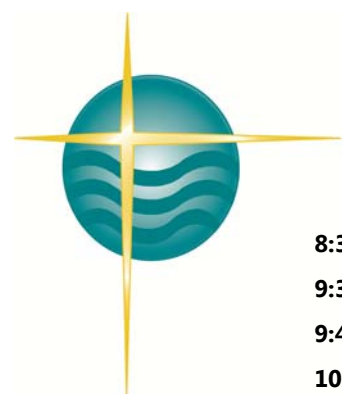


At REDEEMER BY THE SEA, we want to be a **LIGHTHOUSE**  
to our community and the world! We do that by concentrating our efforts in three areas:  
**Worship – Grow – Serve.**

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

*Grow* 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                          |
| 10:30am      | Praise Worship Service                      |
|              | 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

[www.RedeemerbytheSea.org](http://www.RedeemerbytheSea.org)

Redeemer by the  
Sea Lutheran  
Church,  
Kindergarten &  
Preschool



## 2012 Annual Report



#### A Look Inside

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“Growing and Bearing Fruit”

“This is to my Father’s glory, that you bear much fruit, showing yourselves to be my disciples.” (John 15:8).

“Growing and bearing fruit” is a great phrase to describe what we are to be doing as disciples of the Lord, together in ministry at Redeemer by the Sea. We have adopted the concept of WORSHIP – GROW – SERVE as a summary of our ministry activities. That short expression provides a succinct answer to the question, “what is expected of the members at our church?” Driven by Worship and devotion to our Lord, we expect

our members to Grow in love for their Lord and neighbors as demonstrated by heartfelt actions of Service. This is the fruit of our faith, and shows us to be disciples of the Lord, Jesus says.

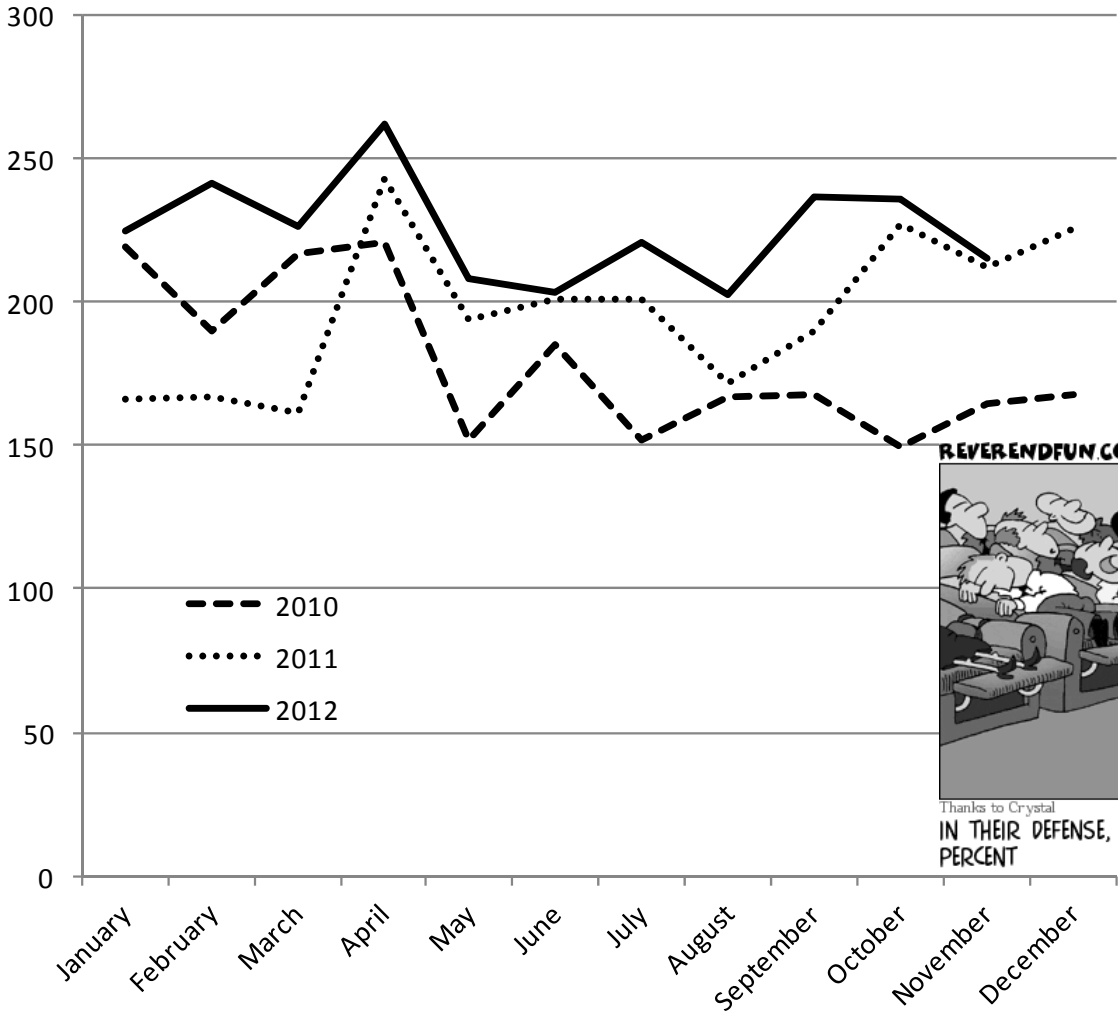
As you look through the pages of this report, you will see WORSHIP – GROW – SERVE in action, and the fruit of much of our labors. Of course much fruit is invisible to our eyes, and can only be seen by the Lord. Still, we continue in faith to Grow in our Service to God and His Church, bearing much fruit for Him and expanding the Lord’s Harvest, so that more may come to know and worship Jesus!

2012 will be my first full year in ministry at Redeemer, and full it has been! Over this last year we’ve seen this “fruit” emerge:

- By God’s grace our mortgage restructure has allowed us to go from a negative cash flow to a positive one.
- We have seen a steady pattern of increasing worship attendance and offerings
- Our preschool and kindergarten have had full enrollment.
- More lay people are involved in the worship service as greeters and readers – actually, more people are involved in active ministry now than ever before.
- We started new Sunday morning Bible Studies and expanded our Growth Groups.
- We began our new “Discovery Track” series of membership classes.
- We have new Sunday School and Church brochures to use



- for Sunday guests and outreach.
- We revamped our Children’s ministry to have a large group gathering with puppets and skits, as well as age appropriate small groups.
- The Lower Level classrooms were decorated with an “Under the Sea” Sunday School theme
- We celebrated “Big Days” on Easter and Veterans Day as well as in September with the beginning of the School year.



**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)

| Averages | 2010  | 2011  | 2012  |
|----------|-------|-------|-------|
| Jan      | 219.0 | 166.4 | 224.8 |
| Feb      | 190.0 | 167.0 | 241.3 |
| Mar      | 216.8 | 161.8 | 226.3 |
| Apr      | 221.0 | 243.5 | 261.8 |
| May      | 152.3 | 194.0 | 208.3 |
| Jun      | 185.3 | 201.3 | 203.3 |
| Jul      | 151.8 | 201.0 | 221.0 |
| Aug      | 167.0 | 171.8 | 203.0 |
| Sept     | 167.7 | 189.8 | 237.0 |
| Oct      | 149.2 | 227.0 | 235.8 |
| Nov      | 164.7 | 212.0 | 215.3 |
| Dec      | 167.8 | 225.3 |       |
| Yearly   | 177.3 | 195.6 |       |

**Sunday School Averages**  
(PreK – 6<sup>th</sup> grade)

| Averages | 2010 | 2011 | 2012 |
|----------|------|------|------|
| Jan      | 17   | 11   | 17   |
| Feb      | 14   | 11   | 16   |
| Mar      | 15   | 14   | 13   |
| Apr      | 10   | 16   | 14   |
| May      | 11   | 12   | 10   |
| Jun      | 8    | 13   | 11   |
| Jul      | 6    | 14   | 16   |
| Aug      | 9    | 12   | 17   |
| Sept     | 11   | 18   | 22   |
| Oct      | 13   | 16   | 20   |
| Nov      | 14   | 13   | 21   |
| Dec      | 8    | 17   |      |
| Yearly   | 12   | 14   |      |



## In Memorial

Robert H. Doering 4/9/1928—2/1/2012

Arlene Hazel Winslow 3/31/1925—6/17/2012

Gaylord “Budd” Johnson 4/11/1928—8/7/2012

Charles Alan Michel 3/27/1954—11/8/2012

## Baptized into Christ

December 2011—November 2012

Charles Tucker Jordan 12/25/2011

Nicole Meyer 12/25/2011

Reese McKenna Fowler 1/29/2012

Sawyer Charles Little 1/29/2012

Rylan Ray Dudley 1/29/2012

Phillip Anthony Carmack 1/29/2012

Michael Zachary Cobos 1/29/2012

Peyton James Gawecki 2/12/2012

Christian Bruce Gawecki 2/12/2012

Gavin Wenstone 2/26/2012

Tsun Jane Huang 7/22/12

Benjamin Thomas Gaston 7/22/12

Theodore Joseph Nathanson 7/22/12

Aria Deane Bunce 7/29/2012

Henry Wayne Smerud 9/9/12

Reid Gary Smerud 9/9/12

Georgia Grace Davis 9/30/12

Terryn Alexandra Teat 9/30/12

Sutton Alan Spooner 10/7/12

Riley Ann Lynch 10/28/2012

Thomas Carl Bruce 11/11/2012

Lola Haviland Maduri 11/25/2012

Eloise Philippa Tipton Maduri 11/25/2012

***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.***



***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.***



## Pastor's Report

Submitted by: Rev. Augie Iadicicco

- We responded generously to the need of the Free Wheelchair Mission, donating more than 140 wheelchairs for distribution.
- We supported the ministry of Gideons International and Jews for Jesus as well as the outreach of our own Pacific Southwest District.
- We reached out to the more than 80 families that visited our church for the first time this year with welcome cards and gifts.
- We grew our building fund to remodel the room 4 Youth Room and “Lounge.”
- We undertook the project of creating an updated pictorial directory.
- Our elder board has grown and is doing more member care and even held our first prayer and healing service.
- And in the challenges 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.



What a joy to see the Lord growing us so that we bear much fruit to His glory! Hear what some of our members -- and non-members – have said about our ministry:

***“We praise Jesus for the gift of a wonderful Easter and we are so thankful for the church family in creating such a warm environment to invite friends.”***

***“NO words to thank you (for) all my boy learned at this camp (VBS)...He is praising God everyday... and that melts my heart... We have sooo much peace and Love in our Family ...GOD Bless you All.”***

***“This has been a trying year to say the least but with the love and support of friends and family I have been able to push through.”***


***“(We) can't thank you all enough for helping us to feel so welcome and loved at Redeemer By the Sea. Over the last few years, Redeemer has fulfilled our lives in so many ways and we feel so blessed that we found such a special church family to be a part of.”***



Building on the work that has been done this year, we look forward to 2013 with Joy and Hope! Only God knows the future, but whatever may come, we fully expect God to be present in our midst and to do great things for His Kingdom through Redeemer by the Sea and its members!

In ministry with you,  
Pastor Augie Iadicicco

President's Report



This being the first church annual report to my knowledge, I will take this opportunity to first review the hi-lites of the past four years and then share some comments and projections on our what we are looking forward to in our near future.

**Where Have We Been Over the Past Four Years?**

**2009 - Hi-Lites**

Council dealt with the needs to call a second Pastor to develop our Contemporary Worship and reach out to younger families in our community:

- Motion was presented to the Special Voter's Assembly meeting on May 24th and rejected by a vote of 35-28
- Motion was re-presented to the Special Voter's Assembly meeting on July 26th and approved 63-10
- \* Call Committee established and Call request sent to PSW District

Pastor McDonald suffers a major heart attack in early September

- Pastor is medically unable to continue his called duties
- Services conducted by guest preachers
- Request for District to provide candidate for Intentional Interim Pastor
- Call Committee changes Job description of call documents to a Senior Pastor
- October 3 Pastor McDonald requested RBTS to accept his retirement Jan 1,

**2010 -- Hi-Lites**

Pastor Alexander installed as Intentional Interim Pastor in January

LCEF 6.6 Million Loan on Church to become delinquent in March 2010

LCEF restructures loan for 1 year term effective August 30

- 3.6 Million paid @5.25% Interest only
- 3.0 Million – Negative Amortization @5.25%
- 2.9 Million Preschool Loan continues to pay P & I

Voters extend call to Pr Mueller in June - Call returned in July

Agreement to lease Church facilities to Korean Presbyterian Church in April

Voters extend call to Pr Iadicicco in November – Call accepted on January 14th.

**2011—Hi-Lites**

Acceptance of Audit Committee's report to , among other details:

- Adopt a Common Chart of Accounts to integrate and consolidate the reporting of the Church and Preschool Finances
- Segregate the designated funds from the General Budget and maintain accountability.

Pr Alexander completing his role as Intentional interim Pastor in Mid March

Pr Iadicicco installation on April 3, 2011...Praise the Lord for answering our Prayers

Develop Visions for Growth Goals with ...WORSHIP...GROW...SERVE

- 500 by 500...Serve 500 souls per week by 500th Anniversary of Reformation

Begin Dialog with LCEF to restructure loans for NO NEGATIVE AMORTIZATION

Engage Preschool Architect Firm to develop near term facility goals to serve 500 by 500

- Design a Welcome Court yard for visitor and congregational fellowship
- Concept design for a multipurpose expanded congregational activity center plus office and educational space

Develop plans and to convert Room 4 for youth activities

Submitted by: Jim Brunner

Church Council

President

Jim Brunner

Vice President

Chuck Denton

Secretary

Rhonda Sutherlin

Treasurer

Ken Voertman

Financial Secretary

Ken Swick

Stewardship

BJ Campbell-Lahr

Education

Dan Bitner

Evangelism

Tom Burke

Fellowship

Barbara Gehring

Head Trustee

Chet Bruning

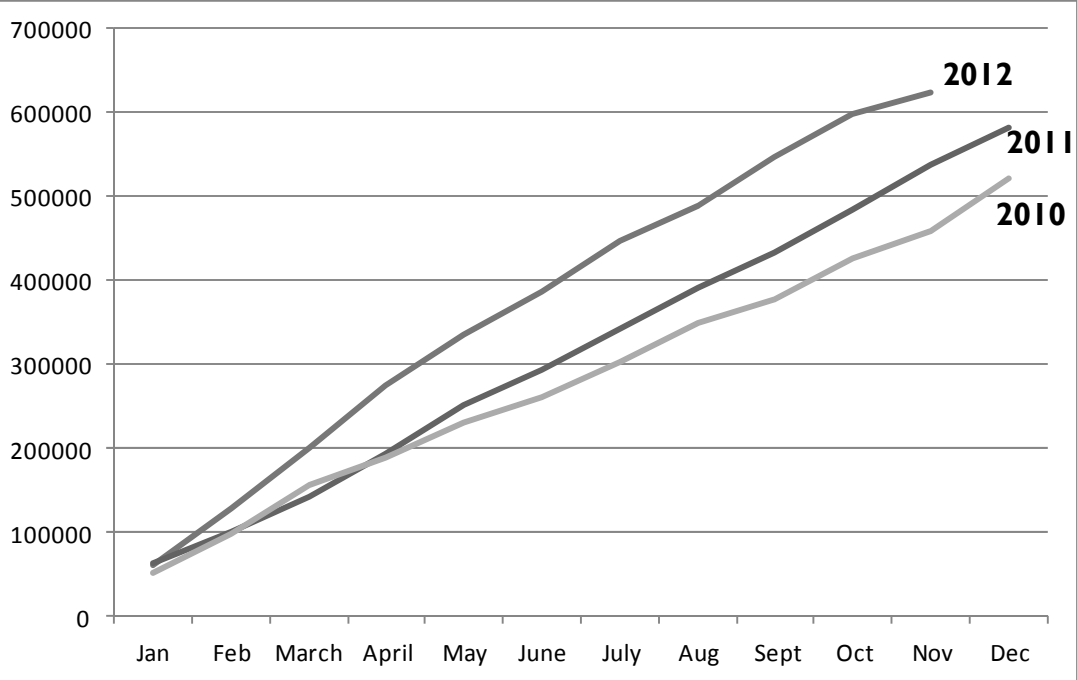
Head Elder

Don Winslow

Financial Secretary

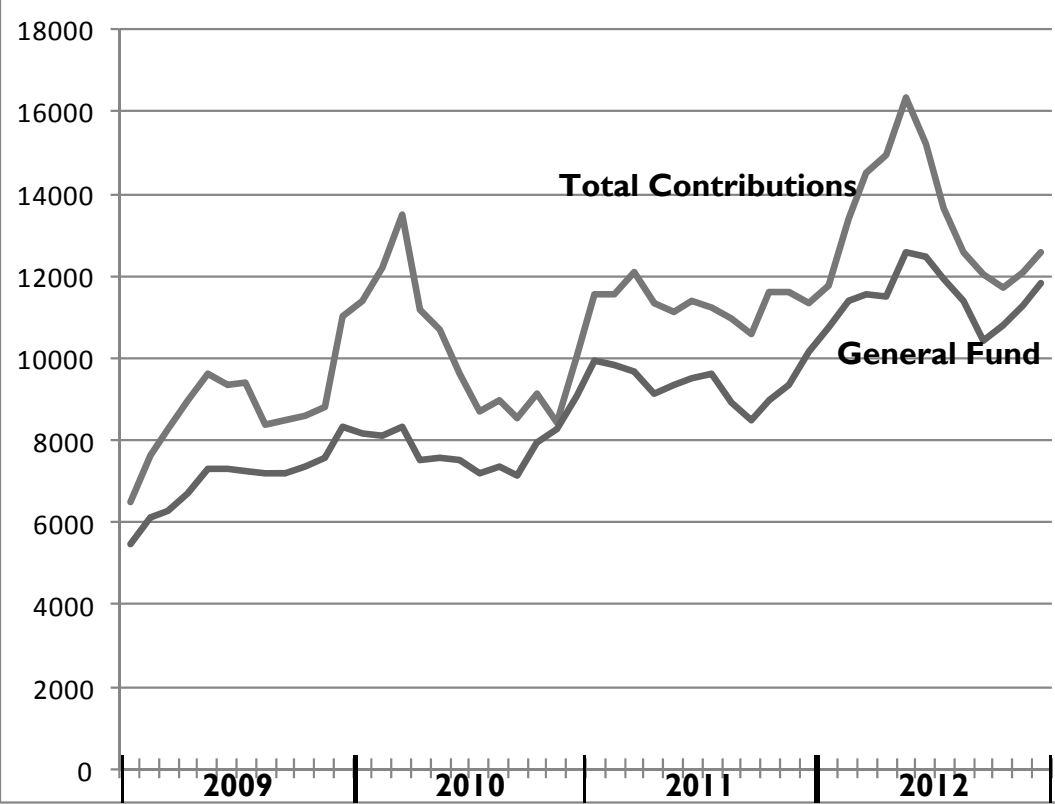
Submitted by: Ken Swick

Cumulative Totals for ALL Funds Received



Cumulative totals for all funds received by the Church are shown here for the years 2012, 2011 & 2010. For example, looking up from October, we see that the funds collected in 2012 from January to October are more than \$100,000 greater than those collected during the same time period in 2011. (Looking at the actual data, the difference is \$113,000).

Four Month Moving Avg of Total Contributions & General Funds 2009-2012



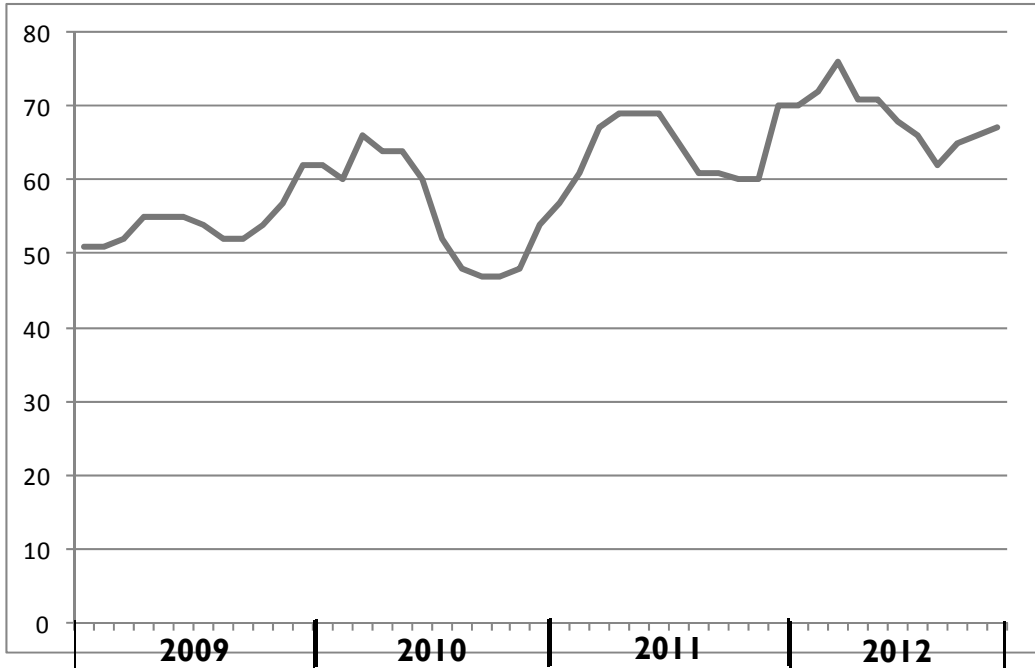
The data here show that total contributions to the Church and contributions to General Fund have steadily increased during the last two years.



Records contributions to the Church and maintains records of these contributions.

- Financial Team
- Recorders
- Bill Barnes
- Dorothy Doughty
- Darrell Golnick
- Buck Lehmann
- Ken Swick
- Counters
- Jan Bishop
- Ann Doering
- Darrell Golnick
- Russ Hanthorn
- Suzanne Hanthorn
- Bettye Howard
- Buck Lehmann
- Norma Russell
- Sam Russell
- Margie Smith

Four Month Moving Avg of the Number of Contributors per Week



This graph displays the approx. number of individuals who contribute financially to the Church, e.g., flower fund, wheelchair fund, general fund etc, during any given week. For example, during each week of April, May and June of 2011, we see that approximately 69 individuals made a contribution of some kind to the Church. It seems clear that the number of individuals giving financial support to the Church has increased 20-30% during the last two years.



SOME PEOPLE LAY UP TREASURE IN HEAVEN  
BUT BEING LESS CONFIDENT HE HAD LAY UP  
SOME BRIBES

2012—Hi-Lites

Begin the year with a restructured Loan from LCEF to absorb negative amortization and combine all loans into a 3 year guarantee with:

- Payments on 6.1 Million P&I at 4.75%
- Payments on 3.7 Million at 1% interest only

WE ARE NOW FREE OF ANY NEGATIVE AMORTIZATION AND ARE FULLY COMPLIANT

Begin planning for modifying our C&BL's to develop a governance consistent with our WORSHIP...GROW...SERVE Ministry Development programs

Council approves the establishment of a Constitutional Revision Committee for 2013 to support Ministry growth

Church and school together combine to raise approximately \$10,000 for wheel chair to be delivered in Christ's name in third world countries.

Our congregation continues to give generously in response to their pledges to both the General Fund and what we now classify our Building Fund to be utilized for site improvements

We are once again considering to allow the use of our Sanctuary for a Korean Church Ministry on a contract basis. This time however we are working with the Pacific Southwest District to become a sponsor for an LCMS Korean Mission. There is much to evaluate for this step as we move forward with our evaluation and planning. An LCMS Korean Mission Church would reach out to the entire North County Korean community of approximately 4500 family units

2013 and Beyond - Where Do We Go From Here?

Over the past five years, we have put very much behind us, some by Plan and some by events such as the loss of Pr McDonald followed and then again by plan with the calling and installation of Pr Augie. The Holy Spirit has Blessed our efforts under the Leadership of Pr Augie together with Rachelle, as they work together and as we move onward from being a primarily Inward focused Ministry to transcending to an Outward focused Ministry.

With the elections this year we will see change in leadership:

- 2 Board Members will change roles, Dan Bittner as President and Ken Voertman as Treasurer
- 2 Members will remain in their roles, Rhonda Sutherlin as Secretary and BJ Lahr as Stewardship
- 7 new faces and fresh minds will join the Board to lead us into the future.

The new Leadership Team can now focus on the future with their emphasis on Ministry Growth, more Word, more congregational involvement, more Spiritual growth and more emphasis on growth through service and evangelism.

In the near term there will be several facility improvements. We can look for the dedication of the Youth Lounge very shortly followed by the first phase of expanding our Fellowship patio, called the 3rd Place, to become an inviting place for Preschool parents to linger and chat, enjoy our after service fellowship on a comfortable patio environment and have special fellowship activities as well.

This is the Year to put our energies into forward progress and action. And, you the members need to be the ones that can make this happen. How, by prayer support, by participating and by volunteering as we are lead by our Pastor and our Congregational Leadership Teams.

*It has been my privilege and honor to serve you over these past four years, The Holy Spirit has Blessed me and he has greatly Blessed our Congregation, may we now join hands and hearts and move together in Faith to be a Lighthouse to our Community and a haven for the lost and the seekers to come to know and grow in their love for Jesus Christ....Our Savior.*

Preschool

Submitted by: Dan Bitner

Our mission is to provide a quality education in a safe, loving, Christ-Centered environment. We are committed to a program where: individuality is respected, curiosity is encouraged, effort is rewarded, success is recognized, and children are nurtured and valued. Redeemer by the Sea Lutheran preschool recognizes that children are unique and valued members of God's family. We are committed to providing activities designed to stimulate and promote emotional, social, intellectual and spiritual growth. Through monthly chapel attendance, the word of God is taught, songs of praise are sung, and our students learn that Jesus is their savior and their friend.

Highlights

- Preschool Board
- Bobbie Ankenbrandt
- Dan Bitner
- Cindy Brown
- Joan Wilson
- Shelley Lynaugh
- Russ Hanthorn
- Preschool Director
- Cindy Brown

- January - Pajama Day
- February – 100th day of school celebration; Speech/language/hearing test; registration for 2012-13 school year begins.
- March - Parent/Teacher conferences. Conferences are conducted for parents of the 4 year old, Bonus and Kindergarten children.  
  
3rd annual Redeemer Reads – In March we had our 3rd annual Redeemer Reads Ceremony. One of the many innovative and impressive events that have been added to a busy school calendar is the annual Redeemer Reads awards celebration. The focus is on our Kindergarten students, all of whom have read 100 books since the beginning of the school year.  
  
Preschool kids sang at a Lutheran Women's Missionary League meeting (followed by hugs all around.)
- April Easter celebrations - “Creator God, thank you for making so many different flowers and plants. I want to help you by looking after them.” Amen.

Community Outreach

Visits to convalescent homes - The kindergarten classes take the spirit of the Christmas season into a neighborhood convalescent home, where the children perform their Christmas pageant, sing songs, and share stories and hugs! They always leave amid applause, waves, and smiles.

Continue to do our “Pennies for Change Program” which benefits the San Diego Food Bank.

We raised \$650 this year and we also are able to donate 50 backpacks filled with 6 complete meals for all 50 children that received them.



LWML/ Women’s Ministry

Submitted by: Kathy Seemann

Highlights

- d. Angel Tree
- e. Fall Festival
- f. Easter Brunch
- g. “Baby bags” for newborns, includes hand-decorated burp cloths
- h. Mite box: where one drops loose change at end of day, e.g. and that change accounts for thousands of dollars of mission grants annually
- i. New member/baptismal/confirmation gifts/funeral remembrances; refreshments are provided when appropriate.
- j. Valentine cookie boxes: congregants submit names to receive boxes of homemade cookies; usual recipients are grandchildren at college, military personnel, or those with health needs. (As with the Christmas card project, a Thrivent grant covers the cost of boxes and postage.)



Women’s Ministries/LWML runs on a spartan budget, with great reliance on donated goods for individual projects. To support our activities, we pass the basket for donations at our meetings and make phone calls for special events.

Extremely generous with their time, the women of RBTS routinely support all projects/activities that promote the mission of being a “lighthouse to our community and the world.”

Testimonial

Ever since I became a Lutheran and a member of RBTS in 2009, I have been overwhelmed by the generosity, cooperation, and spirituality displayed by the ladies of Women’s Ministries/LWML. They are a delight to work with and represent our faith and congregation admirably.

What’s Happened in 2012 and What’s Ahead for 2013

- Besides conducting the “business” portion of the meetings, LWML offers interesting & varied speakers to its members, e.g.:
1. On September 11, 2012, John Russell, retired Riverside firefighter, shared his first-hand slides from September 11, 2001.
2. In 2012 the kindergarten class entertained with songs.
3. In 2012 Luann Goedert demonstrated her skill in dessert making.
4. Coming in January 2013 is a visit to the GIA, Gemological Institute of America, in Carlsbad.
5. Coming in February 2013, an author talk featuring Cardiff resident Eric Blehm, NY Times bestselling author of two nonfiction military stories from the war on terror: The Only Thing Worth Dying For and Fearless.

Founded in 1942, LWML is the official women’s auxiliary of the Lutheran Church, Missouri Synod. All women who are members of Lutheran Church, Missouri Synod are automatically members of the organization.

At RBTS the organization falls under the more general heading of Women’s Ministries. This report will enumerate activities of both Women’s Ministries and LWML.

Highlights

Ongoing committees for LWML include:

1. **Altar/Communion:** the chair (currently Suzanne Hanthorn) organizes the preparation and clean up of the communion trays.

2. **Sunshine:** the chair (currently Carolyn Schmaltz) sends cards of congratulations, wellness, condolences to members of the congregation. The prayer chain, headed by Joanne Brandt, supplies the information.

3. **Stamps:** the chair (currently Marilyn Swearingen) collects donated stamps and sends them to Zone headquarters. Collectors buy stamps from Zones throughout the country and profits fund many mission projects.

4. **Sewing:** the chair (currently Kathy Seemann) organizes monthly sewing meetings; sewers take projects home. Currently, the projects include walker bags and lap robes which are distributed to four convalescent homes at Christmas time. Just completed was a special project with Camp Pendleton, the sewing of Christmas stockings to send to Marines in Afghanistan. In January, the group will start sewing “pillowcase” dresses for the 2013 holiday season delivery.

5. **Programs:** the chair (currently BJ Lahr) organizes the monthly presentations.

6. **Coupons:** the chair (currently Norma Russell) collects and mails coupons to our adopted military base in Japan.

7. **Christmas cards:** the chair (currently Mavis Ward) coordinates the assembly of packets of Christmas cards, complete with postage, delivered to convalescent homes. (Thanks to the efforts of Ann Doering, we have been very fortunate to receive a grant from Thrivent for postage for several years.)

8. **Pacific Southwest District:** the chair (currently Norma Russell) reports on news from our “Zone” and attends executive meetings. Twice a year members attend a Zone rally. In April 2012, RBTS LWML hosted the meeting.

The following activities usually fall under the more general heading of Women’s Ministries/LWML:

- a. Organizing Sunday coffee fellowship

b. Decorating church at Christmas

c. Selling cookbooks (recipes submitted by members and preschool)

Women Ministries/LWML current officers:

President

Kathy Seemann

Vice President

Norma Russell

Secretary

Joanne Brandt

Treasurer

Alice Lehmann



Preschool

Highlights

- June - Annual Preschool Art extravaganza. Art from all classes, including 3 & 4 year olds and Bonus & Kindergarten, are put on display for parents to view. All masterpieces are available for sale at \$20 to raise money for our school.

God Bless America Drama Presentation - The Drama Group Students dressed up to portray some of our country’s most distinguished and famous personalities, and sang spirited and joyful declarations of love for God and our Nation including the Star Spangled Banner and Glory, Glory, Hallelujah! I can only imagine how pleased God must have been looking down on this scene....

June – Graduation was held in the Church Sanctuary and included a slide show of Preschool photos taken during the year.

Breakfast with the Board – To stay in touch with the Preschool, Board members attended a very successful meet and greet at the Preschool where teachers shared lots of good stories about the school year.

July/August - Summer Camp. Themes for this year included Sand and Water, Wind, Summer Olympics, Science Discovery

September - Back to School, beginning our fourth year in the new school building. We welcome back all of our existing teachers.

Teacher Dedication/Youth Sunday – Each year during a Contemporary Church service, Teachers are installed in their role as a Lutheran Preschool Educator. This year, besides an ice cream social, we also had some of the children helping out with Greeter duties.

October - Crazy Hair Day; School Photos are taken

November - Fall Festival included lots of fun-filled activities including "jumpsies", face painting, crazy hair, games, a silent auction, and much more. The Church Fellowship Hall was also open during the Festival for those needing a little breather from the festivities! This annual fundraiser will allow us to purchase new materials for our school and this year the event grossed \$10,200.

December - We hold several Christmas performances to allow all classes to participate. The children are eager and excited about the Christmas performances. They came dressed in their Sunday Best” and as always give outstanding performances. There are always many smiling proud parents and grandparents in the audience.

Teachers

- Michelle Agg

Lindsey Anguiano

Kim Boon

Stephanie Dabney

Tanya DeLaby

Kim Filips

Lindsay Finney

Stephanie Imlay

Missy Kolts

Lori Lauffenburger

Joyce Lee

Marian McDaniel

Marion McKone

Debbie Milne

Nichole Rumps

Bonnie Shanahan

Taylor Sherreitt

Carolina Smith

Nicole Surya

Nicole Welty



Testimonials

*Words cannot express our gratitude for giving our child the opportunity to be part of such a wonderful preschool program. You and your staff are such loving, kind, and gentle folks. Our child will miss you dearly. May the Lord bless you all and continue to shine his grace upon Redeemer.*

*You’ve assembled the most talented, loving & creative teaching staff at RBTS. Each of you have been our family for the past 2 years. Working together you’ve invested your hearts and souls into our lives. You’ve allowed me to grow as a mother in your safe haven. You had me at, “learning should be fun, they’re kids!” You stayed true to this with hand-on, tangible, physical learning and done with Christian love.*

*I remember our very first meeting last May and I left so encouraged about the school at Redeemer and your leadership there. I could tell that you loved God, your teachers and your students. You set such a positive tone and environment for kids, parents and teachers to be a part of. May God continue to use you for his service and glory in touching the lives of many kids and parents!*



What’s Ahead for 2013

We are looking to adding a music class to the enrichment offerings.  
We will purchase Physical Education equipment with the funds from Memorial Gift.  
Communications improvements - We are adding a note to the registration form to let parents know they will be receiving the Church e-News. This will help our Church communications and will also help reduce the amount of paper being sent home.

What’s Ahead for 2013

Fellowship creates events so that members and non-members can socialize and have fun together in a Christian environment. It’s an opening for people to get to know each other, outside of church services  
It also gives members a wonderful way to participate with one another.

Here are several ways to get involved in the Fellowship Ministry.  
Events (Marketplace, Hoe-down, Church Picnic, Chili Cook-off, Progressive dinner and more)

- Chair & Co-Chair
- Advertising: newsletter, bulletin, website, posters, flyers, newspapers
- Food: menu, shopping, preparing, serving
- Games: planning, creativity, set-up, running, prizes, take-down
- Entertainment: planning, creativity, obtaining entertainers.
- Decorations: creativity, planning, making, purchasing, set & take down.
- Logistics: set-up, tear down, equipment, plan, map

Soup Suppers —6 weeks during Lent Wednesdays

- Chair coordinator.
- 6 captains—one for each week.
- Captains helpers — 3 for each week set-up, clean-up
- 6 cooks soup makers
- Logistics set-up tables chair, take down

Voters Assembly

- Chair & helper
- Sign-up sheet or connection card for food 2 weeks prior
- Bulletin announcement 2 weeks prior
- Order & purchase food. Prepare, serve, set-up clean-up
- Small Events - house tours, lunch, stepping stones, Rogers garden tour.

- Chair
- Creative idea
- Advertise
- Sign up on connection cards
- Make reservations and arrange time

Event Leaders

**Lent Suppers**

Barbara Gehring

**Voters Assembly**

revolves

**E-waste collection**

Barbara Gehring

**Easter Big Day**

Barbara Gehring /  
Mary Ann Meinardus

**Meet & Greet**

revolves

**Chili cook-off**

Rhonda Sutherlin /  
Hilda Kalaidjian

**Ice Cream Social**

Mary Ann Meinardus

**Church Picnic**

Hilda Kalaidjian /  
Rhonda Sutherlin

**Fall Festival**

**Marketplace**

Barbara Gehring /  
Hilda Kalaidjian

**Progressive Dinner**

Dorothy Doughty



Fellowship is a service ministry which main objective is to enroll Christians into playing together. (Socialize) We are committed to the church’s growth and continued membership, with our Lord’s purpose in mind.

**Fellowship Team**  
**Social friendships**  
Mary Ann Meinardus  
**Provide Food for meetings**  
Ellen Bitner  
**Community events**  
Barbara Gehring  
**Small member events**  
Rhonda Sutherlin

**Highlights**

- **We actually have always had a full team for the last 4 years.**
- **We have members come and go, which are always replaced by another member who wants to play with us. We currently have 10 members. We meet every 4<sup>th</sup> Tuesday of the month, 6:30 to 8:30pm.**
- **We are looking at new leadership in 2013 and excited about new ideas. The team is losing 2 members due to other RBTS commitments. Everyone else on the team is continuing on with our new leader. We are certain we will attract new members.**
- **Our team motto is “We pray and play together”**
- **We are always trying to achieve church participation in our events.**
- **The church picnic this year was the largest we have had.**
- **Chili Cook-off was disappointing & a lot of work.**
- **Marketplace & cakewalk needed more members participation**
- **What’s needed is other ministries to support our events, by being involved.**



Our Sunday School goal is that children will be discerning and critical of what they hear and learn in everyday life, through an intimacy with the word of God. We live in a world where everything is ambiguous and nothing is true. Children need to know that they can go to the Bible to find truth. God’s word is truth. Our teachers come to the classroom prepared and optimistic about teaching the living text of the Bible and the love of the Gospel. Children are given a sufficient knowledge of the Bible, along with the skills to interpret it, so that they can find the Bible accessible and useful in everyday life. Our Sunday morning program includes: Nursery for Infants and Toddlers (8:30am to Noon), Enrichment opportunities between the 8:30am and 10:30am services for all ages. Classes include a complete Sunday School program for Pre-K thru 6th Grade, which complements the 10:30 curriculum; Children’s Choir; Jr. & Sr. High and Adult Bible Studies. Sunday School classes available during the 10:30am service include Pre-K through sixth grade. The curriculum materials used include “Kingdom Quest” from Kids Kount Publishing and “Bible in Life” from David C. Cook.

**Education Chair**  
Dan Bitner  
**Traditional Bible Study Leader**  
Don Howard  
**Video based topical Bible Study Leader**  
Justin Finke  
**Registration Leader**  
Nikki Meyer  
**Supply Coordinator**  
Melanie Burkholder  
**Large Group Coordinator**  
Rachelle Iadicicco

Gordy says  
“Hi Kids!



Community Outreach

VBS was a great success, thanks to the 60 volunteers, including 16 youth; the 100 kids that attended had a good time. The Free Wheelchair Mission was also a big success and between VBS and the Congregation we raised over \$9,500; enough for 148 wheelchairs!

## Highlights

- In February we began a new video based Bible study, with **Fireproof your marriage** (based on the movie) as the first session. Other studies through the year have included **Crazy Love**; **Courageous**; and the **Next Christian**.
- On Palm Sunday our Youth Choir sang and the Children use palm branches to reenact Jesus' triumphal entry into Jerusalem as a part of the service.
- On Easter Sunday, we had our traditional Easter Egg hunt, with the Youth Group hiding the eggs and providing the support to help the little ones have a good experience.
- In July, children had the opportunity to participate in our Vacation Bible Study (VBS) week, where we have a mixture of crafts, music, games and music all focused on Jesus.
- Rally Day is held in September and signifies the beginning of a new Sunday School year. The day includes promotions and this year also included changing to a new curriculum titled Kingdom Quest; all went well and all the Teachers liked the way it worked.
- Our Christmas Play, held in early December, is a highlight for the Sunday School year as the children celebrate the miracle of Christmas. The children work hard memorizing lines and learning the songs and are rewarded with a fun celebration after the play.
- Decorations in the Sunday School area are being updated and more will be installed over time to keep the environment interesting and inviting for the children.



## Donations made December 2011—November 2012

- Wheelchair: \$9,641.37
- District: \$6,000.00
- Amelia: \$1,500.00
- Jr. High Group Retreat: \$1,485.00
- Benevolent: \$490.78
- Baby Bags: \$213.08
- EWaste Event: \$366.25
- Searcy Conference Host: \$185.62
- Life Journals: \$393.80
- Care Ministry (cancer, grief): \$414.79
- First Time visitor gifts: \$1,492.52





Evangelism

Submitted by: Tom Burke

Develop, coordinate and administer Evangelism and Missions Ministry for the church.

First Time Visitors Telephone Contact

Mavis Ward & 20 callers

Mitchell Thorp 5K Walk/Run

Bobbie Ankenbrandt—15 walkers & runners

Best Practices for Ministry

Pastor Augie and 3 other attendees

Easter Door Knob Hangers

Tom Burke and 15 members

Lutheran Hour Mission U

Pastor Augie & Tom Burke

Fall Festival Evangelism Booth

Tom Burke & 6 members

Highlights

- Year long - First Time Visitors Telephone Contact
- January - Mitchell Thorp 5k Walk/Run
- February - Best Practices for Ministry Conference, Phoenix, Arizona
- March - Easter Knob Door Hangers
- May - Lutheran Hour Mission U, Faith Lutheran Vista
- November - Fall Harvest Festival Evangelism Booth



Community Outreach

First Time Visitors Telephone Contact  
Mitchell Thorp 5k Walk/Run  
Christmas & Easter Door Knob Hangers  
Fall Harvest Festival Evangelism Booth

What’s Ahead for 2013

February 2 - 4<sup>th</sup> Annual Mitchell Thorp 4k Run/Walk  
October - Sweet Adelines International Music Workshop

Sunday School

Submitted by: Dan Bitner

Testimonials

VBS-Wheelchair Mission: I was inspired by Sunday's services with the special guests sharing the details on the Wheelchair project. I also enjoyed directing the children in their two songs for the congregation during second service. I thought the attendance was up for both services and was blessed to be a part of praising our Lord.



VBS-Wheelchair Mission: AMAZING GRACE, HOW

SWEET THE SOUND. The service was outstanding, the message equally, and the children were the sweet frosting. Attendance at the late service should show us that a conduit for Jesus' Grace is often through the children.

Easter Sunday: We praise Jesus for the gift of a wonderful Easter and we are so thankful for the church family in creating such a warm environment to invite friends (food, Easter egg hunt, little gifts for the kids). Thank you for shepherding all of these wonderful ideas.



Nursery: Mrs. Julie-just wanted to be sure to mention again just how much we appreciate her. She has such a genuine soul and loves the children. We are so grateful for her. It is beautiful to see how the kids can attach to her as she is there consistently each week. She creates such thoughtful crafts each week. And cares for the children so well encouraging them to sing, share, and learn about Jesus. It is a gift to know her :-)

What’s Ahead for 2013

As a way to instill interest and focus on Sunday School, we are planning to create a program where the kids can earn ‘Bible Bucks’ for certain things in their class, like Bible verse memorization, and then a prize counter to redeem them for prizes.  
Continue upgrading our decorations in the Sunday School area to help keep the children excited about coming to class.  
Continue refining the video based bible studies to reach a growing number of our Members.

Pre-K—12th Teachers

- Bonnie Shanahan  
Clare Donovan  
Don Howard  
Elizabeth Denton  
Heather Finke  
Justin Finke  
Linda Janssen  
Laura Cline  
Marc Shaw; Rhonda Sutherland  
Tanya Finnerty  
Tracey Kiernan
- Substitutes (Teachers / Registration):**  
Bobbie Ankenbrandt  
Erika Burke  
Evonne Salyer  
Jo Brandt  
Jo Voertman  
Laura Hanson-McFeaters  
Sabrina Shaw

## Stewardship

Submitted by: BJ Lahr

The goal of the stewardship program is designed to emphasize stewardship education, spiritual gifts and financial gifts.

### Team Members

Betty Jean Campbell-Lahr

Dave Berrier

Bonnie Brunner

Faye Bacon

Suzanne Hughes

Audrey Wickstrand

### Stewardship Servants

Stewardship journey talks by Rhonda Sutherlin, Carl Gehring, Jake Mancini and Ken Voertman.

Don Winslow, head elder, selected the journey talk speakers.

Don Howard conducted the stewardship adult Bible Study on Sunday morning between services.

Faye Bacon and Evelyn Meyer were prayer warriors in the chapel during January 8th and January 15th services.

Stewardship Sunday brunch coordinated by Ellen Bitner, Jan Bishop, Sandra Burger and the stewardship committee. Paul Lahr assisted with set up.

Rachelle Iadicicco provided on-going clerical and data entry assistance.

Mary Ann Meinardus distributed giving and Christmas fund envelopes in the pews.

### Highlights

- **2012 stewardship program – January 8th-January 22nd.**
- **New stewardship materials designed that highlighted the program goal and the RBTS’s ministries**
- **Established a Christmas Fund program for the month of December 2011 with 4 areas of emphasis**
  - \* **Benevolent fund**
  - \* **Youth ministry**
  - \* **Amelia’s surgery**
  - \* **Missions fund**
- **Distributed giving envelope boxes.**

### Results

**Results of the 2012 program highlight the successful impact –**

- **63% increase in number of pledges received from 2011.**
- **30% increase in amount pledged.**
- **83% of pledged general fund monies received by August 31, 2012.**
- **52% of pledged building fund monies received by August 31, 2012.**
- **36% of congregation have completed spiritual gift inventories.**
- **47% increase in the number of household regularly attending RBTS.**

## Elders

Submitted by: Don Winslow

The Elders this past year have strived to maintain a close relationship with those family units and individual congregants within their respective assignments. They visit or call on members regularly including birthdays, anniversaries and in times of hardship or distress. The Elders maintain regular church attendance themselves and have been available to support the Pastor during worship services.

In 2012, the Board of Elders (BOE) has expanded from 6 to 9 members to support the increasing Elder role & duties of our growing RBTS ministry.

### Head Elder

Don Winslow (L-M)

### Elders

Marcus Shaw (A-B)

Ed Meinardus (C-E)

Charles Finney (F-H)

John Palmer (I-K)

Doug Sandow (N-R)

Russ Hanthorn (S)

Lyle Meyer (T-Z)

Carl Gehring

### Highlights

- **BOE assisted with Sunday Healing Prayer & anointing of congregants.**
- **Elders trained to administer communion to shut-ins**
- **BOE assisted with set-up of popcorn concession for the “GOD on Film” series**
- **BOE’s conducted 1st and 2nd year confirmation student interviews**
- **Elders assisted PA at all Holy Week and regular monthly communions**
- **Elders assisted Pastor at all Baptisms, New Member & Memorial services**
- **BOE conducted an annual evaluation of Pastor as charged in church bylaws**
- **Elders created a Point Of Contact (POC) list for improving communications between worship service support groups**
- **BOE have drafted a Benevolence Fund Policy for near term approval**

### Ministry Leads

Ed Meinardus for spearheading the Photo Directory effort

Doug Sandow for championing the Veteran’s Day activities

Lyle Meyer mostly single handed providing Elder support for Sunday Contemporary service

Russ Hanthorn as point man for the Free Wheelchair Mission drive

### Community Outreach

Brother C. Finney has donated many community support hours as a volunteer driving a tractor at the Carlsbad Flower Fields

### What’s Ahead for 2013

Expand our communications within worship service support groups – greeters, ushers, etc., to assure a welcoming environment to 1st time visitors and guests.

Foster tighter communications with Evangelism, Stewardship, Fellowship ministries.

BOE need to evaluate the past, find remedies for weaknesses in the present and project improvements for the future of RBTS.

Encourage one another to continue and expand shut-in contact and support projects.

Search out candidates for further expansion of the BOE number to stay responsive with the needs of an expanding congregation.

# Testimonials

Free Wheelchair donation - You know, I am not the least bit surprised, but then I have been running the Birthday Celebrants Group for several years now. We do have a loving, caring, generous congregation.



Youth Sunday -I thought everything in the second service went very well. I enjoyed the sermon and the youth participation was great. The children's choir was a delight.



VBS - I thoroughly enjoy working with the Chancel Choir, the Children's Choir, the Sunday School, Vacation Bible School, singing and playing the piano, and working with our church staff to provide meaningful worship experiences for our congregation. The people who attend and serve each Sunday are an inspiration to me as well.



# What's Ahead for 2013

Continue developing and expanding our Youth activities.  
Continue to improve facilities to support our youth programs.  
We welcome Patrick and Nick Clauder who will be leading regular Bible studies with the Senior High youth.

# Stewardship

# Outreach

75% of the funds received through the 2011 Christmas Offering Program went to outreach—\$4,500!



THE BAD NEWS IS I LOST EVERY PENNY I OWNED IN SOME BAD INVESTMENTS ... THE GOOD NEWS IS I'M FINALLY READY TO START GIVING 10%

# What's Ahead for 2013

- On-going, as needed, create stewardship information letters.
- On weekly basis, create a brief 'stewardship thought for the week' insert for the Sunday bulletin.
- Monthly, compose a stewardship article for the Reflections highlighting stewardship issues and spiritual education.
- On-going, implement the spiritual gift inventory and talent survey, plus provide stewardship awareness information as part of the new member orientation program.
- On-going, continue to encourage all members to complete the spiritual gift inventory.
- By November 2012, organize a committee to design the 2013 stewardship program (with the goal of 90% returned pledges) for Sundays January 27th and February 3rd having the remainder of the month of February to include a Volunteer Appreciation Sunday and further pledge collection, as needed.
- During the month of December, distribute the giving envelope boxes and as needed to new members throughout the balance of the year.
- During the month of December, place Christmas Fund envelopes in the pews (areas of emphasis are the benevolent fund, Lutheran World Mission Project-Malaria, coffee cart and equipment and the youth ministry.
- During the months of January, May and September provide feedback related to the progress of each member's 'financial giving'.
- Weekly, implement First Time Givers program (establish a process for identifying FTGs, compose materials --letter/e-mail, brochures, and purchase devotional).
- On-going, provide information for giving options (i.e.: credit card...)
- During 2013, pursue the idea of implementing a Ministry Fair



Our goal is to develop a vibrant Youth & Family Ministry Program, which supports the needs of Redeemer by the Sea and helps foster relationships and facilitate fellowship within the congregation. Activities and events are intended to help our Youth grow and actively live out their Christian faith.

Education Chair

Dan Bitner

Youth Band

Joe Flatt

Date Night

Tracey Kiernan

Clare Donovan

Samaritan’s Purse

Jenny Swick

Youth Group

Confirmation BBQ fundraiser

Tom Andre

Kathy Hemphill

Shelly Lynaugh

Mother’s Day Breakfast

Ken Voertman

Patrick Kiernan

Kevin Lynaugh

Ralph Hemphill

Jerry Ankenbrandt

Dean Miller

Dave Berrier

Youth Group

Highlights

- The High School youth had a bowling night during Christmas break where 10 kids went to the AMF lanes in San Marcos. They also attended a Bible Study at the park on a Sunday afternoon.
- The Junior High Confirmation Class attended a three day retreat at the Thousand Pines Christian Camp in Crestline in early March. The retreat is designed to be a change of pace that is focused of relevant learning. The Confirmands sponsored a luncheon fundraiser at the Church to help defray the cost and raised \$767 for that purpose.
- In March, several Youth attended the Rock and Roll Worship Roadshow in San Diego.
- For Mother’s Day, the Youth again hosted a pancake breakfast. By all reports, the pancakes, sausage and fruit were good and this was a welcome treat for all the Moms who appreciated the effort.
- In April, a six week class on getting out of debt, called the Good Samaritan Program got underway. The video series is from Christian Financial Counseling.
- In July we had our annual VBS program and the Youth played a major role in conducting the event. We had 60 volunteers, including 16 Youth serving as group leaders. This is a week long program and included Bible study, Crafts, Games, Music and a Mission project supporting the Free Wheelchair Mission organization.



Community Outreach

Providing support for Samaritan’s Purse – Operation Christmas Child by pre-wrapping the shoeboxes.



Highlights

- One of our objectives is to have a more Teen-friendly meeting area and to that end, we have been doing some major renovation to our current Youth Lounge. To help things along, a number of our Youth got together and helped paint the room.
- In September, we had 20 people attend a Faith and Fellowship Night at Petco; it included a Padre game and then after that a Stellar Kart music concert. The Youth donut fund donated \$200, which was used to lower the ticket cost for those attending to \$7.00.
- Samaritan Purse - Operation Christmas Child is a project to share the Good News of God’s greatest gift -His Son, Jesus Christ- with boys and girls around the world. To support this gift program, our
- High School Youth got together in mid-October for a ‘wrapping party’, where they put Christmas wrapping on a number of shoeboxes to be picked up by Church Members and filled with gifts that will be sent on to the needy families.
- Redeemer sponsors a Date Night event every other month that has up to 50 children attend. While children are being entertained, the parents have the opportunity to hear a short Christian message and then enjoy an evening out. Support from the Congregation, including the Youth has been great and we plan to continue the program.
- On the four months a year that include five Sundays, we dedicate the second service of last Sunday of the month as a Youth Sunday. The Youth serve as Greeters, Readers, Ushers and provide some additional talent for the Praise Band. In September, we also had Preschool children who had attended VBS partnering as Greeters.

VBS

- Russ Hanthorn
- Nikki Meyer
- Rachelle Iadicicco
- Laura Cline
- Joan Wilson
- Andrea Fulton,
- Suzanne Hanthorn
- Ellen Bitner
- Jan Bishop
- Karen Heiser
- Jenny Swick
- Liam Iadicicco
- Erin Johnson
- Dallas Shaw
- Amy Belknap
- Gary Wilson
- Linda Janssen & daughter
- Kristie
- Chuck Denton

Youth Lounge remodel

- Chuck Denton
- Ken Voertman
- Buck Lehmann
- Chet Bruning
- Youth Group