

# Lutheran Church of Our Redeemer

2001 Second Street NW,  
Watertown, SD 57201

## 2015 ANNUAL REPORT

**Making Jesus Christ Known Through Word and Deed.**

### **2016 Annual Meeting Agenda—January 31, 2016**

Opening Devotions	Pastor Kent Stillson
2015 Annual Meeting Minutes	Lynn Langner, Secretary p. 3 & 4
Treasurer's Report	Hugh Bartels, Council Treasurer p. 6—8
Church Council Report	Bret McGillivray, Church Council President p. 5
Pastor's Reports:	Senior Pastor Kent Stillson p. 10 & 11 Associate Pastor Chris Matson p. 12 Visitation Pastor Aaron Matson p. 13
Staff and Committee Reports – (accepted as written)	p. 14—32
Presentation and Approval of the 2016 Proposed Budget	Hugh Bartels, Council Treasurer p. 34—38
Old Business	
New Business	
• Accept Strategic Planning Report and Recommendations—Sandy Albertsen	
• Council Recommends allocating 2015 Budget Excess: 10% to Missions (Mission & Evangelism Team to determine where) and 90% General Fund of LCOOR	
• Seven (7) Delegates needed for the 2016 South Dakota Synod Assembly	
⇒ June 3-4 at LCOOR, Watertown. Note: a multitude of volunteers will be needed for food serving and clean-up, coffee time serving, welcoming, ushering at worship services, etc.	

Elections

Closing Prayers

New Council Organizational Meeting

<b>LCOOR 2015 Church Council</b>	President....Bret McGillivray	Vice President....Toby Wishard
	Secretary....Lynn Langner	Treasurer.....Hugh Bartels

### **Term Expires**

2016: Brian Holter, Tony Kneeland, Sarah Orthaus, Toby Wishard

2017: Lynn Langner, Jayson Maguire, Bret McGillivray, Brian Bollinger

2018: Hugh Bartels, Connie Fannin, Kerry Stager, Barb Struwe

### **2016 Church Council Nominations**

3 year term: Lisa Olerud, Tim Chandler, Mark Schulz, Barb Dohrer

### **2016 Mission & Endowment Committee Nominees**

3 year term: Gary Grewing (1st term), Brian Bollinger (2nd term)

### **2016-2017 Nominating Committee**

1 year term: Brian Holter, Sarah Orthaus, Tammy DeLange, \_\_\_\_\_

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**God's Work. Our Hands.****Submitted by Lynn A. Langner, New Council Secretary**

President Sandy Albertson called the meeting to order at 11:42. There were 69 members in attendance, so a quorum was met. Pastor Kent Stillson led the congregation in opening devotions, with a message and challenge to "Follow Me (Jesus)", by being a 'standing up follower', instead of a 'sitting down believer' of God.

**REVIEWING MINUTES**

The Minutes of the 2014 Annual Congregational Meeting were presented for review & approval (refer to LCOOR Annual Congregational Report p. 3-4). A motion was made by Jerry Rieber to approve the minutes and seconded by Janelle Wishard. Motion carried.

**TREASURER'S REPORT**

Treasurer Toby Wishard commented that the fiscal year began and ended with the challenge of new Business Managers. He also informed the members of the assistance by Villhauer & Raml to balance the books. Referring to the report insert packet, Toby presented the 2014 Financial Report.

**NOTEWORTHY:**

- Increase noted in both expenses and revenue
- Expenses were 3.9% below budget
- \$94,000 was given to missions while \$67,000 was budgeted
- Year end budget excess of \$37,170.63

A motion was made by Brett McGillivray to approve the 2014 Annual Treasurer's Report. Second made by Alan Christiansen and the motion carried.

**CHURCH COUNCIL REPORT**

President Sandy Albertson thanked the congregation for the opportunity to serve as president, and thanked the council and staff for the positive working experience in her last year on the council. In closing, she referred meeting attendees to her full report on page 5 of the Annual Report.

**PASTOR'S REPORTS**

President Sandy Albertson presented the pastors' reports for the members' reading.

Pastor Kent Stillson: p. 6-7 .....Pastor Chris Matson: p. 8 .....Pastor Aaron Matson: p. 9

**COMMITTEE REPORTS**

President Albertson referred the meeting attendees to pages 10-26 for individual staff and committee reports. A motion was made by Jim Miller to accept all reports, seconded by Arleen Brandt-Jenson. Motion carried.

**PRESENTATION AND APPROVAL of the 2015 PROPOSED BUDGET**

Toby Wishard, Treasurer (Finance Committee) presented the budget for 2015 (referred to p. 31-35)

- 2.17% increase in Projected 2015 Income
- Referred attendees to "Disclosures for Proposed Budget" (p. 30)
- Other notes:
  - \*Addition of \$600 to line 5503 for increase of staff insurance
  - \*Explanation of Line 7207 being for permanent wireless internet hardware
  - \*Explanation of Line 2112 is a proposed \$10 payment per service for sound and projection job

A motion was made by Lisa Carrico to accept the 2015 budget and seconded by Jim Miller. Motion carried with one 'No' vote.

**Making Jesus Christ Known Through Word and Deed.**

**OLD BUSINESS**

1. Property Committee member Tony Kneeland reported on the installation of the Fire Suppression system. Work will begin on January 26, and will be approximately three weeks. It will be an exposed system, so will require additional painting and touchups. Money is in place, coming from the settlement with the building architects.

**NEW BUSINESS**

1. Council Recommendation: Allocation of 2014 Budget Excess – 10% (\$3717) to 2014 Missions of the month; 10% to “Ministry Events” Dedicated Account; 10% to “Legal and Accounting” Dedicated Account (As explained for future required audits); and 70% (\$26,019) to “Capital Improvement” Dedicated Account. A motion was made by Don Scharn, to approve the council’s recommendation. A second was made by Buck Crouse, and the motion carried.
2. Delegates are needed for the 2015 SD Synod Assembly in Rapid City on May 29-30. Volunteers included Pastor Sam & Mary Hattlestadt, and Francis & Norma Kearney.

**ELECTIONS**

1. **COUNCIL NOMINATIONS** - President Sandy Albertson noted a reduction in council members from 13 to 12. She presented Nominating Committee’s recommendations for election to Church Council (3-year terms): Hugh Bartels, Barb Struwe, Connie Fannin, & Kerry Stager. Unanimous approval by attendees.
2. **MISSION AND ENDOWMENT COMMITTEE NOMINEE** - Nominations for 3-year terms: Karen Amundson and Kevin Luoma. Unanimous approval of nominees.
3. **APPROVAL OF NOMINATING COMMITTEE** – Nominations for 1-year term: Jan Johnson, Dot McAreavey, Buck Crouse, & Karla Christenson. Unanimous approval.

**OTHER NEW BUSINESS**

1. It was proposed to set a policy to regulate WiFi use once it is installed.
2. Suggestion to EITHER post in Annual Report New Members’ prior church home, OR not post outgoing church home of members leaving, to make the listings equitable.
3. Suggestion to change the date of the Annual Meeting and Stewardship to accommodate snow-birds.

**CLOSING**

A motion to adjourn the 2015 Annual Meeting was made by Janelle Wishard, and seconded Jim Miller. Motion carried.

Pastor Chris led the assembly in a closing prayer.

**2015 Executive Officers for Council:**

President- Brett McGillivary

V Pres. - Toby Wishard

Treasurer- Hugh Bartels

Secretary- Lynn Langner

## ANNUAL REPORT OF THE COUNCIL PRESIDENT

### God's Work. Our Hands.

2015 was a memorable and positive experience for the people of Lutheran Church of Our Redeemer.

Having been a part of this congregation since I was in junior high, the growth and success of LCOOR has been an important part of my life. We read the newsletters and listen to presentations that tell us how important quality committees, councils, and volunteers are. Until I became a member and then leader of church council, I did not know how true it is. Every organization has good people. We are blessed with a lot of great people.

A few years back, it was decided to put more of the decision making into the hands of the individual committees throughout LCOOR. I strongly believe that this has been a positive move that has strengthened and improved nearly every part of our church. Committees are made up of the people that are the most passionate and dedicated to the individual areas of the congregation. The oversight and leadership from these committees have improved nearly every aspect of our church.

2015, hopefully has brought an end to sprinkler systems problems that have plagued our building for many years. Early in the year, our current system was modified in areas of the church. This ends a long chapter that the property committee and council have spent many, many hours at. Property committee continues to keep tabs on our structure that is over ten years old.

2015 looks to be a strong financial year. It is an honor to be part of a congregation that is always giving of their time, talents, and finances. Dedication to God is so apparent whenever there is a need for special funds or extra time and talent. The involvement and success of God's Work. Our Hands has been nothing short of spectacular. Thanks to all who organize and participate in these activities.

We are blessed with a staff and pastors that make LCOOR a truly wonderful place to be part of. This is so evident when you see the participation in church school, Christmas programs, quilters, Befrienders, youth group, those who share their musical talent, and all of you giving your time to make so many other activities a success.

I truly enjoy my time on church council, and this past year as council president. I have gotten to work alongside wonderful and very dedicated council members. They have made my job a joy and privilege. We are all part of the success of this congregation. I am proud to be part of this group that never forgets our mission, "Making Jesus Christ Known Through Word and Deed."

Bret McGillivray

# FINANCIAL REPORT 2015

**Making Jesus Christ Known Through Word and Deed.**

## **General Fund**

		<b>2014</b>	<b>2015</b>
<b>Income</b>			
	Promised Pledges	\$664,431.57	\$584,055.37
	Non-promised Offerings	\$95,045.72	\$196,677.85
	Loose Offerings	\$19,688.10	\$22,537.70
	Church School	\$4,088.72	\$2,980.47
	Christian Preschool	\$53,601.53	\$43,307.33
	Other	\$24,594.46	\$15,977.54
	Interest	\$237.37	\$167.31
	Designated Mission Giving	<u>\$31,287.43</u>	<u>\$23,722.90</u>
		\$892,974.90	\$889,426.47
<b>Expenses</b>			
	Missions	\$93,896.15	\$92,889.41
	Worship and Service	\$72,343.65	\$77,617.03
	Parish Education	\$37,400.16	\$42,140.63
	Parish Youth Program	\$58,285.44	\$61,463.34
	Outreach	\$62,855.63	\$64,698.82
	Pastoral Leadership	\$190,527.02	\$204,868.23
	Church Operations	\$109,653.20	\$111,939.84
	Church Home	\$170,281.98	\$158,365.38
	Preschool	\$52,055.07	\$53,457.28
	Contingency	<u>                    </u>	<u>                    </u>
		\$847,298.30	\$867,439.96

## **Scrip**

	Reliabank	\$7,406.68	\$6,402.22
	Inventory	<u>\$7,315.00</u>	<u>\$4,465.00</u>
		<u>\$14,721.68</u>	<u>\$10,867.22</u>

## **Care Fund**

	Deposits	\$3,591.97	\$10,602.56
	Expenses	\$3,535.63	\$6,015.51
	Ending Balance	\$2,617.17	\$7,204.22

# FINANCIAL REPORT 2015

God's Work. Our Hands.

## Dedicated Fund

	2014	2015
Adult Mission Trips	\$1,507.31	\$1,032.31
Befriender Ministry	\$2,100.00	\$2,100.00
Cameroon Student Fund	\$0.00	
Capital Improvement Fund	\$118,639.78	\$48,059.61
Coffee/Equal Exchange	\$58.89	\$1,012.77
Gods Work Our Hands		\$0.00
Great Hall Acoustic Project	\$2,446.38	\$0.00
Handbell Choir	\$1,164.89	\$1,054.89
High School Lunches		\$322.17
Legal & Accounting		\$3,717.00
Liturgical Dance		\$0.00
Ministry Events		\$1,479.40
Music Team Fund	\$1,087.15	\$739.26
Parish Nurse Fund	\$0.00	
Payroll Tax Refund	\$0.00	
Praise & Rejoice Choir	\$743.27	\$743.27
Prayer Shawl Ministry	-\$20.35	\$480.84
Preschool Donations	\$3,690.90	\$2,315.90
Preschool Scholarship Fund	\$1,060.00	\$1,060.00
Sound System		\$840.00
Thrivent Choice Dollars	\$6,420.27	\$7,725.94
Use Tax	\$0.00	\$30.12
W/ELCA Conventions	\$0.00	\$0.00
Wednesday Meals		\$4,000.00
Winter Wonderland		\$0.00
Youth Development Fund	\$94.22	\$1,100.92
Youth Mission Events	\$9,542.31	\$1,907.02
Youth Scholarships	\$859.17	\$1,910.17
Interest	\$476.78	\$673.10
	<u>\$149,870.97</u>	<u>\$82,304.69</u>

# FINANCIAL REPORT 2015

**Making Jesus Christ Known Through Word and Deed.**

**Building Loan**

**Reliabank Dakota @ 3.57%**

**Payment = \$4,411.09 per month on the 15th**

Principal paid		Balance of Principal	Interest
		\$ 646,872.03	
1/15/2015 \$ 2,024.72		\$ 644,847.31	\$ 2,386.36
1/30/2015 \$ 1,056.00	From Debt Reduction Offerings	\$ 643,791.31	
2/17/2015 \$ 2,686.40		\$ 641,104.91	\$ 1,724.69
2/27/2015 \$ 943.00	From Debt Reduction Offerings	\$ 640,797.68	
3/16/2015 \$ 3,330.81		\$ 637,466.87	\$ 1,080.28
3/31/2015 \$ 1,042.95	From Debt Reduction Offerings	\$ 637,372.15	
4/15/2015 \$ 3,463.00		\$ 633,909.15	\$ 948.09
4/30/2015 \$ 1,116.05	From Debt Reduction Offerings	\$ 632,793.10	
5/15/2015 \$ 2,526.87		\$ 630,266.23	\$ 1,884.22
5/29/2015 \$ 790.35	From Debt Reduction Offerings	\$ 629,475.88	
6/15/2015 \$ 2,474.88		\$ 627,001.00	\$ 1,936.21
6/30/2015 \$ 1,265.10	From Debt Reduction Offerings	\$ 625,735.90	
7/15/2015 \$ 2,547.65		\$ 623,188.25	\$ 1,863.44
7/31/2015 \$ 839.00	From Debt Reduction Offerings	\$ 622,349.25	
8/14/2015 \$ 2,373.12		\$ 619,976.13	\$ 2,037.97
8/31/2015 \$ 928.00	From Debt Reduction Offerings	\$ 619,048.13	
9/15/2015 \$ 2,629.52		\$ 616,418.61	\$ 1,781.57
9/30/2015 \$ 1,043.00	From Debt Reduction Offerings	\$ 615,375.61	
10/15/2015 \$ 2,578.79		\$ 612,796.82	\$ 1,832.30
10/30/2015 \$ 1,313.00	From Debt Reduction Offerings	\$ 611,483.82	
11/16/2015 \$ 2,468.70		\$ 609,015.12	\$ 1,942.39
11/30/2015 \$ 1,038.00	From Debt Reduction Offerings	\$ 607,977.12	
12/15/2015 \$ 2,661.21		\$ 605,315.91	\$ 1,749.88
12/31/2015 \$ 4,603.00	From Debt Reduction Offerings	\$ 600,712.91	
			\$ 21,167.40



**God's Work. Our Hands.*****General Non-Named Endowments Summary***

Principal	21,945.05
Accumulated interest	<u>2,338.29</u>
Total	\$24,283.34

***Donald Drange Endowment Summary***

Principal	<u>51,789.31</u>
	\$51,789.31
Total Principal	73,734.36
Total Accumulated Interest	<u>2,338.29</u>
	<b><u>\$76,072.65</u></b>

***Leonard and Ardell Timmerman Scholarship Summary***

Principal	37,785.08
Principal (Designated for 2015 Scholarship Recipients)	1,500.00
Accumulated Interest as of 12/31/14	<u>2,037.57</u>
Total	<b><u>\$41,322.65</u></b>

***Mission Fund Summary***

Principal	17,259.15
Accumulated Interest	<u>313.59</u>
Total, available to spend	<b><u>\$17,572.74</u></b>

***Memorial Funds***

Designated Memorial Monies	\$1,640.00
undesignated Memorial Monies	<u>\$235.00</u>
Total	<b><u>\$1,875.00</u></b>

***Total of all funds*** **\$136,843.04**

### Making Jesus Christ Known Through Word and Deed.

Jesus says, *"Let your light shine before others, so that they may see your good works and give glory to your Father in heaven."*

In Jesus Christ, we have a great light. Our mission is to share that light with our neighbors across the street and around the world. We do our ministry not for personal accolades or for success, but for the sake of giving glory to God. The focus of our ministry remains, as our mission statement declares, **"Making Jesus Christ known through word and deed."**

As the Senior Pastor, I seek to look at the "big picture" of the ministry at Lutheran Church of Our Redeemer and to help us keep focused on the mission God has given us, as it is declared in the Bible and as articulated in our mission statement. I do have my primary areas of responsibility, such as Stewardship, Mission and Endowment and Head of Staff. But much of the other ministry I share with other staff's leadership. My goal is to not micro-manage, but to allow the people leading the ministry to do their work and assist when I can.

In this report, I describe some of the "big picture" topics of this past year for Lutheran Church of Our Redeemer.

A Visioning Process was undertaken February through September in 2015. Seven lay leaders were commissioned by the church council and Dr. Janet Phillip of Sioux Falls was contracted to lead us in this process. A full report is printed on page 26 in this booklet. Several goals were continually kept in mind by the Strategic Planning Leadership Team as they did their work:

- Be God-focused and prayerful throughout the process

- Meet with and listen to as many people from the congregation as possible

- Develop 2 or 3 ministry-focused goals that are specific, measurable, attainable, realistic and timely

In the months to come, you will see the results of the Visioning Process lived out among us.

Stewardship Ministry is one of the priorities we have as a congregation each year. The premise of stewardship is that everything we have and everything we are comes as a gift from God and ultimately belongs to God. The stewardship of time, talents and money are what we offer back to God through the ministry of LCOOR. 2015 saw a very involved stewardship process, called Family to Family Stewardship, developed by a highly committed stewardship committee. They accomplished the goal of hand-delivery to 900+ LCOOR households stewardship bags. This took an immense amount of coordination and involvement. The results have been excellent, financially and with people connections. You will find a full report on page 25 in this booklet.

Being one of the largest congregations of the South Dakota Synod of the ELCA, LCOOR has the privilege of hosting statewide events. In April, as we have done a couple times in the past, we hosted the SD Synod Pastors Conference held the week following Easter and led by the bishop. June 3 – 4, 2016, we will host for the first time the annual South Dakota Synod Assembly. This will be the single-largest event we have ever hosted and will stretch the capacity of our facility. 450 – 500 people will be in attendance. We will provide space for worship, meals, vendors and small group meetings. To accommodate a gathering of this magnitude, it will take all our staff and a large number of member volunteers.

## PASTOR KENT STILLSON'S REPORT

**God's Work. Our Hands.**

It is a privilege to work with excellent leadership.

The Church Council is made up of 12 people who faithfully seek to lead this congregation and support the ministry God has given us. Each year, I lean on the council president, especially, in providing guidance and insight. Thanks, Bret.

The LCOOR staff is highly committed, faithful and skilled in their area of ministry. I trust these people, enjoy their unique personalities and am very thankful for their "team" approach to ministry. There is much light that our staff bring into people's lives, to the young and to the old, to the long-time member and the new member, to the church and to the community. Multiple meals are served each week. Countless meetings, phone conversations, emails and face to face talks happen. Prayer, Bible reading and faith talks take place constantly. Seven days a week, our staff and our facility are tools for ministry in the name of Jesus Christ.

Thank you, everyone, for being light-bearers for the sake of all God's people.

Pastor Kent Stillson, Senior Pastor

## PASTOR CHRIS MATSON'S REPORT

### Making Jesus Christ Known Through Word and Deed.

What a year! What a blessing it is to be part of the ministry and life of Lutheran Church of Our Redeemer as we Make Jesus Christ Known Through Word and Deed! As I look at 2015 I see it was a year filled with teaching, worship, baptisms, weddings, funerals, and all the things we are called to be about as the people of God. There are also a few big things that don't happen too often that came around this year. They will be documented by others in the pages to come, but these are the ones that resonate with me.

We have a functioning Fire Suppression System! Yes, it's one of those things that slipped my mind until I looked back over my calendar, but after years of hard (and often frustrating) work and lots of dedication from the Property Committee and Council. Thank you to all involved in getting us back up to code. It's not glamorous work, but it makes everything else possible.

Pastor and artist Paul Oman visited our congregation and painted two wonderful works during the worship services on Mother's Day. Reminding us of the importance of patience and the need to sometimes look at things from a different point of view, he began painting something that didn't look much like anything until he rotated the canvas 180 degrees. During the 1<sup>st</sup> worship there was an audible 'ah' of discovering what he had been working on and what was coming into being. While he painted, musicians and singers filled the air with songs that carried the message "The Lord is My Shepherd." Also, Pastor Gary Westgard wrote a poem for the day sharing the good news of the shepherd for us.

Once summer rolled around, I had the opportunity to go to Detroit for the National Youth Gathering. 28 youth and 7 adults traveled from Lutheran Church of Our Redeemer joining 30,000 people from around the nation. As we prepared for our journey, we received lots of support from the congregation, in the form of prayers, well-wishes, words of encouragement, and financial support. I cannot thank you enough for supporting us in our travels, and the parents who trusted us adult leaders with the responsibility of watching over their kids so those kids could have this incredible experience.

During that trip to Detroit, it was wonderful to see faith renewed and built up as we worshiped at Ford Field hearing great preachers, and listening to music from two of the original Temptations. We traveled to the Detroit Historical Museum watching the body of a car being lowered on an assembly line, hearing about the underground railroad, and learned history of sports and music in Detroit (aka "Motown"). Bonds built and faith engaged on that trip has already enhanced the community of high schoolers.

Another meaningful experience for me happened this September we participated in the ELCA's God's Work. Our Hands. Sunday. Hundreds of people went to serve around Watertown. Projects ranged from building a ramp so a family has wheelchair access to their home to decorating bags for the Sandwich Ministry. The event ended in an evening meal sharing project reports and with many awards for dirtiest t-shirt and best road ditch cleanup find among others.

It is with a grateful heart that I look back on 2015. The ministry and mission of Lutheran Church of Our Redeemer is a blessing to so many. Thank you for our continuing partnership in this Christian walk. I look forward to the ways we will continue to grow and continue to be about the work of Making Jesus Christ Known Through Word and Deed.

God's peace,  
Pastor Chris

## VISITATION MINISTRY REPORT

**God's Work. Our Hands.**

*I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of your sharing in the gospel from the first day until now. I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ. – Philippians 1:3-6*

As another year draws to a close, and another one begins, I wanted to thank you for the support you give me and the visitation ministry at Luther Church of Our Redeemer. This visitation ministry is so important because it helps the visited to know that they are still very much a part of our community of faith, and are remembered by and cared for by the whole congregation, even though they might not have been to a worship service for some time, perhaps years.

As your visitation pastor, I visit 25-30 people in their homes, whether that is a house, apartment, or room in a nursing home or assisted living center, who cannot come to worship on a Saturday or Wednesday night or Sunday morning. On your behalf, I share conversation and scripture with them, pray with them, and give them communion. I also lead monthly worship services at several nursing homes and assisted living facilities – Jenkins, Benet Place, Stoney Brook, and Edgewood the Commons, usually for about 5-10 people.

I also am privileged to work with our wonderful staff and so many caring congregation members on a lot of other events and duties. This year, I filled in as an assisting minister several on Sundays when one of our full-time pastors was away, helped plan and preached during the Wednesday evening worship services during Lent, was a part of the yearly Faithful Generations dinner and program (at which, since it was my birthday, I was serenaded with “Happy Birthday to You” by more voices than have I been on all my other birthdays put together), helped lead the health kit project on God’s Work, Our Hands Sunday in September, and went caroling at the end of the year with the high schoolers at Jenkins and with members of the choir at nursing homes and assisted living centers.

I thank you all for the support you have given me in this ministry, and for all the prayers, calls, notes, or visits any of you have made to any of those folks who cannot make it to worship services – they are treasured and appreciated more than you know. Finally, I encourage you, if you know of someone who is or will be unable to attend worship for a period of time, to let us know so they can be visited.

Peace,  
Pastor Aaron Matson

# PASTORAL ACTS & MEMBERSHIP STATISTICS

Making Jesus Christ Known Through Word and Deed.

## **Baptisms – Child (46)**

Hadlee Rae Deutsch	Josie Rae Shepherd	Ellanora Dall Renner
Emilyn Grace Tupper	Harris James Gaikowski	Beckett Lee Hopkins
Lily Hope Simon	Dashel Walter Schonebaum	Everlie Grace Olson
Easton Isaac Hand	Levi Andrew Heggelund	Korbyn Jay Allen Boughton
Miah Marie Carstens	Hunter Lee Norgaard	Emmett Asher Meidinger
Bonita Elizabeth Urban	Eli Jeffrey Engelhart	Bennett Marcus Engelhart
Max Suga Gertsen	Abel James Kriz	Kai Timothy Gossen
Beckett Charles Hendrickson	Jack Robert Lenox	Charles Thomas Lenox
Asher Lyle Rossman	Graham Marc Mancell	Reed James Ellingson
Joella Pearl Stein	Adalyn Alaina Manning	Hazel Marlene Sorestad
Memphis Patrick Skye Sorestad	Avery Rose Johnson	Haevyn Elizabeth Johnson
Jake Steven Meyer	Ryder John Phillips	Ethan Monroe Jorgenson
Ashton Kate Ellis	Tia Jo Auen	Kylie Jean Blackwelder
Jake James Ward	Eli Joseph Ward	Quinn MaryLou Miles
Jackson Timothy Rehder	Ryer Allen Zastoupil	James Robert Sonne
Grace Qingxia Brandsrud		

## **Adult Baptism (1)**

Jesse Dean Spurgin

## **Confirmed – Youth (42)**

*[October 24, 2015] (13 People)*

Abby Lynn Anderson	Benjamin Jon Fischbach	Morgan Ashley Hansen
Courtney Ann Hanson	Alexander John Harms	Robin Marie Howell
Gauge Alexandrous Laidlaw	Madeline Jo Popowski-Dahl	Bailey Jean Richter
Cameron Robert Rumpza	Parker Ray Schmidt	Jacob James Whitlock
Thomas Steven Wishard		

*[October 25, 2015; 8:30am] (8 People)*

Brenna Nicole Bauer	Braden William Bury	Allison Clare Davis
Nate Lee Hoeltzner	Morgan Grace Huntington	Evan Rueben Rieber
Derek Gerald Schutte	Sierra Ashley Tennis	

*[October 25, 2015; 10:30am] (21 People)*

Jada Mae Anderson	Kassidy Lynn Anderson	Carley Anne Binde
Jaydon Lee Fick	Katelynn Marie Fisher	Heath Jacob Russell Hardie
Andrew Karl Herold	Austin Daniel Herold	Courtney Kay Holt
Brooke Elizabeth Hunter	Kasey Marie Lenning	Eden Lorane Lickei
Shannon Lin Neilan	Alex Benjamin Nygaard	Ethan Christian Oien
Anne Elizabeth Pahl	Dylan Jacob Schaible	Gage Albert James Stavig
Jake Erik Werner	Kaley Marie Zietz	Karigan Lea Zietz

## **Deaths/Funerals/Memorial Services (15)**

Ella Rose Meidinger	*Edward L. Sasse	Roland D. "Dean" Brandsrud
Basil J. Dahl	Jeannette Marjorie Hogstad	*Donald LeRoy Hanson
Marjorie Joyce Lunde	Samuel Mark Gutormson	Milton Peter Cordell
Marilyn D. Harms	Harold H. Hlavacek	Audrey Joan Stormo
Ruth Constance Bard	Norma Jeanette Hunter	Esther Oline Tibke

## God's Work. Our Hands.

### **New Members Received (34 Households [68 People])**

*[April 19, 2015] (9 Households; 20 People)*

**Matt & Carrie Blackwelder**

From: Lutheran Church of Dell Rapids ELCA; Adult Confirmation

**Herb & Kathleen Carstens**

From: Lutheran Background

**Jeremy & Christine Ebsen and children Gracie & Emmi**

From: Grace Lutheran Church, Watertown, South Dakota ELCA

**Diana Hane**

From: Bethel Lutheran Church, Grove City, Ohio ELCA

**Katelynn Fisher**

From: Bethel Lutheran Church, Grove City, Ohio ELCA

**Christopher Hinker**

From: Adult Confirmation

**Patricia Johnson**

From: Trinity Lutheran Church, Lake Norden, South Dakota NALC

**Daniel & Dianna Lambert**

From: Trinity Ev. Lutheran Church, Clark, South Dakota  
Grace Lutheran Church, Willow Lake, South Dakota ELCA

**Alex & Stacey Nortje and children \*Harrison & \*Hudson (\*Not Baptized)**

From: Dutch Reformed, South Africa / Adult Confirmation  
Holy Name Catholic Church, Watertown, South Dakota Roman Catholic

**Matt & Wendy Olson**

From: Grace Lutheran Church, Watertown, South Dakota ELCA

*[November 15, 2015] (10 Households; 24 People)*

**Eric Beutler & Jeannette Lawson**

From: Trinity Lutheran Church in Bismarck, ND ELCA  
Ascension Catholic Church, Bismarck, North Dakota Roman Catholic

**Daryl J. Bucklin**

From: Zion Lutheran Church, Rapid City, South Dakota LCMS

**Donna Hamre and son Evan**

From: Trinity Lutheran Church, Mobridge, South Dakota ELCA

**Lauren Jennings**

From: Holy Name Catholic Church, Watertown, South Dakota Roman Catholic

**Ryan & Jennifer Kirschenmann and children Amber Ratigan, Emma & Saylor Kirschenmann**

From: Hayti Lutheran Church, Hayti, South Dakota NALC

**Adam & Kristi Koll and children Kaitlynn, Logan & Madilynn**

From: New Helgen Lutheran Church, Florence, South Dakota ELCA

**Dr. Jered & Tina Mancell**

From: Grace Lutheran Church, Fairmont, Minnesota ELCA

**Jordan & Kari Paulson**

From: St. John's Lutheran Church, Hosmer, South Dakota ELCA  
Calvary Lutheran Church, Rapid City, South Dakota ELCA

**Nicole Phillips**

From: St. Martin's Lutheran Church, Watertown, South Dakota WELS

**Tiffany Tschakert and children Wyatt & Austin Dahl**

From: New Helgen Lutheran Church, Florence, South Dakota ELCA

Making Jesus Christ Known Through Word and Deed.

**New Members Received continued**

*(15 Households; 24 People)*

*[10/14/2015]*

Faren Barber

Tanner Barber and child Ean

From: Trinity Lutheran Church, Mobridge, South Dakota ELCA

*[October 24, 2015]*

Benjamin Jon Fischbach *Confirmed Youth*

Courtney Ann Hanson *Confirmed Youth*

Cameron Robert Rumpza *Confirmed Youth*

*[October 25, 2015]*

Jada Mae Anderson *Confirmed Youth*

Carley Anne Binde *Confirmed Youth*

Nathan Lee Hoeltzner *Confirmed Youth*

Morgan Grace Huntington *Confirmed Youth*

Kasey Marie Lenning *Confirmed Youth*

Shannon Lin Neilan *Confirmed Youth*

Kaley Marie Zietz *Confirmed Youth*

Karigan Lea Zietz *Confirmed Youth*

*[November 9, 2015]*

Kelli Rumpza and children Kade & Karleigh

From: Our Savior's Lutheran Church, Waubay, South Dakota ELCA

*[12/2/2015]*

Justin & Laura Ruesch and children Crosby & Chloe

From: Ascension Lutheran Church, Brookings, South Dakota ELCA

*[12/4/2015]*

Patrick & Nancy Jo Popowski

From: Ascension Lutheran Church, Brookings, South Dakota ELCA

*[12/10/2015]*

Gregory Dubois

From: Hosanna Lutheran Church, Watertown, South Dakota LCMC

**Reinstatement (1)**

Travis James Ellingson

**Marriages (10)**

\*Samantha Jo Joy & Derek Thomas Tupper

Lisa Renee Smith & \*Michael Smith

Hilarie Joanne Hutt & \*Thomas Robert Lenox

Janet Rae Albers & \*Gregory Scott Veal

\*Lauren Felmlee & Eric Titze

Kimberly Katherine Schutte & Jesse Dean Spurgin

\*Laurie Ann Janssen & \*Paul Marvin Carlson

Danielle Marie Newman & \*William Jay Meyer

Andrea Christine Smith & Sean Andrew Wahl

\*Jill Maree Auen & \*Jason Earl Jutting

\*Jessica Long & Scott Harms



God's Work. Our Hands.

**Members Removed by Request (9Households [25 People])**

Greg & Judy Hammerstrom  
 Carol Hanson  
 Molly Ehalt  
 Adam Renner and children Evelinn and Ellanora  
 Bill & Cheryl Eubank  
 Robert Klages  
 Richard & Beret Ohm and Confirmed children Gabriel, Sierra & Hazel and child Trinity  
 Jeremy & Tracie Maag and children Kevin Bronson, Jayven, Bentley, Paisley & Mackenzie Maag  
 Gary & Barb Maxwell

**Members Transferred Out (14Households [41 People])**

Mitchell D. Crouse  
 To: Holy Name, Watertown, South Dakota Roman Catholic  
 Glen, Sue, Kelsey & Kevin Wickland  
 To: Hope Lutheran Church, Walker, Minnesota ELCA  
 Tate & Melissa Pope and children Mataylah and Taytum  
 To: Clear Lake United Methodist Church, Clear Lake, South Dakota Methodist  
 Arloa Larson  
 To: Zion Lutheran Church, Litchfield, Minnesota ELCA  
 Ryan & Bobbi Jo Burke and children Ashlynn, Saylor, Madison & Haydyn  
 To: Bethlehem Lutheran Church, Vienna, South Dakota ELCA  
 Jessica Boschee  
 To: Hope Lutheran – South Campus, Fargo, North Dakota ELCA  
 Janet Veal  
 To: American Lutheran Church [Prairie Fellowship Parish], Bison, South Dakota ELCA  
 Lance & Leslie Thorson and children Ledgend and Lexan  
 To: Hosanna Lutheran Church, Watertown, South Dakota LCMC  
 Richard & Susie Stroup and children Isabelle, Samuel, Leo & Maxwell  
 To: Hosanna Lutheran Church, Watertown, South Dakota LCMC  
 Brandi Magstadt  
 To: Holy Cross Lutheran Church, Sioux Falls, South Dakota ELCA  
 Terry & Stacy Stimson and children Chloe, Kylie & Hailey  
 To: First Lutheran Church, Brookings, South Dakota ELCA  
 Christopher & Kelly Evjen and children Aiden and Harper  
 To: Grace Lutheran Church, Watertown, South Dakota ELCA  
 Seth & Cassandra Evenson  
 To: Leganger Lutheran Church, Toronto, South Dakota ELCA  
 Ryer Allen Zastoupil (infant)  
 To: Good Shepherd Lutheran Church, Bismarck, North Dakota ELCA

**Membership Statistics**

**Year Ending 2014:**

Baptized: 3484 (typo last year) 3180  
 Confirmed: 2330

**Year Ending 2015:**

Baptized: 3215  
 Confirmed: 2358

**Average Weekly Attendance**

**2014:** 682  
**2015:** 667

# EDUCATION COMMITTEE REPORT

**Making Jesus Christ Known Through Word and Deed.**

Submitted by Angela Terhark

Committee Members: Nikki Landmark (Committee Chair), Karin Freiwald, Gwen McGillivary, Renae Madison, Kari Keup, Denise Schmahl, Paula Orthaus, Julie Kneeland, Christy Crook, Kjersten Fisk, Tammy DeLange, Codi Hanson, Christina Althoff, Robyn VanMeter, Lynn Langner (Council Liaison)

## **Church School**

	2013/14	2014/15
Sunday:	173	155
<u>Wednesday:</u>	<u>221</u>	<u>196</u>
Total Enrolled:	394	351

Teachers, Substitutes, Music Leaders, Resource Room Attendants, & Misc. Volunteers: 70+

We are using *Spark* Curriculum from Augsburg Fortress with online access to resources for Preschool-4<sup>th</sup> Grade and *Connect* for Grades 5-6.

Church School Offerings of 2,980.47 were collected and designated towards the Mission of the Month.

January: \$321.36 to Nicaragua Partner Ministry

February: \$380.58 to Lutheran Outdoors

March: \$430.51 to ELCA World Hunger/Global Health Ministries

April: \$273.70 to St. Dysmas

May: \$191.52 to Pine Ridge

September: \$305.26 to Lutheran Campus Ministries

October: \$422.47 to Cameroon Partner Ministries

November: \$361.70 to One Roof Program (Salvation Army)

December: \$293.37 to LCOOR Care Fund

## **Pass the Faith**

Each Grade attends a Pass the Faith Event with their parents. Prekindergarten discusses prayer, Kindergarten covers baptism, 1<sup>st</sup> Grade studies devotions, 2<sup>nd</sup> Grade takes 1<sup>st</sup> Communion classes, 3<sup>rd</sup> Grade receives and studies the Bible, 4<sup>th</sup> Grade does a service project, and 5<sup>th</sup> and 6<sup>th</sup> Grade take part in worship and acolyte training.

God's Work. Our Hands.

## **First Communion**

Participating in the First Communion instruction classes were 48 students. They received their First Communion April 2, 2015 during the Maundy Thursday worship service.

## **Christmas Program**

*Christmas Is Jesus*: A Simple Christmas Musical for Kids. Created by Luke Gambill & Rhonda Frazier.

The Program was held Wednesday, December 16<sup>th</sup> at 6:30 PM and Sunday, December 20 at 9:30 am. The students practiced the two weeks prior to their program dates.

## **Adult Studies**

Sunday morning's Bible study that meets during the church school hour led by Pastor Kent. Friday mornings at 10 am another Bible study group meets led by Pastor Chris. Paula Orthaus leads a Woman's Study on Wednesday during church school at 5:30 pm.

## **Vacation Bible School**

VBS is in August. We had a Hay Day learning & *Growing in God's SON* in 2015! Ages 4-4<sup>th</sup> Grade with 5<sup>th</sup>/6<sup>th</sup> assisting. Around 150 kids and 70 volunteers!! 3 Nights (Tuesday, Wednesday, Thursday) from 5:30-8:30 PM. Meals & snack were provided. The children concluded their week with singing at the Lake Service the Sunday after VBS!

The offering total for the VBS was - \$423.66. The offering was divided between PACH (a local mission) and ELCA World Hunger Good Gifts to purchase a farm animal (a global mission). The money collected for the meals during VBS was - \$487.55 free will donation to help off-set the cost of meals. Donations for the VBS program - \$50.00

## EVANGELISM & MISSION COMMITTEE REPORT

### Making Jesus Christ Known Through Word and Deed.

Submitted by Julie Rude, Team Member

Committee Members: Pam Raeder, Nyla Bergan, Dave Johnson, Ken & Renae Madison, Buck Crouse, Nancy Brinkman (staff), Pastor Kent Stillson, Connie Fannin (council liaison), and Julie Rude

As a committee, we wrestled with “How can we be more present in our community?” Here are some ways we succeeded:

- Being in tune with the needs of the Watertown Sandwich Ministry. Nyla Bergan keeps us informed on ways to help with this ministry. A plea has gone out to bake cookies and it has been very well received in our congregation. Many people are on board. There has also been a need for more help on Fridays. This need also appears to be met. At the present time, 130 bags of food including sandwiches, a piece of fruit, and a cookie are delivered around town to various apartment complexes to those requesting them and at no charge to them. Monetary donations have been asked for throughout the year, and our congregation has responded. It doesn't stop there. Occasionally, a special item gets added to these bags just to let them know that we care.
- During the course of 2015, our Missions of the Month have been lifted up. Temple talks from Pastor Bob Chell (St. Dysmas) and Pastor Natanael Lizarazo (mission trips abroad – what to expect) highlighted the year.
- God's Work, Our Hands Sunday – Sept. 13<sup>th</sup>. Many people worked at various tasks to make this day one to talk about. Days like this help prompt all of us to go out and volunteer to do things in the community whenever the need arises. The day was followed by a meal prepared by the Fellowship Team.
- Charitable Pheasant Hunt. Thanks to Al & Pam Raeder for hosting this event. It raised \$3,000 for the Lutheran Church of Nicaragua to help them remodel “the farm”.
- “Thy Word is a lamp unto my feet and a light unto my path” Psalm 119:105. This is the theme of our Winter Wonderland display out at City Park. Thanks to all who constructed the display and to those who helped fund it. Lutheran Church of Our Redeemer now has a presence out there.

Finally, here is an invitation to anyone feeling the nudge to be a part of this team. **Come and share** your ideas with us. Contact the church office for the next meeting date.

## MEN'S POWER LUNCH HISTORY

**God's Work. Our Hands.**

Submitted by Pastor Sam Hatlestad

The Men's Power Lunch is the ministry that focuses on the men of the church at LCOOR. Former pastor Tom Christenson started these weekly lunch meetings, back in 1995 at the old church. Throughout these twenty years, the format has stayed much the same: The men enjoy lunch, a time of faith enrichment, fellowship, and a closing time of prayer in a circle holding hands. The motto for the ministry is **"Food for the Body, Food for the Soul."**

Pastor Tom was the original cook, doing the menu selection, shopping, and cooking of the food, with help from several volunteers. The cooking duties are shared currently by Dave Wolsky and Don Voss, both with restaurant backgrounds: Dave with *Taco Johns* and Don with a family drive-in café while teaching at Atwater, MN. Dave usually cooks in the fall and Don takes over later in the fall and into the spring.

When Pastor Tom left LCOOR, Pastor Sam Hatlestad volunteered to help keep the ministry going. He and Carroll Moe help with setup, getting ready, and cleanup. Since starting up this last September, a number of new men have joined the group and everyone has really pitched in when it comes time for cleanup.

Don Voss also serves as treasurer. The men give a donation of \$5.00 for each meal. From the surplus, the men have made a number of charitable donations over the years, most recently \$250 to the Care Fund and another \$250 to youth and family director Phil Lickei's Monday noon lunches for high school students. Some time ago, they also purchased a gas BBQ grill, which is available for any group in the church to use.

All men are welcome, including men from other churches. Three or four men from other churches have regularly attended. The group meets weekly on Wednesdays at 12:15 p. m. from September until Lent and after Easter through May. Pastor Kent Stillson leads the weekly studies, often using videos/dvds or just selecting a topic for discussion, usually with a handout.

## MISSION & ENDOWMENT COMMITTEE REPORT

### Making Jesus Christ Known Through Word and Deed.

Submitted by Colleen Hestad, Secretary

The Mission and Endowment Fund was established by a resolution of the Church Council on January 12, 1988, and was called The Trust Fund. A by-law change approved at the 2014 Annual Meeting of the congregation changed the name to “The Mission and Endowment Fund”.

The purpose of the Mission and Endowment Fund is to provide a vehicle for accepting donations to Lutheran Church of Our Redeemer. Memorials and planned estate gifts received by LCOOR go into the fund. Earnings from the Endowment Fund transfer into the Mission Fund one time annually and grants that benefit LCOOR ministries can be awarded.

In 2015 the Mission and Endowment Fund funded 7 LCOOR ministries. Because of the generosity of the Drange Endowment, a memorial gift by the family of Elsie Remmers and many others, \$4,300 in grants were awarded.

Grants awarded in 2015 include:

LCOOR Liturgical Dance (\$300)

LCOOR Prayer Shawl Group (\$500)

LCOOR Quilters (\$500)

LCOOR Youth Concert featuring “Every Day Hero” (\$500)

Worship and Music Committee sponsored artist, Pastor Paul Oman (\$500)

The three LCOOR Worship Teams for Leadership Training (\$1000)

Nicaragua Lutheran Youth Camp (\$1000)

The committee also administers the Leonard and Ardell Timmerman Scholarship Fund. Three \$500 scholarships were awarded as directed by the Timmerman family. The recipients were:

Joshua Rosenbaum

Kelsey Hardie

Nate DeSpiegler

Current committee members include: Brian Bollinger (Chairman), Terry Rydell (Treas), Colleen Hestad (Sec), Mike Madsen, Karen Amundson, and Kevin Luoma. Pastor Kent Stillson is an ex-officio member.

## PRESCHOOL COMMITTEE REPORT

**God's Work. Our Hands.**

Submitted by Janelle Wishard and Katie Zabel, LCOOR Preschool Committee Co-Chairs

We were blessed to have 52 children enrolled in the Spring Semester (Jan. - May), and 40 children enrolled in the Fall ( Sept – Dec.) Semester. Each child's individual personality is what makes teaching so much fun. We thank the parents (and grandparents) for bringing their children to our preschool. We enjoy sharing the Bible stories and songs along with introducing the child to early literacy skills, and building up their social skills. Our Classroom Bible verse is "Teach children how they should live, and they will remember it all their life." Proverbs 22:6

The Pre-Kindergarten class meets on Monday, Wednesday, & Friday. This class is for 4 & 5 year olds. The cost is \$90.00 monthly. The morning session is from 8:30 – 11:00 am and the afternoon session is from 12:30 – 3:00 pm. The curriculum focuses on helping the children become aware of the sound associated with the letters in the alphabet. We practice correctly writing the children's name. We help the child build good socialization skills and direct them into the development of key classroom-life skills. For the upcoming 2016-17 school year, the Pre-Kindergarten will be extending the time by an additional 30 minutes (Morning 8:30-11:30am; Afternoon 12:30-3:30pm). Which in turn we will be increasing tuition to be \$95.00 monthly.

The Preschool class is for three & four year old children. This class meets on Tuesday & Thursday. The morning class is from 9:00 – 11:00 am. The cost of tuition is \$65.00 monthly. Children are involved in the world of play in the sensory table, fun table, painting activities, and in dramatic play. They learn shapes, colors, numbers, alphabet and start to write the first letter of their name.

LCOOR Preschool/Pre-Kindergarten Committee members: Janelle Wishard and Katie Zabel, (Co-Chairpersons/Recorder). Other members included are Tammy Delange, Lacey Grabow, Nikki Landmark, Kerry Stager, Barb Struwe, Kari Lohr, Julie Berglund, Jennifer Glines, Pastor Chris Matsen, Mrs. Karen & Mrs. Christy.

Committee members and preschool parents provided the food and served one of the March Lenten Meals. The profit was given to the care fund of the church.

The Fall fundraiser was held during the months of September and October. This fundraiser consisted of selling Rada Cutlery products and a new product; Pizza Corner pizza. Parents of preschool children collected orders. The profit from the Rada products was \$1,300 and from Pizza Corner was \$1,317.25 for a total fall fundraising amount of \$2,617.25. The amount earned in the fundraisers were used to purchase several large books and to further LCOOR Preschool. The Spring of 2016 we do plan to again do the Rada fundraiser and sell the meat that has gone over so well in the past. A special thank you to members from our congregation for your purchases.

Thank you to our Thrivent Financial for Lutheran members who directed their Choice dollars to our preschool. \$747.00 was donated. Also, thank you to those using SCRIP...\$4,000 in proceeds were transferred over to the preschool

New to this years' classroom: we purchased several new large books to enhance the curriculum, and a new refrigerator to replace the old one since the seal broke on old one. Our committee members updated the handbook information and continue to review the new curriculum to ensure a complete learning experience for all children who attend.

A special thank you to all of the parents, grandparents and friends who assist and help with carpooling to make it possible for children to attend our preschool. God's blessings to you in 2016.

## PROPERTY COMMITTEE REPORT

### Making Jesus Christ Known Through Word and Deed.

Submitted by committee member Allen Rude

Committee members: Pam Raeder, Chuck Langner, Jerry Rieber, Don Scharn, Francis Kearney, Tim Peterson, Allen Rude, Doug Alvine, and Council Liaison Tony Kneeland. Custodian Adam Lauseng is staff member.

This year we utilized two part time staff to perform custodial and property management duties. Adam Lauseng kept repairs in order and equipment maintenance along with some custodial duties. Marilyn Byer takes care of routine cleaning, setting up for events, and the general facility care required to keep the Church beautiful.

Along with the property comes countless hours of volunteer labor doing specific tasks and upkeep. This year Dave Satter performed many hours helping Adam with the lawn mowing. The Property Committee members and others worked on filling in sunken dirt along the south side of the Church foundation wall along with removing old landscaping. In 2016 new bushes and rock work will be installed. Also, a group of members has taken on the duty of making coffee and serving during our coffee hours on Sundays. This volunteer group has replaced the necessity to have Adam or paid staff do this kitchen activity. Thank you to all who have volunteered their time.

Kneeland Construction did some carpentry work this year to remove a wall in the Youth Room to increase utilization and create more space for larger groups. Also, they made increased storage in three areas that were under utilized and difficult for entry.

Another phase of replacing failing areas of our asphalt parking was completed. The new concrete surfacing now replaces all the heavy traffic areas.

Extensive electrical control failure and lighting issues occurred in the Sanctuary this year. These repairs along with the replacement of the fire sprinkler system were performed by outside contractors this year.



# STEWARDSHIP COMMITTEE REPORT

**God's Work. Our Hands.**

Thank you to the hundreds of people from Lutheran Church of Our Redeemer who participated in the Family to Family Stewardship emphasis this fall. It has been truly a successful and unique way to not only grow our mission dollar amount, but to also grow in our family to family connections as a church. Friendships were developed and neighbors were met, as people visited and delivered stewardship information. Here are some numbers of participation:

900+ stewardship bags were decorated by church school kids.

900+ addresses were coordinated into groups of 10 – 15 for delivery.

85 families delivered stewardship bags to the 900+ families of LCOOR.

100's of member homes were pinned to the city and area maps displayed in the church Gathering Space.

Because of all this stewardship work and because of people's generous giving, this congregation will continue to love and serve the Lord and all God's people.

As of December 31, 2015 here are the specific results:

**291 families returned Estimate of Giving Cards**, promising \$681,267.00 in offerings for 2016. Both these numbers are higher than last year's stewardship results!

**123 of the 291 families** returning Estimate of Giving Cards indicate their Pledged amount is higher than last year. This is good news!

The Church Council will use these financial promises to build the mission plan (budget) for LCOOR for 2016, using the same planning process as the past few years.

Thank you for all your commitment and serving the Lord.

Stewardship Committee: Bryan Gaikowski, Bob Jenson, Brian Holter, Al Lawrence, Grant Titze, Jodi Driscoll, Justin Hanson, Dorothy Synstad, Tom Munger, Donna Hamre and Kent Stillson

## **2015 Statistical Report on Family to Family Results**

A total of 291 giving units (husbands and wives or single persons) completed *Estimate of Giving Cards* this year.

A total of 123 of these giving units increased their financial commitment above their last year's amount.

A total of 291 giving units filling out *Estimate of Giving Cards* committed a total of \$681,267.00.

Based on last year's giving records, we can expect to receive \$176,228.00 during the coming year from people who have consistent giving patterns during the past twelve months but did not submit an *Estimate of Giving Card*.

Based on the average total of loose offering during the past three years, we can expect to receive \$20,000 during the coming year from that source.

Church income from non-donor sources such as interest, rentals, pre-school and fees \$51,270.00.

This gives us a grand total of \$928,765.00 anticipated income for the next twelve months.

The total income for our general operating budget during the last twelve months was \$889,426.47.

Next year, we can expect our operating budget income to increase by \$26,094.00

This is a .97% increase in total giving above last year.

# STRATEGIC PLANNING TEAM REPORT

## Making Jesus Christ Known Through Word and Deed.

Submitted by Pastor Kent Stillson

The Church Council commissioned a Leadership Team to “think strategically”, in order to focus the ministry of LCOOR. Team members were: Sandy Albertsen, Gary Grewing, DeWayne Hibbert, Dana Stimson, Paula Orthaus, Allen Rude, Paige Sullivan and Pastor Kent Stillson. The Council contracted with Dr. Janet Phillip of Sioux Falls to guide our congregation in this process.

This team of leaders met February through September 2015. What follows comes from reflecting upon what the team members heard from church members, committees, study groups and staff.

Vision Statement for the Strategic Planning which emerged through prayer and conversation: *“With God as our focus, Lutheran Church of Our Redeemer will encourage / maximize its members’ involvement.”* The congregation’s Mission Statement was reaffirmed: *“Making Jesus Christ known through Word and Deed.”*

Narrowing the focus down to manageable and realistic goals was the challenge. The Strategic Planning Leadership Team came up with two goals.

**Goal #1 Create a 2<sup>nd</sup> experience of “God’s Work, Our Hands.”** It is not “set in stone” what this will look like. Options discussed were an April/May event similar to the fall one. Or it might be a God’s Work, Our Hands “response team”, that would be available to work throughout the year when needs and emergencies arise. Or, it could be a spring time version of the fall event. The big concern was to NOT take away anything from the September God’s Work, Our Hands. event like we have experienced it the last two years.

**Goal #2 Expand/Revitalize the role of all members in the ministries of the church.** Some attention will be given to: a) better inform/assimilate new members into the life of the congregation but all members need to be better trained/educated. This may be in the form of videos and/or Temple Talks on how to do the various Faith and Care duties (ushering, serving HC, lecturing, welcome center, greeting, etc. b) Another possibility is a Time and Talent sheet for all members – and then given to each new member group when they join. C) Ministry Fair – have each ministry and committee represented at a table in the Great Hall, to inform members of what we are about.

## WELCOMING & CARING MINISTRIES REPORT

### God's Work. Our Hands.

Submitted by Nancy Brinkman – Welcoming & Caring Ministries Coordinator

As I walk into the office entrance of the church, I often notice the Bible Verse stenciled on the wall – *“Come to me all you that are weary and are carrying heavy burdens, and I will give you rest.”* This verse from Matthew 11:28 greets us each time we enter through those east doors. I have walked through the doors of Lutheran Church of Our Redeemer as an employee since February 1990 – almost 26 years when I began as the Education Director. I am thankful that I have had the opportunity to grow in my faith and to work alongside you in changing ministries throughout those years. I find comfort in the words that greet me each day and hope that you do also. As we have worked together, I hope we have encouraged, supported and cared for others, ministering to people of all ages inside the walls of our congregation, in our community and beyond.. Many served and shared God's love through the following ministry areas in 2015:

**BeFriender Ministry** – These trained caring individuals continue to serve as they provide listening ears and companionship to the lonely, shut-ins, homebound, those dealing with life issues or in need of company. BeFrienders continue to meet on a regular basis for additional training and support for each other.

**Caring Committee** – Paula Orthaus and Sharon Brandsrud continue to coordinate a team of volunteers who send cards – of congratulations, encouragement, sympathy, get well, children's birthday cards and more to LCOOR members and friends. This group also organizes the baking and delivery of cookies delivered to families received into membership.

**Childcare/Nursery Care** - The littlest people of our congregation are nurtured and cared for on Sunday morning and Wednesday evenings by Donna Wayt, who has served as our nursery attendant for many years.

**Fellowship Committee** - This group of volunteers share their time and talents to organize and serve a variety of events and activities for LCOOR and the community throughout the year. Events in 2015 included:

- Organizing, planning and serving the session breaks and lunches for the April 7-9, 2015 Synod Pastor Conference held at LCOOR.
- Organizing and serving New Member Orientation Luncheons in April & November for the new member families, their sponsors, staff and congregational leaders.
- Organizing and planning worship and the meal held at Joy Ranch on Saturday, July 25<sup>th</sup>.
- Planning and serving the Farewell and Appreciation Coffee for Kyle and Betsy Debertin, Co-directors of Joy Ranch on Sunday, October 4, 2015. This was done in conjunction with Lutherans Outdoors of South Dakota staff.
- Organizing and serving the 2<sup>nd</sup> Annual Faithful Generations meal and program. This was an opportunity to honor and recognize our older members – ages 75 and beyond and their families. Following the 4pm meal and program, they were able to worship and receive Holy Communion at the 5:30pm worship service.
- Monday, November 9<sup>th</sup> was the Annual Ladies Night Out Event. The sold out event included beautiful decorations, an array of desserts and entertainment by Fun Pianos – The original Fun dueling Pianos Show. The 400 women who attended enjoyed a program of laughter, audience participation and great music. The men of the congregation again assisted the Fellowship Committee in serving the event. \$500 was given to the Sandwich Ministry.

## WELCOMING & CARING MINISTRIES REPORT

### Making Jesus Christ Known Through Word and Deed.

**Grief Group** — Janet Even agreed to again lead a six-week course on grief during March and April. There was a wonderful response of 15 individuals from the congregation and the community wanting to participate in this course and, as a result the course was offered at two times – 1:30 and 5:15pm on Thursday afternoons.

**Hospitality Teams** - Teams of trained members continue to welcome and greet all who enter our doors during the Sunday morning coffee hour. These hosts and hostesses serve on a once a month rotational basis and mingle, greet, and welcome members and visitors alike – with the goal of helping all feel welcome, seek out visitors and help them make connections within the congregation.

**Meals on Wheels** - Julie Rude continues to serve as the LCOOR coordinator for the Watertown Community 'Meals on Wheels' program, overseen by the Interlakes Community Action Program. The faithful volunteers show God's love as they deliver meals to the homebound in our community. LCOOR delivers meals one week out of a ten-week rotation.

**New Members** — Our congregation continued to welcome new members into our congregation in April and November. Letters are sent to prospective members, as well as announcements in worship, inviting them to attend the following events: A 'Lutheran Basics Class', for those with a non-Lutheran background; Orientation Luncheon & Meeting; and Welcoming of New Members in the worship services. Each new member family is assigned a sponsoring family and receives a plate of homemade cookies delivered to their home from the Caring Committee.

**Nursery Ministry** - In an effort to support and encourage our young families, LCOOR presents new parents with the gift of an embroidered baby blanket, a "God Loves Me Bible Storybook", Christian music CD & "You Don't Have to Let Your Baby Cry" book and a brochure on baptism shortly after the birth of their child.

**Prayer Chain** - The prayer chain is always ready to be activated when the need arises. Members can request to participate by being listed on either the Email List or the Telephone List. Prayer requests can be made by calling the church office, emailing either [nancy@lcoorwatertown.org](mailto:nancy@lcoorwatertown.org) or [pastorchrisk@lcoorwatertown.org](mailto:pastorchrisk@lcoorwatertown.org) or telephoning one of the co-chair people – Mary Jo Manzey or Marilyn Chapman. The prayers of many show God's love and provide comfort and support from our congregation.

**Prayer Shawl Ministry** - The prayer shawl ministry, organized in April 2007, continues to bring love and comfort to many through the shawls knit and crocheted by members of the group both at home and also meeting twice a month at the church. This program continues to be funded only through special gifts and memorials. Codington County Chapter of Thrivent Financial again gave \$500 to be used to purchase yarn and supplies. We were also blessed with a \$500 grant from the Mission & Endowment Committee. During 2015 approximately 275 shawls were created, blessed and distributed. The shawls, given to members and non-members alike, reflect the love of God and of our congregation. Shawls continue to be shared with the Prairie Lakes Hospice organization, LCOOR graduating high school seniors at Senior Recognition and many others needing comfort.

## WELCOMING & CARING MINISTRIES REPORT

### God's Work. Our Hands.

**Road Ditch (Adopt a Highway Project)** - For over 20 years, Al and Pam Raeder have overseen a group of volunteers that care for a two-mile stretch of Highway 20 by cleaning the road ditches each spring and fall. A time of fellowship and refreshments follow at the church after the clean-up. In September, this project was part of the 'God's Work, Our Hands' project.

**Scholarship Programs** - Members of LCOOR encourage our youth who further their education. Those who attend one of the ELCA colleges are supported through a college/congregation matching fund program. During the spring 2015 school year, six students were enrolled at Augustana College – Alex Burghardt, Mark Despiegler, Courtney Hardie, Megan Knadle, Taylor Stacey and Justus St. Sauver. During fall 2015, Lydia Peterson joined those who were enrolled at Augustana. Jordan Feige continues to attend Grandview University of Des Moines, IA. Our congregation awards \$400.00 per year to be matched by the college to our members who attend ELCA colleges.

The Leonard and Ardell Timmerman Scholarship is an ongoing program for LCOOR graduates who continue their education at a South Dakota State supported university or technical school and meet the necessary qualifications. The \$500 scholarship recipients for 2015-16 were: Joshua Rosenbaum, Nathaniel DeSpiegler and Kelsey Hardie.

**St. Dysmas** - Twice a year a group of adults travel to Sioux Falls to worship behind the walls at the SD State Penitentiary with the St. Dysmas congregation. Following worship, the group shares a meal and meets with the St. Dysmas Pastor to discuss the visit.

**Visitor Correspondence Team** —This group of volunteers reviews the weekly worship registration pads, sending hand written notes to visitors, inviting them to worship with us again.

**Welcome Center Teams** - Each Saturday evening and Sunday morning a group of friendly and helpful folks serve at the Welcome Center. These trained volunteers serve on a rotational basis and are available to answer questions about LCOOR, direct people to Bible Study locations, assist with sign-ups, take information and payments, sell SCRIP, cookbooks and much more – always ready to greet one and all with a smile and a friendly welcome!

As I reflect upon 2015, I feel very blessed to be a part of this congregation and thank God each day for the opportunity to work alongside supportive Pastors, staff members, committee members and a wonderful congregation. Just as we are reminded of God's love when we enter through the east doors, we are also challenged to take the message stenciled above the doors as we leave by that same set of doors - *"Go in peace, serve the Lord!"* My prayer is that we will take that message with us as we go out to serve and care for others into the community.

# WOMEN OF THE ELCA REPORT

**Making Jesus Christ Known Through Word and Deed.**

## **Annual Rummage Sale**

Rummage Sale Items were able to be brought in April 22. Sale Times were April 23<sup>rd</sup> 4-8pm and April 24<sup>th</sup> 8am-5pm. Thank you to everyone who helped staff these times and to all who brought in rummage items.

## **Lutheran World Relief**

Thank you to Carl & Joan Hohnstadt, Al & Karen Kasperson, Gary & Vivian Westgard, and Dave & Marvey Satter for helping place all the Lutheran World Relief items in the Gathering Area for blessing prior to shipping and for taking these boxes to Grace Lutheran Church and loading them on the semi-trailer on Monday.

Thank you also to David Lau for furnishing his truck, fuel and time for delivering Prairie Coteau and Medary Conference Lutheran World Relief quilts and kits to Minneapolis!

### **Kits & Quilts Made in 2015**

- 239 Quilts
- 16 Blankets
- 18 Baby Care Kits
- 244 School Kits
- 148 Personal Care Kits
- 7 lbs. Soap
- 3 Fabric Kits

## **Fudge for St. Dymas**

384 pieces of fudge were made on December 12<sup>th</sup>. Thank you for supporting and being a part of this Thrivent Action Team!

## **Funerals**

The Funeral Committee served 9 funerals in the last year. Thank you to all who worked the funerals and provided cakes.

## **Treasurer's Report** Submitted by Sandy Peterson, Treasurer

Balance 12-31-2014 = \$2,326.30

### **Rummage Sale Proceeds given**

\$665.42 – LCOOR Youth Group

\$665.42 – Salvation Army Sandwich Ministry

\$665.41 – Global Health Ministries

### **Mini-Advent Fair and Lefse Sale Proceeds given**

\$1,117.00 – Lutherans Outdoors of South Dakota

\$1,117.00 – Salvation Army Sandwich Ministry

\$1,117.00 – Elisabeth John son, Cameroon ELCA Missionary

### **Other Gifts Given During 2015**

\$25.00 – Prairie Coteau Conference Missions

\$500.00 – God's Work. Our Hands. LCOOR

\$500.00 – LCOOR Youth Group (HS Lunches)

\$400.00 – Lutheran World Relief Quilt & Kit Shipping Fund

\$100.00 – LCOOR Care Fund

Balance 12-31-2015 = \$2,000.47

## WORSHIP & MUSIC COMMITTEE REPORT

God's Work. Our Hands.

Submitted by Arlene Brandt-Jenson, Worship & Music Committee Chair

Many individuals serve this congregation to make our Music and Worship vibrant and meaningful. Here are few examples: Instrumentalists, Worship Team members, Handbell Choir members, Praise and Rejoice Choir members, soloists, organists, pianists, acolytes, drama participants, Head Ushers, Altar Committee members, Children's Church leaders, those who decorate for special services and seasons, and many others. If you have offered your time and talent to serve this past year, the Worship and Music Committee members thank you!

A frequent topic at Worship and Music Committee Meetings is the Faith and Care sign-up. We continue to struggle with encouraging people to commit to serving at worship through Faith & Care. Sixty volunteer opportunities are available at worship during a communion week, a few less during a non-communion week. Although families are only asked to serve once every 13 months, finding the needed volunteers is difficult. The Worship & Music Committee continues to discuss and look for better ways to call our members to service.

It has been an exciting, faith-enriching year at Lutheran Church of Our Redeemer. Here are some highlights:

- *Lenten Series: Faith Questions Teens Ask...and the rest of us do, too.* Pastors Kent, Chris, Aaron, Kathy and Gary, along with Betsy Debertin, all proclaimed the word concerning a specific question our youth have asked. An enthusiastic Lenten Youth Music Team led worship at the 6:45 Lenten services. On Maundy Thursday, a group of 12 men and one woman shared the story of Jesus as our mostly third graders shared in their first communion. We hosted a Good Friday Tenabrae service and three worship services on Easter Sunday, with nearly 1,500 in attendance.
- Watercolor artist and Pastor Paul Oman completed two beautiful paintings around the Good Shepherd theme during the two services on Sunday, May 10<sup>th</sup>. The morning was filled with wonderful music and inspiring readings. The paintings can be seen in the Chapel, awaiting permanent frames.
- New banners were purchased and placed at the front of the sanctuary as a memorial for Lester Larson. Six divided pottery chalices and patens were purchased as a memorial for Jeanette Hogstad.
- We implemented a \$10/service payment for the Sound & Projection operators. This helped, as we hoped, to serve as an incentive, especially to the younger members of the team, to step up when volunteers are needed. It also helped to encourage more diligence when serving.
- Three vibrant worship teams lead at the Sunday 8:30 a.m. service and Wednesday 6:30 p.m. services. Thanks go to our Team leaders: Jim Miller, Julianne Decker and Robbyn Givens.
- The Praise & Rejoice Choir, under the direction of Arlene Brandt-Jenson and the Handbell Choir, under the direction of Pat Crom, continue to provide special music. New members are always welcome.
- The Liturgical Dance team continues to grow under the leadership of Sara Goddard.
- Graphics run before each service and during announcements to let members know what's going on and how to get involved. A commonly-heard phrase: "Sign up at the welcome center or see Robbyn!"
- We are blessed with capable pianists/organists. If others are out there hiding, please let us know!
- Four Christmas Eve worship services were held with about 1,650 in attendance.

Many responsibilities too numerous to mention fall under the capable leadership of our Worship and Music Coordinator Robbyn Givens. The committee is very appreciative of her skills and talents.

## YOUTH & FAMILY MINISTRIES REPORT

### Making Jesus Christ Known Through Word and Deed.

2015 was a year of amazing excitement and growth within the youth ministry programs of Our Redeemer. Numerous youth ministry opportunities allowed for our youth to grow in their faith through study, fellowship, prayer, worship, and service. Below is a list of the many ministry opportunities that our youth participated in this past year.

- High School “Deeper” (Average attendance 35-40)
- Luther League (MS Youth Group) [Average attendance 20-25]
- Route 56 Youth Group (5<sup>th</sup> & 6<sup>th</sup> Grade Youth Group) [Average attendance 20-25]
- Sunday Morning S.A.L.T. (Serving and Learning Together)
- Monday High School Lunch (Average attendance 25-30 Juniors/Seniors)
- Confirmation Workshops
- Christmas Visiting (Over 20 homes/care centers visited)
- Lutheran Outdoors Summer Camp
- Joy Ranch Family Camps
- Grandparent Camps
- High School National Youth Gathering to Detroit, MI (28 youth & 7 leaders)
- Middle School Mission Trip to Duluth, MN ( 20 youth & 4 leaders)
- HS Mission Trip to Kansas City, MO ( 9 youth & 3 leaders)
- Participating in the Watertown PACH Program
- Serving at the Watertown Banquet
- Lenten Youth Music Team (Over 40 youth and 7 adult leaders)
- Serving at StoneyBrook Assisted Living in Watertown
- Teaching Christian Education Classes on Sundays and Wednesdays
- Preparing Cinnamon Rolls for Sunday Morning
- Assisting with VBS
- Playing various instruments for Worship
- Numerous Fundraisers for Youth Projects
- God’s Work Our Hands
- Helping church families during the Christmas Season

I want to extend a “Huge” thank you to the community of Lutheran Church of Our Redeemer for all of their support towards all of our Youth Ministry programs. Faith is strengthened, lives are changed, and people are ministered to because of the overwhelming support of this important ministry. May God bless this ministry as we dive “headfirst” into 2016!

Respectfully Submitted,  
Philip Lickei  
Director of Youth and Family Ministries





**South Dakota Synod**  
**Evangelical Lutheran Church in America**  
God's work. Our hands.

“Fear not.” - Luke 1:30

Dear Brothers and Sisters in Christ,

The Angel Gabriel's words to Mary, the mother of Jesus, are two of my favorite in all of scripture. I am writing this letter in the season of Advent, and these words loom large in our Advent story of God coming to us in Jesus Christ. The words are both command and comfort. How different they are than what we usually hear: “There's nothing to be afraid of.” We bristle at such weak comfort, because we know that it's not true. The repeated refrain of God's Word is not that there's nothing to be afraid of (there's plenty!) it's that as faithful people of God, we are encouraged (literally) to move past our fears, not letting them shape our attitudes and actions. We can do this because we know that frightening evil powers will always do their worst, but they never will prevail in God's economy. Love always wins. God wins! So, here are a few areas in which I believe the blessed admonition to “Fear not” applies to our witness to the world and to our life together.

**Refugees:** When we act on our fears we become something that we are not. That is the danger. Right now our Governor and others have called for stopping Syrian refugee resettlement until a review of the safeguards has been completed, and any necessary changes have been made. I believe that this response is guided by the public's fear. If we act on this fear, we will become something that we are not. Jesus always encountered the ones whom his society feared with love and compassion. There was plenty to fear from the leper, but Jesus embraced him anyway. This is also who we are called to be. Jesus teaches us to see our neighbor not as someone to fear, but as someone to love. Now, we need to be wise about such matters, and I believe that the facts of the process of refugee resettlement will show that, indeed, we are. The vetting process is lengthy and deep involving several government agencies. I hope that you will join me in welcoming these refugees to our land. We are called to display the Gospel of hope in Jesus Christ using something people can really understand: our courageous deeds. “Fear not!”

**Change:** Jesus never left anyone where they were. Encounters with Jesus led to (sometimes painful) change. In my experience congregations often confront change with fear. Friends, the world is changing and while our message of salvation will never change, the manner and the means with which we deliver it has to. I urge you to look around your community and ask, “Who is beyond earshot of the Gospel each week? Who are we not reaching out to that we could be? What would it take for me to get to know my neighbor better?” It's scary and even potentially costly to change things not for ourselves, but for those whom God is calling us to love and serve, but that's where our faith comes in. “Fear not!”

**Generosity:** First let me say, that I am deeply grateful for your generosity. I get to see it at work every day in the great ministries we undertake together, and this is a huge encouragement to me. The amazing results that we are seeing out of our “Listen God is Calling” appeal are a good example of this. That said, I notice that our average per household giving in our Synod is hovering at around 1.6% of household income. We can do better. I notice that the biggest barrier to generosity is not greed or want, but fear: fear of not having enough, fear of being taken advantage of. We are called to embrace generosity not as a way to get the church's bills paid but as a way of life for people who love and serve a generous Lord. This is who we are. “Fear not!”

I hope that you will hear anew the words of command and comfort from the angel – “fear not.” They are valid for us only because of two other words spoken by our Lord - “for you.” Jesus Christ has given his very self for you and for me. And so, we can move past our fears.

Friends of Jesus, know that I hold you in my prayers and as I do I give thanks. Your commitment to our shared mission in the Gospel, your generosity and your faithfulness inspire me daily. Blessings on your work.

Yours in Christ,

Bishop David B. Zellmer, South Dakota Synod, ELCA

## 2016 PROPOSED BUDGET

**Making Jesus Christ Known Through Word and Deed.**

**Lutheran Church of Our Redeemer**

**Plan - 3% salary increase + addtl 10% increase to health benefits to account for having to pay FICA Taxes on that**

	2015	2016
Promised	\$592,622.00	\$681,787.00
Non-Promised	\$235,579.00	\$174,788.00
Loose	\$20,000.00	\$20,000.00
Church School	\$3,200.00	\$3,000.00
Christian Preschool	\$48,000.00	\$45,000.00
Other	\$3,270.00	\$3,270.00
Designated Mission Giving		
<b>TOTAL</b>	<b>\$902,671.00</b>	<b>\$927,845.00</b>

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	Budget - 2015	Plan - 2016
<b><u>Missions</u></b>		
<i>Partners in Mission</i>		
1101 St. Dysmas	\$ 1,500.00	\$1,500.00
1102 Pine Ridge	\$ 1,500.00	\$1,500.00
1104 SD Lutherans Outdoors	\$ 1,500.00	\$1,500.00
1105 SS Mission Outreach	\$ -	
1107 Nicaragua Youth Retreat	\$ 1,500.00	\$1,500.00
1108 Companion Synod - Nicaragua	\$ 1,500.00	\$1,500.00
1110 Lutheran Campus Ministry	\$ 1,500.00	\$1,500.00
1201 ELCA & SD Synod Mission Support	\$ 45,000.00	\$45,000.00
1204 ELCA World Hunger/Global Health Ministries	\$ 2,500.00	\$2,500.00
1205 Pueblo de Dios - SF	\$ 1,500.00	\$1,500.00
1209 Salvation Army - One Roof	\$ 1,500.00	\$1,500.00
1210 Lutheran Social Services	\$ 1,500.00	\$1,500.00
1211 Mission Partners - Cameroon	\$ 1,500.00	\$1,500.00
1212 LCOOR Care Fund	\$ 1,500.00	\$1,500.00
1213 Sandwich Ministry	\$ -	\$3,000.00
<i>Grants</i>		
1301 ELCA College Scholarships	\$ 3,000.00	\$3,000.00
<b>Total</b>	<b>\$ 67,000.00</b>	<b>\$70,000.00</b>

# 2016 PROPOSED BUDGET

## God's Work. Our Hands.

### Worship & Service

with 3% increase on salaries

#### *Salaries*

2101 Organist/Pianist	\$11,820.00	\$13,020.00
2102 Choir Directors	\$8,320.00	\$8,320.00
2103 Accompanist	\$1,200.00	\$0.00
2104 Nursery Sitter	\$3,300.00	\$3,300.00
2106 FICA	\$2,594.00	\$3,227.00
2107 Worship Coordinator	\$33,908.00	\$34,925.00
2108 Benefit Package	\$2,035.00	\$2,096.00
2109 Health Insurance	\$6,600.00	\$7,260.00
2110 Continuing Ed/Robbyn & Choir Director	\$1,300.00	\$1,550.00
2111 Continuing Ed/Choir Director	\$175.00	\$0.00
2112 Sound and Projection Team	\$2,830.00	\$2,830.00

#### *Music*

2201 Instrumental/Contemp. Team Music	\$300.00	\$300.00
2202 Sr. Choir Music	\$500.00	\$500.00
2203 Handbell Music	\$300.00	\$300.00

#### *Miscellaneous*

2301 Bulletins/Devotionals	\$1,500.00	\$1,500.00
2303 Copyright/Sundays & Seasons	\$2,000.00	\$2,000.00
2305 Nursery Supplies	\$100.00	\$100.00
2307 Festival Decorations/Visuals	\$600.00	\$600.00
2310 Special Worship Programming	\$2,000.00	\$3,000.00

#### *Altar*

2401 Altar Supplies	\$1,500.00	\$1,500.00
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#### *Equipment- upkeep/repair*

2501 Pianos	\$1,500.00	\$1,500.00
2502 Misc. Equipment, Repairs	\$1,500.00	\$2,500.00
2503 Sound System	\$1,000.00	\$1,000.00

<b>Total</b>	<b>\$86,882.00</b>	<b>\$91,328.00</b>
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### Parish Education & Programs

#### *Salaries*

3100 Education Coordinator	\$24,585.00	\$25,323.00
3102 FICA	\$1,881.00	\$1,988.00
3103 Health Insurance	\$600.00	\$660.00
3108 Continuing Ed	\$500.00	\$500.00
3109 Program Ministry Aide		

#### *Curriculum*

3201 Church School	\$9,500.00	\$9,500.00
3202 Vacation Bible School	\$2,000.00	\$3,000.00
3204 Adult Bible Study	\$1,000.00	\$500.00
3205 Bibles	\$2,500.00	\$3,000.00
3207 Equipment	\$1,000.00	\$1,000.00

<b>Total</b>	<b>\$43,566.00</b>	<b>\$45,471.00</b>
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## 2016 PROPOSED BUDGET

**Making Jesus Christ Known Through Word and Deed.**

	<b>Budget - 2015</b>	<b>Plan - 2016</b> with 3% increase on salaries
<b><u>Parish Youth Program</u></b>		
<i>Salaries</i>		
4100 Youth Director	\$40,040.00	\$41,241.00
4102 FICA	\$3,063.00	\$3,710.00
4104 Benefit Pkg	\$2,402.00	\$2,474.00
4105 Health Care Insurance	\$6,600.00	\$7,260.00
4106 Continuing Ed	\$500.00	\$500.00
<i>Youth</i>		
4201 Sr. High Activities	\$1,500.00	\$1,000.00
4202 Middle School Activities	\$1,000.00	\$1,000.00
4203 Elementary School Activities	\$300.00	\$750.00
4204 Youth Camperships	\$3,000.00	\$2,000.00
<i>Curriculum</i>		
4301 Curriculum/church School/Confirm.	\$1,000.00	\$1,000.00
4302 6th Grade Confirmation Camp		\$2,000.00
<i>Youth &amp; Family</i>		
4504 Youth & Family Enrichment	\$3,500.00	\$5,300.00
4505 Monday Noon Youth Meals		\$2,250.00
<b>Total</b>	<b>\$62,905.00</b>	<b>\$70,485.00</b>
 <b><u>Outreach</u></b>		
<i>Evangelism</i>		
5102 Advertising	\$3,000.00	\$3,000.00
5103 The Lutheran Magazine	\$150.00	\$150.00
5104 Evangelism Supplies	\$400.00	\$400.00
5105 Hospitality	\$600.00	\$600.00
5106 Befriender Ministry	\$5,600.00	\$2,500.00
5107 Nursery Packets	\$500.00	\$500.00
5108 Gods Work Our Hands		\$2,000.00
5110 Senior Ministry	\$1,000.00	\$1,000.00
<i>Fellowship</i>		
5201 Supplies	\$1,500.00	\$1,500.00
<i>Stewardship</i>		
5301 Materials & Supplies	\$2,000.00	\$2,000.00
5303 Stewardship Drive	\$3,000.00	\$3,000.00
<i>Miscellaneous</i>		
5402 General Synod Assembly	\$2,200.00	\$2,200.00
<i>Health &amp; Wellness</i>		
5404 Wellness Expenses/AED	\$200.00	\$250.00
<i>Salaries</i>		
5501 Welcome & Caring Coordinator	\$44,998.00	\$46,348.00
5502 Benefit Pkg	\$2,700.00	\$2,781.00
5503 Health Insurance	\$6,600.00	\$7,260.00
5504 FICA	\$3,442.00	\$4,101.00
5505 Continuing Ed	\$500.00	\$500.00
<b>Total</b>	<b>\$78,390.00</b>	<b>\$80,090.00</b>

# 2016 PROPOSED BUDGET

**God's Work. Our Hands.**

**Pastoral Leadership**

with 3% increase on salaries

*Senior Pastor*

6101 Salary	\$52,243.00	\$53,810.00
6102 Housing Allowance	\$18,911.00	\$19,478.00
6104 Health Coverage/Pension	\$31,529.00	\$34,009.00
6105 Continuing Ed	\$1,000.00	\$1,000.00
6107 Social Security Offset	\$5,444.00	\$5,607.00
6109 Professional Expenses	\$1,500.00	\$1,500.00

*Assoc. Pastor*

6401 Salary	\$39,126.00	\$40,300.00
6402 Housing	\$15,759.00	\$16,232.00
6404 Health Coverage/Pension	\$18,435.00	\$20,265.00
6405 Continuing Ed	\$900.00	\$900.00
6407 Social Security Offset	\$4,199.00	\$4,325.00
6409 Professional Expenses	\$500.00	\$500.00

*Miscellaneous*

6301 Watertown Ministerial Assoc.	\$100.00	\$100.00
6302 Pastoral Conferences	\$4,000.00	\$4,000.00
6303 Pastors' Mileage	\$5,000.00	\$4,500.00
6304 Visitation Pastor	\$9,180.00	\$9,180.00
6305 Continuing Ed for Visitation Pastor	\$400.00	\$400.00
6306 Guest Preaching Pastor	\$1,000.00	\$1,500.00

<b>Total</b>	<b>\$209,226.00</b>	<b>\$217,606.00</b>
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**Church Operations**

*Secretarial Salaries*

7101 Salary/Administrative	\$28,785.00	\$29,649.00
7102 Salary/Business Manager	\$24,570.00	\$25,307.00
7103 FICA (Jodi)	\$2,202.00	\$2,824.00
7104 FICA (Donna)	\$1,880.00	\$2,491.00
7105 Continuing Ed	\$600.00	\$600.00
7106 Benefit Pkg	\$3,167.00	\$3,297.00
7108 Health Insurance	\$13,200.00	\$14,520.00

*Office Operations*

7201 General Supplies	\$12,000.00	\$10,000.00
7202 Computers and Support	\$5,000.00	\$5,000.00
7203 Prairie Coteau Conference Dues	\$700.00	\$700.00
7204 Telephone/Internet	\$3,200.00	\$4,400.00
7205 Postage	\$6,000.00	\$6,000.00
7206 Copier Lease and Expense	\$7,500.00	\$7,500.00
7207 Office Equipment	\$5,500.00	\$1,500.00
7208 Staff Mileage	\$2,000.00	\$2,000.00
7210 Accounting/Legal	\$1,000.00	\$1,000.00
7211 Bank Charges	\$800.00	\$800.00

<b>Total</b>	<b>\$118,104.00</b>	<b>\$117,588.00</b>
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# 2016 PROPOSED BUDGET

**Making Jesus Christ Known Through Word and Deed.**

<u><b>Church Home</b></u>	with 3% increase on salaries	
<i>Mortgage</i>		
8101 Mortgage Payment	\$52,934.00	\$52,934.00
<i>Custodial Salaries</i>		
8201 Salaries	\$14,321.00	\$14,750.00
8203 FICA	\$1,096.00	\$1,128.00
8204 Health Insurance		
8205 Benefit Package		
8206 Continuing Ed		
8210 Janitorial Services	\$13,500.00	\$13,500.00
<i>Custodial Supplies</i>		
8301 Cleaning Supplies/Misc.	\$2,500.00	\$3,000.00
8302 Paper Products	\$2,500.00	\$2,500.00
<i>Grounds Maintenance</i>		
8401 Supplies/Services	\$3,500.00	\$3,500.00
8402 Maintenance of Equipment	\$2,000.00	\$1,500.00
8404 Snow Removal	\$6,500.00	\$8,000.00
<i>Building Maintenance</i>		
8502 Painting	\$1,500.00	\$1,000.00
8504 Maintenance	\$15,000.00	\$15,000.00
8505 Equipment	\$2,000.00	\$2,000.00
8506 Utilities	\$42,000.00	\$42,000.00
8507 Insurance	\$18,050.00	\$15,210.00
<i>Transportation</i>		
8601 Transportation Expenses		
<b>Total</b>	<b>\$177,401.00</b>	<b>\$176,022.00</b>
<u><b>Christian Preschool</b></u>		
<i>Salaries</i>		
9101 Director/Teacher	\$26,194.00	\$26,980.00
9102 Teacher Assistant	\$12,007.00	\$12,367.00
9103 FICA	\$2,004.00	\$2,619.00
9104 Continuing Ed	\$600.00	\$600.00
9105 Benefit Pkg	\$1,572.00	\$1,619.00
9106 Substitute Teacher	\$600.00	\$600.00
9107 FICA - Assistant	\$919.00	\$946.00
9108 Health Insurance	\$6,600.00	\$7,260.00
<i>Supplies/Equipment</i>		
9201 Supplies	\$2,250.00	\$2,250.00
9202 Equipment	\$500.00	\$500.00
<i>Advertising</i>		
9401 Newspaper/Radio	\$400.00	\$400.00
<b>Total</b>	<b>\$53,646.00</b>	<b>\$56,141.00</b>
<u><b>Contingency</b></u>		
9901 Miscellaneous	\$1,500.00	\$1,500.00
9902 Capital Improvement Fund	\$1,500.00	\$1,500.00
<b>Total</b>	<b>\$3,000.00</b>	<b>\$3,000.00</b>
<b>Grand Total</b>	<b>\$900,120.00</b>	<b>\$927,731.00</b>

## NOTES

**God's Work. Our Hands.**

## NOTES

**Making Jesus Christ Known Through Word and Deed.**