

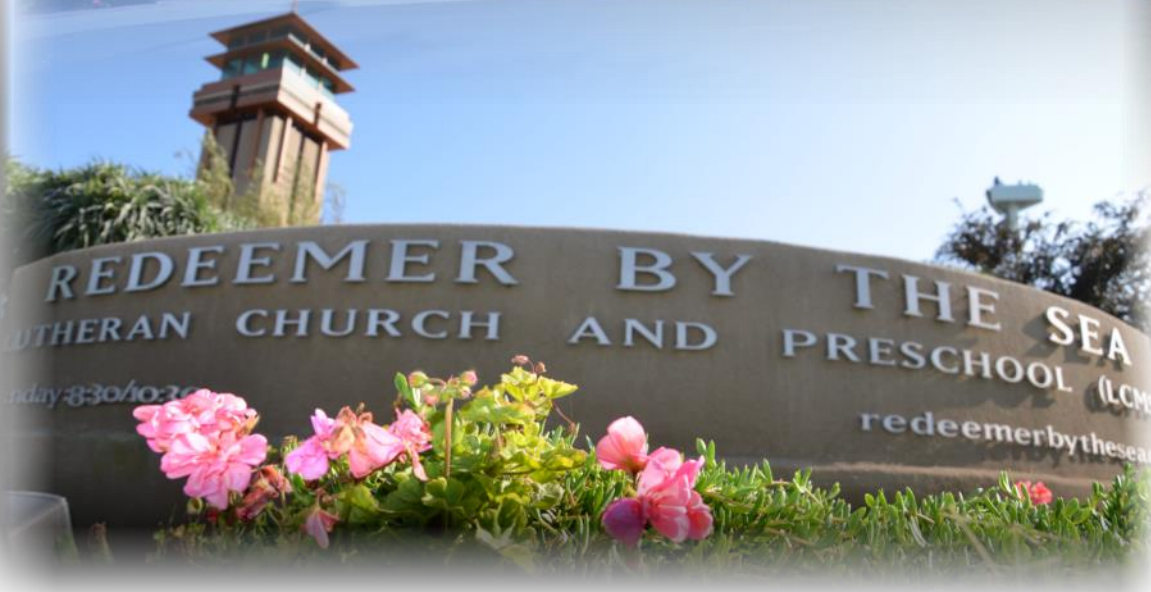
Redeemer by the
Sea Lutheran
Church,
Kindergarten &
Preschool

2015 Annual Report



A Look Inside

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“Reaching Our Community for Christ”

“... you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.” (Acts 1:8)

Recently our ministry leaders adopted an exciting ministry vision – to be a church family “joining Christ in our community!” While that is a new vision statement for 2016, it expresses the heart of our congregation for 2015 as well. A look through the pages of this report will show you numerous and varied ways in which Redeemer joined Jesus in our community, and served as His witnesses!

The work and ministry of Redeemer revolves around the main areas of **WORSHIP – GROW – AND SERVE**. Each of these areas affords a different emphasis in terms of the witness of our congregation. In **WORSHIP**, we witness Christ's Grace and Mercy through Word and Sacrament. This year we have continued to grow in our worship attendance, membership and baptisms. The congregation's offerings continue to be strong. This not only is an expression of our faithful worship, but it allows our ministry to continue as a beacon of light in our community! In the area of **GROW**, we have enjoyed our first full year with our new Family Ministry Director. Our Grow Team has continued to increase participation in Growth Groups and Christian Education Opportunities. Our Fellowship Team has partnered with a



number of ministry teams and groups to enable our members and guests to get to know each other better. This year we determined to **SERVE** our Community with at least 1,000 hours of service by our members and attenders. The response to this initiative was so overwhelming that we achieved more than 2,000 hours of community service! What a great way to witness to Christ's Love for our community.

In addition to the goal of 1,000 hours of community service, Redeemer set a goal to establish a Growth Group Infrastructure. Great progress was made on this goal, including establishing a regular pattern of Growth Group signups and leader meetings. All



of our Growth Groups are now catalogued online and can be registered for electronically. We established a goal of creating Community Awareness. In 2015 we celebrated our 25th Anniversary and used this as Redeemer's first direct mail campaign, sending out more than 15,000 invitations to our community through the mail. We also blessed our community with a Family Fun Fest and started a concert series as a vehicle to invite the community to our campus. Finally, we had a goal to improve our Worship Experience. In light of this goal, the elders established a process of annual celebration and training of the dozens of volunteers that serve on Sundays. We believe that the experience that our guests enjoy on a Sunday morning is critical to the likelihood that they will return.

As you consider the significance of the items mentioned above, consider also that in 2015 ...

We reached out to **96 local families** that **visited our church for the first time** this year with welcome cards and gifts. **39 of those families returned for a second visit.**



We had **29 people** take our **Church 101** "Discovery Track" membership class.

We received **31 new members** this year, and **baptized 16 souls** into the Body of Christ.

We undertook a number of **energy saving projects** this year – including changing most of the lights in the sanctuary and narthex to LED, tinting the upper layer of windows in the sanctuary, and installing a solar power system that is projected to provide as much energy as we currently consume each year. This will yield an immediate savings of about \$1,000 per month, and more than \$1 Million over the life of the equipment, especially as energy costs increase.



We upgraded **our website** to provide a more user friendly development interface and also a **cell phone app** that should roll out in early 2016.

Our **preschool and kindergarten** continues to serve our community with excellence.

We supported the ministry of **Kathy's Legacy, Food for the Poor, Grace Home in India, Grace Latino Ministries, The "Seed Company" (Bible translation), Lutheran Hour Ministries, Lutheran World Relief, Lutheran Global Village, Salvation Army Oceanside, and the Semper Fi Fund** 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 **\$18,500**.

By God's grace we have been able to **reduce our mortgage principal** by more than \$153,000 this year.

Our elder board expanded our member and **benevolent care** to allow us to serve more people in need. This year's Benevolent & Scholarship assistance totaled more than **\$6,500**, and the elders sent out a Christmas card to each of our member households.



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**.

What a joy to see the Lord working through us all to bring glory to Jesus!

Building on what God has done this year, we look forward to 2016 with anticipation! Only God knows the future, but whatever may come, we will continue to witness to the grace and mercy of Jesus Christ in our lives and in our community!

In ministry with you, Pastor Augie Iadicicco





This has been another busy and rewarding year here at Redeemer by the Sea. Our Church is maturing and with that come many blessings. We also see the challenges and opportunities ahead of us and thankfully our volunteers and staff workers have been up to the task.

Worship, Grow and Serve continues to provide the framework for what we do, knowing that on that last day more souls will be in Heaven because of what we are doing today. Here are some ministry related mentions:

- We are blessed with a Sunday School program that provides a wonderful and inviting learning experience for the young children. A diorama the children created, depicting various events like Noah and the Ark and Jesus's birth in a stable, helps them grasp the truth that the Bible gives us.
- In a change from the way we always did it, our children's Christmas play was again on a Saturday. This is the second year and clearly was a home run. Having the entire event focused on the children provides a better learning experience for them.
- We are finding new ways to serve the community and our Redeemer Serves events are planned to be a routine activity in the future.
- We are expanding our role in the community through an open Growth Group (Small Group) program. To help plan for growth, our Fellowship Committee has recast their role to become more of advisors and support for groups who want to plan and host events.
- We have a renewed focus on making the Worship Service special.
- Our "Backstage with the Bible" VBS was once again a big hit, reaching close to 150 children. This success over the years suggests the possibility that adding a youth summer camp may be a good upgrade.
- The week after our VBS, we provided facilities for a week long Christian Etiquette camp.
- We continue to look for ways to grow our Youth Group, including weekly get-togethers, retreats and youth gatherings.
- Our Mission support remains active and, in addition to our District contribution, we have directly supported Grace Home in India; Grace Latino Ministries in Escondido; Lutheran World Relief (Earthquake/Disaster); Lutheran Hour Ministries; Lutheran Global Village; and Harvest International Ministries in Kenya. Our support also included youth participation in two mission trips.



2015 Church Council

President

Dan Bitner

Vice President

Dave Taylor

Secretary

Jenny Swick

Treasurer

Ken Voertman

Financial Secretary

Ken Boland

Stewardship

Barbara Gehring

Education

Julie Norby

Evangelism

Open

Fellowship

Dorothy Doughty

Head Trustee

Chet Bruning

Head Elder

Otis Haarmeyer

As we grow there will always be new facilities requirements and while we did take a pause this year, there are some upcoming plans that support our continued growth.

- Adding a visitor information facility in front of the Church;
- Remodeling of the Fellowship Hall and a couple classrooms to make them more accommodating and more flexible;
- Adding a combined Choir Loft and Praise Band area.

Another aspect of operating a Church includes some normal course of business type activities. While these things are necessary, we are always vigilant to not let them distract us from the ministry opportunities in front of us.

Business issues we managed this year include:

- We needed to modify our Constitution and Bylaws to stay within the State regulations and the guidelines set by our Synod.
- In February our revised LCEF loan terms were finalized. The favorable terms we were given is a recognition that LCEF also sees us as a healthy growing Church.
- In April, our long serving Preschool Board Chair Bobbie Ankenbrandt moved out of the area. Gary Wilson was elected by the Preschool Board and approved by the Church Council to replace her.
- In reaction to the 2014 fires, we created formal Emergency Preparedness plans that will be helpful in any future emergency.
- To be consistent in how we view evolving social trends we published a Belief and Practice policy, as recommended by our District.
- We have upgraded our accounting structure to better reflect how the Preschool fits together with Redeemer by the Sea.
- We updated our HR policies in response to new State and Federal regulations;
- Recognizing the value of current solar technology, we contracted for installation of sufficient solar panels to reduce our electrical costs to a connection type fee only.
- We are adjusting to the fact that our Church and Preschool facilities require increasing attention and maintenance due to their age. This also includes the landscaping, which is going through a renovation.
- In December, we elected replacements for three Council Members who were stepping down and a fourth to fill an empty Evangelism Chair position. The makeup of this new Council includes some wonderful dedicated Members who will continue to lead our Church in the work we see ahead of us.

It has been a privilege and an honor to serve in my role as President of Redeemer by the Sea this past year and I thank all of you who helped to move our Church forward during that time. For the Members who have dedicated their time and stepped up when needed, be it an event, or joining a committee or board, please know how much I appreciate it. While we know it is the Holy Spirit that saves, we also know He uses us as tools to help in reaching the lost.



This past year was a very busy one for the Trustees. Here is a look back at some of the work we accomplished and a look at what's ahead for 2016

Solar Project: In March 2015, the Church Council directed a committee to research the possibility of installing a solar power system on the property in order to reduce our electric utility expense. Cost analysis indicated that savings could be very significant. The potential savings over 30 years is likely to exceed \$3 million or more in electric utility expense. At the June Voters Assembly meeting, the congregation approved moving forward with installation of solar on the buildings not to exceed a cost of \$220,000.



Solar Symphony is the company who won the contract to install solar at Redeemer. Work on the sanctuary and school is complete and we are very close to final inspection and permission to operate the solar panels (estimated to be in January 2016). Total cost of the project is \$154,795 and funding was provided by LCEF. No contingencies required additional funding so we came in well below max budget of \$220,000.

As Christians, we should be good stewards of the earth and things He has given us. There are many positive reasons to install solar. It will take away risk of significant rates hikes by SDGE in the future. We will reduce the use of fossil fuels and lower emissions to the environment. And of course, we will save millions of dollars in electric expense at Redeemer in the future. We are very excited to finally turn the switch "ON" this year.

Landscape: In December 2014, Rocky outlined a long term seven-step plan to update and improve Redeemer's landscape. To date, five of seven steps are complete. The two remaining steps are to remove invasive brush from the east pad and renew the NW corner of Black Rail and Poinsettia.

Landscape Contract: RLC, Inc is our new landscape maintenance company who comes highly recommended. We have been very pleased with their performance so far. We have set priorities with RLC and the next major areas of focus are removing the invasive Pampas grass from the east lot and improving the look of the Northwest corner (Poinsettia and Black Rail).

Cleaning contract: Priority Building Services is our new cleaning service company. Their work has been exceptional and provide better results at a lower cost.

Trustees Work Log: Trustees and assistants created a tracker to consolidate current and future work and projects. A list of 33 action items are currently being tracked on the project log and over 40 items were completed. The Trustees recommend that six of the major projects be consolidated into one capital improvement project. Capital improvements include audio/visual installation and sound proofing Fellowship Hall and the sanctuary, building a band/choir stage, remodeling the Chapel, replacing lighting, and fixing water intrusion in the tower.

Lighting: The entire sanctuary has been re-lamped with LED lighting (over 60 light bulbs) that will cut our power usage by approximately 90% and last 20+ years. In addition to the sanctuary, we replaced over 40 other bulbs with LED and we will continue to replace incandescent bulbs with LED as they burn out. This initiative will lead to significant cost savings in the future.

Looking ahead to 2016: The major initiative will be to oversee the necessary capital improvements needed to bring the church up to date. We recommend a Service Day on campus to complete some projects. Trustees also recommend a work party to clean out all storage areas within the church. Things have been accumulating and it is time to do some spring cleaning. We will also continue our focus on landscape improvements and holding our contractors to high standards next year.

Lastly, the Trustees need your help. We are in need of a few new people who are willing to serve with us. The campus is large and in constant need of attention to keep the church and school running. It is no small task. Thank you to Chet Bruning, Buck Lehmann, Charles Um, and Jerry Meyer for your dedication and service this past year.

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.

Greatest Blessings in 2015

- Volunteer Celebration was well attended- we had more volunteers than previous years and new volunteers.
- Three new committed committee members.
- Successful pledge month, during a difficult time of year



Greatest Challenge in 2015

Finding a good time to have Pledge Sunday, a date that Stewardship can be focused on at least 2 Sundays, sermon and better attendance at the Stewardship Bible study.

Key Leaders

Barbara Gehring – record keeping, newsletters, pew cards, volunteer Sunday and leadership. BJ Lahr- 401 classes, pew cards. Kris Urdahl – pledge packet & new chairperson, Gayle Timken- journey talk/pledge packet and Arlyn Schmad – pledge packet & volunteer gifts.

We have had several compliments on our pew cards. Members of the committee have stated how smooth our pledge packets are to create. Everyone is responsible for one section of the packet. Many compliments on Gayle Timken's, Blake Bolton and Paul Lahr's journey talks.

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Thanks to Richard Germain (See Genesis 6-8)

10-06-2008

Outreach

Our Christmas collection which provides a community contribution.

2014 Salvation Army and 2015 Semper Fi Fund.



Goals for 2016

Get pledge Sunday on the calendar asap. Possible Ministry Faire?

Kris is the new Chairperson.

Our mission is to provide a quality education in a safe, loving, Christ-Centered environment.

VBS 2015, “BACKSTAGE WITH THE BIBLE” reached almost 160 registrants and our church was brimming with the smiling, sweet faces of children aged kindergarten through fifth grade. What fun!

The week of lessons that passed in a flash were: We praise God because we are fearfully and wonderfully made, The 10 commandments, All have sinned and fall short of the Glory of God, It is by grace that we are saved through faith, and We are to be fishers of men. Each day, those lessons were expanded through scripture, prayer, song, dance, craft, bible study, games, mission and choreography. The kids were so excited to come to the front and say the memory verses each day and the volunteers were supportive and encouraged them, helping them build their self-confidence and, more importantly, their faith.

Director, Melanie Burkholder and Co-Director, Jeff Moeller had a wonderful set of volunteers. Let’s highlight them!

Valerie Lynch definitely had the Holy Spirit in her this year with the Children’s Bible Study portion of the program. She has such an amazing gift of teaching and we are so blessed to have her gifts and talents and see them in action!

Dan Bitner was available to assist in any way possible, thank you, Dan! He spearheaded the Registration process this year and it went smooth as peanut butter, for sure! His gifts of organization and flow really made things seamless! Dan had a great group of folks assisting him: Bill Barnes, Dave Berrier, Robin Zale, and Barbara Gehring - who also assisted with snacks!

Nancy Golnick and her crew (BJ Lahr, Charles Um and Barbara Gehring) “cheffed-up” some tasty treats in the “catering” department. The snacks often involved the children to “create” based on the day’s lesson. God was at work through food and fellowship!

This is what is so awesome about our God: The decorations leader doesn’t even attend Redeemer!~ Valerie Thomas, a friend to Redeemer, stepped up to help with decorations despite all that was swirling around in her world. She seems to operate under the motto: “A friend in need is a friend, indeed” and we are SO thankful to have her as a friend.

Hilda Kalaidjian was exceptional in her role as photographer! She snapped some great candid photos as well as many staged photos for the children to have as memories of our fun week! Her vision of “what looks good” really came through in the photos and she has such a calming presence with the kids. If you saw her in action, you wanted to stay and see what she did next!

Charles Um and Erika Burke worked diligently on technical and sound aspects each day with the opening and closing portions. Erika was very patient with Melanie who frequently got carried-away with the joy and delight of the kids and got off schedule. :)

This year we had a chance to have some of the congregation’s teens join-in and perform skits. A special thanks to Deo Iadicicco for taking the lead and to Kyle Lynaugh, Tessa Iadicicco, and Natalie Moeller for being the actors. The skits were a great addition to the program and we will be building on that idea in years to come!



Who knew Dorothy Doughty could boogie-down? Wow! She did a fabulous job with the talent discovery portion of the week. She taught the children songs and choreography! I bet she danced more this week than any other week in 2015 and the light shining through on her face when she was with those children was just pure joy!

Speaking of “boogie-ing”.....Miss Ally Hatter, another wonderful recruit who does not attend church at Redeemer, and her adorable friend, Maddy, taught the children choreography. If you had a glimpse of them teaching the children, you truly saw God working, in their hearts and in the kid’s hearts. They were so cheerful, patient and engaged! This portion of VBS is so important because the kids can always use some “wiggle” time and how better than to sing and dance praises to God?

The choreography and the Mission outreach were both staged in the sanctuary this

year. The very talented, Kim Glassman, lead the Mission portion of our program. If you walked into the sanctuary while she was teaching, you sat down and listened. She was so engaging with the kids and took the time to really prepare her lessons and adjusted them to the kid's levels. She is a gifted teacher and strong in the faith and she's also VERY creative, creating a goal chart for the children to achieve by the end of the week. She recalled a story about one little boy bringing his whole piggy bank into VBS to donate to the Seed Company - our Mission - which is an organization that translates the Bible so that people all over the world can read about Jesus. Our goal was to raise enough money to translate six verses which would be \$210. God is soooooooo Good! We raised almost \$500!! Did I mention God is soooooooo Good?!



In keeping with the Backstage theme, Set Design was the craft portion of the program. Liz Ford and Shelley Lynaugh, with helpers Nia Evans, and Olivia Aubertin constructed some beautiful and meaningful crafts reflective of the daily themes. "Pick Jesus" t-shirts and necklaces that reminded us of the redemptive grace of our Father in Heaven were favorites with the kids.

Intermission, or games, was lead by Zachary Moeller and his helpers, Ty Hejny, Marcus Delker, Cohl Capano, and Ethan Aubertin, had a blast with the kids. It's a beautiful thing to see a young, faithful man like Zachary, take the time and energy to not only mentor to his helpers, but also to the VBS kids. God at work through play, YAY!

At Redeemer, we want to make it easy for parents to volunteer as they desire. If you have children too young to participate in VBS, we offer childcare in our nursery. This year, the very loving and caring, Carol Gray, worked in the nursery the whole week. She is an exceptional caregiver and we were so blessed to have her. We offer many thanks to Windy Esperti for suggesting her mom, Carol!

Sometimes you don't know what you are going to need and it's nice to have someone around to fill-in the gaps. Lisa Menante was instrumental in providing that for Melanie and others. She is the most flexible person to work with and always concerned about making sure everything is taken care-of. She is a delight and we are so lucky to have her servant's heart at Redeemer!

Rachelle Iadicicco is the Producer of many, many documents and flow charts and lists.....lists after lists after lists of things that we need to make the week work. She is just a fantastic lady and her mad-skills did not go unnoticed by anyone that had a hand in this year's VBS.

The Roadies: WOW! The roadies were constantly with the kids, accompanying them from station to station and attending to their needs. And, as kids go, some were needier than others. That's cool with our roadies because they were flexible, and approached the children with love. We have to remember, we don't know what kind of life a lot of the kids have because they come from all over North County to attend our VBS. We have them for a week and we have the privilege of imparting the Good News of our Salvation through Jesus Christ. Our roadies did an exceptional job. Here's who you can thank: Karen Krause, Laura Cline, Clare Donovan, Joy Ferguson, Phillip Carmack, Natalie Moeller, Ellie Hamilton, Kadya Brotman, Emma Delker, Megan Clark, Mitch Batherson, Deo Iadicicco, Jessica George, Kate Huppert, Tessa Iadicicco, Kyle Lynaugh, Nia Evans, Rachel Moeller, Emy Kiernan, Julia Denton, Kendall Glassman, Noah Pheneger, Tom Burke, Laura Cyphers, Cassandra Cyphers, Liam Iadicicco, Heather Foster, and Carol Tufte.

Saving the BEST for last, Pastor Augie was amazingly effective at instilling the day's lessons with the kids and imparting the wonderful message of God's love. He helped keep the program running smoothly all week and was always available to the Director and Co-director for guidance.

The life of everyone who participated was enriched through the use of our time, talents and gifts. All of the songs are available on YouTube: Superstar, The Bible Book Bop, The 10 Commandment Boogie, and Stories will bring you joy - young or old! It is our prayer for you that you can wake up every morning and start your day by singing and dancing and praising God and all to His Glory!

Our mission is to provide a quality education in a safe, loving, Christ-Centered environment.

Greatest Blessings in 2015

The greatest blessings in 2015 were many.

The following are only a few:

Watching the excitement of the children as they worked together to create "The Story".

The success of the Christmas Pageant & Jesus' birthday party.

The growth of our Sunday School.

The teachers.

The children.



Greatest Challenge in 2015

The need for more teachers for both services.

Volunteers in various areas.

The Check In process.

Space/Classroom functionality.

What's Ahead for 2016

One of our main goals in 2016 is introducing the Faithweaver Now curriculum to both the teachers and the children. This series has a unique way of connecting the Bible and Christ's teachings to their everyday lives. To create an atmosphere that is fun and encourages the children to share the word and invite their friends, thus growing our Church & Sunday School.

Utilizing "The Story" church wide gave parents a tool for further discussion at home. It is so important that we continue with a similar format. We received nothing but positive comments regarding the diorama and the Christmas Pageant (that included a birthday party for Jesus). Let's do it again!!

The Family Fun Fest was the biggest outreach event this past year for both children and adults. Perhaps this could become our "signature event"!!! Some of the 4th & 5th Graders also took part in an outreach program packaging meals for the hungry at The Summit in Irvine. This is an annual event that will be offered again this year. We will continue to find other outreach programs to involve the children and parents. Watching these little servants of the Lord grow both physically and spiritually is so rewarding; why not be a part of the future of our church – the Sunday Schools? God bless and keep serving the Lord.....

Key Leaders

The key leaders for the Sunday School are the teachers, without them we couldn't function. Leaders by class are:

Melanie & Rocky Collins	8:30	PreK thru 5th
Liz Ford	8:30	PreK thru 5 th
Shelley Lynaugh & Kim Glassman	10:30	Grades 4-5
Bonnie Shanahan & Rachel Moeller	10:30	Grades 1-3
Tanya Finnerty, Clare Donovan, Nikki Meyer & Gretchen Bolton	10:30	PreK-K
Suzan Colgan	10:30	Large Group
Lisa Richey & Jo Brandt	10:30	Check In/Registration
Elizabeth Denton & Laura Cline	10:30	Substitutes
Gary Wilson		Music
Heidi Busch		Christmas Pageant

The Praise Team leads the music for the Sunday Contemporary Service. We intend to provide a meaningful worship atmosphere that is both welcoming and exciting.

Greatest Blessings in 2015

- Easter and Christmas
- Continued Youth Sundays with more guitar students
- Church Picnic
- 25th Anniversary Family Fun Fest



Greatest Challenge in 2015

Jordan leaving Redeemer for other career opportunities

What's Ahead for 2016

- Continue improving the worship experience at Redeemer
- Explore adding services & additional events outside of service
- Work with Redeemer in expanding its music education programs

Everyone seems very happy with the music. We receive compliments every Sunday.

Key Leaders

Joe Flatt—team leader, guitar, drums, vocals, youth praise team leader

Emily Michel — vocals

Lori Batherson — vocals

Nick Clauder — piano

Patrick Clauder — bass guitar

Jim Mullen — drums



Community Outreach

We played for the 25th Anniversary Family Fun Fest, which was a big success!

To serve the church by developing, coordinating and administrating an effective Family Ministry to the church by providing leadership to and supervision of

Greatest Blessings in 2015

Bringing Julie Norby and Kim Glassman onto the Grow Team.

Developing with Pastor Augie the annual leadership retreat.

Coordinating 2 Redeemer Serves! experiences.

Launching our Growth Group ministry.

Collaborating with an outstanding team to produce the Family Fun Fest.

Participating with 11 youth on Mission Pomona.

177 people registered for Growth Groups



You young people have inspired our congregation. Thank you for your service to us. Sharon Wearp, St. Paul Lutheran, Pomona CA

Community Outreach

Developed and hosted a VBS ministry for St. Paul's Lutheran, Pamona.

Nearly 400 community people attended the Family Fun Fest.

Raised over \$4000 for Kathy's Legacy.

Completed over 210 hours of community service through Redeemer Serves!





Greatest Challenges in 2015

Mobilizing parent and youth leadership teams.

Creating a visible subculture of youth.

Developing the infrastructure for Growth Groups.

What's Ahead for 2016

Developing a faith-based summer daycare camp.

Enabling our high school youth to participate in the LCMS National Youth Gathering.

Hosting adult spiritual retreats.

Expanding our Growth Group hubs.

Clarifying a vision for Children's Ministry.

Exploring community education opportunities.

Mobilizing leadership teams within family ministry.

We really appreciate Sunday School at the 8:30 service. Thank you again! Andrew & Sarah Tochtermann

Family Ministry Servants

Sr, High Youth Ministry – Doug Cyphers, Angela Cyphers, Joe Flatt

Jr. High Youth Ministry- Elizabeth Denton, Liz Ford, Shelley Lynaugh, Lisa Menante

Redeemer Serves!- Eva Bruning, Barbara Gehring, Rachelle Iadicicco, Lisa Menante.

Date Night- Clare Donovan, Dan Bitner.

8:30 Sunday School- Melanie Collins, Rocky Collins, Liz Ford, Valerie Lynch.

Family Fun Fest- Rhonda Sutherlin, Tanya Finnerty, Liz Ford, Shelley Lynaugh

Highlights

Our 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.” Elders are focused on providing members’ and prospective members with a positive worship experience, spiritual growth, opportunities to serve, and caring for our members.

To accomplish this mission, elders focused on a new “Quad” leadership structure. This structure provided leadership in each of the four focused areas. The leaders for each of these four areas were: Otis Haarmeyer, head elder and leader of the administrative area; Lyle Meyer, leader of worship experience; Jim Brunner, leader

of spiritual growth and involvement, and Dave Berrier leader of member care and benevolence.

Besides the routine responsibilities the elders were involved in, they also accomplished the following:

- Restructuring to new “Quad” Leadership
- Periodic communications via weekly and monthly newsletter
- Pastor’s annual review and evaluation
- Making significant changes in member care contact program
- Involved in committees and participation regarding special services and events

Otis Haarmeyer



Lyle Meyer

Charles Um



Jim Brunner

Head Elder

Otis Haarmeyer

Elders

Charles Um

Ken Swick

Chuck Krause

Dave Berrier

Jim Brunner

Carl Gehring

Lyle Meyer

Wayne Chapman

Carl Gehring



Chuck Krause



Dave Berrier



Ken Swick



- Recommended and supported tinting sanctuary windows
- Involved in planning and participation of “Family Fun Day”
- Involved in planning and participation of 25th anniversary
- Sponsored training event for Sunday Service Teams / enhancing worship experience—one of Redeemer’s goals for ‘15
- Provided benevolence to those that sought minimal financial help
- Sent Christmas Cards to all members

Wayne Chapman



What’s Ahead for 2016

- Attend Redeemer’s Annual Planning Meeting in January
- Focus on ’16 goals from Redeemer Planning Session and help to attain
- Focus on continuing to enhance elders effectiveness in our ministry

FELLOWSHIP PURPOSE: *To refresh, enhance and strengthen the spirit of fellowship within our church family and to develop within our congregation the desire to be in fellowship with each other.*



In 2015 the Fellowship Committee was given a new mandate to help prepare the church for growth. Our new focus is to provide event planning support and organizational support to the various groups within the church. We accomplished this through many ways – Event Guidelines and checklists, planning documents, inventory/supply control and promoting use of the Church Community Builder Database. We also coordinated the Lenten Soup



Suppers, Coffee Fellowship, Annual Picnic and Christmas Party – all of promote social interaction and

Church which fellowship within the congregation.

Fellowship has been blessed in many ways this year. Although we lost the large majority of the team (we are down to 4 people), with the change in focus we were still able to be successful in our efforts. Our greatest blessings include:

- Feedback from congregation members thanking us for our efforts
- Successful events involving a variety of members
- Creation of the “Event Assistants” team to help automate solicitation of volunteers for various projects.



FELLOWSHIP GOALS: To help make Redeemer an inviting place where people want to be with a connected family of friends and believers. Develop procedure manuals and planning templates. Create a group willing to assist as needed with event activities and support. Create and maintain a “Fellowship Event Calendar”.



While we have been greatly blessed we have faced some challenges. Change is difficult, and we have struggled in some areas such as:

- Creating a tracking system for inventory control
- Soliciting enough volunteers for various projects
- Enticing more wide spread participation from congregation members – we still tend to have the same volunteers for every project





What's Ahead for 2016

- Continue to refine planning guidelines to include numbers of volunteers needed for small, medium and large events
- Develop and implement supply inventory control procedures.
- Continue to provide support and guidance for groups sponsoring events
- Expand use of Church Community Builder Database for event planning

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

What do people say about our ministry?

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:

- Tom & Lois O'Donnell - Dear Dorothy, Thank you so very much for all the work you do to make Redeemer by the Sea such a special place. You, Hilda, Rhonda and Ellen did a great job of organizing the annual church picnic that was held today. We had two other commitments so couldn't stay long, but enjoyed the opportunity to visit with some of the folks we don't often see. Just wanted to let you know you're appreciated. God Bless, Lois and Tom
- Don & Jo Brandt - Hi Dorothy! Just had to let you know what a fantastic job your Fellowship Committee did last night. The Christmas Party/Dinner was absolutely wonderful. From the moment we arrived with valet parking, most gorgeous setting, wonderful food and drinks, singing, decorations, everything was perfect. Our host and hostess, Jim and Karen, were charming and so gracious to have us. What I am trying to say is THANK YOU, THANK YOU, THANK YOU!!! AN EVENING WE WILL NOT FORGET. Blessings, Jo



Community Outreach

While not officially a Fellowship project, my entire team was involved with the RBTS 25th Anniversary Celebration. The Community Outreach portion raised \$4230 for Kathy's Legacy Foundation!

- To provide opportunities for the youth of our church to experience God, deepen their faith and gain tools for life SO THAT they may live for Christ and serve others.
- To equip our parents and families to teach their children about God and guide them to Christ SO THAT they live Christ-centered lives and bear witness to Him.
- To enrich and transform the lives of adults in our church SO THAT they may put God's Word into practice in their various life stages and situations.
- To connect every person in our Congregation in a healthy small group SO THAT they grow closer to the Lord and closer to one another.

Greatest Blessings in 2015

- Vacation Bible School-Melanie Burkholder and her team had another great year! Over 150 students participated and had a wonderful time learning the books of the Bible, the Ten Commandments and how to be saved by grace through faith.
- Rally Day was a huge success. Rhonda Sutherlin spearheaded this event and a great time was had by all. The Sunday School students were highlighted throughout the day!
- The addition of Sunday School during the 8:30 service. We now have 10-12 students who regularly attend and we are going to begin rotating our Sunday School teachers between the 8:30 and 10:30 services. Thank you to Rocky and Melanie Collins for their support and efforts with this endeavor.
- Youth Mission Trip-Jeff Moeller and 13 students participated in a Youth Mission Trip to Pomona, California.
- Blessing of the Back Packs-All students were invited to bring the backpacks to church and Pastor prayed with them as they began their school year.

*The Story Diorama-
"Unbelievable what
the children and
teachers did to tell
"The Story!"
"Great Job!"*



*The College Care
Packages: "The
Care Package was
awesome! I loved
the head
massager!"*

- Recognizing and praying for our Outbound College Students before they left for school. College Care Packages were delivered to all of our students who are in college.

Key Leaders

Kim Glassman is leading Our Family Connections Ministry and Rhonda Sutherlin oversees our Sunday School program and Julie Norby is our Chair- person. And of course Jeff Moeller is our fearless leader/ staff member.



- Family Fun Fest-WOW! What a terrific day for our church and community!
- Birthday Party for Jesus aka The Christmas Pageant. Over 80 people attended this event!
- “The Story” Diorama was amazing! The students were able to demonstrate their understanding of The Story by creating a Diorama of various scenes: Beginning with the Garden of Eden and including Noah, Moses and others. The children even created “clay-mation” characters to place on the path that connects each of the Story Boards.



Christmas Pageant: “It was so cute & I liked the format!” “The birthday party was a lot of fun-we enjoyed the dinner, the beautiful cake and the fellowship!”



Greatest Challenge in 2015

Our team is small, but mighty. This has been our greatest challenge-Filling leadership vacancies-this will definitely be a focus for next year.



Goals for 2016

- We are looking forward to introducing a new curriculum for our Sunday School classes. Additionally, we are in the process of determining a new theme for our Sunday School. It is time to retire the Under the Sea theme.
- We are excited to be planning for our new Summer Camp to be offered to families in the community who need day care throughout the summer.
- We are considering offering a Retreat in the fall. Still to be determined will be the focus-Some options are a Woman’s Retreat or an Adult Retreat.

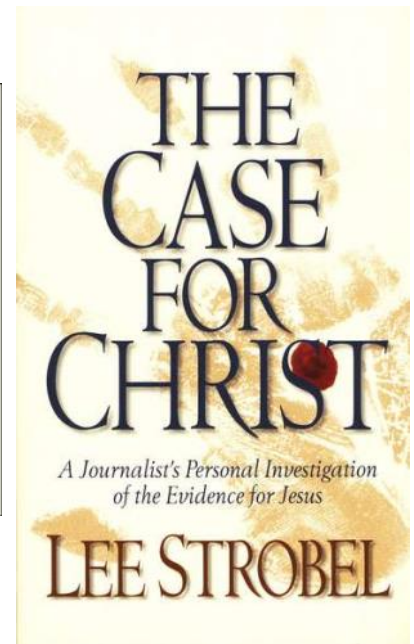
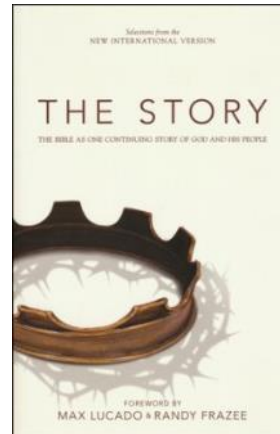
Outreach

The Family Fun Fest was a highlight for our team. It was great to see so many members of our church AND members of our community coming together in fellowship!

Evangelism

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

- District: \$6,600
- Benevolent: \$2,645
- Salvation Army Food Bank \$1,545
- Scholarships: \$4,515
- Care Ministry (cancer, grief, gifts): \$923
- Give Away gifts: — Bibles, DVD's Books \$1,150
- Lutheran Hour Ministries \$615



- Lutheran World Relief \$750



- Mission Trip for Patrick Clauder \$1,690
- Lutheran Global Village in Africa \$500
- Grace Home in India \$250
- Grace Latino Ministries \$500
- Kathy's Legacy \$777, in addition to what was collected from Basket Sales, LVML, Ice Cream & cook book sales in the amount of \$3,488
- Food for the Poor \$100



LWML (Lutheran Women's Missionary League) is the official women's organization of The Lutheran Church-Missouri Synod. The LWML supports mission outreach and personal spiritual development. All women of the congregation are members of LWML. If desired, a member could become active in the national organization which stresses gospel outreach, mission grants, and mite boxes. For further enlightenment, visit www.lwml.org.

Highlights

Mission Projects

Mite boxes

We currently donate annually to Lutheran Bible Translators (Janet Borchard) and Mission Aviation Fellowship.

Committees

Altar/Communion: prepare for Communion on appropriate Sundays.

Sunshine (sending cards of support/get well/condolence

Prayer Chain: receive and disseminate requests from members.

New member/baptism/confirmant: present small token to remember the event.

Sewing (walker bags to convalescent homes); 2015, delivered 55 bags to Sunrise.

Angel Tree: 2015, RBTS donated over 160 children's gifts to Camp Pendleton.

Valentine cookie project: mail over 100 boxes of homemade cookies to recipients submitted by members of congregation.

Thorpe race: make crosses to be handed out along the route.

Funerals/Memorials: if desired by family, organize reception in Fellowship Hall.

Easter Celebration: organize & serve refreshments on Easter Sunday.

Care & Concern: provide food and/or transportation for short term needs.

Ongoing projects:

Mite boxes: RBTS consistently ranks as one of the top contributions.

Coupons: after a brief hiatus, coupons are once again being sent to a military base.

At RBTS, LWML meets monthly Sept-June, with Dec & June as dinner meetings. Our monthly meetings feature business and speakers or projects.

Members of RBTS appreciate the work of LWML but convincing women to hold office is our greatest challenge, followed closely by an eternal struggle to encourage younger members to become active in the organization.

2016 officers: Barbara Gehring, president; vice president, vacant; Mary Ann Meinardus, secretary; Ellen Bitner, treasurer.



Women Ministries/LWML current officers:

President

Kathy Seemann

Vice President

Norma Russell

Secretary

Joanne Brandt

Treasurer

Ellen Bitner



In Memorial

Theo Krumrey 6/30/1921—1/22/2015

John Patrick Ender-Palmer 7/25/1921—2/7/2015

Jim Houston 10/31/1934—2/8/2015

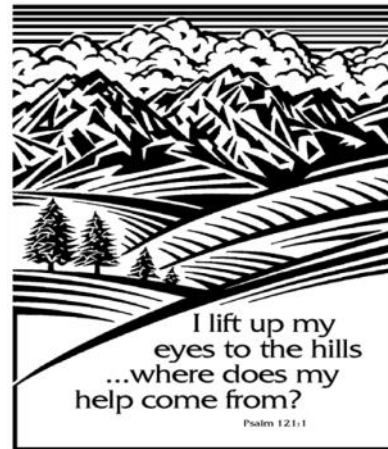
Marge Smith 5/25/1924—2/27/2015

Dorothy Mae Dahlen 5/5/1926—5/10/2015

George Wilson 12/2/1918—5/30/2015

Constance Westlake 1/23/1924—6/24/2015

Garadina Whittaker 10/13/1926—10/4/2015



Baptized into Christ

Alexandra Leigh Asbock 1/25/15

Ella Marie Asbock 1/25/15

Luke Steven Tochtermann 2/22/15

Jackson Arthur Matricardi 3/8/15

Amelia Jean Hinton 3/22/15

Lauren Marie Gallo 5/3/15

Benjamin Michael Whittenton 8/23/15

Elizabeth Sariah Whittenton 8/23/15

Nathan Verner Whittenton 8/23/15

Scarlett Allys Pappas 10/18/15

Anahita Bunce 11/8/15

Michael VanDuker 11/8/15

Suzanne VanDuker 11/8/15

Nathaniel Tang Mekis 12/27/15

Ariel Yuan Mekis 12/27/15

Gabriel Han Mekis 12/27/15



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.

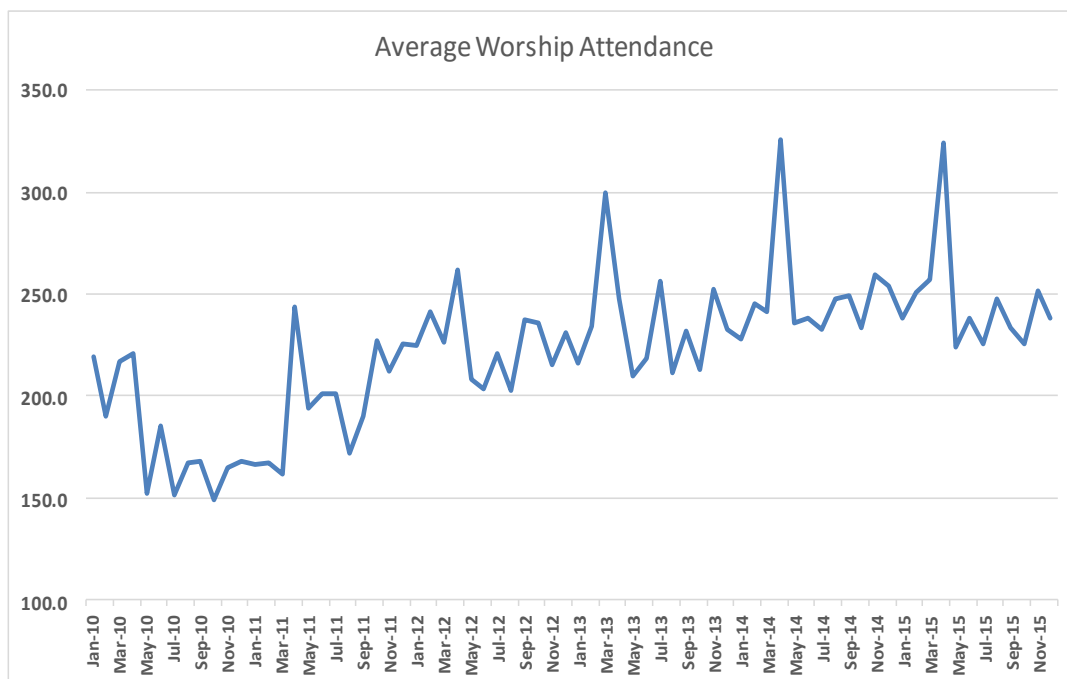
We welcome you into the Lord's family. We receive you as fellow members of the body of Christ, children of the same heavenly Father, to work with us in his kingdom.



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	2010	2011	2012	2013	2014	2015
Jan	219.0	166.4	224.8	216.0	227.8	238.3
Feb	190.0	167.0	241.3	234.5	245.0	251.0
Mar	216.8	161.8	226.3	299.6	241.6	257.0
Apr	221.0	243.5	261.8	247.3	325.8	323.8
May	152.3	194.0	208.3	209.8	236.0	224.2
Jun	185.3	201.3	203.3	218.8	238.0	238.0
Jul	151.8	201.0	221.0	256.5	233.0	225.3
Aug	167.0	171.8	203.0	211.5	248.0	248.0
Sept	167.7	189.8	237.0	231.5	249.5	233.5
Oct	149.2	227.0	235.8	213.3	233.8	225.5
Nov	164.7	212.0	215.3	252.3	259.4	251.2
Dec	167.8	225.3	231.2	232.8	253.8	238.0
Yearly	177.3	195.6	226.1	236.2	249.0	246.1

Avgs	2010	2011	2012	2013	2014	2015
Jan	17	11	17	21	23	21
Feb	14	11	16	20	27	21
Mar	15	14	13	27	29	32
Apr	10	16	14	23	33	32
May	11	12	10	18	25	30
Jun	8	13	11	17	22	29
Jul	6	14	16	25	33	30
Aug	9	12	17	21	33	32
Sept	11	18	22	25	33	32
Oct	13	16	20	27	29	27
Nov	14	13	21	33	29	30
Dec	8	17	20	30	27	29
Yearly	12	14	16	24	28	31

The Back Pew - Jeff Larson

Harold, no. Pastor said we should be involved in Christian Service, not.. have Christians SERVE US.



Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord, **1 Cor 12:4,5** NICE TRY HAROLD!

Sunday School Averages
PreK – 6th grade—note that in Sept 2014, Sunday School went to PreK-5th grade

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

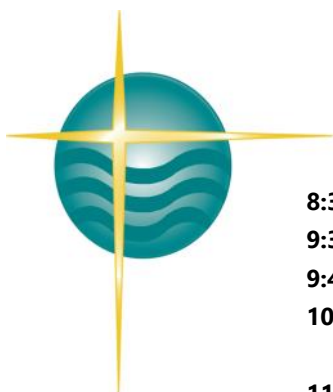
we encounter and receive the light of Christ through Word and Sacrament. Then we fan into flame and

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 (<i>dismissed from worship</i>)
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