

Bulletin of Reports for 2022

OUR REDEEMER LUTHERAN CHURCH

McMURRAY, PENNSYLVANIA



Agenda for Annual Congregational Meeting

January 22, 2023

- 1. DEVOTIONS**
- 2. MINUTES OF 2022 CONGREGATIONAL MEETING**
- 3. ELECTION OF CHURCH COUNCIL MEMBERS (2-year term)**
 - Jackie Beck
 - Terry Divelbliss (2nd term)
 - Garrett Langley
 - Jena Oberg
 - Martha Rhone (2nd term)
 - John Yocca
- 4. ELECTION OF BOARD MEMBERS FOR MISSION ENDOWMENT FUND**
 - Martha Rhone (2-year term replacing Jeanne Zoellner)
 - Rolf Otterness (1st 3-year term)
- 5. REPORTS**
- 6. CHANGES TO BYLAWS OF MISSION ENDOWMENT FUND**
- 7. ADOPTION OF 2023 BUDGET**
- 8. ADJOURNMENT**

**Our Redeemer Lutheran Church
Minutes of the Annual Congregational Meeting
January 30, 2022**

1. Devotions

Pastor Schmid opened the meeting with devotions.

Council President Gary Milavec called the meeting to order at 10:08 AM. We had a quorum of 60 members present.

2. Minutes of the 2021 Congregational Meeting

A motion was made by Carl Ruppel. Second by Max Rush. Motion approved to accept the minutes from the January 31, 2021 meeting.

3. Election of Church Council Members

A slate of nominees was presented to the congregation with the meeting agenda. A motion to accept and elect the slate of nominees was made by Chris Decker and seconded by Doug Cox. Motion approved.

The following were elected to council for the terms listed:

Jennifer Hewitt (2 nd term)	Larry Day (1 st term)	Sue Lambert (1st term)
Clint Langley (1 st term)	Becky Long (1 st term)	Dan Scher (1 st term)

4. Election of Members for Mission Endowment Fund

A motion to accept and elect the slate of nominees was made by Jim Locher and seconded by Sue Lambert. Motion approved. The following were elected:

Jeanne Zoellner (1st 3-year term)
Gary Milavec (2-year term replacing Ron Kilgore)

5. Reports

Senior Pastor
Ministry Associate
Council President
Office Administrator
Audit Committee
Call Committee
Children and Youth Ministry
Christian Education
Evangelism Committee
Fellowship Committee
Health Ministry
Intern Committee
Mission Endowment Fund Committee
New Members
Noah's Ark Preschool
Property Committee
Service/Outreach Committee
Worship and Music Committee
Financial Secretary Report

A motion to accept the reports as written was made by Janice Rush and seconded by Karen Glass. Motion approved.

6. Adoption of the Budget

Before the budget was presented, Rolf Otterness shared a report called “How Are We Doing”. This report highlights the financial health of the congregation.

The 2022 Budget was presented by Rolf Otterness. Max Rush asked some clarifying questions about the cost of the healthcare packages. Rolf explained that the package is now for both Pastor Schmid and Pastor Broome together and that the package for the soon to be Associate Pastor is reflecting a family package that could possibly be changing in the near future.

A motion to approve the 2022 budget was made by Max Rush and seconded by Carl Ruppel. Motion approved.

- Ruth Brosky gave her annual Simply Giving talk.
- Council President, Gary Milavec, offered thanks to Pastor Schmid and Ministry Associate Katie McNeal.

7. Adjournment

A motion to adjourn was made by Barb Schumacher and seconded by Chris Decker. Motion approved.

Respectfully submitted,
Lori Greene, Secretary

REPORT OF THE SENIOR PASTOR, REV. ANN SCHMID

How very good and pleasant it is when kindred live together in unity. Psalm 133:1

Let me begin on a personal note. Thank you for your outpouring of prayers and support since January 10 when Pastor Broome had his stroke. We have both been upheld and strengthened by your care.

I cannot express how grateful I am that Pastors Kevin, Martha and Kerri have set aside what retired pastors are supposed to do - i.e. leave the congregation - and invited Steve and me to remain as members of Our Redeemer for a time after my retirement. With no family around here, you have been our family for the last 21 years, and we cherish your love and care as we learn what the future holds for Steve.

~ ~ ~

What a joy and delight it has been to have Pastor Kerri here for most of the last year. She is such a gifted and compassionate pastor. From her work with the preschool to revamping our programming for children and youth after the last couple years, to her work with confirmation kids, and young adults...she has brought so much to Our Redeemer already. And what fun it is to have a pastor who can chant the service well (after 45 years of not having that.)

And, as if having one fine pastor during the transition time after my retirement was not enough, we've been blessed with Pastors Kevin and Martha Clementson being willing to serve as our interim senior pastor. I have known and respected them for almost 40 years, and am thankful to God for bringing them into our congregation.

It has been a blessing to spend more than half my ministry in a healthy congregation, where people can disagree in love, work together without power struggles or threatening to leave if they don't get their own way, and support the ministry with time and money and encouragement for their leaders. That's not always the way it is in Lutheran (or other) congregations, but it is the way of Our Redeemer.

I am grateful to those who have served on church council for the last year. Terry Divelbliss has led us well as president. Our other officers and members, Rolf Otterness, VP; Susan Steffick, Secretary; continuing members Larry Day, Jennifer Hewitt, Sue Lambert, Clint Langley, Becky Long, Martha Rhone, Dan Scher; and retiring members Suzanne Kennedy and Charles Rajakumar have served faithfully and with commitment during this year of transition into a fuller life of worship, service and fellowship. (Officers Susan Steffick and Rolf Otterness are also going off council.) During my years at Our Redeemer I have always looked forward to council meetings because of members' willingness to work together for the good of the church and God's people. Our Treasurer, John Till, and Financial Secretary, Carl Ruppel, continue to serve in their roles in a trustworthy and competent way.

The audit committee and Mission Endowment Fund were very active in 2022 in developing good and helpful policies and protocols. That's work that most people don't see, but which is very important for our ministry.

Some of our other committees were quite busy this year. Property had lots of projects. Worship and Music led us through getting back to more normal worship. You can read about their work, and that of all our other committees, in their reports. Thanks to all who support our ministry through planning and overseeing and leading the work of those committees.

Our preschool continues to thrive under the leadership of our director, Heidi Garner, and the board.

As always, I am grateful to our Office Administrator, Elaine Dolcich, and our Music Director, Mary Helen Barr. They each bring unique gifts to their jobs and we are blessed to have them on our staff. And I am thankful for Pastor Yedlicka, who has been my pastor for the last 21 years.

Take some time to read through all of the reports in this annual report. Chances are you'll find a lot of things going on at Our Redeemer that you didn't know about.

<u>ACTIVE MEMBERSHIP</u>	<u>JAN. 1, 2021</u>	<u>JAN. 1, 2022</u>	<u>JAN. 1, 2023</u>
(Those who are active in the day to day life of the congregation.)			
Baptized Members	788	739	760
Confirmed Members	584	554	576
Average Weekend Worship	223	123*	153*

**In-person worship average. Others joined in for online worship.*

REMOVED-TRANSFER/REQUEST/JOINED ANOTHER CHURCH

Paul, Cindy, Zachary, Brendan (Child member) Moran, requested removal 2/1/2022
 Laurie Nickles, transfer to St. Paul's, Canonsburg 4/5/2022
 Ken and Linda Moeslein, requested removal 4/19/2022
 Ron McGoogan, transfer to First Lutheran Church, Washington 7/27/2022
 Hilkka Fadgen, requested removal due to move 9/1/2022

REMOVED-DECLARED INACTIVE-

Colton Amand (Child member) August 31, 2022

REMOVED-DEATH

Robert F. Bolander, Jr. (Inactive member), January 11, 2022
 Lawrence M. Wagner, March 9, 2022
 Terry L. Divelbliss, July 29, 2022
 William R. Hamilton (Inactive member), August 26, 2022
 Beverly J. (Kistler) Wilson, September 23, 2022
 Susan Beeson, December 8, 2022

BAPTISMS (Child members)

Jaclyn Gianna Capezzuto, October 8, 2022
 Luca Valentino Trojan, November 19, 2022
 Amelia Mary Beckman, December 17, 2022

CONFIRMATIONS – April 24, 2022

Eliana Beck
 Dominic Bodnar
 Meghan Doughty
 Benjamin Jarosh
 Brandon Luciw
 Oliver Marks (Received into membership at Confirmation)
 Samuel Mizia
 Olivia Suhayda
 Hailey Swope

FIRST COMMUNION –October 29

Kyler Barbati
 Leisel Forrest

FIRST COMMUNION –October 30

Jaclyn Capezzuto
 Julia Culp
 Bridget Dennick
 Jules Greco
 Reece Greco
 Isaac Hilderhoff
 Owen Hilderhoff
 Adelina Koon
 Quinn Polasky

Norah Prex
Beretta Reber
Paige Silowash
Eli Snyder
Auron Tooker

NEW MEMBERS-February 27, 2022

Daniel Clark
Kerri Clark
Wade Clark (Child member)

NEW MEMBERS-March 26, 2022

Sharlene Campano
Ed Hancock
Austin O'Brien
Shayna O'Brien
Susan O'Brien

NEW MEMBERS-March 27, 2022

Kevin Clementson
Martha Clementson

NEW MEMBERS-October 1, 2022

James Beaumont

NEW MEMBERS-October 2, 2022

Thomas Barczak
Brian Capezzuto
Jennifer Capezzuto
Alexander Dagnal
Kenneth Fornof
Jennifer Fornof
Thomas Fornof
McKayla Fornof (Child member)
McKenna Fornof (Child member)

NEW MEMBERS, October 22, 2022

Anthony Barbati
Jennifer Barbati
Kyler Barbati (Child member)
Maevin Barbati (Child member)

NEW MEMBERS, October 23, 2022

Lynn Broman
Lorenzo Sciulli
Nina Sciulli
Carmen Sciulli (Child member)
Giovanni Sciulli (Child member)

NEW MEMBERS, October 30, 2022

Meghan Trojan

NEW MEMBERS, December 4, 2022

Rev. Debra Thompson

Child members have been baptized but have not been confirmed.

MARRIAGES

Sarah Elizabeth Barczak and Alexander James Dagnal, May 21, 2022

Chandler Robert Daugherty and Laura Kate Kupets (nonmembers), June 11, 2022

Kyle Andrew Smith and Kristen Renee Ausefski, October 8, 2022

Jamie Lynn Carulli and Cliff David Whyte, October 16, 2022

FUNERALS/MEMORIAL SERVICES

Robert F. Bolander, Jr., Memorial Service, January 29, 2022

Lawrence M. Wagner, Funeral Service, March 14, 2022

Terry L. Divelbliss, Funeral Service, August 2, 2022

William R. Hamilton, Funeral Service, August 29, 2022

Beverly J. (Kistler) Wilson, Funeral service, October 3, 2022

REPORT OF ASSOCIATE PASTOR, REV. KERRI CLARK

What a joy it is to have experienced almost a whole year of life and ministry with you here at Our Redeemer! It's been wonderful to move through all the activities and seasons of the church year, especially as we've come closer to a "normal" schedule and operations. As the Associate Pastor, half of my work time is dedicated to Children and Youth, which you will see reflected in the following report. Read on for highlights of my ministry over the past year.

Worship – It's been such a treat to share in worship that is creative, well-planned, and rich in musical talent. I loved being able to sing the communion liturgy over the summer with the "Now the Feast and Celebration" liturgy, and am grateful for your openness to learning something new! It was also fun to share with you the "Lessons and Carols Through the Church Year" liturgy for Christ the King Sunday. It was wonderful to be able to display so many of the beautiful banners in the sanctuary and experience together the rhythms of the church year with readings, songs, and art.

Website – One of the first projects I took on was to update the congregation's website. The old website served us well for a time, but it looked dated, was not mobile-friendly, and was complicated to update. Our new website, launched in June, is hosted on Weebly, and allows for easier updates and more pictures.

Noah's Ark Preschool – I love meeting with our preschoolers for chapel each month! We sing songs, read from a story Bible, play together, and pray. I was also able to be present at the Open House this fall, and enjoyed meeting the students' family members.

Youth and Family Ministry

Kids & Families Email – Every Monday afternoon, I send an email to families of our PreK to 6th graders. It gives a brief summary of what we heard in worship and at Growing in God the previous day, offers some questions for family conversation, shares links to seasonal resources, and lists upcoming events. It's been a fun way to share more about what's happening at church, and I hope it's been a helpful resource for families.

Crossroads Confirmation – It's been great to experience class time with our 7th-9th graders as they prepare for Confirmation. In this school year, it's been wonderful to get back into the pattern of having mentors join us for class. Thank you to Jim Mizia, Josh & Jackie Beck, Alex Stitt, and Stacey & Jim Wold for guiding our Crossroads students.

K-6th graders – We started off the year with a time of learning and play during Wednesday evenings in Lent. Once the weather warmed, we started with "Playground Picnics" on Friday evenings - family gatherings with dinner and play time. We moved into the Social Hall for the chilly winter months, but it's been wonderful to have a chance to play together and catch up each month with both kids and parents.

7th-12th graders – My goal was to offer one event per month, and I have intentionally varied the activities and day/times to try to see what draws the most interest. We’ve tried game nights, service projects, movies, and outings, and will continue to see what seems to work best. Please also let me know about your games, recitals, plays, and other events – I’d love to come and support you at those activities!

Growing in God – I have enjoyed leading music for the 1st-6th graders at the beginning of Growing in God each Sunday. We’ve learned some new songs, and sung familiar ones, too, often incorporating instruments, hand motions, and lots of movement!

Vacation Bible School – I enjoyed working with the VBS planners and serving as “emcee” for our Opening and Closing each day at VBS. To bring us in line with Child Protection Policies in Pennsylvania, this year we asked all adult helpers to complete volunteer clearances, which are valid for 5 years. This was an extra step, but I so appreciate everyone’s willingness to put in the extra work as we remain committed to being a safe place for children and youth.

Looking Ahead

2023 will be a year of transition, grief, and possibility for us as a congregation as we say goodbye to Pastor Schmid after a long tenure here. I am looking forward to working with Pastors Kevin and Martha Clementson, as well as continuing to deepen relationships with each of you. I am eager to explore new ways of connecting with children, youth, and their families, and hope to be a partner and resource for you as we all learn and grow.

Some things that are new for 2023 include:

Youth Group – 7th to 12th graders will gather to cook and eat a meal and share in fellowship on a Sunday afternoon prior to our Crossroads class each month. If anyone would like to teach us a favorite recipe or help us cook, let me know!

Young Adult Fellowship – Young adults (18-25ish) gathered for a meal early in the year while some of our college students were still in town, and we talked about making plans for game nights, more meals, service projects, and other activities together. Look for details in upcoming newsletters and bulletins!

Inclusive Worship and Welcome – During Advent, we had the great delight to learn the American Sign Language (ASL) signs to accompany our singing of “Soon and Very Soon”. Encouraged by the response to this, a small group is exploring ways to make our worship more inclusive and welcoming for the Deaf community. We have applied for a grant from the synod’s Mission Endowment Fund which would allow us to hire a certified ASL interpreter to be present at one worship service per month for the period of one year, and for an interpreter to consult with us as worship leaders and congregation members about learning the signs for a few key parts of the liturgy. If you’d like to be involved in this project, please be in touch with me, Pastor Kevin, or Jena Oberg.

Thank you for your partnership in this ministry, for welcoming me and Daniel and Wade this year, and for your patience and time and enthusiasm as we journey together!

REPORT OF THE COUNCIL PRESIDENT, TERRY A. DIVELBLISS

2022 was a dynamic year for Our Redeemer. We continued to move towards a new (and improved) normal that has felt more and more familiar and comfortable as the year progressed. The sanctuary contains many people for in-person worship at all three services, and we’ve resumed many of the annual social activities that are treasured and eagerly anticipated by our congregation.

2022 was an exciting year as we witnessed Vicar Katie become Pastor Katie and we wished her the best as she assumed her first pastoral call. We also welcomed Pastor Kerri to our congregation with her positive energy, enthusiasm, and fresh perspective. She’s been a wonderful addition to our church leadership team.

2023 promises to be a year of transition, reflection and opportunity for our congregation. Pastor Schmid will be retiring at the end of January after two decades of tremendous guidance and leadership. We'll miss having her at the pulpit and providing her pastoral care to so many of our families. After that time, Pastors Kevin and Martha Clementson, already members of ORLC, will be combining their time and talents to serve our congregation. This will give us a chance to recalibrate and think about where we are and where or what we would like our congregation and worship experience to be moving forward. Council will be establishing channels for feedback and suggestions throughout the first half of the year. Your feedback will be utilized for planning and when we establish a call committee, which is expected to be by early Fall 2023.

We remain debt-free and are in a very stable financial position thanks to the congregation's continued generosity. There will be some expenses on the horizon as our current facility approaches the quarter-century mark, and council will plan and prepare for us to tackle projects as needed over the next few years with minimal impact.

My personal thanks go out to all of our council members who volunteer their time and provide their thoughtful leadership both as part of council as a whole, but also as members of committees that keep key aspects of our congregation running effectively. Suzanne Kennedy, Rolf Otterness, Charles Rajakumar and Susan Steffick are all departing at the end of their terms. Larry Day, Jennifer Hewitt, Susan Lambert, Clint Langley, Becky Long, Martha Rhone and Dan Scher will each be continuing in 2023.

Thanks to Barb Schumacher for her work as she continued to drive our Audit activities and provide leadership for the Mission Endowment Committee in 2022. Her efforts have positioned us to move forward smoothly in 2023. John Till and Carl Ruppel continue to make it look easy as our Treasurer and Financial Secretary, respectively. Elaine Dolcich, our Office Administrator, orchestrates so much behind the scenes to make us all look like we're experts at what we do. We couldn't do it as well without her. Mary Helen Barr continues to enhance our worship experience each and every week, adapting new approaches to sharing the joy of music during two years of evolving circumstances. Many thanks to each of you.

Most of all, thanks to every congregational member who offers your time and talents to your church family and the communities that we serve in any way – worship assistants, ushers, Sunday school and Vacation Bible School staff, kitchen workers, Wednesday workers, and many others who quietly but definitely make Our Redeemer a special family.

Finally, I ask for you to be involved this year and help our congregation make the most of our opportunity to re-commit to the things we do so well and to determine our direction as we do God's work in the future. Wishing you all many blessings in 2023.

REPORT OF THE OFFICE ADMINISTRATOR, ELAINE DOLCICH

For the past twenty-one years I have been the Office Administrator at Our Redeemer. My responsibilities include, but are not limited to: creating printed bulletins for the Pastor, Associate Pastor, Music Director, camera operator and PowerPoint volunteer as well as the one distributed at worship; creating the PowerPoint presentation on the screen; updates to the parish register, online database, directories, website, and road sign; ministry schedule; communication, including Constant Contact emails; vouchering church expenses (excluding payroll); and ordering office, janitorial and worship supplies. Martha Rhone has relieved me of creating the newsletter. I still handle the mail merging file for those without emails, create a PDF of the newsletter with links that I upload it to our website and send in a Constant Contact email

For the first three years of a child's life, a newsletter (Cradle Roll) is sent to the parents. Our Cradle Roll mailers are Karen Glass, Carol Miller, Paula Reese, and Dianne Rigby. As of January 1, 2023 we are sending monthly mailings to 5 children.

We also have a "Sunshine Lady" in Sue Russo. She sends out get-well, sympathy and new baby cards to members as needed.

As a reminder, members can access our online database. There you can see our directory and family photos. You can also access your own financial contributions. You cannot make any changes. You would need to contact the church office if you see something that needs updated. If you would like access, send an email to the church. You will then receive an email from ICON (our database software provider) with a link to create your login. There is a link to ICON on the homepage of our website.

It has been a pleasure working for you.

AUDIT COMMITTEE

Our Redeemer Lutheran Church's 2021 financial records and supporting files were reviewed by Audit Committee members Gary Milavec (chairman), Dave Borra, and Patti Day. The ELCA publication "Congregational Audit Guide" provided the framework for the review including examining samples of records covering the financial activities of the church. The audit did not include Noah's Ark Preschool financial activity which is audited separately.

The congregation's financial records were found to be in order and materially accurate. The records were neat and well organized. Pastor Schmid (Senior Pastor), Elaine Dolcich (Office Administrator), John Till (Treasurer), Carl Ruppel (Financial Secretary) and Rolf Otterness (Finance Committee member) were generous with their time and were responsive to questions. While the current practices allow the financial activities to run smoothly, there are opportunities to strengthen existing policies and procedures to streamline operational efficiencies and to enhance the internal controls to protect the congregational finances. Recommendations to council included:

1. Revise the process for online purchases to exclude a review of the voucher by the Senior Pastor unless an individual purchase is greater than \$500. The majority of purchases are made online with a credit card that has a \$16,500 limit. Currently the Office Administrator makes the purchase, creates the voucher, and receives the delivered good. Having the senior pastor sign off on multiple minor purchases in a month is cumbersome and unnecessary in the Audit Committee's opinion. Furthermore, the Treasurer reviews all vouchers prior to making payment which provides a second set of eyes on all purchases.
2. Establish written guidelines for what dollar amount constitutes a major maintenance expenditure and what dollar amount requires council approval. Once an expenditure is approved, the Property Committee should provide an update to council regarding the actual cost versus the approved cost. If the actual cost exceeds the approved cost, the Property Committee member in charge of the particular project should sign off on the vendor invoice prior to payment.
3. Include signed internet and computer usage forms for all employees, including those of Noah's Ark, in the personnel files.
4. Purchase Norton Small Business for Nonprofit (\$30/year for 10 devices). The church is currently relying on Windows Defender and would benefit from a product such as Norton.
5. Verify/apply Windows updates to all PCs and laptops.
6. Verify who has access to all public computer folders in order to restrict unauthorized access.
7. Update organizational procedures developed by the Treasurer, Financial Secretary, and Office Administrator to ensure they can be understood and applied by users other than the authors.
8. Consider succession planning. Given the complexity and volume of work performed by our Treasurer, Financial Secretary, and Office Administrator the Audit Committee believes it is prudent to not only properly document their procedures but to also train others to step into their roles if needed so that the church can continue to function on a daily basis.

As noted on previous audits, the following areas still present opportunities to improve:

1. Develop a records retention policy and plan for implementation. The plan should include how to properly and securely store information containing personal and confidential information such as payroll records and W-2s. The audit committee intends on submitting a draft of this policy for council's review within the next several months.
3. Develop a fixed asset policy and procedures.

Enhancements made after the 2020 audit or during the 2021 audit included:

1. Registered Our Redeemer Lutheran Church as a fictitious name with the state of Pennsylvania so we can now legally do business as (DBA) Our Redeemer Lutheran Church in addition to The Evangelical Lutheran Church of Our Redeemer of Peters Township (our legal name).
3. PC Audit, a free software program, was run on all PCs and laptops owned by the church. Summary spreadsheets were created detailing all software and hardware contained on each machine. This process should be repeated at least annually and any unused programs should be removed.
4. Cyber Suite (\$100,000 limit) and Computer Fraud (\$25,000 limit) coverages were added to our insurance policy.
5. Upon the Treasurer's request Washington Financial changed all bank account statement reporting periods to be on a calendar month basis, which will simplify and clarify monthly bank reconciliations.
6. The Office Administrator established a shared drive folder titled "Policies/Procedures."

The auditors performed many of the procedures and testing as outlined in the Congregational Audit Guide. In doing so, the auditors reviewed the procedures governing the financial reporting and operations process and found the balances presented to be materially correct, procedures proper, and records properly kept except as noted above.

The audit report was approved by council and a summary of the audit results was forwarded to the Synod office as required.

Respectfully submitted,
Gary Milavec

CHILDREN AND YOUTH MINISTRY

See the report of Associate Pastor, Rev. Kerri Clark.

CHRISTIAN EDUCATION

Growing in God classes for age 3 through grade 6 were in-person this year, although the attendance has been lower than in the past. This fall the Adult Discussion Group met with Pastor Schmid for Bible study during the regular Sunday School hour (10-10:45 AM). Attendance is lower than in the past, since the most that have attended the Bible study this fall was 11.

The theme for Vacation Bible School this year was "Makes Waves: What You Do Today Can Change the World Around You." VBS was held July 25-28 for 84 children and youth from age 3 years through grade 6.

The attendance this fall was greater than in the spring term except for the grade 4-6 class, which decreased from as many as 9 down to 4 students.

Some of that decrease is from the change of grades with the youth who moved from grade 6 to grade 7. The other classes showed a marked increase in participation. The regular classes are now using the Spark House Lectionary curriculum. The classes that featured group activities were the following: (1.) **Luther Fest**, which was intergenerational for the first time this year, received good reviews from many; (2.) **Advent Adventures**.

Breakfast at the Manger resumed since 2019 with over 120 attendees. Lori Greene was the director of this event and the storyteller. The theme this year was "The Spider's Gift." The Fellowship Committee oversaw the breakfast, which was mostly breakfast breads donated by those attending.

The mission project with Blessings in a Backpack was continued this year. The purpose of the project is to supplement the school's free lunch program by providing additional food for the weekend when free lunches are not available to those who qualify. Thank you, Dani Mizia, for overseeing Our Redeemer's participation in this program for Ringgold Elementary School North.

The Christian Education Committee consists of the following: Becky Long, Linda Nickles, Phyllis Permar and Barb Schumacher.

Respectfully submitted,
Deacon Phyllis Permar

EVANGELISM COMMITTEE

The church office utilizes the sign and website to publicize church events and Pastor Schmid and Pastor Kerri maintain our Facebook page. Thanks to all of you who share posts with friends.

FELLOWSHIP COMMITTEE

Following a two-year hiatus due to Covid's social distancing, the Fellowship Committee reconvened at the end of 2021. Official committee members were Council members Larry Day and Jennifer Hewitt, with Pastor Schmid serving as advisor and ex officio member. Invaluable assistance for all events was provided by Pastor Ann and Pastor Kerri, and members of the Congregation. The Fellowship Committee extends its heartfelt thanks for all this assistance.

The Committee's approach this year was "Let's put our toe in the water and not undertake too much too quickly after the hiatus."

A number of Sunday Morning Coffee Hours were held, including but not limited to those honoring/celebrating: 90th Birthdays, Confirmation, High School Graduates, Summer Speakers, and Reformation.

The Committee also initiated a "Let's Learn" event, aimed at inviting members of the Congregation to share their special skills and hobbies with others in the Congregation. This is a program the Committee would like to grow in 2023.

Dining Divas began meeting for a once-a-month lunch at area restaurants. Sign-up sheets are posted in the Narthex on the bulletin board, and women of all ages are invited to attend.

Theater goers attended a performance of "Pippen" at Little Lake Theater. There is significant interest in bringing back "Faithful Film Goers".

Celebratory parties were hosted for Vicar (Pastor) Katie's ordination and Pastor Kerri's installation. Breakfast at the Manager also returned and was very well-attended.

An Advent Soup Supper was held again for the first Sunday in Advent.

For 2023, the Fellowship Committee would like to identify members who are interested in working on a particular Fellowship event in a particular area; e.g., by setting up, providing food or beverage item, clean-up. To this end, the Committee is interested in volunteers to help identify Fellowship events for 2023 and compile a 2023 Fellowship Event Calendar. Then, the Committee will be able to solicit commitments from the Congregation to support a particular event in a particular way and in a timely fashion. Sign-up sheets for this planning function will be posted on the Narthex Bulletin Board.

The Fellowship Committee extends its heartfelt thanks to those who worked on, contributed to and attended the 2022 Fellowship events.

Respectfully submitted,
Jennifer Hewitt

HEALTH MINISTRY

There is no report for this committee as all activities in 2022 were postponed.

MISSION ENDOWMENT FUND COMMITTEE

The Mission Endowment Fund (MEF) Committee includes: elected members Gary Milavec and Barb Schumacher with one vacancy due to Jeanne Zoellner's resignation; Congregational Council President Terry Divelbliss; Senior Pastor Ann Schmid. As Congregation Treasurer, John Till is a non-voting ex officio member.

Summary of 2022 MEF activity:

Beginning Balance January 1, 2022	\$ 125,913.41	
Donations Received	\$ 0.00	
Interest Income	\$ 3,160.22	<i>(Does not include 12/31/2022 distribution)</i>
Distributions	\$ 2,375.00	
Ending Balance December 31, 2022	\$ 126,698.63	
Market value as of 11/30/2022	\$ 111,359.76	

The 2022 disbursement was \$2,375 to the following recipients:

<u>Ministry</u>	<u>Amount</u>	<u>Category of Recipient</u>
City Mission	\$ 950	Ministry in our local area
Lutherlyn	\$ 950	Ministry in Southwest PA Synod
Lutheran Disaster Response (Eastern Europe)	\$ 475	ELCA Churchwide Ministry

The MEF committee will meet in the first quarter of 2023 to determine distribution of the 2022 fund income. There were no donations in 2022 so only the fund income of \$3,160 will be distributed.

The committee decided the best investment opportunity for the proceeds of the certificate of deposit that matured in December 2021 was to consolidate all MEF monies into the ELCA Ministry Growth Fund. \$21,440.41 was transferred to the Ministry Growth Fund in 2022.

The committee and Rolf Otterness spent many hours thoughtfully reviewing the committee bylaws and making recommendations to bring the bylaws in line with current practice and Synod endowment fund bylaws.

Proposed bylaw changes that are substantive include:

1. changing "committee" to "Board" and removing:
The Congregation Council shall be responsible for overseeing the work of the Mission Endowment Fund.
All MEF Committee recommendations must be approved by the Congregation Council.
2. changing "immediately" to "during the first quarter of the following year" for distributing 10% of each gift.
3. changing the accounting of the MEF funds from "separate, distinct and independent" to "distinct and easily identifiable".
4. adding verbiage for permitting remote communications including electronically and by telephone or video conference.
5. adding modifier "up to" to the three percent (3%) additional distribution if MEF assets exceed \$250,000.
6. adding "and any of its congregations, agencies or institutions" to Southwestern Pennsylvania Synod of the ELCA.

The committee thanks Jeanne Zoellner for her service on the committee. The committee also thanks Rolf Otterness and John Till for their assistance to the committee. It has been my pleasure to serve on the MEF Committee for four years. I am confident that the committee is in good hands!

Respectfully Submitted,
Barbara L. Schumacher, Secretary

NEW MEMBERS

It is so good to be pretty much back to normal or at least back to the way things used to be before March 2020. I was able to be present and meet face to face with all our prospective new members of which all, or most all, who attended the Inquirer's Classes did join Our Redeemer. There were 30 new members---20 adults and 10 teens and children. It was wonderful to welcome them all.

Respectfully submitted,
Sue Russo

NOAH'S ARK PRESCHOOL

Preschool has been running smoothly this year without many big changes. Our enrollment is right around 120 children again this year. We have 9 core classes and two enrichment classes including a STEAM class and a workshop class. We are fully staffed with 13 core teachers, two specials teachers, one for yoga and one for music and two incredible church volunteers that we could not function without. We continue to be incredibly blessed by the love we receive from both Linda Nicklas and Carol Locher. They both give so much time and love to our preschool and are an invaluable part of what we do here. We also have a very active Lunch Bunch program that is filled most days.

Our playground continues to evolve, as the wood ages things need to be changed out and repaired so we continue to plan for and work through those things. We recently added some new musical instruments to our hillside, and it's been wonderful to watch the children explore those.

Pastor Kerri has been a wonderful addition to the preschool family. She has a gift for children, and they have really been enjoying chapel time with her, her stories, and her songs! We look forward to adding even more ways for Pastor Kerri to be involved with our preschoolers.

Our board has been busy this year, as we have worked to budget for and install new flooring, new cameras and to update our door lock systems. I am always so grateful for the support and wisdom our board members share with us. We are without a doubt a team driven to support our mission of making our preschool the best place it can be for everyone who steps through our doors.

Registration for the 2023-2024 school year will begin at the end of January. I have been giving tours to welcome families into our space and would love to welcome your family or friends to join us as well!

As always, thank you for your continued support and dedication as we strive to be the best that we can be, as we continue to grow in faith and love.

Respectfully submitted,
Heidi Garner, Director

Noah's Ark Board Members

Pastor Schmid	Ex-officio
Pastor Kerri Clark	Pastor
Rolf Otterness	President, church member
Maura Wisniewski	Vice-President
Brenda Binotto	Finance officer, parent, church member
Jaymi Moody	Secretary, church member
Joel Beltz	Church member
Jim Mizia	Facilities, church member
Linda Nickles	Church member
Megan Nielsen	Teacher representative
Sue Russo	Church member
Sue Lambert	Church member
Christina Mann	Parent, church member

PROPERTY COMMITTEE

2022 was another busy year for the property committee with no shortage of smaller maintenance projects, as our “new” building approaches 24 years old.

A few of the more significant projects to be completed included the installation of railings along the social hall exit steps, a repair to the collapsed pavement around the storm drain in the lower front corner of the parking lot, electrical outlet repairs and upgrades around the pavilion and pit, HVAC maintenance, and repairs to wastewater lines that shifted during excavation work across Gateshead Drive. (This latter repair was completed at no charge to ORLC by Peters Township and the contractor that damaged the lines.) Also, a significant debris cleanup was completed in the woods behind the utility shed. Since Grass Masters is now maintaining the lawn, we were able to sell our tractor and push mower. Some hand tools and trimmers were retained for odd projects and touch ups.

Keith Lowery, John Till, and Gary Milavec tackled any number of random repair issues that popped up, as did Shawn Moody. Keith and John anchored several of the major projects, coordinating with contractors and the township as needed. Larry Day weighed in on discussions and decisions as a property committee member. Many thanks to each of them for their efforts.

As with any aging facility and surrounding property, we are facing two larger and more costly projects in the coming years. First, the parking lot will require repairs and eventually a complete repave. We have a bid for repairs to a few large areas to extend the life of the parking lot, and we also have initial estimates for a complete repave. The committee and council are evaluating the best option and use of our funds.

Also, Peters Township asked us to voluntarily have a camera test of the stormwater drainpipes that run parallel to Route 19. We did so in late Fall, and there are some failing areas and issues. We don't expect any imminent failures such as the one that our neighbors next door (the NAPA/gym/Seafood Kitchen plaza) experienced, but we do need to start planning how to fund a repair that will eventually be necessary and expensive. This will be a council conversation in early 2023 as well.

Two other key projects on the near-term radar include a major upgrade to our sanctuary sound system to provide a better in-person and livestreamed worship experience, and the addition of numerous electrical outlets to the social hall for improved convenience and safety.

Overall, thanks to a dedicated team of volunteers and the oversight of Property Committee members, our facility should continue to serve us well for many years to come.

Respectfully submitted,
Terry Divelbliss – Property Committee Chair

SERVICE/OUTREACH COMMITTEE

The 2022 committee included the following: Pastor Schmid, Phyllis Permar, Lalitha Rajakumar, Charles Rajakumar and Martha Rhone (Chair).

We collected goodies and sent 20 college care packages in time for the February 13, 2022 Super Bowl.

We now have a City Mission Clothing/Shoe Bin. The bin is located right beside the paper recycle bins in our parking lot.

Through Lutheran Disaster Response, we collected donations that went to Ukraine through the “Eastern Europe Crisis Response”. It provide refugees with immediate support and supplies such as food, blankets, water and hygiene kits.

We had a Summer Series in July. July 17 – Shelley Kubincanek, the Church/Community Relations Manager from the City Mission, joined us to tell us what they are doing and bring us up to date. July 31- Our church family member, Soheila Lunney, who is originally from Iran shared her story with us.

On August 23, Pastor Kerri and members of our church toured City Mission.

We are now collecting and delivering monthly to the City Mission Food Pantry. Special items for each month are listed in the bulletin, newsletter and Constant Contact. This past Thanksgiving we collected and provided items needed to pack the Boxes of Love which provided a meal for the families.

ELCA Day of Service – We were able to provide 72 school kits and numerous fabric kits which went to Lutheran World Relief. Barb Schumacher delivered them to the drop-off location in Zelienople.

SERRV – Members were encourage to go online to purchase gifts for Christmas at www.serrv.org.

ELCA Good Gifts - These were also purchased through the church. \$830 was donated and submitted during a matching gifts period.

Christmas card collection: We collected the fronts of used Christmas cards. They are used as tags to accompany 20,000 hygiene kits distributed to the poor in the Appalachian region of West Virginia, Kentucky, Virginia and southern Ohio.

We collected Christmas gifts for the children served by the Washington County Children and Youth Services. Again this year we did not have tags, just collected donations. Elaine Dolcich organized, and Kristie Chestney delivered the Christmas gifts to the Washington County Fairgrounds.

The KBM Village Center in India is now able to support themselves and no longer needs our help. Some of the money we have collected has been moved to Audio/Video per the donor's request and the other money has gone to the recent needs in Puerto Rico.

We have a number of members from our congregation who are involved with home delivery of nutritious meals for the homebound and the elderly through Meals-On-Wheels.

Information was provided, and members were encouraged to participate in voting.

And a thank you to all of you in the congregation who sponsor or participate in any of the above ministries.

Respectfully submitted,
Martha Rhone

WORSHIP AND MUSIC COMMITTEE

Members: Lori Greene, Mary Helen Barr, Becky Long, Pastor Schmid, Althea Seese, Susan Steffick, Nancy Till, Melissa Bookhammer, and Pastor Clark

It is the responsibility of this committee to ensure that the services of God's house are conducted regularly and in accordance with the teaching and practices of the ELCA. This committee has general oversight of all that concerns corporate worship, including: Altar Guild, Ushers, Acolytes and other Worship Assistants, Music Program, Seasonal Liturgies, decorations, and other accoutrements used in the worship center.

The committee met May 18, August 15, October 3 and January 12.

I want to thank Mary Helen Barr for her 25 years of music leadership here at Our Redeemer. We celebrated her 25-year anniversary on November 13. Her exceptional talent provides us with excellent music every Sunday. A thank you also goes to all the dedicated choir members who offer worship leadership and special music each Sunday during the 11:00 service. Thanks to those who volunteer to serve as Lay Assistants and Lectors, all the members of the altar guild, all the ushers, greeters, acolytes, communion assistants and gift bearers. It takes many people to have wonderful worship each week.

The 9:00 service was livestreamed from February – September 11. The 11:00 service was livestreamed starting on September 18. A special thank you to those who have volunteered to run the PowerPoint presentations and operate the camera. Sam Mizia was hired to be our full-time camera operator this fall.

- Ash Wednesday was on March 2nd. A brief children's service was held following preschool at 11:35. Traditional services of ashes and communion were held at 12:15 and 7:00. Ashes were also available from 1:00-6:00 for those wanting to receive ashes individually.
- The theme for the Midweek Lenten services was "The Hand of Jesus". These were Bible stories of people whom Jesus touched with his hand.
- Palm/Passion Sunday services were held April 9 and 10.
- Maundy Thursday: A Seder meal was offered at 6:15 followed by a brief service of Holy Communion and stripping of the altar.
- Services were held on Good Friday: A children's service at 10:00, a community service at noon, and an 8:00 evening Tenebrae service.
- Easter worship was held on Sunday, April 17 at 9:00 and 11:00.
- On April 24th we celebrated the ordination of Pastor Katie McNeal.
- Confirmation was held on April 24 at the 11:00 service with 8 confirmands.
- The summer worship schedule began May 29.
- Pentecost was celebrated on June 4 and 5.
- The regular fall schedule resumed on September 10-11.
- Blessing of the Animals was held on Saturday, October 1 at the 5:30 worship service.
- Healing Services were offered on October 15 and 16.
- First Communion was held on Reformation weekend, October 29 and 30. The congregation was asked to wear red.
- Those who passed away during the past year were celebrated on All Saints Day, November 5 and 6.
- Christ the King Sunday was celebrated with a special service that moved us through the seasons of the church year.
- Advent's theme this year was Peace – peace between nations the peaceable Kingdom of God, peace that comes from trust in God, and the peace that Emmanuel, "God with us," brings into our lives.
- "Hanging of the Greens" took place on Monday, December 19.
- Blue Christmas Service was held on Sunday, December 18 at 7:00.
- Christmas Eve Services were held 4:30 Children's Christmas Eve, 7:00 and 11:00 Candlelight Christmas Eve.
- December 25 - one service at 10:00 on Sunday morning.
- December 31 - a service at 5:30 and one service at 10:00 on January 1.

A special thanks to Pastor Schmid for her years of creative worship planning here at Our Redeemer!

Respectfully submitted,
Lori Greene, Chair

The Evangelical Lutheran Church of Our Redeemer
of Peters Township McMurray, Pennsylvania
Resolution establishing the Our Redeemer Lutheran Church Mission Endowment Fund
Adopted January 27, 2013
Revised January 27, 2019
Proposed Revisions January 2023

The Evangelical Lutheran Church of Our Redeemer of Peters Township (hereafter ORLC or Congregation), McMurray, Pennsylvania, has a living endowment of faithful members with rich gifts and varied talents. "As each has received a gift, employ it for one another, as good stewards of God's varied grace." (I Peter 4:10 RSV) "I have held many things in my hands, and I have lost them all. But whatever I have placed in God's hands, that I still possess." Martin Luther

Whereas, life-long Christian stewardship involves management of all assets God has entrusted to His people, including abilities, time, income, appreciated assets and possessions, and

Whereas, members of this Congregation have the privilege and duty to support the work of ORLC, the Southwestern PA Synod of the ELCA, and the Evangelical Lutheran Church in America through contributions of time, abilities and financial support as stewards of God's gifts; and

Whereas, members of this Congregation can fulfill their privilege and duty by giving to the work of ORLC through, for example, bequests in wills or living trusts, designations of retirement or pension plans, assignments of life insurance, charitable gift annuities, charitable remainder trusts, assignments of certificates of deposit, transfers of property such as cash, stocks, bonds and real estate, etc.; and

Whereas, this Congregation would encourage and receive these gifts to be administered and utilized for ministry through a mission endowment fund;

RESOLVED, that this Congregation shall have a perpetual mission endowment fund. The fund shall be called the Our Redeemer Lutheran Church Mission Endowment Fund (hereafter MEF). It shall not be a separately incorporated entity, but shall be a fund of this Congregation that is set apart from the operating budget; and, be it further

RESOLVED, that the purpose of the MEF will be to provide distributions beyond those provided by ORLC for 1) special projects within the local area wherein our Congregation resides; 2) special ministries of the Southwestern Pennsylvania Synod of the ELCA and any of its congregations, agencies or institutions; 3) ELCA Church-wide ministries; and 4) extraordinary programs/ministry initiatives within this Congregation; and, be it further

RESOLVED, that pursuant to C17.01 and C19.01 of our constitution, the Congregation of ORLC, hereby approves a Bylaw to establish a board and its guidelines to carry out the activities of the MEF.

35 The following bylaw shall be inserted in the constitution.

36 Chapter B1 – **Mission Endowment Fund Board**

37 A MEF board (hereinafter Board) of three (3) voting members of this Congregation shall be elected at
38 the Congregation's annual meeting. The term of office will be three years with the first slate of
39 members serving staggered terms. Each year following the initial election, one member will be
40 elected. In addition to the elected members, the President of Council (or a member of Council as
41 elected by Council) and the Senior Pastor of the Congregation shall be ex officio, with voice and vote,
42 members of the Board. The Treasurer of the Congregation shall maintain the account of the MEF and
43 serve as an ex officio, without voice or vote, member of the Board.

44 Should a vacancy occur the Congregation Council will appoint a replacement to serve until the next
45 Annual Congregation Meeting, at which time a person shall be elected to fulfill the unexpired term.

46 No member shall serve more than two (2) consecutive terms. A former Board member may be re-
47 elected after a lapse of twelve (12) months from the end of his/her previous term.

48 The Board shall elect from its membership a chairperson and secretary.

49 The Board shall meet at least twice a year at a time and place determined by the Board and more
50 frequently as it may be deemed necessary for the best interests of the MEF. Meetings may be held by
51 remote communication, including electronically and by telephone or video conference.

52 A quorum shall consist of three (3) members. The affirmative vote of a majority present and voting
53 shall carry any motion or resolution. When only three (3) members are present a unanimous vote will
54 be required. Voting by proxy or by absentee ballot shall not be permitted.

55 All new Board members shall receive a copy of this Resolution and Bylaw to become acquainted with
56 the purpose and function of the MEF as well as their duties and powers as members.

57 The Board shall maintain accounts with such financial institutions as it may, by resolution, authorize
58 and determine. Should any MEF assets be commingled with assets otherwise belonging to ORLC, the
59 Board shall ensure that the accounting practices of ORLC are such that the MEF assets are distinct and
60 easily identifiable.

61 The Secretary shall maintain complete and accurate minutes of all meetings of the Board and supply a
62 copy thereof to each member within thirty (30) days after the meeting. A complete set of minutes
63 shall be maintained at the church office.

64 The Board shall be responsible for all financial records of the MEF, and shall make written reports of
65 the MEF to the Congregation Council, and shall post the reports for the observation by members of the
66 Congregation. The Board shall report at least semi-annually to the Congregation Council on any and all

activity within the MEF. Current balance, additions, distributions and any other activity should be included with the report. Annual accounting and a report of ministries supported through the MEF shall be distributed to the Congregation at its annual meeting.

The purpose of the Board shall be to implement the guidelines of the MEF.

The duties of the Board shall include the following:

- a. To fulfill the purpose of the MEF, that is to provide annual distributions beyond the operating budget of this Congregation to ministries as stated below:
 - 1) Up to 40% for special projects within the local area wherein the Congregation resides;
 - 2) Up to 40% for special ministries of the Southwestern Pennsylvania Synod of the ELCA and any of its congregations, agencies or institutions;
 - 3) Up to 40% for ELCA Church-wide ministries;
 - 4) Up to 20% for extraordinary programs/ministry initiatives within this Congregation;
 - 5) If the amount to be distributed is less than \$1,000, the whole amount may be allocated to one or more of the above categories without regard to the above percentage (%) limitations for each category.
- b. To determine how the MEF assets will be invested, including the asset allocation. The investment objective will be to provide long-term growth so the annual distribution will keep pace with inflation, i.e. the annual distribution will maintain its purchasing power. In any event, all investments shall be invested by outside investors such as in the ELCA Ministry Growth Fund and/or the ELCA Mission Investment Fund. No Board member shall invest the assets in a way that would bring private inurement to that individual.
- c. To begin making annual distributions of income once the MEF assets reach \$50,000 in value on the previous year end valuation date. Income for distribution is defined as interest, dividends and realized gains. Income for the previous year shall be distributed during the first quarter of the next year. If the MEF assets exceed \$250,000 in value on the year end valuation date, the next year's distribution may include up to a three percent (3%) distribution of that year end value in addition to the annual distribution. The Board shall keep in mind that the MEF is intended to be a perpetual fund.
- d. To encourage gifts to the MEF through education and promotion of the fund. The Board may use the services of the ELCA Foundation Regional Gift Planner in assisting members with the best way to include the MEF in their current giving and estate plans.
- e. To receive and celebrate gifts given for ministry through the MEF and maintain a permanent book of remembrance of donors to the MEF.

- 101 f. To accept undesignated gifts received by this Congregation, such as, but not limited to,
102 bequests, life insurance proceeds and remainders from life income agreements. The Board has
103 the discretion to decline acceptance of a gift if deemed to be in the best interest of the MEF and
104 the Congregation.
- 105 g. To distribute ten percent (10%) of all gifts received in a given year by the end of the first
106 quarter of the following year. The remaining portion will be invested by the Board. The Board
107 shall ensure adequate funds are available for the first quarter distributions.
- 108 h. To respond to Congregation and Congregation Council requests, under an unforeseen
109 emergency situation, to use principal of the MEF to help the Congregation rectify an
110 economically devastating situation.

111

112 Chapter B2 – **Other**

113 In the event ORLC ceases to exist, either through merger or dissolution, disposition or transfer of
114 the MEF shall be at the discretion of the Congregation Council in conformity with Chapter 7 of the
115 approved Congregational Constitution and in consultation with the Bishop of the Southwestern PA
116 Synod.

2022 ANNUAL REPORT of FINANCIAL SECRETARY

January 22, 2023

	2022 Estimate	2022 Actual	2023 Estimate
Giving Units Contacted	305	305	296
Pledging Units (a)	124	121	128 (Est)
% of Giving Units Contacted	40%	40%	43%
Contributing Units	200 (Est)	221	200 (Est)
% of Giving Units that Contributed	65% (Est)	72%	68%
Units enrolled in Simply Giving	76	79	80
A Current Fund Offerings	\$402,020 (Est)	\$468,460	\$434,000
Pledged Amount (a)	\$363,006	\$380,096	\$377,872
Given by Pledging Units	\$326,410 (Est)	\$374,071	\$360,000 (Est)
% of Pledged Amount	90% (Est)	98%	95% (Est)
From Non-Pledging Units	\$75,610 (Est)	\$94,389	\$74,000 (Est)
B Building Fund Offering	\$63,443 (Est)	\$58,915	\$55,700 (Est)
Pledged Amount (a)	\$53,825	\$58,375	\$55,557
From Pledging Units	\$48,443 (Est)	\$53,830	\$53,000 (Est)
% of Pledged Amount	90% (Est)	92%	95% (Est)
From Non-Pledging Units	\$15,000 (Est)	\$5,085	\$2,700 (Est)
C Miscellaneous Budget Offerings (b)	\$19,000 (Est)	\$23,580	\$20,000 (Est)
Total Budget Offerings (A+B+C)	\$484,463 (Est)	\$550,955	\$509,700
Budget	\$482,127	\$482,127	\$459,439
Total Budget Offerings	\$484,463 (Est)	\$550,955	\$509,700
% of Budget	100%	114%	111%

(a) Includes Simply Giving units that did not respond to Pledge Drive, pledges made from IRA, pledges made from Charitable Fund , and pledges made from Current Contributions

(b) Includes Christmas, Easter, Good Friday, initial, loose plate, Maunday Thursday, misc., Seasonal Appeal, interest

"The point is this: The one who sows sparingly will also reap sparingly, and the one who sows bountifully will also reap bountifully. Each of you must give as you have made up your mind, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to provide you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good work."

2 Corinthians 9:6-8

Our Redeemer Lutheran Church
How Are We Doing

Year to Date as of December 2022

	This Year			Last Year		
	Current	Building	Total	Current	Building	Total
Income	\$ 492,040	\$ 58,915	\$ 550,955	\$ 469,345	\$ 51,180	\$ 520,525
Expenses	472,234		\$ 472,234	416,581		416,581
Surplus (deficit)	\$ 19,806	\$ 58,915	78,721	\$ 52,764	\$ 51,180	103,944
Surplus (deficit)			<u>\$ 78,721</u>			<u>\$ 103,944</u>

Other Outreach Offerings	Year to Date
Abiding Missions	1,260.00
City Mission	1,147.50
ELCA World Hunger	4,955.00
ELCA Disaster Relief	2,315.00
Gods Work Our Hands	30.00
Good Gifts	880.00
Indian Mission	294.00
Lutheran World Relief	485.00
	<u>11,366.50</u>

Our Redeemer Lutheran Church
Fund Balances - Net Cash and Investments
as of December 2022

	Unrestricted Current Funds	Restricted Funds			Total
		Designated Funds	Building/ Major Maintenance	Endowment (At Cost)	
Cash	139,360.96	22,098.11	218,997.87	8.00	380,464.94
Investments	4,198.25			127,641.70	131,839.95
Total assets	143,559.21	22,098.11	218,997.87	127,649.70	512,304.89
Liabilities	18,373.01				18,373.01
Net fund balances	125,186.20	22,098.11	218,997.87	127,649.70	493,931.88

Investment at Fair Market Value as of November 30, 2022 111,359.96

As of December 2021	104,097.52	37,069.20	159,901.47	125,913.41	426,981.60
Change	21,088.68	(14,971.09)	59,096.40	1,736.29	66,950.28

Our Redeemer Lutheran Church
Financial Position as of December 2022 and 2021

	Funds						Prior Year
	Current	Designated	Major Maintenance	Building	Endowment	Total	
ASSETS							
Cash							
Checking account	11,065.80					11,065.80	60,038.66
Petty cash	11.41					11.41	15.22
Washington Financial debit card	319.34					319.34	697.97
Money Market Fund							
Assistance		1,920.14				1,920.14	1,591.14
Audio - Visual (Sound Sytem - 2020)		4,875.01				4,875.01	0.00
Church decorations		1,915.78				1,915.78	1,646.96
College Care		84.48				84.48	53.46
Current Funds	125,264.39					125,264.39	55,286.50
Education Materials		228.86				228.86	228.86
Endowment					8.00	8.00	21,772.70
Fellowship		535.09				535.09	181.01
Gods Work Our Hands		30.00				30.00	0.00
India Mission		0.00				0.00	3,500.00
India Mission Trip		0.00				0.00	10,076.00
Indian Mission Scholarships		0.00				0.00	500.00
Indian Mission Water Filters		0.00				0.00	1,073.72
Interest		391.48				391.48	239.31
Library Resource		18.00				18.00	18.00
Maintenance and Repair		3,432.86				3,432.86	9,267.86
Major Bld. Maintenance Fund			5,643.44			5,643.44	4,940.00
Memorial Fund		5,187.70				5,187.70	4,437.70
Music Program		643.07				643.07	1,304.85
Next Year Current	2,700.00					2,700.00	1,000.00
Other In & Out		515.89				515.89	508.23
Out Reach		0.00				0.00	72.00
Quarterly/Yearly Paid Ahead	0.02					0.02	0.00
Servant Event		1,216.00				1,216.00	1,216.00
Sunday School		69.68				69.68	120.00
WELCA		310.13				310.13	310.16
Youth Gathering		508.00				508.00	508.00
Youth Ministry		70.00				70.00	70.00
Youth Projects (Equal Exchange in 2020)		145.94				145.94	145.94
Total Money Market Fund	127,964.41	22,098.11	5,643.44	0.00	8.00	155,713.96	120,068.40
Major Bld. Maintenance Fund			213,354.43			213,354.43	154,961.47
Total cash	139,360.96	22,098.11	218,997.87	0.00	8.00	380,464.94	335,781.72
Brokerage Account	4,198.25				0.00	4,198.25	0.00
ELCA Endowment Fund					127,641.70	127,641.70	104,140.71
Due (to) from Noah's Ark	0.00					0.00	372.08
Property and Equipment				1,931,831.29		1,931,831.29	1,931,831.29
Total Assets	143,559.21	22,098.11	218,997.87	1,931,831.29	127,649.70	2,444,136.18	2,372,125.80
LIABILITIES AND FUND BALANCES							
Accounts payable	15,953.05					15,953.05	10,965.92
Payroll liabilities	1,158.65					1,158.65	1,085.68
Unused continuing education	1,261.31					1,261.31	1,261.31
Total Liabilities	18,373.01	0.00	0.00	0.00	0.00	18,373.01	13,312.91
Fund Balances							
Current Funds Available	125,186.20					125,186.20	104,097.52
Temporarily Restricted		22,098.11	218,997.87			241,095.98	196,970.67
Permanently Restricted					127,649.70	127,649.70	125,913.41
Net Investment in Property				1,931,831.29		1,931,831.29	1,931,831.29
Total Fund Balances	125,186.20	22,098.11	218,997.87	1,931,831.29	127,649.70	2,425,763.17	2,358,812.89
Total Liabilities and Fund Balances	143,559.21	22,098.11	218,997.87	1,931,831.29	127,649.70	2,444,136.18	2,372,125.80

2023 Proposed Budget - Our Redeemer Lutheran Church

<u>Expenses</u>	<u>2022</u>		<u>2023</u>	<u>Change</u>	<u>% Change</u>
	<u>Spending</u>	<u>Budget</u>	<u>Budget</u>		
100 Mission Support	Mission Support %	12%	12%		
101 Regular	51,657	51,657	49,226	(2,431)	-4.71
<u>Total 100 Mission Support</u>	51,657	51,657	49,226	(2,431)	-4.71
120 Worship and Music					
121 Supplies					
121A Music	1	700	1,500	800	114.29
121B Worship	1,713	1,500	2,800	1,300	86.67
121C Flowers & Decorations	0	200	0	(200)	-100.00
121D Computer Software & Licenses	1,468	1,500	1,600	100	6.67
121E Music Program	0	0	0	0	0.00
122 Piano / Organ Supply					0.00
122A Organist Sunday	0	500	250	(250)	-50.00
122B Pianist - Saturday Service	0	0	0	0	0.00
123 Maintenance	0	300	300	0	0.00
124 Music Director	29,072	29,072	30,816	1,744	6.00
125 Cont. Education	0	0	0	0	0.00
127 Nursery Attendant	1,581	3,000	1,600	(1,400)	-46.67
<u>Total 120 Worship & Music</u>	33,836	36,772	38,866	2,094	5.70
135 Pastor Schmid					
136 Compensation					
136A Salary	57,202	57,202	4,767	(52,435)	-91.67
136B Housing Allowance	23,044	23,044	1,920	(21,124)	-91.67
136C Social Security Allowance	6,647	6,647	554	(6,093)	-91.67
Subtotal	86,893	86,893	7,241	(79,652)	-91.67
137 Pension & Insurance					
137A ELCA Pension	10,427	10,427	869	(9,558)	-91.67
137B ELCA Medical & Dental	32,100	32,100	2,755	(29,345)	-91.42
137C Disability	1,130	1,166	65	(1,101)	-94.41
137E Group Life Insurance	782	782	58	(724)	-92.59
Subtotal	44,439	44,475	3,747	(40,728)	-91.58
138 Continuing Education	885	700	58	(642)	-91.67
139 Travel Reimbursement	1,595	2,000	167	(1,833)	-91.67
Subtotal	2,480	2,700	225	(2,475)	-91.67
<u>Total 135 Pastor Schmid</u>	133,812	134,068	11,213	(122,855)	-91.64

2023 Proposed Budget - Our Redeemer Lutheran Church

<u>Expenses</u>	<u>2022</u>		<u>2023</u>	<u>Change</u>	<u>% Change</u>
	<u>Spending</u>	<u>Budget</u>	<u>Budget</u>		
136 Interim Pastor Kevin Clementson					
136A Compensation					
A. Salary	0	0	16,225	16,225	100.00
B. Housing Allowance	0	0	16,500	16,500	100.00
C. Social Security Allowance	0	0	2,711	2,711	100.00
Subtotal	0	0	35,436	35,436	100.00
136B Continuing Education	0	0	500	500	100.00
136C Travel Reimbursement	0	0	1,000	1,000	100.00
Total 136 Pastor Kevin Clementson	0	0	36,936	36,936	100.00
137 Interim Pastor Martha Clementson					
137A Compensation					
A. Salary	0	0	16,225	16,225	100.00
B. Housing Allowance	0	0	16,500	16,500	100.00
C. Social Security Allowance	0	0	2,711	2,711	100.00
Subtotal	0	0	35,436	35,436	100.00
137B Continuing Education	0	0	500	500	100.00
137C Travel Reimbursement	0	0	1,000	1,000	100.00
Total 137 Pastor Martha Clementson	0	0	36,936	36,936	100.00
142 Ministry Associate					
142A Compensation	3,500	3,500	0	(3,500)	-100.00
142B Expenses	0	0	0	0	0.00
142C Travel Reimbursement	0	121	0	(121)	-100.00
Total Ministry Associate	3,500	3,621	0	(3,621)	-100.00
145 Associate Pastor Kerri Clark					
146 Compensation					
146A Salary	38,161	38,161	40,384	2,223	5.83
146B Housing Allowance	16,005	15,950	23,000	7,050	44.20
146C Social Security Allowance	4,487	4,483	5,251	768	17.13
Subtotal	58,653	58,594	68,635	10,041	17.14
147 Pension & Insurance					
147A ELCA Pension	7,038	7,031	8,236	1,205	17.14
147B ELCA Medical & Dental	23,754	23,754	20,540	(3,214)	-13.53
147J Medical & Dental Reimbursement	(2,160)	0			0.00
147C Disability	763	763	618	(145)	-19.04
147E Group Life Insurance	528	528	549	21	4.00
Subtotal	29,923	32,076	29,943	(2,133)	-6.65
148 Continuing Education	894	700	1,000	300	42.86
149 Transportation Reimbursement	646	2,000	2,000	0	0.00
150 Phone Expense	0	440	480	40	9.09
151 Moving Expense	1,500	1,500	0	(1,500)	-100.00
Subtotal	3,040	4,640	3,480	(1,160)	-25.00
Total 145 Associate Pastor Kerri Clark	91,616	95,310	102,058	6,748	7.08

2023 Proposed Budget - Our Redeemer Lutheran Church

<u>Expenses</u>	<u>2022</u>		<u>2023</u>	<u>Change</u>	<u>% Change</u>
	<u>Spending</u>	<u>Budget</u>	<u>Budget</u>		
150 Administration					
151 Payroll Expenses	8,177	9,158	10,225	1,067	11.65
152 Supply					
152A Pulpit Supply	0	1,000	600	(400)	-40.00
153 Conventions	180	200	500	300	150.00
154 Hospitality	448	200	500	300	150.00
155 Books and Subscriptions	65	200	200	0	0.00
157 Special Events	100	0	2,000	2,000	100.00
158 Miscellaneous	2,201	1,500	900	(600)	-40.00
<u>Total 150 Administration</u>	11,171	12,258	14,925	2,667	21.76
160 Education					
161 Materials & Supplies					
161A Sunday School	284	1,000	1,000	0	0.00
161B Vacation Bible School	405	500	500	0	0.00
161C Library Resources	4	50	50	0	0.00
161D Crossroads Resources	40	200	500	300	150.00
Subtotal	733	1,750	2,050	300	17.14
162 Youth Ministry	857	900	1,200	300	33.33
163 Devotionals	2,428	2,000	2,000	0	0.00
164 Adult	0	0	0	0	0.00
165 Special Instruction	276	800	200	(600)	-75.00
166 Lutheran	1,875	1,500	2,000	500	33.33
	5,435	5,200	5,400	200	3.85
<u>Total 160 Education</u>	6,168	6,950	7,450	500	7.19
<u>170 Out Reach</u>	1,175	5,600	7,800	2,200	39.29
<u>172 Fellowship</u>	481	500	1,000	500	100.00
<u>175 Evangelism</u>	260	500	1,000	500	100.00
<u>177 Health Ministry</u>	102	200	200	0	0.00
<u>180 Stewardship</u>	2,345	2,500	2,500	0	0.00
190 Property					
191 Utilities	26,963	26,000	28,500	2,500	9.62
192 Maintenance & Repair	21,518	16,000	23,000	7,000	43.75
193 Insurance (Commercial & Umbrella)	8,925	12,000	12,000	0	0.00
194 Sexton	14,687	15,000	15,000	0	0.00
195 Capital Expenses **					
Parking lot repairs			60,000	60,000	100.00
Sound system			50,000	50,000	100.00
196 Furnishings	223		0	0	0.00
<u>Total 190 Property</u>	72,317	69,000	188,500	119,500	173.19

2023 Proposed Budget - Our Redeemer Lutheran Church

Expenses	2022		2023	Change	% Change
	Spending	Budget	Budget		
200 Office					
201 Supplies	2,259	1,500	2,500	1,000	66.67
202 Office Administrator	32,126	32,126	35,339	3,213	10.00
202A ELCA Pension	1,928	1,928	2,120	192	9.98
202B Disability	418	418	318	(100)	-23.92
202C Group Life Insurance	289	289	283	(6)	-2.17
Subtotal	<u>34,760</u>	<u>34,761</u>	<u>38,060</u>	<u>3,299</u>	<u>9.49</u>
203 Capital Expense	0	500	500	0	0.00
204 Repair & Maintenance	0	200	200	0	0.00
205 Postage	1,208	1,400	1,400	0	0.00
206 Shipping & Handling	377	500	0	(500)	-100.00
207 Treasurer's Supplies	2,119	2,000	2,500	500	25.00
Subtotal	<u>3,704</u>	<u>4,600</u>	<u>4,600</u>	<u>0</u>	<u>0.00</u>
208 Computer	4,758	4,725	5,400	675	14.29
209 Copier	10,310	6,644	10,000	3,356	50.51
210 Printer Expenses	0	800	600	(200)	-25.00
Subtotal	<u>15,069</u>	<u>12,169</u>	<u>16,000</u>	<u>3,831</u>	<u>31.48</u>
211 Office Admin. Assistant	1,320	3,120	2,430	(690)	-22.12
Total 200 Office	<u>57,112</u>	<u>56,150</u>	<u>63,590</u>	<u>7,440</u>	<u>13.25</u>
510 Audio Visual	139	500	500	0	0.00
				0	
700 Treasurer	6,544	6,544	6,740	196	3.00
Total Budget	<u>472,234</u>	<u>482,130</u>	<u>569,439</u>	<u>87,309</u>	<u>18.11</u>
Current & Building income estimate**			<u>509,700</u>		
Surplus / (Deficit)			(59,739)		-11.72
Surplus / (Deficit) without Capital Expenses			50,261		9.86

** Major maintenance funds will be used as needed to cover capital expenses

**Major Maintenance Fund
Capital Projects Fund**

Balance at 12/31/2021	\$ 159,901.48
Additions:	
Transfers of building contributions not used for current year expenses	58,914.93
Interest	181.46
Total additions	59,096.39
Expenditures:	
Total expenditures	-
Balance at 12/31/2022	<u>\$ 218,997.87</u>

The following is a list of potential capital improvements.
This list is not all inclusive, and may change as conditions warrant.

	<u>Estimated Cost</u>
Parking lot repairs	60,000
Sound system	50,000
Storm water	
Sewer lines	
Social hall outlets	3,000
Narthex	15,000
Sanctuary - pews	

2023 Projection

Balance at 12/31/2022	\$ 218,998
Additions:	
Transfers of building contributions not used for current year expenses	55,700
Interest	150
Total additions	55,850
Expenditures:	
Parking lot repairs	60,000
Sound system	50,000
Total expenditures	110,000
Balance at 12/31/2023	<u>\$ 164,848</u>

COME AND SEE, GO AND SERVE

The Vision, Mission and Value Statements of Our Redeemer Lutheran Church

VISION - what we are becoming

The vision of Our Redeemer Lutheran church
is to be a welcoming church
where people of all ages and backgrounds will:
encounter God in worship,
experience Christian community,
discover their God-given gifts,
grow in faith,
and be equipped for service and witness in God's world.

MISSION - what we do

As Our Redeemer is a community of people
believing in Jesus Christ, our overall purpose is to
worship, teach, serve, evangelize and witness
to that belief.

VALUES

We believe and teach that the Bible is the inspired Word of God.

We are a praying congregation. All that we plan, do and proclaim is grounded in prayer.

We regard the weekly celebration of Holy Communion to be central to our worship.

We are a Safe Haven for Children, committed to welcoming and caring for children.

We teach that we are saved by grace through faith in Jesus Christ. As a congregation of the Evangelical Lutheran Church in America, and in partnership with the larger church, we share in a ministry of witness and service throughout the world.

We are committed to being a church for others. We invite all people to "Come and See" and send our members out to "Go and Serve."

We make the journey of faith together. Along the way, we nurture spiritual growth, equip people to use their God-given gifts for ministry, support each other in time of need, and hold each other in prayer.

