

Bulletin of Reports for 2023

OUR REDEEMER LUTHERAN CHURCH

McMURRAY, PENNSYLVANIA



Agenda for Annual Congregational Meeting

January 28, 2024

- 1. DEVOTIONS**
- 2. MINUTES OF 2023 ANNUAL CONGREGATIONAL MEETING**
- 3. ELECTION OF CHURCH COUNCIL MEMBERS**
 - 2 Year – First Term
 - Sam D’Addieco
 - Karen Glass
 - Lori Greene
 - 1 Year – First Term
 - Soheila Lunney
 - 2 Year – Second Term
 - Larry Day
 - Becky Long
 - Susan Lambert
- 4. ELECTION OF MISSION ENDOWMENT FUND BOARD MEMBERS**
 - Jennifer King
- 5. PROPOSED CHANGES TO CONSTITUTION**
- 6. ADOPTION OF 2024 BUDGET**
- 7. REPORTS**
- 8. ADJOURNMENT**

Our Redeemer Lutheran Church
Minutes of the Annual Congregational Meeting
January 22, 2023

I. Devotions

Pastor Schmid opened the meeting with devotions.

Council president Terry Divelbliss called the meeting to order at 10:00 am. We had a quorum of 62 members present.

II. Minutes of the 2022 Congregational Meeting

A motion was made by Carl Ruppel and seconded by Phyllis Permar. Motion approved to accept the minutes from the January 30, 2022 meeting.

III. 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 Keith Lowery and seconded by Larry Steffick. Motion approved.

The following were elected to council for the terms listed:

Jackie Beck (1 st term)	Terry Divelbliss (2 nd term)	Garrett Langley (1 st term)
Jena Oberg (1 st term)	Martha Rhone (2 nd term)	John Yocca (1 st term)

IV. Election of Members for Mission Endowment Fund

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

Martha Rhone (2-year term replacing Jeanne Zoellner)	Rolf Otterness (1 st 3-year term)
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V. Reports

Senior Pastor

Associate Pastor

Council President

Office Administrator

Education

Evangelism Committee

Fellowship

Audit Committee

Children and Youth Ministry

Christian Education Committee

Health Ministry

Mission Endowment Fund Committee

New Members

Noah's Ark Preschool

Property Committee

Service/Outreach Committee

Worship and Music Committee

A motion to accept the reports as written was made by Jim Locher and seconded by Debbie Healey Langley. Motion approved.

VI. Proposed Changes to Mission Endowment Fund Resolution and Bylaws

Rolf Otterness shared a report highlighting the proposed changes to the MEF resolution and bylaws. These changes were made in keeping with the ELCA and Synod MEF boards. A motion was made to accept the changes to the Mission Endowment Fund Resolution and Bylaws by Larry Steffick, and seconded by Keith Lowery. Motion approved.

VII. Adoption of the Budget

Rolf Otterness began the presentation with an overview of our 2022 financial position. He highlighted the accrual of money in the capital improvement fund within the last several years. He outlined two specific line items that have been included in the budget. The parking lot and sound system.

Lori Greene presented an outline of the sound system that she is proposing the church install.

Keith Lowery presented on the condition of the parking lot, with a recommendation that the church make repair patches to the parking lot.

Keith Lowery also outlined the storm water pipe in front of parking lot, this will also need to be addressed sometime in the near future.

Other future items, not in the proposed 2023 budget include sewer line repairs, new outlets in the social hall, and an update of the narthex.

A motion to approve the 2023 Budget was made by Jim Locher and seconded by Max Rush. Motion approved.

Carl Ruppel gave an annual Simply Giving talk.

Pastor Schmid gave appreciation to everyone for all of the work that was accomplished in 2022.

VIII. Adjournment

A motion to adjourn was made by Carl Ruppel and seconded by Phyllis Permar. Motion approved.

Respectfully submitted,
Susan Lambert, Secretary

Nominee Bios

Sam D'Addieco - I am a lifelong member of Our Redeemer Lutheran Church and previously served as a Student Representative on Council for two one-year terms from 2018-20. I currently attend Duquesne University, where I am majoring in Multiplatform Journalism and are involved in the campus radio station and Spiritan Campus Ministries. In fall of 2023, I attended a campus mission trip to Mullens, West Virginia, where I spent the better part of a week helping out the less fortunate in several southern West Virginia communities. I also served on the 2023 Summer Staff at Camp Lutherlyn, working in the kitchen, assisting with worship services and campfires each night, and helping to bring campers closer to Christ. In my free time, I enjoy cheering on my hometown Penguins and Pirates and (thanks to my dad) the Buffalo Bills, watching TV, and spending time with friends and family. It is my hope that Our Redeemer will continue to grow in the coming years, offering area families a welcoming, friendly congregation with a variety of ministries to help them grow in their Christian faith.

Lawrence (Larry) Day - Retired from full time work in 2021 but not from life. Moved back to the area and joined Our Redeemer Lutheran Church about three years ago and was elected to Church Council in Jan 2022 (two years ago). I love the Our Redeemer family and how friendly and welcoming everyone has been. I see great opportunities to expand our fellowship and show the community that we are an open and welcoming community of faith. My wife and I love to travel in our RV, shoot skeet, flyfish, and I'm a semi-talented woodworker. I am truly grateful for all the blessings I have received. TBTG

Karen Glass - I have been a member of ORLC for 8+ years. I have taught &/or been an aide with Growing in God for 7+ years and assist worship as a lay assistant, lector, communion assistant and usher. I also run the PowerPoint & camera (when needed).

I have been a nurse for 31 years. For the past 21 years, I have helped the dialysis community exclusively. Currently, I am the Director of Operations for a Vascular Access Center that only works with this patient population, located in Heidelberg.

I am a daughter to Trudy, a mother to Brendan, a Meme to Charlotte and a very happy pet parent to Toby & Honey (the pups I share with Mom).

The one thing that I would most like to see in our future is greater volunteerism in Growing in God. I can tell you first hand that it is a wonderful experience. The kids are great & eager to learn.

Lori Greene - I joined Our Redeemer in 2017 after moving to Washington from Uniontown. I have served two terms on church council. During both of those terms, I served as the secretary of the council. Music is one of my passions, so I volunteer as a member of the chancel choir and the worship team. I have been the chair of the Worship and Music Committee since the fall of 2019. I serve as a member of the Altar Guild. In 2019, I became the organizer and presenter of Breakfast at the Manger.

Since my retirement as a public school educator, I have become a leader in the Greene County Association of School Retirees, the Pennsylvania Association of School Retirees, the Central Greene Scholarship Trust, and the Community Foundation of Greene County. I also perform with the Washington Festival Chorale and the V.F.W. Post 8543 Band.

Our Redeemer has the perfect location for growth development and community involvement. The calling of a new senior pastor is the perfect time to start thinking of new ideas of how we can make this growth and community involvement occur. I hope that I can use my leadership skills to help lead the congregation into the future.

Sue Lambert - I have been a member of Our Redeemer since 1995. I currently sing in the choir, and assist with communion and altar guild. I am semi-retired, and recently moved to Waterdam Farms with my husband, Karl. My hope for Our Redeemer and the future of our church depends greatly with young people. They will carry on this church and its mission, and I hope we give all youth an opportunity to serve, whether in the church, or our community.

Becky Long - I have been a member of Our Redeemer Lutheran Church for 16 years. I sing with the choir and occasionally with worship team. I am also a member of the altar guild and serve on the Worship and Music Committee.

Soheila Lunney - I have been a member of Our Redeemer since 1988. I also served on church council a two year term (2000-2002). I have been serving our church as a communion assistant or being a lector during the year. I am a volunteer at Washington Hospital. Additionally, I am a member of several charitable organizations such as Women of Southwestern PA whose mission is improving the lives of battered or abused women and children in our community.

I am a mother of two well accomplished young ladies. I live in Washington PA. I hold a doctorate degree in Chemistry and worked at executive level at Bayer Corporation and Education Management Corp. for almost three decades prior to founding my consulting firm and retirement. Also, I have co-authored two books in Supply Chain Management.

My hope for our church is a future that continues preaching and practicing our Lord's teachings by welcoming everyone regardless of their ethnicity, gender, sexual orientation, and free from discrimination.

Proposed changes to Congregational Constitution

Congregation Council has approved all of the proposed changes and recommends Congregational approval

The proposed changes to our constitution include all of the amendments to the Model Constitution for Congregations approved by the Churchwide Assembly of the ELCA in 2022. Selected changes from the Model Constitution and changes to the non-required provisions of the Model Constitution are noted below.

Define “inactive members” as required by *C8.05. (required provision) – we have never defined an inactive member – from our current constitution

***C8.05.** Membership in this congregation shall be terminated by any of the following:

- e. removal from the roll due to inactivity in accordance with the provisions of this constitution and its bylaws. Such persons who have been removed from the roll of members shall remain persons for whom the Church has a continuing pastoral concern.

ADD

C8.05.01. Inactive members are those persons who have not communed and not made a contribution of record during the current or preceding calendar year. Removal as a voting member shall happen only after repeated attempts, over a period of at least a year, to ascertain whether the member desires to have his or her name removed from the roll of the congregation.

Modify provisions for holding meetings by remote communications – from Model Constitution

C10.08. This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication or its equivalent. To the extent permitted by state law, notice of all meetings may be provided electronically.

C12.13. The Congregation Council and its committees may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication or its equivalent. To the extent permitted by state law, notice of all meetings may be provided electronically.

Define Ex officio – from Model Constitution

C10.09. “Ex officio” as used herein means membership with full rights of voice and vote unless otherwise expressly limited.

The financial secretary has always been an officer of our congregation – remove “if desired”

C11.01. The officers of this congregation shall be a president, vice president, secretary, treasurer and, ~~if desired~~ financial secretary who will serve both the Congregation Council and the Congregation.

C11.01.04. The financial secretary, ~~if such an office is activated,~~ shall receive and keep a record of all income from contributing members and other sources.

Delete sentence which prevents officers from serving more than two consecutive terms

- C11.03.** No officer shall hold more than one office at a time. ~~No elected officer shall be eligible to serve more than two consecutive terms in the same office.~~
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Define when council members terms begin

- C12.02.** The members of the Congregation Council except the pastors(s) shall be elected at a legally call annual Congregation Meeting of the congregation by written ballot or voice vote. Their terms of office shall be for two (2) years or until their successors are elected. Such members shall not be eligible for more than two consecutive terms. Their tenure shall be arranged so that one-half of terms expire annually. Their terms shall begin at the close of the annual meeting at which they are elected. Newly elected Congregation Council members shall be installed at a worship service after the date they are elected.
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Modify continuing resolution's for tellers

- C12.05.R1.** The Congregation Council may annually appoint as many tellers as it thinks necessary; tellers are those individuals who count the received offerings of the congregation.
- C12.05.R2.** There shall be at least two tellers each time offerings are counted. At least one of the individuals shall be a member of the Congregation Council. ~~or an Officer of the Congregation.~~
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Modify the makeup of the Executive Committee

- C13.01.** ~~The officers of this congregation and the pastor shall constitute the **Executive Committee**.~~ The **Executive Committee** shall be compromised of the senior pastor and the officers chosen from the elected membership of the Congregation Council. The other officers, if not members of the Congregation Council, shall have voice but not vote at the meetings of the Executive Committee.
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Change definition of when the Executive Committee shall meet

- C13.01.R4.** The Executive Committee shall meet at least monthly. ~~except during any month that the full Congregation Council meets.~~
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Replace the president by the vice president on the nominating committee

- C13.02.** A **Nominating Committee** of three voting members of this congregation, one of whom shall be the vice president ~~president~~ and two of whom shall be outgoing members of the Congregation Council, shall be annually appointed by the Congregation Council. Other than the vice president ~~president~~, members of the Nominating Committee are not eligible for consecutive assignment.
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Our Redeemer Lutheran Church 2024 Budget
Proposed

Expenses	2023		2024 Budget	Change	% Change
	Spending	Budget			
100 Mission Support	% of Total Budget		12.00	12.00	
101 Regular	49,226	49,226	55,469	6,243	12.68
Total 100 Mission Support	49,226	49,226	55,469	6,243	12.68
120 Worship and Music					
121 Supplies					
121A Music	1,882	1,500	1,500	0	0.00
121B Worship	2,963	2,800	3,000	200	7.14
121C Flowers & Decorations	54	0	0	0	
121D Computer Software & Licenses	1,516	2,500	2,500	0	0.00
122 Piano / Organ Supply					
122A Organist Sunday	45	250	250	0	0.00
122B Pianist - Saturday Service	45	0	1,560	1,560	
123 Maintenance	300	300	3,000	2,700	900.00
124 Music Director	30,816	30,816	33,497	2,681	8.70
127 Nursery Attendant	403	1,600	0	(1,600)	-100.00
Total 120 Worship & Music	38,024	39,766	45,307	5,541	13.93
135 Senior Pastor (Six Months)					
136 Compensation					
136A Salary	4,767	4,767	25,661	20,894	438.31
136B Housing Allowance	1,920	1,920	10,049	8,129	423.39
136C Social Security Allowance	554	554	2,958	2,404	433.94
Subtotal	7,241	7,241	38,668	31,427	434.01
137 Pension & Insurance					
137A ELCA Pension	869	869	4,639	3,770	433.83
137B ELCA Medical & Dental	2,755	2,755	17,190	14,435	523.96
137C Disability	65	65	232	167	256.92
137E Group Life Insurance	58	58	155	97	167.24
Subtotal	3,747	3,747	22,216	18,469	492.90
138 Continuing Education	0	58	500	442	762.07
139 Travel Reimbursement	0	167	1,000	833	498.80
Subtotal	0	225	1,500	1,275	566.67
Total 135 Senior Pastor	10,988	11,213	62,384	51,171	456.35
136 Kevin Clementson (Six Months)					
136A Compensation					
A. Salary	16,225	16,225	10,560	(5,665)	-34.92
B. Housing Allowance	16,500	16,500	9,000	(7,500)	-45.45
C. Social Security Allowance	2,711	2,711	1,620	0	0.00
Subtotal	35,436	35,436	21,180	(13,165)	-37.15
136B Continuing Education	0	500	250	(250)	-50.00
136C Travel Reimbursement	0	1,000	500	(500)	-50.00
Subtotal	0	1,500	750	(750)	-50.00
Total 136 Kevin Clementson	35,436	36,936	21,930	(13,915)	-37.67

Our Redeemer Lutheran Church 2024 Budget
Proposed

Expenses	2023		2024 Budget	Change	% Change
	Spending	Budget			
137 Martha Clementson (Six Months)					
137A Compensation					
A. Salary	16,225	16,225	10,560	(5,665)	-34.92
B. Housing Allowance	16,500	16,500	9,000	(7,500)	-45.45
C. Social Security Allowance	2,710	2,711	1,620	(1,091)	-40.24
Subtotal	35,435	35,436	21,180	(14,256)	-40.23
137B Continuing Education	0	500	250	(250)	-50.00
137C Travel Reimbursement	0	1,000	500	(500)	-50.00
Subtotal	0	1,500	750	(750)	-50.00
Total 137 Martha Clementson	35,435	36,936	21,930	(15,006)	-40.63
145 Pastor Kerri Clark					
146 Compensation					
146A Salary	40,384	40,384	48,921	8,537	21.14
146B Housing Allowance	23,000	23,000	20,098	(2,902)	-12.62
146C Social Security Allowance	5,251	5,251	5,718	467	8.89
Subtotal	68,635	68,635	74,737	6,102	8.89
147 Pension & Insurance					
147A ELCA Pension	8,236	8,236	8,968	732	8.89
147B ELCA Medical & Dental	15,405	20,540	14,952	(5,588)	-27.21
147C Disability	618	618	448	(170)	-27.51
147E Group Life Insurance	549	549	299	(250)	-45.54
Subtotal	24,808	29,943	24,667	(5,276)	-17.62
148 Continuing Education	331	1,000	1,000	0	0.00
149 Travel Reimbursement	1,334	2,000	2,000	0	0.00
150 Phone Expense	0	480	180	(300)	-62.50
151 Moving Expense	0	0	0	0	
Subtotal	1,665	3,480	3,180	(300)	-8.62
Total 145 Pastor Kerri Clark	95,108	102,058	102,584	526	0.52
150 Administration					
151 Payroll Expenses*	9,102	10,225	9,669	(556)	-5.44
152 Supply				0	
152A Pulpit Supply	480	600	600	0	0.00
152B Secretarial Supply	0	0	0	0	
Subtotal	480	600	600	0	0.00
153 Conventions	387	500	1,000	500	100.00
154 Hospitality	620	500	700	200	40.00
155 Books and Subscriptions	29	200	200	0	0.00
156 Special Events	2,211	2,000	0	(2,000)	-100.00
158 Miscellaneous	1,300	900	800	(100)	-11.11
Subtotal	4,547	4,100	2,700	(1,400)	-34.15
Total 150 Administration	14,129	14,925	12,969	(1,956)	-13.11

Our Redeemer Lutheran Church 2024 Budget
Proposed

Expenses	2023		2024 Budget	Change	% Change
	Spending	Budget			
160 Education					
161 Materials & Supplies					
161A Sunday School	700	1,000	1,000	0	0.00
161B Vacation Bible School	237	500	500	0	0.00
161C Library Resources	25	50	50	0	0.00
161D Crossroads Resources	22	500	500	0	0.00
Subtotal	984	2,050	2,050	0	0.00
162 Youth Ministry	746	1,200	1,200	0	0.00
163 Devotionals	974	2,000	300	(1,700)	-85.00
164 Adult	95	0	500	500	
165 Special Instruction	1,234	200	200	0	0.00
166 Camper Scholarships	2,000	2,000	2,000	0	0.00
Subtotal	5,049	5,400	4,200	(1,200)	-22.22
Total 160 Education	6,033	7,450	6,250	(1,200)	-16.11
170 Out Reach	2,224	7,800	5,600	(2,200)	-28.21
172 Fellowship					
172 Fellowship	530	1,000	500		0.00
173 Breakfast at the Manger	0	0	500		
172 Fellowship	530	1,000	1,000	0	0.00
175 Evangelism	20	1,000	500	(500)	-50.00
177 Health Ministry	0	200	200	0	0.00
180 Stewardship	2,617	2,500	3,000	500	20.00
190 Property					
191 Utilities	28,512	28,500	30,000	1,500	5.26
192 Maintenance & Repair	22,439	23,000	23,000	0	0.00
193 Insurance (Commercial & Umbrella)	11,082	12,000	12,000	0	0.00
194 Sexton	15,538	15,000	30,000	15,000	100.00
195 Capital Expenses	0	0	0	0	
196 Furniture	68	0	0	0	
Total 190 Property	77,639	78,500	95,000	16,500	21.02

Our Redeemer Lutheran Church 2024 Budget
Proposed

Expenses	2023		2024 Budget	Change	% Change
	Spending	Budget			
200 Office					
201 Supplies	2,316	2,500	2,500	0	0.00
202 Office Administrator	35,339	35,339	43,400	8,061	22.81
202A ELCA Pension	2,120	2,120	2,604	484	22.83
202B Disability	318	318	260	(58)	-18.24
202C Group Life Insurance	283	283	174	(109)	-38.52
202D Health Reimburse Arrangement	0	0	3,600	3,600	
	<u>40,376</u>	<u>40,560</u>	<u>52,538</u>	<u>11,978</u>	<u>29.53</u>
203 Capital Expense	80	500	500	0	0.00
204 Repair & Maintenance	0	200	200	0	0.00
205 Postage	874	1,400	1,000	(400)	-28.57
206 Shipping & Handling	0	0	0	0	
207 Treasurer's Supplies	2,785	2,500	2,500	0	0.00
Subtotal	<u>3,739</u>	<u>4,600</u>	<u>4,200</u>	<u>(400)</u>	<u>-8.70</u>
208 Computer	5,514	5,400	5,840	440	8.15
209 Copier	11,300	10,000	10,000	0	0.00
210 Printer Expenses	435	600	480	(120)	-20.00
Subtotal	<u>17,249</u>	<u>16,000</u>	<u>16,320</u>	<u>320</u>	<u>2.00</u>
211 Office Admin. Assistant	1,736	2,430	2,700	270	11.11
Total 200 Office	<u>63,100</u>	<u>63,590</u>	<u>75,758</u>	<u>12,168</u>	<u>19.14</u>
510 Audio Visual	0	500	500	0	0.00
700 Treasurer	6,740	6,740	7,326	586	8.69
Total Budget	<u>437,249</u>	<u>460,340</u>	<u>517,707</u>	<u>57,367</u>	<u>12.46</u>
Current & Building income estimate**			537,090		3.74

** Building funds will be used as need to cover property expenses

Report of Interim Senior Pastors,
Pastor Kevin Clementson and Pastor Martha Clementson

*Keep alert, stand firm in your faith, be courageous, be strong. Let all that you do be done in love.
1 Corinthians 16: 13 & 14*

We begin with thanks for your warm welcome to us as we transitioned from being newer members of Our Redeemer to filling the role as Interim Senior Pastor. It has been a pleasure to get to know many of you, to walk along side people who have faced difficult times, and to enjoy the gathering of God's people in worship. It has been a joy to be in partnership with Pastor Kerri Clark, Mary Helen Barr and Elaine Dolcich and Heidi Garner as we've sought to provide lively and meaningful worship, learning, and service opportunities.

This was truly a year of transition for Our Redeemer Lutheran Church. We bid farewell to Pastor Schmid and Pastor Broome sending our prayers with them for a meaningful and enjoyable retirement in Ohio. Throughout the year we knowingly and unknowingly offered new practices and priorities, discovered gifts, needs and opportunities for ministry through this congregation. This year has been a time to regroup and find our way as a congregation in these new circumstances.

We'd like to give a special thank you to the officers of our council and congregation. At our request, the Executive Committee established monthly meetings that have been invaluable to us and to the work of the council. Thank you: Terry Divelbliss, Jennifer Hewitt, Susan Lambert, Carl Ruppel and John Till.

Through our experiences as your Interim Senior Pastor, several areas of importance have been identified and have become the focus of much of our time and energy.

Revitalizing the membership and work of ministry committees: Why have committees?

No matter what you call them, getting people together on a regular basis is the best way to build ownership and create vision and excitement for ministry. More people = more ideas/vision = more ministry within the congregation and to the community.

Creating an atmosphere of partnership and solid communication among staff, congregational leaders, and members: Everyone counts. Everyone should be able to express their opinion but not every opinion can turn into action. Therefore, we need to intentionally communicate with one another and form mutual decisions that get carried out with joy and love. The development of the new sound booth and installation of the new sound system is a great example of how we worked together to come up with a mutual solution for the benefit of all.

Balancing what has been with current realities while not yet knowing what the future will bring:

Now here is a challenge. How do we respect the past, while doing ministry in the present, and preparing for new leadership all at the same time? Perhaps we notice this the most in worship. Together with Pastor Kerri, we've sought to honor traditions while also trying out the ideas that each of us brings and staying open to the practices that the new pastoral team will develop. Thank you to all of you who are on this journey with us.

Addressing the maintenance and cleanliness of the church building and property:

A theme that has come up repeatedly is that our building is aging as are the volunteers who have given countless hours and skills to address property needs and keep the budget low. The 2024 budget includes an increased amount for custodial services which opens new opportunities to address this important issue. In February, there will be a conversation with representatives of various ministry committees and building users to assess what is needed and what is possible. Once again, we will be working together to make a decision that benefits us all.

Saying goodbye to a beloved, long-term senior pastor while we continue returning from the largest pandemic in 100 years indeed provided a significant year of transition. And now, in 2024 the transition continues as we anticipate calling a new senior pastor, hopefully later this year.

In the meantime, we look forward to opportunities to join with you in worship, learning and serving. Many of the ministries at Our Redeemer are looking for new volunteers. If you'd like to try something new or find a way to help strengthen our congregation, please speak with one of us so that we can help you find a place of service that matches your interests, skills, and availability. We hope that you will join in worship and fellowship during the Lenten Season, especially on Wednesdays when we will be using the theme, "Created for Community."

May 2024 be a year when we each commit something of ourselves to strengthen the ministry of Our Redeemer for the sake of present and future ministry.

Summary of Ideas Shared at the 2023 Our Redeemer Town Halls

Why People Came and Stay at ORLC as well as Strength:



What are Challenges and Dreams to Work On?



Themes that were shared consistently throughout the Town Halls:

People have come to Our Redeemer most often because of the people, a welcoming atmosphere, pastoral leadership, strong music and good preaching.

People value shared leadership, inclusion of children and youth, and the extension of diversity wherever possible.

Continuing to understand and improve the livestreaming of worship services is a challenge as is gaining deeper and wider involvement of young adults and younger families. Drawing younger adults into leadership roles is needed.

The Congregation Council is grateful for all those who participated in the Town Halls. As you can see in the Word Clouds, we heard a good deal of consensus among members and friends of the congregation. We also received many great ideas for our committees, council, and leadership to consider and incorporate into our work now and into the future. As we enter the call process for a new senior pastor, the thoughts and ideas shared at the Town Halls will be invaluable.

Membership

<u>Active Membership</u>	<u>Jan. 1, 2022</u>	<u>Jan. 1, 2023</u>	<u>Jan. 1, 2024</u>
(Those who are active in the day to day life of the congregation.)			
Baptized Members	739	760	768
Confirmed Members	554	576	581
Average Weekend Worship	123*	153*	162*

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

Parish Register Changes 2023

Removed-Transfer/Request/Joined another church

Heather, Kyliahna (ch), Kalysta (ch) Kondas, requested removal, 2/18/2023

John and Bonnie Kondas, requested removal, 2/18/2023

Daniel Franklin Clark transferred to Stewart Avenue Lutheran, 5/1/2023

Mike and Cheryl Debowski, transferred to Zion Lutheran, 6/4/2023

Robert and Marcy Montgomery, transferred to Saint Michael Lutheran, Ft. Myers, FL, 12/8/2023
(previously declared inactive)

Removed-Death

Carol Butler, August 25, 2023

Ronald Kilgore, September 1, 2023

Ella Spagnolo, November 9, 2023

Reactivated

Robert and Kristen SeCaur, April 2, 2023

Renee Bolander, December 24, 2023

Sigrid McFetridge, December 24, 2023

Baptisms

Samantha Rae Beaversen, February 12, 2023

Amelia Marie Baumgart, September 10, 2023

Jackson Daniel Kinn, October 8, 2023

Evelyn Noel Dye, November 5, 2023

Holly Elise Rutkowski, November 18, 2023

Logan James Schnieders, December 17, 2023

Madison Grace Schnieders, December 17, 2023

Confirmations - April 30, 2023

Thomas Edward Foertsch

McKayla Jo Fornof

McKenna Georgia Fornof

Alexandria Lyn King

First Communion - April 1, 2023

Maxwell Jeffrey Sherman

First Communion - October 28, 2023

Dakota Dube (non-member)

Diana Dube (non-member)

Logan Schnieders

Lucas Schnieders (non-member)

First Communion - October 29, 2023

Henry Michael Binotto
Carmela Rose Fastuca
Jovanni Dionisio Fastuca
Clara Rose Forrest
Sophia Grace Kennelly
Caroline Kathryn Helene Moody
Anusha Grace Oberg
Eliza Grey Prex
Ryleigh McClain Ross
Carmen Lorenzo Sciulli
Giovanni Rocco Sciulli

First Communion - November 4, 2023

Maevin Grace Barbati

First Communion - November 5, 2023

Wynne Rhose Greco
Sophie Caroline Scher
Madison Schnieders

New Members - April 2, 2023

John and Sheryl Borden
Randy and Denise Graham
Jennifer and Alexandria (ch) King
Jeff and Carter (ch) Trojan

Marriages

James G. Beaumont and Virginia Lee Mickitsch, April 30, 2023, Rev. Kerri Clark
Kelsey Elizabeth Kern and Patrick John Gallagher, October 14, 2023, Rev. Kevin Clementson
Kristina Mahin Lunney and Steven Raymond Hvozdoovich, October 31, 2023, Rev. John F. Yedlicka
Nora Alexandra Barczak and Nicholas Lee Shuman, November 5, 2023, Rev. Kerri Clark

Funerals/Memorial Services

Carole M. Greiner (non-member), funeral, March 28, 2023, Beinhauer Funeral Home, Rev. Kerri Clark
Ronald V. Kilgore, funeral, October 7, 2023, Our Redeemer Lutheran Church, Revs. Martha and Kevin Clementson
Carol J. Butler, memorial service, October 8, 2023, Our Redeemer Lutheran Church, Revs. Martha and Kevin Clementson
Ella E. Spagnolo, funeral service and burial, November 18, 2023, Jefferson Memorial Park, Rev. Kerri Clark

Events not affecting membership

Carole M. Greiner (non-member), funeral, March 28, 2023, Beinhauer Funeral Home, Rev. Kerri Clark

Report of Associate Pastor, Rev. Kerri Clark

Youth and Family Ministry Highlights

- Summer Worship artists – During the summer months, the first reading in worship came from various story Bibles, and children and youth from the congregation created related artwork that was shared on the screen. At the end of the summer, the artwork and Scripture references were compiled into a booklet for each artist. The response to this seemed very positive, and both the stories and artwork helped adults and kids alike engage with the Bible stories in new ways.
- Bible Workshop – this “get to know your Bible” event was new in 2023, and was held in conjunction with “Bible Sunday” where 3 year olds, 3rd graders, and 7th graders entering Confirmation were presented with a Bible during worship. I plan to hold this event again in 2024, with a few tweaks.
- VBS – we had lots of fun with the “Renew” theme! There was a great response from participants, to the extent that we had to close registration sooner than expected. We are always looking to bring in more volunteers. It’s not too soon to begin thinking about VBS 2024!
- Our Playground Picnics morphed into “Family Friday” – outside on the playground in the warmer months, and inside with a Bible story and themed activities in the colder months. While this event has a small but mighty core of families, in general it’s not been as well-attended as I had hoped. I’m wondering if day/time/format/advertising are barriers, and would love to hear feedback about it.
- Youth Fellowship
 - We started holding Youth Group before Crossroads class each month, for 7-12 graders. Each month we cook a meal together and play games. It’s been lots of fun! I’d love to pull in additional folks to act as chaperones and teach us a new recipe – let me know if you’d be interested in joining us.
 - I held a few movie & food events for 4th-6th graders that were lots of fun. I hope to add some events for 1st-3rd graders this year.
- Kids & Families Weekly Email – I continue to send out a weekly email to families with kids in PreK through 6th grade. It has a recap of worship and Growing in God from the weekend prior, some themed questions/prompts for conversation, and upcoming events.
- Noah’s Ark Preschool – Monthly chapel services with 8 of our preschool classes continue to be a highlight. It’s always a joy to sing, play, and read together. I also was glad to participate in the Open House toward the beginning of the school year, as well as assist with the Christmas programs. It was great to meet parents and families, hear how much their kids love chapel time, and, in December, to share invitation postcards for Christmas Eve worship and Breakfast at the Manger.
- Young Adult Fellowship – It was great to get together with our young adults throughout the year for food and board games. We especially enjoyed catching folks home on spring break for dessert out at Eat’n Park after a few of the Wednesday Lent services.

Continuing Education

- The Extravaganza (ELCA children & youth ministry conference; February 2023 in Anaheim, CA) – The theme for this event was “Enough”. It was my first time attending this event, and I was glad to travel with a friend. I liked the workshops and got lots of useful information to bring back, though the large group sessions were less helpful to me.
- Called Together (clergy couple conference; August in Harrisonburg, VA) – We’ve attended this event in the past, and it’s such a supportive group for the whole family. I especially loved being able to tell Wade “all the other kids here also have two parents who are pastors!”.
- Stepping up to Supervision (through Luther Seminary; August, online) – This course provided such useful information about relating to others in the workplace. I left with a greater awareness of important policies and procedures, as well as resources to share with the newly-formed personnel committee here.

Looking Ahead

We are certainly in a time of transition as a congregation as the call process is in full swing. I am excited to see what God has in store for us this year and beyond as we engage in mission and ministry together. I hope that we can continue to more fully engage people of all ages in worship, fellowship, and service, all of which are so enriching to our lives as individuals and as a community of faith.

Report of Council President, Terry A. Divelbliss

In 2023, Our Redeemer had a year of change, momentum, forward progress, and excitement for the future!

The biggest change for the congregation was a transition of leadership, as Pastor Schmid retired after a tremendous tenure at ORLC. We were fortunate enough to have continuity since Pastor Kerri was well-established, and we were able to benefit from Martha and Kevin Clementson enthusiastically sharing the Senior Pastor role. We're very fortunate to have them all at the helm and they have my personal thanks for being so hands-on and willing to ask a lot of questions about just about everything. That has been very beneficial during this past year.

We held a half dozen town hall meetings this past summer with participation from quite a few members. Their purpose was to identify our congregational strengths, areas for improvement, and a wish list for the future in regards to our worship, community service, and more. These were well attended and led to a lot of discussion and great ideas, and we may do these semi-annually moving forward. Some of the feedback was implemented immediately, and more of it is being used as input by the Call Committee as they draft our requirements list and job description for our new Senior Pastor. My thanks to all the Call Committee members who have volunteered their time and energy to that project. Committee Chairperson Alison D'Addieco has submitted a separate report with more details on their activities and timeline.

The senior pastor call process also created opportunities to review, verify and formalize many processes that we've taken for granted with our stable, long-time leadership team and dedicated staff. Things just worked as planned most of the time, often through the extra behind-the-scenes efforts of our church office administrator, Elaine Dolcich. Thanks for keeping so many things humming along smoothly. Even when things are going well, it's always wise to review and document procedures to capture process steps, expectations, scope of tasks, and more. To help with this, the Audit Committee led by Gary Milavec and Dave Borra did a great job of identifying many areas to be reviewed. Some have been completed already, and others are recommendations to tackle in 2024. For instance, a formal IT committee is being created to help manage many aspects of the technology that we utilize. We also created a new Personnel Committee comprised of Pastor Martha, John Yocca and Barb Schumacher to define job descriptions for our Pastoral team and all staff. They are also helping to define vacation and family leave policies, compensation guidelines, and much more in a professional manner.

Everyone has noticed the greatly improved audio quality of our live and livestreamed worship services with the new sound system. A huge thanks to Lori Greene for taking the lead on this project, identifying our current and projected future needs and selecting Graham Sound to make it happen. John Till was instrumental in the layout and construction of the sound booth and other related logistics, and Rolf Otterness and Garrett Langley have been two of the gurus bringing it to life and teaching others how to get the most out of it. Thanks to all of you.

The Property Committee will be making some repair-replace-remodel decisions in 2024 to keep the sanctuary, narthex and other spaces looking their best after a quarter century and to prepare the facility for increased use and traffic. The Stewardship Committee continues to guide our congregational activities as we support various organizations in our community, and we will continue to look for additional opportunities to serve. Thanks also go out to the Worship and Music Committee, choir members, the altar guild and our ushers and Mary Helen Barr, who make it a joy to participate in worship each week. Thanks to everyone who has helped launch new fellowship activities like Pub Theology and Holy Hikers, or who have helped to sustain traditional events like Breakfast at the Manger and our fellowship meals and gatherings throughout the year. Those who participate in these events as well as Dining Divas, Faithful Filmgoers, and more gain so much from social interactions with each other in these settings.

Thankfully, we remain debt-free and are in a very stable financial position thanks to the congregation's continued generosity. There will be some maintenance and staffing expenses on the horizon, and council will plan and prepare the congregation for these as needed over the next few years with minimal impact. John Till, Carl Ruppel and Rolf Otterness continue to lead our financial activities in a professional and highly effective manner – thanks to each of you.

My personal thanks go out to all our council members who volunteer their time and provide their thoughtful leadership both as part of council, but also as members of committees that keep key aspects of our congregation running effectively. Jena Oberg has departed for new opportunities in Texas and has left a seat open for a one year term. Jennifer Hewitt, Dan Scher and Clint Langley are all departing council at the end of January. Larry Day, John Yocca, Becky Long, Susan Lambert, Garrett Langley, and Martha Rhone will each be continuing in 2024.

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, lay assistants, Sunday school and Vacation Bible School staff, kitchen workers, Wednesday workers, tellers, and many others who quietly - but definitely - make Our Redeemer a special congregation.

Finally, I ask for you to continue to be involved in our worship and activities this year. Your participation will 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 2024.

Report of Office Administrator, Elaine Dolcich

For the past twenty-two years I have been the Office Administrator at Our Redeemer. I am excited about the future of Our Redeemer Lutheran Church and my role in it.

My responsibilities include, but are not limited to: creating printed bulletins for the worship leaders, music director and choir, camera operator and PowerPoint volunteer as well as the one distributed at worship; creating the PowerPoint presentation on the screen; updating 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 monthly newsletter.

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, 2024 we are sending monthly mailings to 6 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 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 2022 financial records and supporting files were reviewed by Audit Committee members Gary Milavec (chairman) and Dave Borra. 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 are found to be in order and materially accurate. The records were neat and well organized. Elaine Dolcich, John Till, Carl Ruppel and Rolf Otterness 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. Establish written policies and procedures for the Finance Committee.
2. Form an Information Technology committee to develop comprehensive computer policies and procedures.
3. Create a Personnel Change Form to be used when a new employee/consultant is hired or an existing employee has a change in employment status, benefits or salary. Include these forms in the personnel files.
4. Use Online Bill Pay via Washington Financial (our bank) when possible to reduce manual checks.
5. A monthly payroll report for all employees identifying base (gross) pay and deductions should be included in the payroll folder. This information is needed to reconcile Portico and W-2 forms.

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

1. Develop a fixed asset policy and written procedures.
2. Consider succession planning. Given the complexity and volume of work performed by our Treasurer, Financial Secretary, and Office Administrator we believe not only is it prudent to 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.

Enhancements made after the 2021 audit or during the 2022 audit include:

1. A Records Retention Policy was drafted by Patti Day and approved by Council. The policy includes how to properly and securely store information containing personal and confidential information such as payroll records and W-2s. During the first quarter of 2024 the audit committee will review all stored records and properly dispose of the records no longer needed. The review and disposal process should be conducted annually.
2. A Property Committee Policies and Procedures document was drafted by Gary Milavec and approved by Council. The document includes approval authority levels for non-budgeted expenditures, guidelines for using the church debit card, the requirement to have pre-authorization from the Treasurer for debit charges greater than \$250, and the requirement to update Council on actual versus approved costs for all projects (budgeted or unbudgeted) equal to or greater than \$7,500.
3. The process for approving online purchases was revised to exclude a review of expense vouchers by the senior pastor unless an individual purchase is greater than \$500.
4. Updated and finalized the draft of "An Overview of ORLC Financial Policies and Procedures" created by Barb Schumacher in 2021.

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 forwarded to the Synod office as required.

Respectfully submitted,
Gary Milavec

Call Committee

In keeping with Our Redeemer's Constitution, seven members of the congregation were elected by the church council to serve as the call committee to call our congregation's next senior pastor. The committee began convening in November, with an initial training meeting with Pr. Peter Asplin, assistant to the bishop of the Southwestern Pennsylvania Synod, who works with new pastoral calls. Members of the committee are: Sara Casile, Brian Casper, Laura Culp, Alison D'Addieco, Garrett Langley, Gary Milavec and Tim Prex

The committee has been meeting regularly and is currently in the process of completing a required "Ministry Site Profile," a detailed online document which essentially serves as a "resume" of our congregation and includes extensive background information about Our Redeemer and its leadership. The time-consuming process of information gathering and writing is nearing completion, and the committee hopes to transmit a draft of the profile to the council, for their approval, in the coming weeks. Once approved, the profile is formally submitted to the synod. The synod will then formally upload the profile, and will begin to match candidates with our congregation, first sending candidate profiles to the Call Committee, who will then interview candidates and make recommendations to council.

Children and Youth Ministry

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

Christian Education (Growing in God)

The curriculum for our Christian Education classes is from Sparkhouse using the Lectionary series. That means that your children and youth are studying the same Bible lessons as you hear read on Sunday mornings in worship. Group activities have been featured on the following Sundays:

Reformation "Luther Games" with intergenerational participation;
Nov. 26 "Advent Adventures" featured group activities for kids from pre-school through grade 12.

It is a challenge doing an annual report because January to May is a different G.i.G. year from the September through December classes. The staff that has been leading Sunday morning classes since September is the following: Preschool & Kindergarten: Linda Nickles and Laura Culp; Grades 1-6: Anne Scher, Karen Glass, Christina Mann and Stacey Wold; Grades 7-12: Pastor Kerri. This fall Pastor Martha has led the Adult Discussion Group in either doing Bible study or discussing ELCA Social Statements.

The attendance following the pandemic is increasing, but we still have many more potential participants than we have seen in class. Attendance for the classes is the following: Pre-school/Kindergarten: 10; Grades 1-3: 16; Grades 4-6: 7; Grades 7-12: 8. Adult discussion group highest attendance was 16 this fall!

From the G.i.G. offerings we have collected as much as \$16 a week, which has been designated to Blessings in a Backpack. Jaymi Moody and Dani Mizia shared oversight responsibilities. In February, 120 kids from Ringgold Elementary School North benefited from the food that is donated to this ministry. In addition to money, there is also need for some specific types of food that helps those in need feed their children over the weekends. Microwaveable cups of Chef Boyardee, Mac'n Cheese type pastas as well as fruit cups and squeeze pouches are requested.

Pastor Kerri conducts the opening for the downstairs classes, which teaches appropriate songs to our children and youth. They enjoy the songs that are active and have lots of movement.

Respectfully submitted,
Deacon Phyllis Permar

Fellowship Committee

The Fellowship Committee seeks to provide formal opportunities to create and strengthen the bonds

between everyone who worships at ORLC which promotes the informal fellowship that occurs during all activities of the church. Strong intergenerational relationships strengthen the church.

The year started with the celebration for Pastor Schmid's retirement. The celebration was not a Fellowship Committee event but there was an abundance of fellowship. During the planning process, friendships were strengthened, and new friendships were formed. The event was a fitting tribute in recognition of Pastor Schmid's service to the congregation.

By popular request, the Easter breakfast between church services returned in April with 60 people attending the breakfast casserole, ham and breakfast breads meal. While the Fellowship Committee was not fully active at the time, it was a great fellowship event.

Fellowship Committee members include Jackie Beck, Pastor Kerri Clark, Jennifer Hewitt, Debbie Langley, Barb Schumacher and John Yocca. At its May 2023 organizational meeting, the committee developed a Fellowship Events Calendar listing events sponsored by the committee as well as events sponsored by other committees with a Fellowship Committee component.

Coffee hours were held in June to celebrate the ten high school graduates, in August to celebrate the end of a very successful Vacation Bible School, and in October as part of the Reformation/First Communion events.

In June, sixteen people purchased tickets for the Wild Things baseball game which started with pregame tailgating in the stadium parking lot. Unfortunately, the rain also attended causing the game to be delayed and then cancelled. Nine people followed Pastor Kevin's suggestion to continue the fellowship at Voodoo Brewing in Houston. Thanks to John Yocca for coordinating this event.

In July, sixteen people shared laughs at the dinner and a play at Little Lake Theatre. Thanks to Phyllis Permar for once again coordinating this enjoyable annual event.

In September, the church picnic was held in the social hall and parking lot with 50 people attending. The menu included hot dogs cooked on the grill, delicious side dishes and dessert brought by participants, and the Kona Ice Truck that was very popular. Games and activities for all ages were provided.

In early December, the Advent Soup Supper was held on Saturday evening following the church service. Five delicious soups were served with Dianne Rigby's soup voted #1. Materials to make your own Advent wreath were available for purchase. 55 people participated in this new format for Advent Supper.

Also in December, Breakfast at the Manger was held on Saturday and Sunday mornings December 23 and 24 in lieu of the Saturday evening and Sunday morning church services. Preschool families and community members were invited to attend. 108 participants enjoyed breakfast and the Christmas program. Thanks to Lori Greene for coordinating the new format for the program.

The Fellowship Committee thanks Office Administrator Elaine Dolcich for her help throughout the year creating and monitoring sign up sheets, monitoring kitchen staples inventory, maintaining the table linens inventory, and keeping us on schedule.

The Fellowship Committee also thanks Pastor Kerri for her leadership.

The Fellowship Committee encourages everyone to prayerfully consider volunteering to help with ORLC events. While ORLC had lots of opportunities during the year, we did not have lots of volunteers. Thank you to those who volunteered. Volunteering can be as simple as signing up to bring food to an event, helping to set up prior to the event or helping to clean up after the event. Ideas for events are also welcomed! Fellowship is the secret sauce of a strong church.

Respectfully submitted,
Barb Schumacher

Mission Endowment Fund Committee

The Mission Endowment Fund (MEF) Committee includes elected members Gary Milavec, Rolf Otterness and Martha Rhone, Congregational Council President Terry Divilbliss, and Interim Senior Pastor Martha Clementson. As Congregation Treasurer, John Till is a non-voting ex officio member.

Summary of 2023 MEF activity:

Beginning Balance January 1, 2023	\$ 127,649.70 (<i>at cost</i>)
Donations Received	\$ 0.00
4 th Quarter 2022 Income	\$ 1,138.23 (<i>received in mid-January 2023</i>)
YTD 2023 Income	\$ 3,388.80 (<i>does not include 4th quarter distribution</i>)
Disbursements	\$ 4,306.00 (<i>made in April 2023</i>)
Ending Balance December 31, 2023	\$ 127,870.73

Note that all of the MEF funds are invested in the ELCA Growth Fund. The market value of our investment as of 11/30/2023 was \$114,296.64.

The 2023 disbursement of \$4,306 was distributed to the following recipients:

<u>Ministry</u>	<u>Amount</u>	<u>Category of Recipient</u>
City Mission	\$ 1,500	Ministry in our local area
Lutherlyn	\$ 1,500	Ministry in Southwest PA Synod
Lutheran Disaster Response	\$ 1,000	ELCA Churchwide Ministry
Blessings in a Backpack	\$ 306	Ministry initiative of ORLC

The MEF committee will meet in the first quarter of 2024 to determine disbursement of the 2023 fund income, which is estimated to be \$4,525. There were no donations in 2023 so only the fund income will be disbursed.

Thanks to Rolf Otterness and Martha Rhone for their service and John Till for his assistance to the committee. My term concludes with this annual meeting. The committee has recommended that Jen King be elected by the congregation to serve a three-year term. It has been my pleasure to serve on the MEF Committee for the past two years. I am confident that the committee is in good hands!

Respectfully Submitted,
Gary Milavec, Chairman

New Members

The New Member meetings continue to reach out to prospective joiners by offering a safe place to learn about the Lutheran faith in general and Our Redeemer, specifically. In 2023, we welcomed 10 new members—6 adults, 1 teen, and 1 child. We are so blessed that these new brothers and sisters chose Our Redeemer as their church home.

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 12 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 Nickles 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 repaired some wood around the sandbox.

Pastor Kerri continues to be a wonderful and supportive addition to the preschool family. Her chapel time is an enjoyable part of our day with her stories, and her songs! She is really helping us spread God's message within our preschool family.

Our board worked to install new flooring over the summer. 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 2024-2025 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.

Our financial report for fiscal year ending June 30, 2023 follows for your review.

Respectfully submitted,
Heidi Garner, Director

Noah's Ark Board Members

Pastor Kerri Clark	Pastor
Rolf Otterness	President, church member
Maura Wisniewski	Vice-President
Brenda Binotto	Finance officer, 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
Meredith Semon-Pomposelli	Parent, church member

Noah's Ark Preschool
Profit & Loss
July 2022 through June 2023

	Jul '22 - Jun 23
Ordinary Income/Expense	
Income	
Tuition	212,785.00
Commitment Fee	6,275.00
Activity Fee	5,120.00
Lunch Bunch/Happy Cookers	6,449.00
Summer Camp	9,580.00
Fundraisers	
Usborne	2,873.00
Sarris Candy	2,080.07
Total Fundraisers	4,953.07
Other Ordinary Income	
Donations	125.00
Interest Current Checking	62.11
Interest Savings	17.22
Field Trips	0.00
Total Other Ordinary Income	204.33
Total Income	245,366.40
Discounts/Scholarship	
Multi-Child Discount	-1,440.00
Employee Discount	-2,137.50
3% Early Pay Discount	-1,324.35
Total Discounts/Scholarship	-4,901.85
Sales	45.00
Total Income	240,509.55
Gross Profit	240,509.55
Expense	
Reconciliation Discrepancies	-29.99
Personnel	
Director	48,914.97
Teachers Salary	100,087.82
STEAM	4,678.02
FWS	3,386.79
Lunch Bunch	2,424.96
Financial Admin	5,280.00
Administrative Assistant	2,100.00
Sexton	4,000.00
Substitute Pay	1,355.00
Independent Contractors	1,534.50
Payroll Taxes	13,092.80
Payroll Benefits	4,134.00
Summer Camp	3,000.00
Professional Development	20.00
Cell Phone Policy Expense	1,300.00
Total Personnel	195,308.86
Classroom	
Classroom Supplies	3,165.95
Classroom Food	902.65
Classroom Photos	243.81
Classroom Equipment	425.74
Classroom Summer Camp	276.82
Classroom - Other	5.79
Total Classroom	5,020.76

Noah's Ark Preschool
Profit & Loss
 July 2022 through June 2023

	Jul '22 - Jun 23
Playground	
Playground Supplies	97.99
Playground Equipment	290.66
Playground Maintenance	1,136.57
Total Playground	1,525.22
Utilities	
Telephone	631.92
Total Utilities	631.92
Office	
Office Supplies	89.19
Office Equipment	759.00
Total Office	848.19
Other Operating Expenses	
Vanco Fee	367.26
Credit Card Transaction Fee	3,473.35
Gifts	1,246.63
Meals and Entertainment	1,337.25
Other	43.70
Bank Service Charges	10.00
Total Other Operating Expenses	6,478.19
Total Expense	209,783.15
Net Ordinary Income	30,726.40
Other Income/Expense	
Other Income	
Washington Cty Recovered Funds	4,992.00
Interest Recovered Funds	62.79
Total Other Income	5,054.79
Net Other Income	5,054.79
Net Income	35,781.19

Noah's Ark Preschool
Balance Sheet
As of June 30, 2023

	Jun 30, 23
ASSETS	
Current Assets	
Checking/Savings	
Operating Cash	
Current Checking Account	121,887.08
Washington Federal Debit Card	500.00
Total Operating Cash	122,387.08
Savings	
Savings Account	34,449.60
Recovered Funds Bank Account	938.40
Total Savings	35,388.00
Total Checking/Savings	157,775.08
Accounts Receivable	
Accounts Receivable - 23/24	180,210.40
Total Accounts Receivable	180,210.40
Other Current Assets	
Mission Investment Fund - 1yr	66,000.00
Total Other Current Assets	66,000.00
Total Current Assets	403,985.48
TOTAL ASSETS	403,985.48
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Accrued Expense	527.00
Unearned Income 23/24	222,987.50
Total Other Current Liabilities	223,514.50
Total Current Liabilities	223,514.50
Total Liabilities	223,514.50
Equity	
Opening Balance Equity	24,686.31
Unrestricted Net Assets	120,003.48
Net Income	35,781.19
Total Equity	180,470.98
TOTAL LIABILITIES & EQUITY	403,985.48

Property Committee

2023 was a fairly steady year for our facility and the ORLC Property Committee.

The construction of the booth to accommodate the new sound system was the most visible project by far. While we were at it, we made some upgrades to electrical and lighting controls for the sanctuary.

We had to keep up with maintenance items such as plumbing, electrical, and lighting, as always. We also had trees around the building and property trimmed, as they had not been pruned in several years. The heat exchanger on the rooftop HVAC unit developed a crack and needed to be replaced - under warranty, luckily. Our new HVAC service provider was also able to explain some of the behaviors (i.e., icing up inside) that we've seen from this unit over the past few years, giving us some peace of mind as to why it was happening.

Although they were not at the level of a biblical plague, but we did have ants and bees around the building this year and had those eliminated, and we had treatments to prevent ticks and mosquitos in the preschool playground area. Also outdoors, our three landscaping service providers did a nice job with lawnmowing and leaf cleanup, as well as mulching this spring. One of them has now moved into snow and ice clearing mode for us. Strangely, we had a three-week run of drivers hitting the large rocks in the mulched areas near the parking lot entrance. Marker poles were set in place and we have not seen another incident since then.

In the sanctuary, one of the overhead lights above the baptismal font was rendered useless by the video screen so it was moved above the pulpit. Many new electrical outlets were installed in the social hall and Sunday School areas to provide easy access and eliminate the need for extension cords. Temporary patches were placed on a handful of pews close to the organ since the fabric was weakened by years of sun exposure. Thanks to Ruth Ann Lowery for doing that and buying us some time. We received quotes to repair the fabric and foam on the bases of these pews professionally sometime in 2024, and we are evaluating options for the choir chairs since they are also well worn.

The Property Committee will be meeting early in the year to discuss the pew and furnishings repair project, as well as a proposed re-imagining of the narthex as a central place to socialize and be informed of current church activities and programs. Expanded custodial services for the church and the preschool will be on the agenda, and other short and long-term needs will be discussed as well.

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

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. If you are interested in being involved with the ongoing upkeep and improvements in our facility and property, we invite you to join us on the property committee. Feel free to reach out to me at 412.804.1781 (cell) or at vette442@hotmail.com.

Respectfully submitted,
Terry Divelbliss, Chairperson

Service/Outreach Committee

Members: Tina Borra, Carol Brandyberry, Pastor Martha Clementson, Jen King, Debbie Healey Langley, Keith Mason, Jaymi Moody, Phyllis Permar, Charles & Lalitha Rajakumar, Martha Rhone, Karen Smith.

Our ongoing projects:

City Mission Food Pantry- We continue to donate and deliver food items monthly. Collection bins are in the narthex under the coat racks. We have a sign-up sheet on the bulletin board for a volunteer each month to deliver the items. Items can be delivered any Tuesday or Thursday from 10:00am-3pm during the month. There are also from time to time prepared meals in our freezer that members have made and donated which also can be delivered. Thank you for the donations and delivery driver volunteers!

Blessings in a backpack- Last school year (2022-23) our donations provided 920 food items plus monetary gifts including the Souper Bowl and Growing In God collections to the Ringgold Elementary School North. As of Nov 2023, they are packing for 112 each week. Monetary donations are also appreciated and used to buy food in bulk. They can be made at www.blessingsinabackpack.org via card/Venmo/PayPal or can be mailed to: www.blessingsinabackpack.org (via card/Venmo/PayPal) **Must designate for Ringgold Elementary School North account #1440 to be directed to this school.

Aluminum Tabs- We are still collecting the tabs from aluminum cans. They are now being donated to the Ronald McDonald House.

Recycling Bottle Caps- We have a container on the windowsill in the Narthex (lobby) to assist the city of Washington to recycle bottle caps, any size or color. When enough are collected the caps will be melted down to make chairs and tables for Washington park.

Our events and initiatives this past year:

We collected and sent 29 college care packages (Super Bowl Survival Kits) in time for the February 12, 2023 Super Bowl. Thank you to all who donated and helped pack the packages on February 5, Karen Smith and Martha Rhone organized and set up the items for the packages prior to the 5th. And to Elaine Dolcich who gather the names and addresses and prepared the labeling for the boxes for mailing for the Post Office to pick up.

Speaker from Lutheran Campus Ministries, Pastor Brian Bennett, visited over the summer from Lutheran Campus Ministry in Oakland on Saturday, July 15 and Sunday, July 16. He preached at all services, gave a temple talk about campus ministry, and held a forum after Sunday's worship.

City Mission held a United Way clothing and shoe donation drive-thru on Friday, May 5 from 9am-1pm in the church parking lot.

On August 6, a group of 6 from our church worked with the Habitat for Humanity construction team on a townhome project in the Lincoln – Larimer section of Pittsburgh. Work consisted of painting ceilings and walls in the two newly constructed townhomes. We also had the opportunity to work with a potential owner. It was a wonderful and blessed day and very rewarding for all. We look forward to another workday in the near future and invite anyone that is interested to join us. No construction experience is necessary; just a desire to serve our brothers and sisters in need. A big thanks goes to Keith Mason for organizing and leading this project!

This year was the 10th anniversary of God's Work Our Hands, and we participated on Sunday September 10 by:

- 20 fresh lasagnas delivered to Washington City Mission. Thank you to Keith Mason for leading this!
- 67 LWR School kits made. Thanks to Carol Brandyberry for organizing, and Barb Schumacher for delivering to Zelienople. \$2 per kit was donated to help offset shipping costs out of the budget.
- 30 coloring pages and 99 messages passed out at Veteran's Center. Thank you to Jaymi Moody and Karen Smith for planning and organizing, and Lori Greene for delivering.
- Plastic bookmarks given to shut-ins and nursing home residents. Thanks to Tina Borra for organizing and preparing this!
- Fellowship and light lunch served after activities were concluded.

In October our church got a request from Pastor Gregg Knepp and some of the pastors in Conference 6 (includes the South Hills, Airport area and Washington County) of the Southwestern Pennsylvania Synod have been looking into the possibility of participating in the resettlement of a refugee/family in our area. At this point, we are trying to identify people who are interested in helping with this process either by getting personally involved and/or by making a financial commitment. This is a big project which is best undertaken by multiple congregations. If you are interested in participating in at least the exploration of this possible ministry, please let either Pastor Martha (clementsonmartha@gmail.com) or Martha Rhone (mrhone28@hotmail.com), chair of Service and Outreach know of your interest. You also can direct your questions to either of them.

A service event coordinated by Jaymi Moody on October 17 with Food Helpers at Southpointe went very well with 15 volunteers and over 2000 bags packed! We have plans for another dedicated ORLC event again on January 16 (snow date January 18 if needed). They have electronic sign-ups on their website (foodhelpers.org, click on volunteer) and several church members signed up to attend those as individuals or small groups. This program promotes healthy eating habits in kids through nutritious snacks and the Little Moochi app developed by CMU.

In November \$500 was donated from our budget to go towards City Mission's Boxes of Love, where they distribute contents for a Thanksgiving meal to more than 800 local families.

2023 Christmas Projects:

- We utilized a Christmas tree in the narthex to hang tags for gift donations to 2 organizations from November 5 - Sunday, December 3:
 - 50 gifts were bought for Glade Run for their Christmas Angel Program. Thank you to all who gave gifts for Glade Run and thank you to Barb Schumacher for delivering the gifts!
 - 50 gifts bought for Helping Hands Holiday Gift Drive for Washington County Children & Youth Services. Thank you to all who gave gifts and thank you to Kristie Chestney for delivering!
- ELCA Good Gift Ornaments were once again offered during Advent. Thanks to your generosity, 3 goats, 7 honeybees, 5 piglets, a latrine, and a microloan for a woman were purchased through the ELCA Good Gifts program. Much of the order was eligible for a matching gift program. Thank you!

We are currently collecting snacks and goodies to fill our packages in time for the Super Bowl 2024.

Respectfully submitted,
Martha Rhone and Jen King

Worship and Music Committee

Members: Lori Greene, Mary Helen Barr, Becky Long, Althea Seese, Susan Steffick, Nancy Till, Melissa Bookhammer, Susan Lambert, Pastor Kevin Clementson, Pastor Martha Clementson and Pastor Kerri 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, etc.

The committee meets regularly the second Tuesday of each month.

Thanks to Mary Helen Barr for her years of music leadership here at Our Redeemer. Her exceptional talent provides us with excellent music every Sunday. A thank you also goes to the 9:00am worship team members and the dedicated 11:00am choir members who offer worship leadership and special music each Sunday.

Thanks to those who volunteer to serve as Lay Assistants, Lectors, and Communion Assistants, all the members of the altar guild, all the ushers, greeters, acolytes and gift bearers. It takes many people to have wonderful worship each week.

A special thank you to the volunteers who helped clean the church before the Easter Services. A dedicated team of volunteers spent two days cleaning the entire sanctuary and the narthex of the church. They worked hard, but it was a great fellowship opportunity too.

Thanks to the volunteers who helped decorate the church for Christmas. The volunteers made our sanctuary ready for the services during the Christmas season. Thanks to those volunteers who helped take the decorations down and get them packed up.

The committee decided to begin having a flower arrangement in the sanctuary each Sunday. Thank you to the congregation members who have sponsored the flowers each Sunday.

Pottery pouring chalices were purchased to begin pouring grape juice at communion alongside the pouring chalices for wine.

The 11:00 service is livestreamed each week. Thanks to Sam Mizia for operating our camera, to Rolf Otterness and Garrett Langley for operating the sound system and to the many volunteers who operate the PowerPoint.

- Ash Wednesday was on February 22.
- The theme for the Midweek Lenten services was "The Lord's Prayer". We learned to sign the Lord's Prayer each week.
- Palm/Passion Sunday services were held April 1 and 2.
- Maundy Thursday: A 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 9 at 9:00 and 11:00.
- Confirmation was held on April 30 at the 11:00 service with 4 confirmands.
- Pentecost was celebrated on May 27 and 28.
- Summer Worship Scheduled began the weekend of May 28. One 10:00 service is held through the summer. During the summer worship services, the first reading was taken from Children's Bibles with artwork done by children of ORLC.
- Beginning in July, flowers were available for sponsorship for worship. A flower chart was made available.

- September 10 was God's Work Our Hands Sunday. A regular worship service was held with outreach projects after worship.
- The regular fall schedule resumed in September 23 and 24. Bibles were presented to three-year-olds, third graders, and seventh graders.
- Blessing of the Animals was held on Saturday, October 7 at the 5:30 worship service.
- First Communion was held on Reformation weekend, October 28 and 29. The congregation was asked to wear red.
- Those who passed away during the past year were celebrated on All Saints Day, November 4 and 5.
- Christ the King Sunday was celebrated with a special service that moved us through the seasons of the church year.
- Advent began on December 3. The fourth Sunday of Advent, December 24, was Breakfast at the Manger at 10:00 instead of a worship service because it fell on Christmas Eve.
- The church was decorated for the Christmas season on Sunday, December 17 following the 11:00 worship service.
- Quiet Christmas Service was held on Sunday December 17 at 4:00.
- Christmas Eve Services were held 4:30 Children's Christmas Eve, 7:00 and 11:00 Candlelight Christmas Eve.
- December 30 - a service at 5:30 and one service at 10:00 on December 31.

One of the words that keeps coming up in this report is the word volunteer. Many people are needed to make the church services here at ORLC happen. Please consider offering your time and/or talent to one of the volunteer opportunities.

Respectfully submitted,
Lori Greene

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2023 ANNUAL REPORT of FINANCIAL SECRETARY

January 28, 2024

	2023 Estimate	2023 Actual	2024 Estimate
Giving Units Contacted	296	296	302
Pledging Units (a)	128 (Est)	120	119
% of Giving Units Contacted	43%	41%	39%
Contributing Units	200 (Est)	216	215 (Est)
% of Giving Units that Contributed	68%	73%	71%
Units enrolled in Simply Giving	80	80	78
A Current Fund Offerings	\$434,000	\$473,312	\$455,490
Pledged Amount (a)	\$377,872	\$379,823	\$380,572
Given by Pledging Units	\$360,000 (Est)	\$387,713	\$370,462 (Est)
% of Pledged Amount	95% (Est)	102%	97% (Est)
From Non-Pledging Units	\$74,000 (Est)	\$85,599	\$85,028 (Est)
B Building Fund Offering	\$55,700 (Est)	\$53,210	\$51,600 (Est)
Pledged Amount (a)	\$55,557	\$56,413	\$50,554
From Pledging Units	\$53,000 (Est)	\$51,688	\$49,200 (Est)
% of Pledged Amount	95% (Est)	92%	97% (Est)
From Non-Pledging Units	\$2,700 (Est)	\$1,522	\$2,400 (Est)
C Miscellaneous Budget Offerings (b)	\$20,000 (Est)	\$25,269	\$30,000.0 (Est)
Total Budget Offerings (A+B+C)	\$509,700 (Est)	\$551,791	\$537,090 (Est)
Budget	\$459,439	\$459,438	\$514,907
Total Budget Offerings	\$509,700	\$551,791	\$537,090 (Est)
% of Budget	111%	120%	104% (Est)

(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,

"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 2023

	This Year			Last Year		
	Current	Building	Total	Current	Building	Total
Income	\$ 498,582	\$ 53,210	\$ 551,792	\$ 492,040	\$ 58,915	\$ 550,955
Expenses	437,249		\$ 437,249	472,234		472,234
Surplus (deficit)	\$ 61,333	\$ 53,210	114,543	\$ 19,806	\$ 58,915	78,721
Surplus (deficit)			<u>\$ 114,543</u>			<u>\$ 78,721</u>

Other Outreach Offerings	Year to Date
Abiding Missions	1,275.00
City Mission	428.00
City Mission Food Pantry	324.00
ELCA World Hunger	6,130.00
ELCA Disaster Relief Domestic	1,332.00
ELCA Disaster Relief International	895.00
Good Gifts	535.00
Lutheran World Relief	455.00
	<u>11,374.00</u>

Our Redeemer Lutheran Church
Fund Balances - Net Cash and Investments
as of December 2023

	Unrestricted Current Funds	Restricted Funds			Total
		Designated Funds	Building/ Major Maintenance	Endowment (At Cost)	
Cash	150,334.96	16,765.80	76,117.07	0.00	243,217.83
Investments	76,904.62		153,808.09	126,936.86	357,649.57
Total assets	227,239.58	16,765.80	229,925.16	126,936.86	600,867.40
Liabilities	12,397.98				12,397.98
Net fund balances	214,841.60	16,765.80	229,925.16	126,936.86	588,469.42

Investment at Fair Market Value as of November 30, 2023 114,296.64

As of December 2022	120,987.96	24,308.69	216,787.29	8.00	362,091.94
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Our Redeemer Lutheran Church
Financial Position as of December 2023 and 2022

	Funds						Prior Year
	Current	Designated	Major Maintenance	Building	Endowment	Total	
ASSETS							
Cash							
Checking account	24,068.09					24,068.09	11,065.80
Petty cash	5.34					5.34	11.41
Washington Financial debit card	830.44					830.44	319.34
Money Market Fund							
Abiding Missions		0.00				0.00	0.00
Assistance		1,920.14				1,920.14	1,920.14
Audio - Visual (Sound Sytem - 2020)		0.00				0.00	4,875.01
Church decorations		2,431.78				2,431.78	1,915.78
City Mission Meals		0.00				0.00	0.00
City Mission		0.00				0.00	0.00
City Mission Food Pantry		0.00				0.00	0.00
College Care		0.00				0.00	84.48
Current Funds	98,631.09					98,631.09	125,264.39
Deaf Ministry		1,500.00				1,500.00	0.00
Education Materials		228.86				228.86	228.86
Endowment		0.00			0.00	0.00	8.00
Fellowship		802.09				802.09	535.09
Furnature and Fixtures		0.00				0.00	0.00
Gifted Purchase		0.00				0.00	0.00
Gods Work Our Hands		30.00				30.00	30.00
Habitat for Humanity		0.00				0.00	0.00
Hunger Retreat		0.00				0.00	0.00
India Mission		0.00				0.00	0.00
India Mission Trip		0.00				0.00	0.00
Indian Mission Scholarships		0.00				0.00	0.00
Indian Mission Water Filters		0.00				0.00	0.00
Interest		518.55				518.55	391.48
Landscape		0.00				0.00	0.00
Library Resource		18.00				18.00	18.00
Lutherlyn Camp		0.00				0.00	0.00
Major Bld. Maintenance Fund			(524.01)			(524.01)	3,432.86
Maintenance and Repair		0.00				0.00	5,643.44
Memorial Fund		6,787.70				6,787.70	5,187.70
Music Program		0.00				0.00	643.07
Next Year Current	26,800.00	0.00				26,800.00	2,700.00
Other In & Out		195.61				195.61	515.89
Out Reach		0.00				0.00	0.00
Quarterly/Yearly Paid Ahead	0.00	0.00				0.00	0.02
Servant Event		1,216.00				1,216.00	1,216.00
Sunday School		83.00				83.00	69.68
Vacation Bible School		0.00				0.00	0.00
Vacation Bible School CD's		0.00				0.00	0.00
Vacation Bible School Donations		0.00				0.00	0.00
Vacation Bible School Projects		0.00				0.00	0.00
WELCA		310.13				310.13	310.13
Youth Gathering		508.00				508.00	508.00
Youth Ministry		70.00				70.00	70.00
Youth Projects		145.94				145.94	145.94
Total Money Market Fund	125,431.09	16,765.80	(524.01)	0.00	0.00	141,672.88	155,713.96
Major Bld. Maintenance Fund			76,641.08			76,641.08	213,354.43
Total cash	150,334.96	16,765.80	76,117.07	0.00	0.00	243,217.83	380,464.94
Brokerage Account	0.00				0.00	0.00	0.00
ELCA Endowment Fund					127,870.73	127,870.73	0.00
Mission Investment Fund			153,808.09			153,808.09	
Mission Investment Fund	76,904.62					76,904.62	
Property and Equipment				1,931,831.29		1,931,831.29	1,931,831.29
Total Assets	227,239.58	16,765.80	229,925.16	1,931,831.29	127,870.73	2,533,632.56	2,312,296.23

Our Redeemer Lutheran Church
Financial Position as of December 2023 and 2022

	Funds						Prior Year
	Current	Designated	Major Maintenance	Building	Endowment	Total	
LIABILITIES AND FUND BALANCES							
Accounts payable	11,324.89					11,324.89	15,953.05
Payroll liabilities	1,103.09					1,103.09	1,158.65
Unused continuing education						0.00	1,261.30
Due (from) To Noah's Ark	(30.00)					(30.00)	0.00
Total Liabilities	12,397.98	0.00	0.00	0.00	0.00	12,397.98	18,373.00
Fund Balances							
Current Funds Available	214,841.60					214,841.60	120,987.96
Temporarily Restricted		16,765.80	229,925.16			246,690.96	241,095.98
Permanently Restricted					127,870.73	127,870.73	8.00
Net Investment in Property				1,931,831.29		1,931,831.29	1,931,831.29
Total Fund Balances	214,841.60	16,765.80	229,925.16	1,931,831.29	127,870.73	2,521,234.58	2,293,923.23
Total Liabilities and Fund Balances	227,239.58	16,765.80	229,925.16	1,931,831.29	127,870.73	2,533,632.56	2,312,296.23
Out of Balance	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Calculation of Prior Year Amounts

Prior Year Current Temporarily Restricted Funds

Total Money Market Fund	155,713.96
Current Funds	(125,264.39)
Endowment	(8.00)
Quarterly/Yearly Paid Ahead	(0.02)
Major Bld. Maintenance Fund	(3,432.86)
Next Year Current	(2,700.00)
Designated Funds	24,308.69
Major Bld. Maintenance Fund	216,787.29
	241,095.98

Prior Year Permanently Restricted Funds

Endowment in Money Market Fund	8.00
Mission Investment Fund	0.00
	8.00

Prior Year Current Funds Available

Checking account	11,065.80
Petty cash	11.41
Washington Financial debit card	319.34
Current funds in Money Market Fund	125,264.39
Next Year Current	2,700.00
Quarterly/Yearly Paid Ahead	0.02
Money Market - Building Fund (moved to Major Bld. Maintenance Fund)	
Due from Noah's Ark	0.00
Accounts Payable	(15,953.05)
Payroll Liabilities	(1,158.65)
Unused continuing education	(1,261.30)
Current Funds Available	120,987.96

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.