200
Advent Services-25% Church Work Schl			\$ 1,500		\$ 1,500
Christmas Services-50% Missions	\$ 3,000	\$ 5,500	\$ 3,000		\$ 5,500
Lenten Services-25% Church Work Schl			\$ 2,750	\$ 2,759	\$ 2,750
Advent suppers-Orphan Grain Train					\$ 1,000
Lenten & Maundy Thurs suppers-Missions					\$ 3,500
Other Missions		\$ 11,271		\$ 1,694	\$ -
Prior Year Undesig Mission Expense		\$ 10,707		\$ -	\$ -
<b>Missions - Total</b>	<b>\$ 161,250</b>	<b>\$ 164,613</b>	<b>\$ 177,150</b>	<b>\$ 135,612</b>	<b>\$ 165,150</b>
<b>Worship &amp; Devotion</b>					
Worship Supplies	\$ 5,500	\$ 5,266	\$ 5,500	\$ 5,464	\$ 5,500
Devotional Materials	\$ 3,000	\$ 3,263	\$ 3,500	\$ 2,313	\$ 3,500
Conferences and Conventions	\$ 2,300	\$ 2,071	\$ 2,500	\$ 1,609	\$ 2,500
<b>Worship &amp; Devotion - Total</b>	<b>\$ 10,800</b>	<b>\$ 10,600</b>	<b>\$ 11,500</b>	<b>\$ 9,385</b>	<b>\$ 11,500</b>
<b>Education &amp; Youth</b>					
Feed 'Em	\$ 500	\$ 41	\$ 500	\$ 66	\$ 500
Adult Education	\$ 750	\$ 809	\$ 450	\$ 201	\$ 450
Sunday School	\$ 5,500	\$ 2,509	\$ 5,000	\$ 2,389	\$ 5,000
Vacation Bible School	\$ 3,500	\$ 1,737	\$ 3,500	\$ 2,183	\$ 3,000
Mid-Week School	\$ 150	\$ -	\$ 150	\$ -	\$ 150
Confirmation	\$ 1,500	\$ 915	\$ 1,750	\$ 2,238	\$ 1,750
Library	\$ 750	\$ 306	\$ 750	\$ 259	\$ 750
RCLS Tuition Reimbursement	\$ 16,000	\$ 16,000	\$ 21,000	\$ 19,058	\$ 26,800
Safe Church	\$ 500	\$ 299	\$ 500	\$ 862	\$ 500
Youth Ministry Program	\$ 5,250	\$ 5,351	\$ 5,000	\$ 3,765	\$ 5,000
Peer Ministry			\$ 2,000	\$ 1,810	\$ 2,000
Family Ministry	\$ 2,000	\$ 1,325	\$ 2,000	\$ 1,110	\$ 2,000
Nursery	\$ 300	\$ 87	\$ 300	\$ -	\$ 300
Storytime	\$ 1,200	\$ 1,175	\$ 1,200	\$ 1,075	\$ 1,200
<b>Education &amp; Youth - Total</b>	<b>\$ 37,900</b>	<b>\$ 30,553</b>	<b>\$ 44,100</b>	<b>\$ 35,016</b>	<b>\$ 49,400</b>

<b>Redeemer Lutheran Church</b>		<b>2019 Budget</b>			Proposed
		<i>thru Nov 2018</i>			
Category	2017 Budget	2017 Actual	2018 Budget	2018 Actual	2019 Budget
<b>Program</b>					
Project Compassion	\$ 1,200	\$ 1,200	\$ 1,200	\$ 1,200	\$ 1,200
Stephen Ministry	\$ 500	\$ 500	\$ 800	\$ 459	\$ 1,000
ChristCare	\$ 500	\$ 387	\$ 500	\$ 114	\$ 500
Health Cabinet	\$ 700	\$ 700	\$ 700	\$ 481	\$ 700
GTO-Publicity	\$ 3,500	\$ 3,200	\$ 3,500	\$ 2,751	\$ 3,500
Adult Softball			\$ 400	\$ 350	\$ 400
Friendship Team (POBLO) new 2018			\$ 1,200	\$ 187	\$ 1,200
<b>Program - Total</b>	<b>\$ 6,400</b>	<b>\$ 5,986</b>	<b>\$ 8,300</b>	<b>\$ 5,542</b>	<b>\$ 8,500</b>
<b>Office and Administration</b>					
Office Supplies	\$ 22,000	\$ 17,420	\$ 21,000	\$ 21,884	\$ 23,000
Postage	\$ 4,800	\$ 4,301	\$ 4,500	\$ 3,889	\$ 4,500
Offering Envelopes	\$ 1,120	\$ 1,207	\$ 1,300	\$ 1,295	\$ 1,300
Education Hour Donuts			\$ 2,500	\$ -	\$ 2,500
Bank/Accounting Fees	\$ 2,990	\$ 3,135	\$ 3,000	\$ 2,957	\$ 3,300
Computer IT Maintenance	\$ 13,200	\$ 13,200	\$ 13,200	\$ 11,396	\$ 14,400
<b>Office and Administration - Total</b>	<b>\$ 44,110</b>	<b>\$ 39,264</b>	<b>\$ 45,500</b>	<b>\$ 41,421</b>	<b>\$ 49,000</b>
<b>Prior Yr Undesignated Council</b>					
		\$ 35,256	\$ -	\$ -	\$ -
<b>Facilities</b>					
<i>Insurance</i>					
Workers Compensation Insurance	\$ 4,100	\$ 4,276	\$ 4,500	\$ 3,942	\$ 4,500
Property Insurance	\$ 7,600	\$ 7,173	\$ 7,600	\$ 6,608	\$ 7,600
<i>Utilities</i>					
Natural Gas	\$ 14,000	\$ 8,363	\$ 8,700	\$ 9,510	\$ 9,500
RPU (electricity, water, sewer)	\$ 31,000	\$ 27,994	\$ 31,000	\$ 25,797	\$ 32,000
Telephone	\$ 4,500	\$ 4,593	\$ 4,500	\$ 3,808	\$ 4,593
Waste Removal	\$ 4,000	\$ 4,303	\$ 4,100	\$ 4,393	\$ 4,700
<i>Maintenance</i>					
Supplies	\$ 6,800	\$ 8,432	\$ 6,800	\$ 5,546	\$ 6,800
Groundskeeping	\$ 3,500	\$ 1,656	\$ 3,500	\$ 2,720	\$ 3,500
General Maintenance	\$ 11,000	\$ 5,493	\$ 11,000	\$ 4,307	\$ 11,000
Elevator	\$ 1,000	\$ 7,197	\$ 1,500	\$ 855	\$ 1,500
Organ and Piano Maintenance	\$ 1,200	\$ 1,295	\$ 1,200	\$ 736	\$ 1,300
<i>Facilities Fund</i>	\$ 6,000	\$ 6,000	\$ 6,000	\$ 9,500	\$ 6,500
<b>Facilities - Total</b>	<b>\$ 94,700</b>	<b>\$ 86,775</b>	<b>\$ 90,400</b>	<b>\$ 77,723</b>	<b>\$ 93,493</b>

<b>Redeemer Lutheran Church</b>		<b>2019 Budget</b>			Proposed
		<i>thru Nov 2018</i>			
Category	2017 Budget	2017 Actual	2018 Budget	2018 Actual	2019 Budget
<b>Personnel</b>					
<b>**Total Called Staff Salary Expense</b>	\$ 289,930	\$ 276,700	\$ 342,083	\$ 314,394	\$ 354,412
<b>**Total non-called Salary Expense</b>	\$ 163,985	\$ 153,494	\$ 135,753	\$ 115,080	\$ 139,180
<b>**Total Called Staff Retire/Health</b>	\$ 116,359	\$ 99,974	\$ 133,267	\$ 124,915	\$ 141,144
<b>**Total non-called Staff Retire/Health</b>	\$ 45,174	\$ 45,312	\$ 47,975	\$ 44,266	\$ 50,856
H S A employer contribution	\$ 19,500	\$ 20,000	\$ 21,000	\$ 19,600	\$ 21,000
403(b) Contribution Match	\$ 3,926	\$ 3,340	\$ 4,314	\$ 3,773	\$ 4,460
Payroll Taxes	\$ 19,655	\$ 17,700	\$ 21,107	\$ 18,772	\$ 22,216
Staff Continuing Education	\$ 5,500	\$ 4,548	\$ 6,000	\$ 2,164	\$ 6,000
Auto - Administrative Pastor	\$ 4,000	\$ 3,444	\$ 3,500	\$ 1,586	\$ 3,500
Auto - Assoc Pastor	\$ 3,500		\$ 3,500	\$ 483	\$ 3,500
Auto - Other Staff	\$ 5,000	\$ 4,392	\$ 5,000	\$ 1,731	\$ 5,000
<b>Personnel - Total</b>	<b>\$ 676,529</b>	<b>\$ 628,904</b>	<b>\$ 723,499</b>	<b>\$ 646,764</b>	<b>\$ 751,268</b>
<b>TOTAL</b>	<b>\$ 1,031,689</b>	<b>\$ 1,001,951</b>	<b>\$ 1,100,449</b>	<b>\$ 951,463</b>	<b>\$ 1,128,311</b>