



**Redeemer Lutheran Church Newsletter**  
November/December, 2023

**Pastor Ponderings**  
**Pastor Jack Way**

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**Advent and Christmas**

Sometimes I get immersed in the chaotic joy, as well as, the swollen and drowning calendar of this season of family time, gift giving along with, hopefully, some holy experiences related to God in Christ Jesus. Whether these events lead to worship, caroling, decorating festively, online shopping, or in-person shopping, baking, listening to oodles of seasonal songs, or more, I can discover myself involved deeply in the cultural focus that has me mindlessly trying to “keep up with the Joneses”. I must work to resist the external need to match the wonder and beauty lighting up our neighbors’ homes. More than that, I have to resist an internal force driving me to desire more. More funds to spend on more gifts. More decorations to show off our outdoor Christmas lights in contrast to the neighbors. More purchases of the newest, longer lasting, brighter, more energy efficient strings of lights for the Christmas tree. More stuff. More things to say, “yes” to doing, or additional things to attend, or merely showing up to meet my need to get approval from others.

These infinite wishes of mine about wanting to possess more and more, smash directly into those alternate dreams of God. God who has an eternal will for humanity that is not centered on constantly accumulating more. I find that I frequently change, from this cycle of my endlessly craving for amassing more during this Holy season, when I hear the words sung by Bing Crosby in the Christmas carol, “*I Heard The Bells On Christmas Day*”. The words of that carol come from a poem written by Henry Wadsworth Longfellow in 1863 as the Civil War was raging. Longfellow, an abolitionist who vehemently opposed slavery, wrote the poem still grieving the recent tragic loss of his second wife of 18 years. Not long after her death more suffering followed when Longfellow learned of their eldest son’s being shot and seriously wounded in battle. Additionally, his son had joined the Union Army without his father’s blessing. The poem was written while he was in despair over his personal losses, his anguish over the evil of slavery and the violence of war, along with misery over receiving news of his son’s being shot, and yet, not knowing whether his son would survive his wounding. Longfellow wrote his poem on Christmas Day 1863. Seven verses long, the carol sung by Bing Crosby used the first two and last two verses of the poem.

*I heard the bells on Christmas Day their old familiar carols play,  
and wild and sweet the words repeat of peace on earth, good-will to men!*

*I thought on how the day had come, the belfries of all Christendom  
had rung so long the unbroken song of peace on earth, good-will to men!*

*And in despair I bowed my head; “There is no peace on earth,” I said;  
“For hate is strong, and mocks the song of peace on earth good-will to men!”*

*Then pealed the bells more loud and deep: "God is not dead, nor doth He sleep;  
the Wrong shall fail, the Right prevail, with peace on earth, good-will to men!"*

Yes, hate in our world can be strong and mock the song of peace on earth, good-will to all people. Yet, as the story of God through the birth of the Christ child promised over 2,000 years ago, and still promises both for today and for tomorrow, *"God is not dead, nor does God sleep"*. Yes, God intends to fulfill those eternal faithful promises God has made to humanity. As Longfellow wrote from a place of despair that was also bound together with faithful hope during a time of chaos and war and suffering and misery. He expressed faith that there will be, as God promises in Luke 2:14, *"peace on earth, good-will to all people."*

Advent anticipation and Christmas blessings be yours.

*With you a brother in Christ, for you a shepherd of Christ*

*Pastor Jack*

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### **FROM THE PRESIDENT**

#### **What's Happening at Redeemer Lutheran Church?**

December 10, 2023

Redeemer Lutheran Church has been very busy since the first of November.

On Sunday November 5<sup>th</sup> Redeemer celebrated All Saints Day. This year Redeemer had nine Saints that passed on since November of 2022.

Redeemer and Thrivent members sponsored a Ham and Chicken Give-Away on Sunday November 19<sup>th</sup> after church. The Hams and Chickens that were passed out were greatly appreciated by the recipients. Many of the Hams and Chickens were received by Redeemer's shut-ins. Thank you to Lynn Bubolz who volunteered to deliver the goods to our shut-ins.

Redeemer hosted the Community-wide Thanksgiving Eve service on Wednesday November 22<sup>nd</sup> at 6:30 P.M. There was special music by Community Choir, Redeemer Bell Choir (Redeemer Ding-A-Lings) and a special flute solo by Trish Mc Neill accompanied by Claudine Hanson, Redeemer's organist.

The evening's offering went to RACA or Rio Area Clergy Association. These offerings will be used to help people in need in the Rio area.

Then on November 26<sup>th</sup>, Bob Risgaard informed the congregation about the Rio Food pantry on how it is funded throughout the year.

I hope that we all took some time in November and thanked the Lord for all His blessings that He has given us throughout this year.

Here it is December, and another year is about to come to an end.

On December 3<sup>rd</sup> Redeemer celebrated the first Sunday in Advent.

Monday, December 4<sup>th</sup>, Right Choice started doing the repairs to the church building that was damaged by the hailstorm that occurred on April 19<sup>th</sup>. The steeple was re-roofed, which had wind damage to the shingles that caused a leak in the ceiling in the balcony. The shingles were taken off and new all new roof boards were installed. The west end and the north ends of the building were resided with vinyl siding. At this writing there still is window and screen repair that needs to be done.

All this work is being paid for by Acuity Insurance, our Property Insurance carrier. Redeemer is responsible for our deductible amount which is \$1000.00.

Today, December 10<sup>th</sup>, our Sprouts gave the message, telling the Christmas Story. They did an outstanding job. THANK YOU SPROUTS!

We still have three special services this month. The first special service will be next Sunday December 17<sup>th</sup>. This will be our Music Sunday.

Our Christmas Eve Service will be at 4:00 December 24. THERE WILL BE NO 9:00 SERVICE THE 24<sup>TH</sup> AND NO SERVICE ON CHRISTMAS DAY.

On January 31 our service will be Lessons and Carols, which gives us one more opportunity to sing many of our favorite Christmas Carols.

You know it takes a lot of volunteers and hours to have all these special services for November and December. We need to remember to tell them THANK YOU.

Our nominating committee is busy trying to fill the offices of the council that need to be filled for 2024. Please help them out by agreeing to fill the position that they ask you to fill.

The Redeemer Call committee is also busy doing their duties.

It was the church council's goal to vote on a proposed By-Law change regarding our Annual Meeting Date at our annual meeting on January 28<sup>th</sup>, 2024. We must give the congregation a 60-day notice on the vote. Since there was no November newsletter, we did not meet our goal. The council has voted to have a special meeting after church sometime in the month of February. The date will be announced later.

**Make sure that you read the article in this newsletter titled Proposed By-Law Change Regarding Annual Meeting Date. This proposal will be voted on at a special congregational meeting in February.**

Please remember that your year-end reports were due in Redeemer's office by December 15, 2023. If you are responsible for submitting a report and have not yet done so, please get it in to the office by Monday, December 18.



Merry  
Christmas

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*Larry Gorman*

Redeemer Council President



**Review/Approve Minutes from: 8-21-2023 council minutes and 8-27-2023 special congregational minutes.**

Motion was made by Dean Roberts to approve the August 21, 2023 council meeting minutes. Seconded by Rick Olson. Motion carried. All were in favor.

Motion was made by Dean Roberts to approve the Special Congregational Mtg. Sunday, August 27, 2023 meeting minutes. Seconded by Lynn Bubolz. Motion carried. All were in favor.

**NOTE: These minutes need to be approved at the next Annual Meeting.**

**Correspondence and/or Guest Comments:** None.

**Call Committee Report:**

Beth Laufenberg says there is no news from the call committee. Synod has no one to recommend to us.

**Consent Agenda (below items approved in one motion)**

**Financial Reports for:**

- a. **General Fund:** Rick Olson  
There was a \$100. shortage. Covered by memorial funds.
- b. **Bennett Mutual Fund:** Rick Olson  
See report.
- c. **Memorial Fund:** Rick Olson  
See report.

**Standing Committee Reports for August 2023:**

- d. **Property** – Dean Roberts – Written report. They looked into the cost of roofing the main roof with a quote from South Central roofing and a quote from Right Choice roofing. We have a new bigger mailbox. Property committee put a new plank floor in the sanctuary fellowship area.
- e. **WELCA** – Debbie Reiersen – Not meeting. LWR were assembled and taken to the Madison rail station by Lynn Bubolz and Lola Bortz on Saturday, September 16, 2023. 80 quilts, 4 health kits, and 99 school kits.
- f. **Social Concerns** – Lynn Bubolz – Discussed a request.
- g. **Outreach** – Steve Gilbert – Not meeting.
- h. **Stewardship** – Rick Olson – Committee will meet Monday, October 2, 2023 to begin budget process. Committee is Rick Olson, Bonnie Pribbenow-Paddock, Larry Gorman, Pastor Jack Way and Beth Laufenberg.
- i. **Lay Ministry** – Barb VonAhsen – Not meeting.
- j. **Education** – Debbie Reiersen – Sprouts will meet the 1<sup>st</sup> and 3<sup>rd</sup> Wednesday of the month at 6 p.m. starting on Wednesday, September 20, 2023.
- k. **Worship team** – Kristi Fehrman – October 1 Octoberfest service is ready to go. Working on All Saints Day and a new funeral banner.
- l. **Policy Committee** – Not meeting.

Motion was made by Rick Olson to approve financial and standing committee reports. Seconded by Pastor Jack Way. Motion carried. All were in favor.

**Staff Reports:**

**a. Pastor's Report:**

Pastor Jack Way gave a verbal report.

- Cara Luecht is the new Pastor at Family Life Center starting October 1, 2023.
- Thanksgiving Eve ecumenical service will be at Redeemer. Offering will go to RACA.
- Photo Directory – Tim Norland from Universal Church Directories can zoom with us at our next meeting.
- Social Concerns – RACA is helping 3 separate families with housing and other needs.
- Sprouts start on Wednesday, September 20, 2023 at 6:00 p.m.
- Senior choir and bell choirs have started back up.
- Pastor will be attending a Fall Summit in Mayville on October 15 and 16, 2023. We will have a guest speaker on Sunday, October 15.
- For our Octoberfest service on October 1, we will have live music with accordion, piano, trumpet, drums and a German meal.

Motion was made by Steve Gilbert to accept Pastor Jack Way's report. Seconded by Kristi Fehrman. Motion carried. All were in favor.

**b. Other Staff Members:**

**Old Business:**

a. **Pictorial Directory.** In Pastor Jack Way's report.

b. **God's Work, Our Hands Project Update**

1. School Kits were assembled on Sunday, September 10, 2023 after worship. 99 total kits.
2. We plan to paint playground equipment at Fireman's Park next year on April 28, 2024. Alternate date is May 19, 2024. The fire department will get paint and let us know.

Motion was made by Steve Gilbert to paint Fireman's Park playground equipment on April 28, or May 19, 2024. Seconded by Kristi Fehrman. Motion carried. All were in favor.

c. **Staff Reviews**

The Council Executive Committee (Larry Gorman, Barb VonAhsen, Debbie Reiersen, Rick Olson) will be doing staff reviews for all Redeemer church paid employees.

**Nominating Committee**

A letter was sent to the nominating committee – Sherri Kranz, Renee Miles and Michael Miles saying that it is time to think about filling council positions for 2024. President Larry Gorman told council that there is a Nomination Committee handbook ready with job descriptions for each position on council, and what positions need to be filled for 2024.

**New Business:**

a. **Wireless Handheld Microphones Quote**

We have 1 handheld microphone. Would like to purchase 2 more. A discussion was held. Motion was made by Steve Gilbert to table this item until our October Council meeting as to whether or not to purchase 2 new microphones. Seconded by Lynn Bubolz. Motion carried. All were in favor.

b. **2024 Pastor's Health Insurance Plan**

Motion was made by Debbie Reiersen to approve the Gold Plus health insurance plan for our Pastor for 2024. Seconded by Lynn Bubolz. Motion carried. All were in favor.

**c. Staff Review Form**

President Larry Gorman presented council with an updated Staff Review Form.

**d. Pastor Jack Way's Vacation Pay**

The Executive Committee voted to pay Pastor Jack Way his unused vacation from January 1 to June 30, 2023 per his request, even though his contract says unused vacation will not be paid.

**Thanksgivings:**

- Thank you to the property committee for laying a new floor in the fellowship area in back of the sanctuary and securing tables and chairs for the area. Also thank you to the donors who made this possible.
- Thank you to the multiple readers for Sunday services.

**Adjourn/Closing Prayer**

Motion was made by Steve Gilbert to adjourn the meeting at 8:07 p.m. Seconded by Lynn Bubolz. Motion carried. Followed with the Lord's Prayer.

**Dates to Remember:**

- Oktoberfest service with German meal after services – October 1, 2023
- Next Council Meeting – Monday, October 16, 2023, 6:00 p.m.

Debbie Reiersen  
Council Secretary

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**REDEEMER LUTHERAN CHURCH COUNCIL MEETING  
OCTOBER 16, 2023 – 6:00 P.M.**

**Approved Minutes – 11-20-2023**

**Present:** Larry Gorman, Barb VonAhsen, Debbie Reiersen, Rick Olson, Steve Gilbert, Dean Roberts, Lynn Bubolz, Kristi Fehrman.

**Late:** Pastor Jack Way, excused.

**Meeting was called to order by President Larry Gorman at 6:02 p.m.**

**Approve Agenda**

Lynn Bubolz made a motion to approve the agenda. Seconded by Debbie Reiersen. Motion carried. All were in favor.

**Devotions** were given by Larry Gorman. Rick Olson will have devotions for November 20, 2023.

**Review/Approve Minutes from: 9-18-2023 council meeting minutes**

Motion was made by Rick Olson to approve the September 18, 2023 council meeting minutes. Seconded by Steve Gilbert. Motion carried. All were in favor.

**Correspondence and/or Guest Comments:** None.

**Call Committee Report:**

Nothing new.

**Consent Agenda (below items approved in one motion)**

**Financial Reports for:**

- a. **General Fund:** Rick Olson  
There was a \$4100. shortfall. \$3,146.23. came from memorial money. \$953.77 came from Bennett funds.
- b. **Bennett Mutual Fund:** Rick Olson  
See report.
- c. **Memorial Fund:** Rick Olson  
See report.

**Standing Committee Reports for September 2023:**

- d. **Property** – Dean Roberts – Written report. New west, north and south of steeple siding was estimated to cost \$7,000. Working on 2 cupboard doors, 3 drawers, formica top for fellowship area.  
Motion was made by Dean Roberts to not put another \$7,000. toward the siding project. Seconded by Lynn Bubolz. Motion carried. All were in favor.
- e. **WELCA** – Debbie Reiersen – Not meeting.
- f. **Social Concerns** – Lynn Bubolz – Not meeting.
- g. **Outreach** – Steve Gilbert – Not meeting.
- h. **Stewardship** – Rick Olson – Finance team met. There is a draft spending plan for 2024. This plan was presented to council and will be approved soon.
- i. **Lay Ministry** – Barb VonAhsen – Not meeting.
- j. **Education** – Debbie Reiersen – Sprouts meet the 1<sup>st</sup> and 3<sup>rd</sup> Wednesday of the month at 6 p.m. First gathering they had a pizza party. There will be something in the next newsletter about Sprouts. 8 with Emily and Amelia. Could have 1 or two more. Toni, Trish, Geri, Pastor, Emily and Amelia work with the children. Would like better lighting in their classroom and the education wing hallway.
- k. **Worship team** – Kristi Fehrman – Working on November and part of December worship. Nov. 5 – All Saints Sunday, 8 people died in the last year. Redeemer is hosting Thanksgiving eve service and refreshments – Nov. 22. Music Sunday – Dec. 17. Sunday, December 24 - Christmas eve, will be a service at 4:00 p.m. only. No morning service. Sunday, Dec. 31 will be lessons and carols.

Motion was made by Debbie Reiersen to approve financial and standing committee reports a. through k. Seconded by Steve Gilbert. Motion carried. All were in favor.

**l. Policy Committee** – Steve Gilbert

Steve and Geri Gorman presented several policies for council approval. They are:

- Minutes of 10/3/23 meeting of the Redeemer policy committee
- General Responsibilities for all Council Members
- Responsibilities of Redeemer Council President
- Responsibilities of Redeemer Executive Committee
- Redeemer Staff Review Form



- President's Letter regarding Background Checks
- Groundskeeper Job Description
- Custodian Job Description – will revisit
- Administrative Assistant Job Description – will revisit
- Audit Guidelines
- Proposed By-Law Changes Regarding Annual Meeting Date (need to report to congregation 60 days prior to Annual Meeting)

Motion was made by Kristi Fehrman to accept changes as presented by the Policy Committee except for "Custodian and Administrative job descriptions". Seconded by Lynn Bubolz. Motion carried. All were in favor.

#### **Staff Reports:**

##### **a. Pastor's Report:**

Pastor Jack Way gave a verbal report.

- November 22, Thanksgiving Eve ecumenical service will be at Redeemer. Offering will go to RACA.
- Pastor attended a Fall Summit in Mayville on October 15 and 16, 2023. Topics were Leading, Building, Guiding. It was enjoyable. Saw other Pastors.
- Met with Stewardship Committee, Policy Committee, Property Mtg.
- October 29 - Reformation Sunday, wear red.
- November 5 - All Saints Sunday – 8 have passed away in the last year.
- December 10 – Sprouts Service
- December 17 – Music Sunday
- December 24 – One service only at 4:00 p.m.
- December 31 – Singing carols
- Bonnet Prairie Pastor Yvonne Marshall is retiring the end of November.

Motion was made by Steve Gilbert to accept Pastor Jack Way's report. Seconded by Rick Olson. Motion carried. All were in favor.

##### **b. Other Staff Members:**

Kristi Fehrman reported that all background checks are done except for one.

#### **Old Business:**

##### **a. Update on Portable Mics**

Kristi Fehrman is looking into this.

##### **b. Pictorial Directory (Tabled until November)**

**Master Calendar – Review future events. See attached Calendar on the bottom of Agenda.**

**New Business:**

**1. Ham/Turkey Giveaway**

Motion was made by Larry Gorman to have a ham and turkey giveaway and distribute them on Sunday Nov. 19, 2023. Money will come from Outreach and Thrivent funds. Seconded by Lynn Bubolz. Motion carried. All were in favor.

**2. Records review committee (retention policy)**

There are many files/records in the church office that should be culled. Several council members expressed that they would help go through some of the church records to see what could be discarded. Check with synod to see what their retention policy is.

**3. By-Law Change on Annual Meeting Date**

Motion was made by Steve Gilbert to accept proposed changes to the Bylaw in regard to when our annual meeting could be held. Seconded by Pastor Jack Way. Motion carried. All were in favor. This Bylaw change needs to be discussed and voted on by the congregation at our next Annual Meeting in January 2024. Congregation needs to be notified 60 days prior to the Annual Meeting.

**4. 2024 Spending Plan**

The council was presented the proposed 2024 spending plan. A discussion was held.

**Thanksgivings:**

- Our thanks to those working on the fellowship area.

**Adjourn/Closing Prayer**

Motion was made by Pastor Jack Way to adjourn the meeting at 8:15 p.m. Seconded by Debbie Reiersen. Motion carried. Pastor Jack Way said a prayer.

**Dates to Remember:**

- Next Council Meeting – Monday, November 20, 2023, 6:00 p.m.
- Ecumenical (RACA) Thanksgiving Eve Service at Redeemer – November 22, 2023, 6:30 p.m.

Debbie Reiersen, Council Secretary

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**Proposed By-Law Change Regarding Annual Meeting Date**

**CURRENT LANGUAGE:**

B10.01.01 The annual meeting of the congregation will be held the last Sunday in January. The time of the meeting will be included in the notification as indicated in C10.03 of this constitution.

C10.03. Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail or electronic means, as permitted by state law, to all voting members at least 10 days in advance of the date of the meeting.

**PROPOSED LANGUAGE:**

B10.01.01 The annual meeting of the congregation will *ideally* be held the last Sunday in January. However, in extreme circumstances, The Redeemer Council has the right to adjust the date. The time of the meeting will be included in the notification as indicated in C10.03 of this constitution.

This By-Law change will be voted on at a special congregational meeting sometime in February, 2024 – date to be announced soon.

*Larry Gorman*  
Redeemer Council President

**November Birthdays**

Pastor Jack	Nov. 3
Don Washington	Nov. 4
Alisa Porter	Nov. 13
Nancy Drehmel	Nov. 20
Grace Hinzman	Nov. 21
Trish McNeill	Nov. 23

**November Anniversaries**

Bob and Joann Skare	Nov. 9
Steve and Melanie Gilbert	Nov. 26

**December Birthdays**

Stacie Pribbenow	Dec. 1
Scott Swiggum	Dec. 2
Bev Stankiewicz	Dec. 2
Lee Roberts	Dec. 8
Norman Nobbs	Dec. 10
Helen Risgaard	Dec. 15
Norman Kearney	Dec. 15
Wayne Nelson	Dec. 20
Duane Nelson	Dec. 20 *** <i>turning 90 years old!</i>
Pam Jaynes	Dec. 22
Barb Von Ahsen	Dec. 24
Judy Sandberg	Dec. 24
Marigrace Roberts	Dec. 27

**December Anniversaries**

William and Marilyn Rowley	Dec. 11
Lee and Marigrace Roberts	Dec. 16

## October 2023 Financial Report

Financial information is being provided for transparency purposes by the Bookkeeper.

	Actual		Spending Plan (Budget)	
	September 2023	Year-to-Date 2023	Monthly 2023	Year-to-Date 2023
<b>Beginning Checking Balance:</b>	<b>\$56.43</b>	<b>\$467.45</b>	\$0.00	\$0.00
<b>Sources of Funds:</b>				
Offering:	\$7,658.00	\$77,815.57	\$11,093.75	\$110,937.50
Bennett Investment Savings:	\$0.00	\$1,768.77	\$195.83	\$1,958.33
General Savings:	\$0.00	\$36,925.81	\$0.00	\$0.00
Memorial Savings:	\$442.33	\$542.33	\$0.00	\$0.00
Other:	\$4,800.00	\$6,418.73	\$0.00	\$0.00
<b>Total:</b>	<b>\$12,900.33</b>	<b>\$123,471.21</b>	\$11,289.58	\$112,895.83
<b>Expenses:</b>	<b>\$14,354.17</b>	<b>\$134,486.07</b>	\$11,289.58	\$112,895.83
<b>Shortfall/Surplus:</b>	<b>-\$1,453.84</b>	<b>-\$10,547.41</b>	\$0.00	\$0.00
<b>To Cover Shortfalls:</b>				
Memorial Savings:	\$38.55	\$8,234.78	\$0.00	\$0.00
Bennett Investment Savings:	\$1,411.45	\$2,365.22	\$0.00	\$0.00
<b>Total:</b>	<b>\$1,450.00</b>	<b>\$10,600.00</b>	\$0.00	\$0.00
<b>Remaining funds for general expenses:</b>	<b>\$52.59</b>	\$52.59		
Remaining funds from insurance payment for storm damage repairs:	\$24,261.72	\$24,261.72		
<b>Ending Checking Balance:</b>	<b>\$24,314.31</b>	<b>\$24,314.31</b>	\$0.00	\$0.00

**Assets**

1.000.2000	F&M General Fund Checking Account	24,314.31
1.000.4000	ELCA Mission Investment Fund	4,061.61
1.000.5000	F & M Business Savings Account	61,297.86
1.000.6000	Redeemer Lutheran Memorial Fund	16,748.03
1.955.0000	Bennett Investment Savings Fund	26,269.77
	<b>Total Assets</b>	<b>\$132,691.58</b>

\*Contact the Bennett Investment Fund Treasurer for more information about the US Bank investment account not included above.

## November 2023 Financial Report

Financial information is being provided for transparency purposes by the Bookkeeper.

	Actual		Spending Plan (Budget)	
	November 2023	Year-to-Date 2023	Monthly 2023	Year-to-Date 2023
<b>Beginning Checking Balance:</b>	<b>\$52.59</b>	<b>\$467.45</b>	\$0.00	\$0.00
<b>Sources of Funds:</b>				
Offering:	\$7,301.00	\$85,116.57	\$11,093.75	\$122,031.25
Bennett Investment Savings:	\$0.00	\$1,768.77	\$195.83	\$2,154.17
General Savings:	\$0.00	\$36,925.81	\$0.00	\$0.00
Memorial Savings:	\$1,197.67	\$1,740.00	\$0.00	\$0.00
Other:	\$0.00	\$6,418.73	\$0.00	\$0.00
<b>Total:</b>	<b>\$8,498.67</b>	<b>\$131,969.88</b>	\$11,289.58	\$124,185.42
<b>Expenses:</b>	<b>\$9,001.19</b>	<b>\$143,487.26</b>	\$11,289.58	\$124,185.42
<b>Shortfall/Surplus:</b>	<b>-\$502.52</b>	<b>-\$11,049.93</b>	\$0.00	\$0.00
<b>To Cover Shortfalls:</b>				
Memorial Savings:	\$105.00	\$8,339.78	\$0.00	\$0.00
Bennett Investment Savings:	\$395.00	\$2,760.22	\$0.00	\$0.00
<b>Total:</b>	<b>\$500.00</b>	<b>\$11,100.00</b>	\$0.00	\$0.00
<b>Ending Checking Balance:</b>	<b>\$50.07</b>	<b>\$50.07</b>	\$0.00	\$0.00

**Assets**

1.000.2000	F&M General Fund Checking Account	50.07
1.000.4000	ELCA Mission Investment Fund	4,061.61
1.000.5000	F & M Business Savings Account	85,559.58
1.000.6000	Redeemer Lutheran Memorial Fund	15,550.36
1.955.0000	Bennett Investment Savings Fund	26,038.81

**Total Assets**            **\$131,260.43**

\*Contact the Bennett Investment Fund Treasurer for more information about the US Bank investment account not included above.

## **Call Committee Corner**

The Call Committee is excited to share that we have received a candidate profile and will begin interviewing in early January. We request your prayers for the Call Committee and candidate as we engage in the next step of the process.

### **Call Committee Members:**

Beth Laufenberg  
Austin Dahnke  
Bob Risgaard  
Bob Skare

Darlene Cutsforth  
Judy Sandberg  
Trish McNeill  
Pam Jaynes (alternate)

*Submitted by Beth Laufenberg*

# DECEMBER

**Sun**

**Mon**

**Tue**

**Wed**

**Thu**

**Fri**

					<b>1</b> Pastor's Sabbath Day
<b>3</b> 9:00 Worship  Facebook, YouTube FM 101.7	<b>4</b> Pastor's Office Hours: 9:30 - Noon	<b>5</b> Pastor's Office Hours: 1:00 – 3:30	<b>6</b>  6:00 Sprouts	<b>7</b> Pastor available By appointment  7:00 pm- AA Meeting	<b>9</b> Pastor's Sabbath Day
<b>10</b> 9:00 Worship  Facebook, YouTube FM 101.7	<b>11</b> Pastor's Office Hours: 9:30 – Noon	<b>12</b> Pastor's Office Hours: 1:00 – 3:30	<b>13</b>	<b>14</b> Pastor available By appointment  7:00 pm- AA Meeting	<b>15</b> Pastor's Sabbath Day
<b>17</b> 9:00 Worship  Facebook, YouTube FM 101.7  MUSIC SUNDAY	<b>18</b> Pastor's Office Hours: 9:30 - Noon  Council Meeting 6:00	<b>19</b> Pastor's Office Hours: 1:00 – 3:30	<b>20</b> 6:00 Sprouts  <i>Newsletter Articles Due for January</i>	<b>21</b> Pastor available By appointment  10:30 Covenant Place Worship  7:00 pm- AA Meeting	<b>22</b> Pastor's Sabbath Day
<b>24</b> 4:00 pm Worship Facebook, YouTube FM 101.7  Christmas Eve	<b>25</b> Pastor's Office Hours: 9:30 - Noon  <i>Christmas Day Office Closed</i>	<b>26</b> Pastor's Office Hours: 1:00 – 3:30	<b>27</b>	<b>28</b> Pastor available By appointment  7:00 pm- AA Meeting	<b>29</b> Pastor's Sabbath Day
<b>31</b> 9:00 Worship Lessons and Carols Facebook, YouTube FM 101.7  New Year's Eve Day					

**REDEEMER LUTHERAN CHURCH**  
**610 LINCOLN AVE**  
**RIO, WISCONSIN 53960**  
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**Staff & Council Contacts**  
**REDEEMER LUTHERAN CHURCH**  
If you have any comments or needs that should  
be addressed, please contact our leadership:

**THE CHURCH COUNCIL**

Larry Gorman (President)	(920) 992-3213
Barb Von Ahsen (Vice president)	(920) 992-3666
Debbie Reiersen (Secretary)	(608) 347-1952
Rick Olson (Treasurer)	(920) 992-5418
Kristi Fehrman (Trustee)	(608) 837-8144
Steve Gilbert (Trustee)	(920) 992-5219
Lynn Bubolz (Trustee)	(920) 992-3494
Dean Roberts (Trustee)	920))992-5675
Robert Risgaard (Bennett Treasurer)	(920) 992-5258
Geri Gorman (Memorial Treasurer)	(920) 992-3213

**Interim Pastor Jack Way**  
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**Kristi Fehrman – Interim Administrative Assistant** - Office # (920) 992-3553  
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**Beth Laufenberg** - Bookkeeper  
**April Severson** - Custodian  
**Kurt Johnson** - Yard Maintenance  
**Geri Gorman** - Music Director  
**Gayle Krueger** - Choir accompanist  
**Claudine Hanson** - Organist