

Redeemer Elders Chairman's Report 2014

1 Overview

During this previous fiscal year, Redeemer has been blessed in many ways. We have seen increased attendance as well as the influx of new members and visitors. The school continues to see growth and an approach to encourage that growth will be one of the resolutions presented to the voters.

The first year of Pastor Mueller's service at Redeemer coincided with the first year of the new congregational organization structure. The Redeemer Elders and Pastor Mueller worked to oversee the administration of congregational affairs using the new organization structure implemented in October 2012. Several of the proposals being presented to the congregation address issues identified by the Elders during this past year and seek to address those issues to improve the function of the new structure.

2 Actions

2.1 Outreach Committee

The congregation has been blessed with a dedicated Outreach committee whose chairman and members have been working to reach out to our neighbors. The use of the friendship register during each service has provided the ability to identify our guests and visitors and to make contact with them following the service. One of the challenges for the congregation is the need to be able to more fully follow-up with those guests and visitors.

2.2 Ministry Planning Team

During the previous year, a ministry planning team was formed to develop long-range plans to bring to the congregation for consideration. The committee has spent significant time working with Pastor Mueller to formulate a Ministry Plan for Redeemer to focus time and energy of our called workers and the congregation in a coherent direction. The committee spent significant time evaluating current congregational programs and activities and identifying purpose and approaches for those programs. One of the resulting outputs from this assessment is that congregational activities should be focused on one of two objectives:

1. Grow: Help our members grow in the Word and their spiritual maturity.
2. Go: Develop a mission-minded view to reach out to our neighbors and friends to reach those who are lost.

This committee will be a standing committee and will continue to develop recommendations for congregational consideration.

2.3 Second Pastor Considerations

The opportunities placed before the congregation to reach out to visitors, to establish a mission-minded relationship with parents of children attending the preschool and school, and other outreach efforts along with the needs to nurture the present members of the congregation point to the need for a second called worker for the church. The ability to support a second pastor is under consideration by the Elders and recommendations will be brought to the Voters when the ability to do so is determined. Our brothers and sisters at Shepherd have generously offered support over a five year period to bring a second called worker to Redeemer. At this time, the challenge is identifying how to make this sustainable past the five year support period. The school growth plan being proposed to the voters is a first step in that direction.

2.4 Soul Care

During the previous year, the position of Soul Care Elders was added under the Christian Care Elder ministry area. These men serve in the traditional role of elders, being tasked with the ministry to delinquent members and other issues of church discipline. The intent is to have those men visit, counsel and encourage, in Christian love, members who have manifested a lack of concern for the hearing of God's Word and the reception of the Lord's Supper or who have shown a general disregard for the work of the church.

Our thanks to Mr. Dan Hansen, and Mr. Romeo Martinez, and Mr. Gene Schlepp for serving in this capacity.

3 Resolutions

3.1 Resolution to change limitation non-budgeted limitation

The Elders are proposing a change to the current bylaw wording requiring the Elders obtain voters approval to make non-budgeted expenditures or loans exceeding five thousand dollars (\$5,000) to replace with \$5,000 amount to requiring the Elders to obtain voters approval to make non-budgeted expenditures or loans exceeding 2% of the annual budget. This change will allow the amount requiring approval to be tied to the budget rather than a specific dollar amount and will accommodate inflation as the years progress.

3.2 Resolution to change terms of office

The Elders are recommending changing the terms of office for the elders from two years, non-renewable to two years, renewable. The reason for this change is that it requires approximately a minimum of one year for a person to become effective in the office to which they have been elected. Thus, each elected Elder will spend one year just getting grounded in the tasks and requirements of his office and will only have one year to be effective in that office before needing to transition the office to a new person who will need to progress through the same learning process. This has a detrimental impact upon Redeemer's ability to efficiently carry out its mission. By allowing Elders elected to remain in office longer than two years, at the discretion of the voters each election cycle, the elder in office can effectively execute that office after becoming proficient at that office's requirements.

3.3 Resolution to change Voters' meeting date

The Elders are recommending changing the requirement to hold the Voters' meeting during April to hold the meeting the second week of June. Although holding the meeting in April provides significant time before the end of the fiscal year, this time of year requires that budget planning must occur at a time when significant uncertainty regarding school enrollment exists. Moving the meeting and associated planning closer to June will increase the fidelity of budget estimates and provide a better foundation for the next fiscal year budget.

4 Budget

The budget being proposed by the Elders reflects the new tuition policy previously presented to the congregation. The budget represents our plans based upon projected ministry and needs. The Lord gives the blessings and we will not spend money if it is not available. This budget represents how we plan to spend the blessings from the Lord to carry out the Great Commission.

5 Thanks and Appreciation

The Chairman thanks those who are serving in various positions in the congregation, our called workers for laboring diligently among us, and to all of those in the congregation who serve in many capacities. We rejoice for all those who labor serving the Lord with their time, talents, and treasures.

6 Encouragements

We have been blessed with many opportunities. The District Mission Board observed that the number of visitors we have is unprecedented for an established congregation. The Elders encourage all of us to adopt a mission mindset and be welcoming to all of our guests and visitors and to encourage and befriend our new members.

Respectfully Submitted,

Mark Lange

Chairman, Redeemer Elders

April 2014