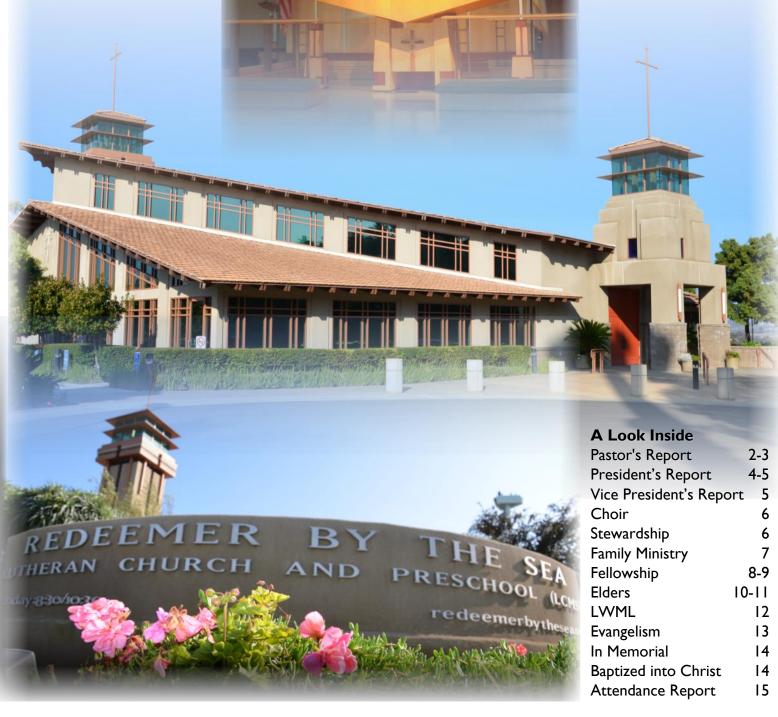
Redeemer by the Sea Lutheran Church, Kindergarten & Preschool



# 2016 Annual Report



### "Joining Jesus in our Community"

For the Son of Man came to seek and to save the lost. - Luke 19:10

"Redeemer is a church family joining Christ in our community." That is the vision that we began pursuing together early in 2016. But what does this brief and memorable statement really convey? Let's break it down. I see three key concepts at work:

"church family" – This is a picture of a congregation that knows and loves the other people in our midst. It represents the best of what the word "family" means. We believe that in a largely disconnected society, people spend too much time isolated in their cars, on their cell phones and behind closed doors. Further, many people are separated from their biological families geographically. The Church can provide the love, support and connectedness that we all need and are hungry for. (Hebrews 10:24-25)

"joining Christ" – This short phrase captures the concept of what in Latin is called the *missio dei*: the "mission of God." We believe that God is on a mission to redeem

all people. In fact, He began this mission long before Redeemer ever became a congregation. We desire to be a church family that expects Jesus to be at work in the lives of people - the Father drawing them and the Holy Spirit enlightening them. We seek to keep our eyes and hearts open for opportunities to join Jesus Christ on His mission to seek and to save the lost (Luke 19:10)

"community" – We know that God is at work all around the world, but we see ourselves particularly called to reach the people in our immediate community with the Gospel of Christ and the Kingdom of God. This little word signifies to us that we must have a heart for the community. It means that Redeemer cannot simply have a physical building in our community, but



that we must truly be the hands and feet of Christ in our community. We must constantly seek to see our neighborhoods and city the way that God sees them, and be equipped to engage them, doing the works that God has prepared in advance for us to do (Ephesians 2:10)

With this "handle" on our mission, we have done much and continue to grow into this very rich and motivating vision. Consider these ways in which we engaged our mission in 2016 ...



We reached out to **68 local families** that visited our church for the first time this year with welcome cards and gifts. 29 families returned for a second visit.

We had 22 people take our Church 101 "Discovery Track" membership class.

We received **34 new members** this year, and baptized 5 souls into the Body of Christ.

We released a **cell phone app** that not only puts sermons and articles right at people's fingertips, but also keeps them updated on news and announcements.

We added the ability to receive online donations through both the webpage and



We brought on a new preschool and kindergarten director and office coordinator, as well three new school teachers.

We increased the staff in the office, adding the position of campus administrator, and an additional office assistant working to keep the website and app updated.

We supported the ministry of Semper Fi, Gideons, LINC Los Angeles, Lutheran World Relief, Lutheran Hour Ministries, BC Mission Boat, Grace Latino Ministries, Food for the Poor, Operation Kid to Kid, and Lutheran Global Village, as well as helping to send a missionary to Africa and supporting the work of our own Pacific Southwest District. Together, gifts to these organizations totaled more than \$17,500.

By God's grace we have been able to reduce our mortgage principal by more than \$172,750 this year. Recognizing our need to make our facilities have more capacity as well as functionality, and at the same time being more inviting to newcomers, we completed a feasibility study to remodel 5 major areas in the church. That project is now in the architecture and engineering phase.

This year's Benevolent & Scholarship assistance totaled more than \$2,895 - serving both families and individuals at Redeemer and in the community;

The elders sent out a Christmas card to each of our member households and encouraging gift baskets to 48 people needing encouragement.

And in the continuing struggles of life – where many of us faced significant illness, financial stress and loss, God has used our ministry to be a source of comfort and encouragement.

It is wonderful to take stock in what God has done in and through us this year. Please join with me in praying that we continue to be propelled by a desire and a passion to Join Jesus on His Mission in our Community into 2017 and beyond ... not for our glory, but for His!

May God bless us as we serve Him together in 2017,

Pastor Augie.





The term limit for Council positions is four years, so 2016 was my last year as Congregation President. Serving in this role has been an enriching experience for me and I'm grateful for all the support from the Council and from the Congregation during this time.

Looking to the future, it is good to be a part of a healthy Church that always sees the challenges ahead of us as opportunities. We know God is in charge and trust that he will equip us and guide us in the direction we should go with the community around us. Our annual planning helps formulate the approach we will take and the bedrock of joining Jesus in the community is exactly the right mind set for that planning. I look

forward to seeing how that reveals itself in the future actions of Redeemer.

The foundation at Redeemer for moving forward is strong, starting with our Sunday School environment that draws warm / positive remarks from the parents. Things like our children's Christmas play, was even bigger than previous years and as memorable as ever. Children learn in many ways and this is one method that will leave a lasting impression. Our Growth Group program continues to expand and has the goal of all members being in a group. Our Adult worship, Bible Studies and 101 classes also provides rich offerings for all. In addition, we are developing a stronger relationship with the Preschool and expect to see that flourish in the days ahead.

While we look for God's direction in our ministry activities, the operation of the Church must also be managed. Like any home or business, maintaining our physical presence in Carlsbad requires attention. These are necessary activities, but we are always vigilant to not let them distract us from the ministry opportunities in front of us. The issues we managed this year include:

January: As a cost savings (and to help the environment) we went live with our solar system. After monitoring the initial operation, we see that we have completely covered our energy usage. Another good result is the project was completed well below budget.

February: Several Constitution and Bylaw revisions, needed to bring us in line with State and Federal regulations, as well as a couple other minor changes, were approved by our Pacific Southwest District.

March: The Voters approved funds to study several remodel options that would help maximize the use of our existing facilities. This is part of the planning to encourage and then to accommodate growth. The study includes an outside information area; Narthex upgrades; Fellowship Hall upgrades; Choir Loft improvements; Rooms 3 & 4 improvements; outside storage.

April: The remodel project got underway with an initial meeting with the Redeemer Teams and the Vendor.

The Redeemer teams included leader representatives from each area of ministry that would benefit, or be affected by the changes.

May: Administrative Professional Day – Gift cards and flowers were delivered to acknowledge the services of the Office Manager, her staff and the Preschool Director and her staff. This is one opportunity to thank the people who work behind the scenes to support our ministry efforts.

June: Redeemer joined the Carlsbad Chamber of Commerce. This is one of the ways we are exploring to better connect as we join Jesus in the community..

July: Redeemer has adopted a policy to formally recognize important longevity milestones of the Church paid staff. An etched wooden plaque conveys the recognition and appreciation of the person's service.

### 2016 Church Council

#### **President**

Dan Bitner

#### Vice President

Dave Taylor

### **Secretary**

Mary Ann Meinardus

#### **Treasurer**

Ken Voertman

### **Financial Secretary**

Ken Boland

### **Stewardship**

Open

#### **Education**

Julie Norby

### **Evangelism**

Christina Shourds

### **Fellowship**

**Dorothy Doughty** 

#### **Head Trustee**

Open

### **Head Elder**

Otis Haarmeyer

- July: A contract was signed for technical / computer support from a local vendor. This is necessary as we are increasing the use of technology to conduct the business of the Church. Everything from our phone system to our sharing of information to our use of social media requires reliable systems to be in place.
- August: A special Voters' meeting was held to respond to an unsolicited offer to purchase the land adjacent to our Preschool for a senior housing complex. The Voters' confirmed the original plans for the property are still the desired direction for Redeemer and the offer was rejected on that basis.
- September: Due to spouse job relocation, our Preschool Director of the last 10 years resigned. A committed group of Church leaders were tasked with finding the replacement, under tight time constraints due to the start of a new school year. Through prayer, and trusting God would lead us, we did find a new Director in time. Besides taking over a very busy Preschool, she is also helping us strengthen the ties with the Church.
- October: The Poinsettia / Black Rail corner landscaping was upgraded. While it was completed as designed, patience is needed as it will take some time for the plants to get rooted and reach the point where we see the overall appearance we want.
- December: The remodel study previously approved was completed and based on that, the Voters approved the funds to move on to the next step, Architecture and Engineering. The planned improvements include the following:

Fellowship Hall - AV, Lighting, wall coverings, enclosing as a room

Outside Information Area – Stand-alone structure in front of the current banner

Narthex – Unified counter space, with storage cabinets under

Choir Loft – Allow Choir and Praise Band a fixed area for setup

Rooms 3 & 4 – AV, wall coverings, lighting

Storage – Some options for outside storage

December: As a part of our emergency planning, we purchased two *Automated External Defibrillators* that are now installed on each floor of the church.

The last order of Voters' business for the year was electing replacements for Five Council Members who had completed their time and a sixth to fill an empty Trustee position. The makeup of this new Council again includes wonderful dedicated Members and I'm sure they will do a good job of leading our Church in the days ahead.

### **Vice President's Report**

Submitted by: Dave Taylor

In 2015 we saw an incredible outpouring of 2,763 hours of service from our church to the surrounding communities. The momentum of our service commitment was awe inspiring and remains so.

In 2016 Redeemer by the Sea was once again a beacon of hope, light and service. Although we did not reach our goal of 4,000 hours, we as a church logged 2,711 hours of service.

What is the real outcome of our efforts?

In God's economy the cords that bind our hearts in Christian unity were strengthened and stretched in new ways. Many individuals expressed personal joy and renewed faith while joining Jesus in our community.

Some of the organizations served were Moms in Prayer, Voices for Children, Missionary Outreach to Africa, STEM School Program, School Library, Mitchell Thorp, Chick-fil-A, Samaritans Purse, Carlsbad School District, Memory Care Kitchen, Sunrise Retirement home, Salvation Army, and Voices for Children.

Thank you all you do for the community!

### Stewardship

Stewardship committee is responsible for the church pledges, which in turn fund the budget. We also are responsible for educating the membership on the Biblical teachings on stewardship. "In His Service" Worship, Serve and Give. Also finding talents of members and suggesting an area of serving.

For our 2016 Christmas offering we collected \$9,326. Your

generosity was able to increase our Benevolent Fund, make a donation to Semper Fi, and for funding the two summer Mission Trips.





### Choir

Submitted by: Gary Wilson

2016 has been a productive year for our choirs and the Music Concert Committee. Here are some of the highlights:

The Chancel Choir and Children's Choir presented special Easter anthems for our congregation including special instrumental accompanists utilizing strings, and brass.

In February, 2016, The North Coast Children's Choirs performed for our congregation and community, featuring four different choirs ranging from Kindergarten through High School. This concert was well attended and is part of our continuing outreach to the community providing a variety of musical experiences for all ages.

In May, our Chancel Choir participated in the first annual All Lutheran Church Choir Festival at Faith Lutheran in Vista. Four Lutheran choirs came together to sing together and provide an pportunity to sing in a mass choir. Our choir members loved singing new anthems with four other Lutheran Choirs. Each choir sang three songs of their choice. At the end of the concert, all four choirs sang three combined numbers. This concert was well attended and Redeemer By the Sea was well represented.

Also in May, the Mission Vista Steal Drum Band returned for another great concert featuring over 80 steel drums in concert. The sanctuary was almost full and the audience was well pleased.

In November, the Music Concert Committee hosted the Vista Hills Chorus for a Ragtime concert featuring special American melodies, and a professional Ragtime piano player, Paul Arosi. The sanctuary was packed, and the concert was a smashing hit.

The Chancel Choir sang for our traditional Thanksgiving Eve Service and our special music included Evon Carpenter on violin, and Heeya Hwang on piano. It was a very special evening for all

Our Chancel Choir. along with singers from the Praise Band, and other community groups presented "The Many Moods of Christmas" by Robert Shaw on Christmas Eve. The choir was accompanied by piano and strings. All ages attended a full house for the service and Cantata.

Our new Handbell Choir was formed this year under the direction of Kay Boland. They have performed for our services four times this year, and continue to expand. Why not join them on Wednesday nights in January?

The Children's Choir sang four times throughout the year, and ended the year presenting their Christmas Pageant on Saturday, December 17. The kids had a pizza dinner, performed their pageant, and then had a Happy Birthday Party for Jesus with Birthday Cake.

We look forward to the new year with continued growth in choirs, and more exciting concerts hosted by our Music Concert Committee.

Merry Christmas and Happy New Year, and Blessings from your Choir Director. Why not consider joining us in 2017.

### **Greatest Blessings in 2016**

13 youth and adults attend the LCMS National Youth Gathering in New Orleans.

5 students and parents participated in a First Communion Retreat.

Hosted 2<sup>nd</sup> annual College/Career Christmas Gathering.

33 active Growth Groups serving 179+ individuals.

FaithCraft Sunday School and the craftsmanship of Buck Lehman and artwork of Kathy Hemphill and Alicia Haase.

Hosted 4 Date Night/Drop N' Shop.

180+ people registered for Growth Groups

144 registrations/ 129 average attendance for Cave Quest Vacation Bible School.

(I) had an amazing time at the National Youth Gathering with 25,000 other teens and worshipping God in New Orleans. The theme was In Christ Alone, meaning that you will never be alone because God sent his Son to die for us and that he will never leave our side. I can't wait to go back in 2019 where it will be located in Minnesota. — Emy Kiernan

### **Community Outreach**

26 children with no church home attended Cave Quest Vacation Bible School this year.

100+ children who attended VBS are not members of Redeemer by the Sea.

Over 60 volunteers assisted with our VBS.

Our resurrected MOPS ministry is currently reaching 8 preschool parents.

30 people contributed over 75 hours of community service through *Redeemer Serves!* in May.

### Greatest Challenges in 2016

Enabling participation in the LCMS National Youth Gathering.

Developing a faith-based summer daycare camp.

Hiring a new Preschool Director.



A million thank you's for an outstanding week of VBS. Our girls loved their week at Redeemer and they are still singing all the joyous songs. Learning more about Jesus will be the best thing they'll do all summer. Greg & Kellie Granito

### **Family Ministry Servants**

Sr. High Youth Ministry – Doug Cyphers, Angela Cyphers, Joe Flatt, Laura Cyphers, Tessia Iadicicco, Emy Kiernan, Kyle Lynaugh and Natalie Moeller.

Jr. High Youth Ministry- Tracie Kiernan, Lisa Menante

Date Night- Clare Donovan, Dan Bitner.

Vacation Bible School- Jill Rutan, Mary Meyer, Sandra Slankard, Rhonda Sutherlin, Melanie Burkholder, Dorothy Doughty, Hilda Kalaidjian, Zack Moeller and Dan Bitner.



FELLOWSHIP GOALS: To help make Redeemer an inviting place where people want to be with a connected family of friends and believers. Host two large group events per year and support events hosted by other groups..

In 2016 the Fellowship Committee continued our mandate to help prepare the church for growth. One of our key accomplishments was the creation and expanded use of the "Event Assistants/Fellowship Project Team" for soliciting volunteers. This has proven to be an easy and effective means to solicit and coordinate volunteers and this model has been adopted by all ministry groups in the form of the various Project Teams. We provided major support to LWML for the Downton Abbey Tea. We are involved with the Church Remodel. We continue to promote use of the Church Community Builder Database and held an additional training class. We also coordinated the Lenten Soup Suppers, Coffee Fellowship, Dinner for Spirit Awareness Workshop, Food for Voters Meetings, VBS Ice Cream Social, Annual Church Picnic and Christmas Party – all of which are key to promoting friendship growth and fellowship within the congregation.





Fellowship has been blessed in many ways this year. Our greatest blessings include:

- Feedback from congregation members thanking us for our efforts
- Successful events involving a variety of members
- Seeing a lot of new "faces" among the volunteers



While we have been greatly blessed we have faced some challenges. Our greatest is that the team members are all leaders in other areas which makes it difficult to give the functions the time necessary to plan

successful events and leading fellowship more challenging.

Our team members have been fantastic in their leadership areas. These include:

- Large Group Fellowship Events Rhonda Sutherlin
- Event Planning Support Hilda Kalaidjian
- Food Service, Church Related Activities Ellen Bitner
- Planning & Coordination Dorothy Doughty



We've had some much appreciated feedback from the congregation. We are so grateful for this as it encourages us to continue our efforts. Two examples include:

CCB Training 101- A must for everyone involved or wanting to be involved with the church. It's like a formal Facebook for Redeemer! Loved it! Might take again to learn more:) I can add friends. Events. Create events. Join groups. So so much to do and be a part of. So much easier to access church info than the paper way.



Christmas Party - Thank you so much, Ladies, for your very important part making our church's Christmas Party such a delightful and delicious success. We certainly appreciate all your planning and work. God's blessings for a wonderful Christmas and a

healthy New Year.





While not officially a Fellowship project, my team was involved with the Mom's in Prayer 5K Walk.

A great time was had by all!



What's Ahead for 2017

2017 will be a year of change as Fellowship leadership transitions to Suzan Colgan. We are excited to see what blessings will follow!

The **mission** of the Board of Elders is to work with our Pastor and ministry teams to provide a path for members to attain "spiritual maturity." Our structure is divided into four focused areas. Elders are focused on providing members' and prospective members with a positive worship experience, spiritual growth, opportunities to serve, and caring for our members.

### Highlights

Otis Haarmeyer, Head Elder, led the **Administrative** area. Some of the accomplishments this past year were:

- Head Elder served on Council and Executive Team
- Continuing to develop new leadership team structure
- Provided periodic communications via weekly and monthly newsletters
- Completed Pastor's annual review and evaluation
- Elders supported and participated in ministry project teams
- Recruitment of three new elders for '17.
- Participated in annual planning session and seeking of consultant for '17
- Elder worship support scheduling

Lyle Meyer was the leader of the **Worship Experience Team**. Some of the Team's accomplishments were:

- Members on the remodeling team
- Scheduling for various worship support areas
- Sponsored annual training event for all worship support areas
- Worked with Pastor on organizing worship services for Veterans Sunday
- Provide leadership in worship and special services

#### **Dave Berrier**



Dave Berrier leads the Elders' **Members Care Team**. Carl Gehring manages the benevolent

fund. This area's major accomplishments were:

- Personal visits to members that are ill, hospitalized, and shut-ins
- Sending baskets to those with health challenges and the bereaved
- Monthly communication to Elders regarding member care
- Provided benevolence to those that sought minimal financial help
- Elders sent Christmas Cards to members

Otis Haarmeyer







### Ken Swick



Jim Brunner



Jim Brunner led the **Spiritual Growth** area. Some accomplishments in this area were:

- Conducted confirmation student interviews
- Acted as conduit to our Family Ministry Director
- Participated in ministry events
- Assisted in providing WWII vets at Veterans Sunday

**Charles Um** 





Otis Haarmeyer

#### **Elders**

Charles Um

Ken Swick

Dave Berrier (Secretary and head of Member Care Team)

Jim Brunner (Head of Spiritual Growth and Member Involvement)

Carl Gehring (Head of Benevolent Fund)

Lyle Meyer (Head of Worship Experience Team)

Wayne Chapman

Jerry Meyer

**Carl Gehring** 



Wayne Chapman



LWML (Lutheran Women's Missionary League) is the official women's organization of The Lutheran Church-Missouri Synod.

### Highlights

This year, Redeemer's chapter reached out to our members and pre-school parents by creating a Downton Abbey Tea. We had 45 women to attended and 18 women who produced the tea. We had 8 gentlemen, serve us as butlers. We invited the pre-school mothers by personal invitation at the school. This was to meet RBTS goal of fellowship and outreach to the pre-school. A jolly goodtime was had by all.

We support RBTS community outreach goals by creating 80 Christmas wreaths for Sunrise Senior Living Community. Each resident received a wreath with blessing from RBTS. We also coordinate the Angel Tree, 145 gifts were given to the children of active duty Marines.

When people think of LWML, they know that they support the church in all we do! Mite

boxes, Communion, Prayer Chain, New members/baptism/confirmands/

funerals, Sending cards, Easter coupons for military, Sewing bags, arrange & provide speakers celebration, walker monthly.



#### **President**

Barbara Gehring

### Secretary

Mary Ann Meinardus

#### Treasurer

Ellen Bitner





### **Greatest Blessings in 2016**

We made a larger than ever donation to the missions we support

- Lutheran Bible Translators
- Mission Aviation Fellowship
- Growth in participation has doubled

### **Greatest Challenges in 2016**

Attracting young women to attend our speaker meetings and take on a role as a active member of LWML..



What's Ahead for 2017

We realize working women can't attend in the mornings and may need childcare; therefore, we have incorporated some evening speaker meetings with light dinner & childcare to make it more inviting to our younger members. We also invite men, when a speaker may be of interest.

### **Evangelism**

Your generosity has gone to support many outreach efforts on behalf of Redeemer by the Sea

Lutheran Church Pacific Southwest District: \$9,260

• Benevolent: \$2,672

• Scholarships: \$223

Care Ministry (cancer, grief, gifts): \$1,828

• Sunday Events: Veteran's Day Celebration, Easter Brunch, Mother's Day, Father's Day \$1,212

• First Time Visitor Gifts \$1,165

• Preschool Graduation \$74, plus \$250 from Thrivent Action Teams

Lutheran Hour Ministries \$700

• Linc Los Angeles \$200

Lutheran World Relief \$750

Mission Trip for Patrick Clauder \$1,000

• Lutheran Global Village in Africa \$500

Grace Latino Ministries \$500

Food for the Poor \$100

Operation Kid-to-Kid \$500

Gideons \$700







FOOD FOR THE POOR

Saving Lives... Transforming Communities... Renewing Hope







If you would like to know more about these ministries, or participate in directing funds, then contact Christina at cashourds@gmail.com!

### **In Memorial**

Charles Baumbach 12/28/1942- 1/14/2016

Donald Brandt 7/20/1931—3/16/2016

Wilson "Robbie" Robinson 3/5/1924—5/7/2016

Chester Bruning 3/20/1937—5/9/2016

Eldah Whitmarsh 1/9/1929—6/16/2016

Bruce Teppo 6/1/1947—7/18/2016



# **Baptized into Christ**

Through Baptism God has added these individuals to his own people to declare the wonderful deeds of our Savior, who has called us out of darkness into his marvelous light.

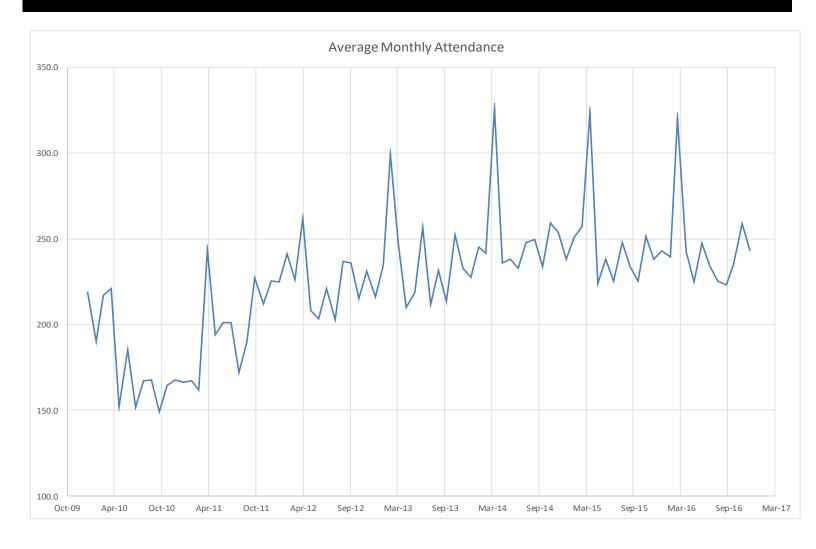
Scarlet Emilia Jean George 4/3/2016 Samuel Douglas Sandow 4/17/2016 Claire Isabelle 5/19/2016 Dylan Robert Brown 5/3/2016 Helena Yin 6/27/2016





We welcome you into the Lord's family. We receive you as fellow members of the body of Christ, children of the same heavenly Father, to work with us in his kingdom.

## **Attendance Trends**



Monthly Average Attendance: (incomplete data was not factored in – e.g. if attendance was only taken at one of the services, hence that month would only have 3 weeks)

Avgs	2013	2014	2015	2016
Jan	216.0	227.8	238.3	243.2
Feb	234.5	245.0	251.0	239.5
Mar	299.6	241.6	257.0	320.3
Apr	247.3	325.8	323.8	242.8
May	209.8	236.0	224.2	225.0
Jun	218.8	238.0	238.0	247.5
Jul	256.5	233.0	225.3	234.0
Aug	211.5	248.0	248.0	225.5
Sept	231.5	249.5	233.5	223.0
Oct	213.3	233.8	225.5	235.0
Nov	252.3	259.4	251.2	258.8
Dec	232.8	253.8	238.0	243.0
Yearly	236.2	249.1	246.1	244.0

Sunday School Averages
PreK - 6<sup>th</sup> grade—note that in
Sept 2014, Sunday School
went to PreK-5th grade

Avgs	2013	2014	2015	2016
Jan	21	23	21	30
Feb	20	27	21	27
Mar	27	29	32	34
Apr	23	33	32	28
May	18	25	30	26
Jun	17	22	29	27
Jul	25	33	30	25
Aug	21	33	32	28
Sept	25	33	32	28
Oct	27	29	27	29
Nov	33	29	30	32
Dec	30	27	29	34
Yearly	24	28	24	29

### At REDEEMER BY THE SEA, we want to be a LIGHTHOUSE

to our community and the world! We do that by concentrating our efforts in three areas:

Worship - Grow - Serve.

we encounter and receive the light of Christ through Word and Sacrament. Then we fan into flame and

that light within us through study and fellowship with the Body of Christ. Equipped and encouraged, we then

Serve

our community and the world with the light of Christ shining through us to them!



#### **REGULAR SUNDAY SCHEDULE**

8:30am **Traditional Worship Service** 

9:30am **Fellowship** 

9:45-10:30am **Enrichment Classes Praise Worship Service** 10:30am

With Sunday School (dismissed from worship)

11:45am **Fellowship** 

### Redeemer by the Sea Lutheran Church, Kindergarten and Preschool

6600 Black Rail Rd. Carlsbad, CA 92011

Church Office: 760.431.8990

School Office: 760.431.8293(Facility # 376700601)

www.RedeemerbytheSea.org