



Lutheran Church of the
REDEEMER

2017 Mission, Ministries & Directory

Lutheran Church of the Redeemer

1800 West Maple Road, Birmingham, MI 48009

Ph: 248-644-4010

www.redeemberbirmingham.org

Worship Schedule

Sunday.....	8:00am.....	Chapel
Sunday.....	9:00am & 10:30am.....	Sanctuary
Monday.....	7:30pm.....	Chapel

Bible Study Schedule

Children's Sunday School.....	9:00am & 10:30am.....	Multiple Rooms
Adult Bible Study	Tuesday, 9:30am.....	Great Rm
Women's Bible Study.....	Tuesday, 6:30pm.....	Great Rm
Men's Bible Study	Wednesday, 6:45am.....	Great Rm
Positive Parenting Class.....	Wednesday, 9:15am.....	Conference Rm
Community Bible Study	Thursday, 9:30am.....	Great Rm
Youth Bible Study....	Wednesday, 5:00pm, Sunday, 7:00pm.....	Youth Rm

Holy Communion Schedule

1st & 3rd Sunday	9:00am & 10:30am.....	Sanctuary
2nd, 4th & 5th Sunday & Monday	8:00am, 7:30pm.....	Chapel

Holiday Worship Services

Thanksgiving Eve	7:00pm.....	Sanctuary
Thanksgiving.....	9:00am.....	Sanctuary
Christmas Eve Candlelight	3:00pm, 5:30pm, 8:00pm and 10:00pm.....	Sanctuary
New Year's Eve (Dinner 6:00pm)	Service 7:00pm (Communion).....	Sanctuary
Lent, Wednesdays (Lunch noon)	Service 1:00pm.....	Chapel
.....	(Dinner 6:00pm) and Service 7:00pm.....	Sanctuary
Maundy Thursday (Communion).....	1:00pm.....	Chapel
.....	and 7:00pm.....	Sanctuary
Good Friday	1:00pm & 7:00pm.....	both in Sanctuary
Easter.....	7:30am (Communion).....	Sanctuary
.....	9:00am and 10:30am.....	Sanctuary

Nursery Care provided for all Services except Monday Evenings.

Our Beliefs

We, the members of Lutheran Church of the Redeemer, here to serve God by ministering to the needs of people,

Believe THE BIBLE is the inspired Word of God, which provides people with His plan of salvation and His standard for living. (2 Peter 1:21; 2 Timothy 3:16-17; Psalm 119:105)

Believe in the TRIUNE GOD, who identifies Himself as ...

...THE FATHER, Creator of the universe, alive and active in people's lives today. (Genesis 1:1; Psalm 33:6,9; Colossians 1:16; Hebrews 11:3)

...THE SON, Jesus Christ — true God and man — the only Savior of the world. (John 14:6; Acts 4:12; Acts 10:43; 1 Timothy 2:5)

...THE HOLY SPIRIT, who, through God's Word, brings people to faith in Jesus and strengthens them in their daily lives. (Romans 1:16; 1 Corinthians 12:3; 2 Thessalonians 2:13-14)

Believe ALL PEOPLE are born sinful, separated from God, and in need of His love and forgiveness. (Psalm 51:15; Ezekiel 18:20; Romans 3:10-12,23; Romans 6:23)

Believe PEOPLE INHERIT God's gifts of forgiveness and eternal life only by believing in Jesus as their Savior. (Ephesians 2:8-9; Acts 16:31)

Believe BAPTISM, through water and God's Word, **is the means by which the Holy Spirit brings people into God's family.** (Matthew 28:18-19; Titus 3:5-8)

Believe HOLY COMMUNION, in which the body and blood of Christ are truly present with the bread and wine, **offers and reassures people of God's forgiveness and promise of eternal life.** (1 Corinthians 11:23-26)

Believe THE CHURCH is a community of Christians worshipping the **Triune God, growing in Christian faith, loving and caring for each other, and bringing others to know God's love.** (1 Corinthians 12:12-27; Ephesians 2:19-22; 1 Peter 2:4-12)

Our Core Values

Lutheran Church of the Redeemer is a church family that ...

...believes the Bible is the Word of God, which inspires all that we do as a congregation. Matthew 5:16, 2 Timothy 3:16, 1 Peter 1:23, James 2:17

...gathers regularly for worship, where Christ comes to us in Word and Sacrament Ministry. Hebrews 10:23-25, Colossians 3:16-17, Acts 2:42

...is nurtured through study and prayer. *Acts 2:42, Colossians 3:16, 1 Peter 2:2-3*

...values our relationship with Christ and one another, because God Himself values and treasures all people.

Acts 1:8, Galatians 5:13-14, 1 Peter 2:9

...exists not to serve itself, but whose very purpose comes from drawing those who are outside of God's family into His family. *Matthew 28:18-20*

Our Mission

Lutheran Church of the Redeemer is a loving family of believers,

- who seek to fulfill the Great Commandment through worship, fellowship, and study;
- who love Christ and one another; and
- who live the Great Commission by bringing the love of Jesus to others.

The scriptural basis for our mission is:

Matthew 22:37-40 Jesus' Great Command to love God and others.

Matthew 28:18-20 Jesus' Great Commission to make disciples of all nations.

Our Goals

God has blessed us with a congregation recognized for having strong children's and youth ministries. Let us continue to grow those family ministries as the cornerstone of our mission.

God has blessed us with faith, talent and resources so that we may be His instruments in adding souls to His kingdom. Through the Holy Spirit, let us sustain our present worship attendance growth rate every year going forward.

God has delivered visitors to our door. With His continued guidance, let us follow-up with all visitors until they are churching or they express the wish that we no longer minister to them.

God has blessed us with new members. Let us assure that all new members become a part of the larger Redeemer family by encouraging their involvement in any of many church activities.

God has directed us in the Great Commandment to love one another. Let us provide the opportunity for spiritual growth among all of our members, so that we express our love and support in service to each other.

God has commanded us through the Great Commission to carry out His work. Let us become involved in outreach ministries using our God-given gifts and abilities to both strengthen and grow God's Kingdom.



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Our Church Staff

The Lord has blessed Redeemer richly with a staff of gifted people who lead us in our mission and ministry. We praise Him for the skills, dedication, and commitment of these servants as they continue to lead and equip us for ministry into the future!

Rev. Randall J. Schlak, Senior Pastor 248-644-4010, ext. 119

rschlak@redeemberbirmingham.org

Church Leadership and Administration Worship and Official Acts

Social/Missions Ministries Small Group Ministry

Visitation and Pastoral Counseling

Rev. Cary M. Richert, Associate Pastor 248-644-4010, ext. 117

crichert@redeemberbirmingham.org

Visitation and Pastoral Counseling Worship and Official Acts

Altar Guild

Stewardship

Prayer Ministry

Bible Studies

Inactive Ministry

Mr. Joel Brockberg, Director of Youth Ministry.... 248-644-4010, ext. 146

joel@redeemberbirmingham.org

redeemerkamp@gmail.com

Youth Ministry

Redeemer Summer Kamp

Ms. Laura McDonald, Director of Youth Ministry

..... 248-644-4010, ext. 121

laura@redeemberbirmingham.org

redeemerkamp@gmail.com

JAMS, College Ministry, YAMS, Redeemer Summer Kamp

Mr. Gary Priskorn, Director of Men's and Senior Ministries

..... 248-644-4010, ext. 123

gpriskorn@redeemberbirmingham.org

Seniors' Ministry

Men's Ministry

Mrs. Kitty Sweitzer, Director of Women's Ministries.....

..... 248-644-4010, ext. 111

misskitty@redeemberbirmingham.org

Women's Ministry

Mrs. Nicole Olds, Director of Children's Ministries.....

..... 248-644-4010, ext. 124

nolds@redeemberbirmingham.org

Children's Ministry

Ms. Ashleigh Leeds, Minister of Outreach, Confirmation, and

Family Life 248-644-4010, ext. 120

aheels@redeemberbirmingham.org

Member Incorporation

Outreach

Confirmation

Family Life

Mr. Steven SeGraves, Director of Music	248-644-4010, ext. 129
<i>ssegraves@redeemberirmingham.org</i>	
Mrs. Kim Davis, Fellowship Coordinator	248-613-4200
Mrs. Rose Kiehle, Office Manager	248-644-4010, ext. 116
<i>rkiehle@redeemberirmingham.org</i>	
Mrs. Pam Tyndall, Office Assistant	248-644-4010, ext. 118
<i>ptyndall@redeemberirmingham.org</i>	
Mrs. Therese Scheidt, Office Assistant	248-644-4010, ext. 114
<i>therese@redeemberirmingham.org</i>	
Mrs. Lisa Macks, Accountant	248-644-4010, ext. 110
<i>lmacks@redeemberirmingham.org</i>	
Mr. Fred Suczynski, Building Maintenance	248-644-4010, ext. 113
Mrs. Pat Raezler, Director of Westmaple Preschool	
<i>westmaple@redeemberirmingham.org</i> 248-644-4010, ext. 126	
Mrs. Bethany Baker, Resident Counselor	818-515-7225
<i>bethanybakertherapy@aol.com</i>	
Rev. Milton R. Schemm, Pastor Emeritus	248-813-9747
Redeemer's Kitchen	248-644-4010, ext. 122

Our Church Leadership

***“Plans fail for lack of counsel,
but with many advisers they succeed.”...(Proverbs 15:22)***

Overseeing, coordinating, and directing the mission, goals, and ministries of our congregation requires the committed leadership of a trained professional staff and the involvement of many dedicated lay people. Leadership Teams guided by staff members direct a number of our ministries. Management Teams oversee legal matters, financial decisions, and building and grounds maintenance. The Church Office handles all clerical and record-keeping duties.

Many opportunities for participation and service exist in our Leadership and Management Ministries.

The **Leadership Team** consists of elected leaders (President, Vice-President, Treasurer, Secretary, and Chairman of the Board of Elders) and additional communicant members. They attend to the general welfare of the congregation, as well as represent the mission and ministries of the entire congregation.

The current roster of the Leadership Team is shown below:

Leadership Team

Dave Kiehle (President)	248-258-0391
Rick McDonald (Vice President).....	248-203-0859
Deborah Vanderhoef (Treasurer).....	248-647-0306
Pam Lucas (Secretary)	248-417-7876
Tony Kurnat	248-446-4004
Cliff Clark.....	248-288-3723
Marcia Doolin	248 594-9294
Jim Greenwalt.....	248-852-2595
Ray Hacker.....	248-646-3850
Aaron Olds	248-379-3014
Pat Raezler	248-641-3876
Jim Staargaard.....	216-792-7007
Rev. Randall J. Schlak	248-644-4010 ext. 119
Rev. Cary M. Richert.....	248-644-4010 ext. 117

The **Board of Elders** serve as assistants to the pastors. They concern themselves with the spiritual life of the congregation, supervising public worship, church music, church discipline and church publications. Terms last a duration of two years, with half of the group up for renewal at a time.

The current roster of the Board of Elders is shown below:

Board of Elders

Andrew Farah (Chairman)	248-862-2374
Jim Endress.....	248-646-5325
Bob Ernewein.....	248-540-5616
Bob Flynn.....	248-647-1889
John Gaenssle	248-647-5412
Paul Held	248-614-0046
Scott Kamm	248-302-4132
David Mammel.....	248-217-2319
Brian May	248-723-9033
Mike Raezler.....	248-641-3876
Rick Russ.....	248-932-0726
Tim Springer Jr.	248-770-2999
Rev. Randall J. Schlak	248-644-4010 ext. 119
Rev. Cary M. Richert.....	248-644-4010 ext. 117



Our clients inspire us. Our care will inspire you. Inspire Home Care, based in Bloomfield Hills, is available 24 hours a day providing caregivers in your home for those with Alzheimer's disease, dementia, Parkinson's disease, cancer and other issues brought on by aging as well as those injured in an accident. To learn more, **visit inspirehomecare.com** or **call 248-972-5528.**



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Bible-based Christian Education Programs

Redeemer is also served by a number of standing committees and working groups:

Properties Committee: This committee attends to the greater needs of the Redeemer facility.

Cliff Clark248-288-3723
Curtis Burstein.....248-203-6156

Redeemer Endowment Fund: The Endowment Fund receives and manages larger gifts and bequests over and above the annual budget to support seminary students and otherwise further growth of the mission and ministries of the church.

Tom Demrick248-853-0440
Tim Frost248-642-5248
Patricia Nehls.....248-338-7822
Curtis Burstein.....248-203-6156
The Congregational President: Dave Kiehle
Senior Pastor of the Congregation:Rev. Randall J. Schlak
The Treasurer of the Congregation:.....Deborah Vanderhoef

Worship Ministries

“I rejoiced with those who said to me, ‘Let us go to the house of the LORD.’” ... Psalm 122:1

The Holy and Almighty God, Creator and Sustainer of the Universe, our Triune God ... Father, Son, and Holy Spirit ... is worthy of all the praise and honor we can give to Him (*Rev. 4:9-11*). The goal of our Worship Ministries is to provide a setting in which people can gather before God, receive His abundant gifts of grace through His holy Word and Sacraments, and offer Him their hearts and spirits in praise and thanksgiving (*John 4:23-24*). Through regular corporate worship, people grow in their relationships to God and one another. Our Worship Ministries also reach many outside our congregation with the gospel of Jesus Christ.

Our Worship Ministries offer a variety of opportunities for Christian service:

Chancel Choir: *Traditional Mixed Choir. Open to all 13 or older*

Rehearses Thursday evenings from 7:30-9:00pm.

Steven SeGraves..... 734-748-0849

Redeemer Praise: *Contemporary Praise Group*

Rehearses Thursday evenings from 6:30-7:30pm.

Steven SeGraves..... 734-748-0849

Celebration Singers: *Contemporary Praise Group*

Rehearses Summer Sunday mornings prior to 10:30 worship

Katie Priskorn 248-288-5945

Redeemer Ringers: *Hand Bell Choir*

Rehearses Thursday evenings from 6:30-8:00pm.

Jim Compton..... 248-396-7635

Redeemer Brass: *High School & Adult*

Rehearses as called 11:30am Sundays.

Jimmy Greenwalt..... 248-396-3700

Altar Guild: Altar Guild serves our Lord's Church by preparing and setting in order and cleaning the sacramental vessels and linens for Holy Baptism and Holy Communion. The Guild also assists in the preparation of worship by caring for the candles and other chancel appointments, as well as general preparation of the sanctuary and chapel.

Leanna Bushuiakovish 248-288-1390

Ushers:

Brian May, Elder..... 248-723-9033

9:00am captain - Mike Grattan..... 248-641-8661

10:30am captain - Karl Bushuiakovish..... 248-288-1390

8:00am captain - Bob Stewart..... 248-544-2244

Greeters:

9:00am & 10:30am - Ashleigh Leeds ..248-644-4010 ext. 120

Acolytes: The candle-lighting, Cross-bearing, banner carrying services done by our confirmands.

Pam Lucas 248-417-7876

CD/DVD Ministry: Recordings of the Sunday morning services are available. They can be ordered through the church office. Cost is \$2 for CDs, \$5 for DVDs. You may also watch the services on Livestream at www.livestream.com/redeemberirmingham or available to listen to at www.lutheranchurch.podbean.com

Lynn Kartz (CD ministry)..... 248-538-8671

Jim Compton (DVD ministry)..... 248-396-7635

Our Savior Lutheran Church of the Deaf: A sister Lutheran congregation that worships in Redeemer. Our Savior is the oldest deaf congregation in Michigan. It has its roots in the late 1800s when the Lutheran School for the Deaf in Detroit was founded.

Bible study is on Sundays at 9:30am in the Conference Room. Their signed worship service is at 11:00am in the Chapel and 1st Sunday of the month at 10:30am in the Sanctuary. Occasional fellowship activities are planned.

Rev. Tyler Walworth 816-590-1692

Rev. T. Willard Dunseth 248-889-3978

Pastoral Care Ministries

“Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves have received from God.”

2 Corinthians 1:3-4

Our Pastoral Care Ministries help, support, encourage, and comfort people during difficult periods of their lives. The love and compassion of Jesus, the Good Shepherd, is conveyed through His representatives to those whose circumstances may cause them feelings of loneliness, fear, confusion, despair, and helplessness.

Hospital, nursing home, and homebound visitation are designed to provide spiritual care for those in need. Pastoral counseling is available by appointment. Contact with inactive members provides an ongoing challenge and opportunity for pastoral care ministry.

Specific opportunities for involvement in our Pastoral Care Ministries include:

Sonshine Greeters: Volunteers visit each member 80 years old and older on their birthday and deliver a card, flowers, and a small gift in this special ministry to our senior members.

Cherisse Baetz..... 248-646-7359

Shepherding Ministry: Contacting and befriending inactive members of Redeemer.

Pastor Richert.....248-644-4010 ext. 117

Faithful Friends: Volunteers who provide a consistent connection to our elderly and homebound – extending a hand, an ear, their heart through visits and caring interaction.

Gary Priskorn248-644-4010 ext.123

Christian Counselor: Since graduating from college, Bethany received two masters, one in Psychology with a specialization in Marriage and Family Therapy and one in Art Therapy. She is our resident counselor and available by appointment.

Bethany Baker; LMFT, ATR 818-515-7225

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Discipling Ministries

“Go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you.”

Matthew 28:19-20

It is the goal of all ministry that people will come to faith and then grow in maturity as disciples of Jesus Christ. A maturing disciple of Christ is a committed follower of Jesus who seeks to live a life marked by growth in understanding God’s Word and living in obedience to it. Our Discipling Ministries guide people into lives worthy of the calling they received in their holy baptisms. (*Eph. 4:1 and Col. 1:10-12*)

Our Discipling Ministries consist of four key components: Bible Study, Small Groups, Lay Ministry and Prayer. All four of these ministries offer opportunities for spiritual growth for each member of Redeemer.

Bible Study: Adult Bible Classes, Men’s Bible Breakfast, Women’s Bible Studies, Mid-week Bible Study, New Member Information Classes, Community Bible Class, and periodic special presentations, seminars and workshops.

Wednesday Lunch & Worship

Pastor Richert.....248-644-4010 ext. 117

Small Groups: In-home gatherings of people committed to growing together spiritually, caring for and ministering to one another, reaching others with the love of Jesus, and participating in the greater ministry of the congregation. (Leader training available as needed.)

Pastor Schlak.....248-644-4010 ext. 119

Prayer Ministry: A ministry of individual and group intercessory prayer, praise and thanksgiving on behalf of the needs of our church, community and world. Requests may be submitted via email to prayerchain@redeemberirmingham.org or by calling the church office. An active email Prayer Chain of team members is a major part of Redeemer’s Prayer Ministry. Redeemer also celebrates the annual National Day of Prayer on the first Thursday of May.

Pastor Richert.....248-644-4010 ext. 117

Children’s Ministries

“Train a child in the way he should go, and when he is old he will not turn from it.”... Proverbs 22:6

Recognizing and acting on our responsibility to assist parents in the Christian training and upbringing of their children, we continue to provide an excellent and extensive ministry for the children of our congregation. The goal of our Children’s Ministries is to reinforce the efforts of parents by providing Bible teaching and application, Christian fun and fellowship, and opportunities for Christian service appropriate to the children of Redeemer.

***Many opportunities for participation and service
exist in our Children Ministries:***

Cradle Roll: Lovingly followed from birth to three years of age, each child and family receives spiritual guidance, parenting tips and materials for children.

***Kris Leonard* 248-619-9990**

Nursery Care: Our team of caregivers provides safe, warm care for babies and toddlers.

***Kitty Sweitzer* 248-644-4010 ext. 111**

Mom's Day Out: Mom's Day Out provides a gentle introduction to early learning, "away play" and socialization. Children three months to three years enjoy a secure routine in the hands of experienced caregivers who teach, play with and love the children entrusted to them.

***Nicole Olds* 248-644-4010 ext. 124**

Westmaple Preschool: A community jewel, Westmaple Nursery School provides parents with three levels of developmental "play-based" learning to serve the emotional, social and educational needs of their preschool children.

***Pat Raeszler* 248-644-4010 ext. 126**

Sunday School: 9:00am - This Sunday School is based on a three-year discovery cycle, in small group format. Teachers form relationships with their students and children receive individualized attention as they learn the stories of the Old and New Testaments.

***Nicole Olds* 248-644-4010 ext. 124**

Sunday School: 10:30am - This Sunday School has a five-year scope and sequence featuring hands-on learning through cooking, art, drama, storytelling, computers and cinema. Teachers rotate, meeting all children in grades one through five over a five week session. Our focus is an in-depth study of specific Bible stories selected by our pastors.

***Nicole Olds* 248-644-4010 ext. 124**

Summer Sunday School: A lively, low profile lesson and small group opportunity for children 3 years to fifth grade.

***Nicole Olds* 248-644-4010 ext. 124**

Vacation Bible School: VBS is a happy, intentional study of God's Word, surrounded by crafts, music, games, drama and fellowship. 400 children and 200 volunteers pull together for this week of fun and learning.

***Nicole Olds* 248-644-4010 ext. 124**

***Anna Lewis* 248-280-2525**

***Elizabeth Reck* 248-760-5072**

***Leslie Baranowski* 248-792-9094**

Scampers Camps: Theme based camps held throughout the summer for children two to five years old featuring arts and crafts, recreation, music, storytelling, cooking and play time. Children learn about space, oceans, animals, islands and more.

***Nicole Olds* 248-644-4010 ext. 124**

Christian Schooling: To encourage full-time Christian education of our children and youth, our congregation assists in supporting member families who enroll their children at Our Shepherd Lutheran School, Birmingham and Lutheran High School Northwest, Rochester Hills.
Pastor Schlak **248-644-4010 ext. 119**

Youth Ministries

“Don’t let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love, in faith and in purity.” ...1 Timothy 4:12

Youth Group is a multifaceted program designed with the following goals:

1. Develop a real relationship with Jesus Christ as Lord and Savior
2. Minister to teens, providing sanctuary, identity, and support
3. Evangelize to teens who have not heard the Gospel
4. Provide spiritual growth through instruction, service and mission
5. Reflect the Holy Spirit through outreach and service projects

Our marquee program is the large group Sunday Night program, which averages 45-50 students, and offers a rotating schedule of Bible Study, Worship, and social recreation events. We also offer mission trips and service events such as the Mexicali Mission and Family of God Soup Kitchen programs which are very popular.

Joel Brockberg **248-644-4010 ext. 146**

Middle School Program/Confirmation Age Youth (JAMS)

Redeemer’s Middle school program is designed as a supplement to the Confirmation program, providing recreational activities in a Christian setting. Numerous game-nights, lock-ins, trips and retreats provide for friendship and positive spiritual growth opportunities. Weekly summer game/devotion nights are also provided.

Laura McDonald **248-644-4010 ext. 121**

Confirmation Classes: Confirmation incorporates a variety of activities and experiences which will help each child to learn and appreciate the importance of a well-balanced Christian life. The Confirmation program includes classroom instruction, small group activities and discussion, fellowship opportunities and service projects, which will help each child participate more fully in the mission and ministry of the church. The Confirmation program comprises 6th, 7th, and 8th graders and meets Wednesday evenings from 6:00-8:00pm during the school year.

Ashleigh Leeds **248-644-4010 ext. 120**

Kid Kat Kamp/Summer Camp: Now in its 42nd year, Redeemer Summer Camp is one of Redeemer’s most successful programs in terms of internal Christian Education and Evangelism. In recent years as many as half of the campers are NOT members of Redeemer. Campers spend a week in a rustic outdoor setting enjoying all sorts of camping activities such as crafts, boating, fishing, hayrides, games, campfires, etc. combined with Bible study, worship and singing, all in a safe, Christian environment.



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Counselors exhibit the highest Christian morals and integrity and are picked from the ranks of Redeemer's college students, most of whom are former campers.

Timothy Springer Jr**redeemerkamp@gmail.com**

Tuesday Night Core Group: Joel Brockberg takes teens deep into God's Word developing disciples with a Christian worldview. Tuesday nights, 6:00-7:30pm.

Joel Brockberg**248-644-4010 ext. 146**

College Ministry: Redeemer's College Ministry's goal is to provide college students with a connection to their home church, encouragement to continue their faith walk during college, and to give the students' parents a sense of comfort and support. The program consists of monthly newsletters and summer Bible studies. A parent group also meets monthly.

Ashleigh Leeds**248-644-4010 ext. 120**

Young Adult Ministry (YAMS): Redeemer's Young Adult Ministry is aimed toward adults that have graduated college, but have not yet started a family (although anyone is welcome). It provides Christian fellowship and faith-growth opportunities. Two events every month - one Bible Study and one social event.

Ashleigh Leeds**248-644-4010 ext. 120**

Family Ministries

"I have no greater joy than to hear that my children are walking in the truth."... 3 John 1:4

The purpose of Family Life Ministry at Lutheran Church of the Redeemer is to strengthen families and to nurture, encourage and provide opportunities for individuals and families in all stages of life to grow in their relationship with Jesus Christ and with others.

Family Life Ministry includes growth, fellowship and service events for families, men, women, parents, grandparents and seniors, as well as those who are single, married or engaged to be married.

Family Life offerings include:

Senior Adult Ministries: Bible Study, Luncheons, "Prime Timers," Trips and Outings, Seminars, and more!

Leader: Gary Priskorn**248-644-4010 ext. 123**

Family Life Ministries: Parenting Classes, Marriage Enrichment, Family Events, special presentations and seminars.

Leader: Ashleigh Leeds**248-644-4010 ext. 120**

Positive Parenting Group: Andrea Schlak **248-792-2045**

Men's Ministries: Bible studies, seminars, fellowship events, and other activities to equip, encourage and strengthen men in their spiritual walk.

Leader: Gary Priskorn**248-644-4010 ext. 123**

Women's Ministries: Activities for women such as Advent by Candlelight, Bible Studies, Semi-Annual Retreat, Library, outings and such that encourage and strengthen women in their spiritual walk.

Leader: Kitty Sweitzer.....248-644-4010 ext. 111

Social Ministries

"I tell you the truth, whatever you did for one of the least of these brothers of mine, you did for me." Matthew 25:40

Social Ministry is best defined as Christian care to those inside and outside the congregation that are in physical or emotional need. Redeemer is addressing its current and expanded social ministry through a two-tier organization; taking direction from a Redeemer Staff member, but led by a congregation layperson.

A SAMPLING OF THE CURRENT SOCIAL MINISTRIES:

Family of God: meals and foodstuffs for the homeless

Youth Group: Joel Brockberg248-644-4010 ext. 146

Positive Parenting: Andrea Schlak..... 248-792-2045

Community Services of Oakland: Angel Tree Sunday School-Christmas gifts for those in need. (Ingathering of Gifts for Children)

Sunday School: Nicole Olds248-644-4010 ext. 124

Bonnie Ernewein 248-540-5616

Mexicali Projects: projects and living supplies for the Mexicali women via Women's and Children's Ministries

Women's Ministry: Donna Hollis 248-476-0546

Loaves and Fishes, Loving Dishes: provides meals for families of those recently hospitalized

Pastor Schlak.....248-644-4010 ext. 119

Georgina Schuetz 248-476-6150

CareNet Pregnancy Center of Berkley: pregnancy information center offering Christian counseling, support, and education.

Denise McDonald 248-258-4907

Pastor Schlak.....248-644-4010 ext. 119

Big Easy Mission Trip: construction work and social ministry with the people of New Orleans

Pastor Schlak.....248-644-4010 ext. 119

Tony Kurnat 248-446-4004

Kids Against Hunger: packaging food packets to be distributed locally to food banks, mission countries and some placed into storage for national disaster relief here in the USA after hurricanes, earthquakes, and floods.

Ashleigh Leeds248-644-4010 ext. 120

Redeemer's Christmas Mission: Alternative Gifts for Others: During the Christmas season Redeemer supports mission projects through Samaritan's Purse as well as local mission projects.

Pastor Schlak **248-644-4010 ext. 119**

Each of these ministries reaches out to help others; while at the same time allows us to witness the love and salvation of our Lord Jesus Christ.

Many opportunities exist for layperson involvement in these and other Social Ministries.

Members are encouraged to apply their talents and skills by contacting the lay leader for a particular ministry.

Pastor Schlak **248-644-4010 ext. 119**

Fellowship and Support Ministries

“May the God who gives endurance and encouragement give you a spirit of unity among yourselves as you follow Christ Jesus, so that with one heart and mouth you may glorify the God and Father of our Lord Jesus Christ.”... Romans 15:5-6

The primary aims of our Fellowship and Support Ministries are to share the love of Jesus with others, provide mutual support and encouragement to one another, and create opportunities for people to know each other better as brothers and sisters in Christ. A number of the ministries below reach people outside our church, providing a meaningful point of entry into other ministries of Redeemer.

Church Library: Books, tapes, and videos that help and support God's people. Adult and children's fiction and non-fiction material available.

Karen Rose **248-642-5462**

Dawn Leiser **248-645-5136**

Fellowship Ministries: Sunday Coffee Hour, Church Picnic/ Homecoming Sunday, Ice Cream Social, Congregational Dinners, Progressive Dinner, Chancel Decorating, and other activities that bring God's people together for Christian fellowship.

Kim Davis **248-613-4200**

Lenten Meals:

Kim Davis **248-613-4200**

Funeral Luncheons:

Cherisse Baetz **248-646-7359**

Karen Pridmore **248-451-0273**

Coffee Hour:

Kim Davis **248-613-4200**

Stitchin' Time: Women gather on the first Monday afternoon of every month to share needle craft skills with each other. Non-members are welcome.

Ruth Newman **248-669-2796**

Nancy Tar **248-399-7243**

Wing and a Prayer Players: Redeemer's own community theatre troupe! This slightly wacky ensemble produces a high quality show once a year in the gym, which is miraculously transformed into a theatre for a few weeks. The Players attract new members, build community and fellowship, and have a great time doing it! The biggest surprise of all is the remarkable reputation for quality theatre that the troupe has built!

Pam Dundas 248-875-3999

Bridge Clubs: Monthly Bridge games

Fourth Monday of the Month afternoon Bridge.

Kitty Sweitzer248-644-4010, ext. 111

Evangelism

"I will tell of the kindnesses of the Lord, the deeds for which He is to be praised, according to all the Lord has done for us."

...Isaiah 63:7

As God's people, we are called to reach out to others with the love of Jesus Christ and the message of salvation in Him. Our outreach is one of proclamation and tangible acts of Christian love. Through our Outreach Ministries many people learn about and experience God's love for them as expressed through His people at Redeemer.

Membership Ministry: Sunday Visitor Follow-up, Mailings, New Member Classes and Incorporation, and Church Promotion.

Ashleigh Leeds248-644-4010 ext. 120

Missions: Our contributions to the Michigan District and the Missouri Synod support mission activities around the country and the world. Beginning in 2005, Redeemer leadership made the decision to exercise greater control over the distribution of its mission dollars. As such, Redeemer will continue to tithe (set aside 10% for missions). However, only half of the tithe will be remitted to the Michigan District. The remaining 5% will be controlled and distributed by Redeemer to mission projects deemed important. These allocations can be local, regional or world-wide. The Leadership Team will monitor the distribution of funds to each of the selected recipients.

Pastor Schlak248-644-4010 ext. 119

Lutheran Child and Family Services: A social agency in our own state that ministers to children and families struggling in a changing society. This 100 year old agency has an extensive Counseling Unit, Family Education and Enrichment programs, Adoption and Foster Care services.

Issues and Actions Committee: A group that meets as needed to discuss ways to educate, motivate and activate members on how to respond to issues that affect our nation and our communities.

Pat Raessler 248-641-3876

Webmaster: Responsible for updating Redeemer's website.

Rose Kiehle248-644-4010 ext. 116

2016-2017 Ministry Budget

SALARIES, BENEFITS & ALLOWANCES \$734,950

BUILDING/ MAINTENANCE

Maintenance and Utilities	\$288,600
Mortgage	20,604
Capital Equipment	2,500

OFFICE & ADMINISTRATION

Church Office	\$46,000
Insurance and Auditing	39,000
Synod Assessments	1,000

MISSIONS \$138,500

MINISTRIES

Music	\$11,700
Children's Education	35,400
Fellowship	15,000
Family Life/Senior Ministry	7,800
Adult Education	1,000
Discipleship/Prayer/Lay/Sm. Groups/Stewardship	10,250
Confirmation	10,050
Elders & Worship Aids	22,800
Youth Ministry	72,000
Parochial Education	50,075
Women's Ministry	11,600
Miscellaneous Expenses	4,700

TOTAL MINISTRY BUDGET **\$1,523,529**

Income from other sources (ie Vacation Bible School, Mexicali, Confirmation, Scampers, flowers, Moms Day Out)	
	<u>(141,800)</u>
Net Ministry Budget	1,381,729
Weekly Ministry Need	26,572

Membership Data: Who We Are

Current Demographics of Redeemer										
Age	0-5	6-12	13-17	18-29	30-39	40-49	50-64	65-99	100+	Total
Male	43	94	80	92	48	96	100	116	0	669
Female	35	77	68	112	52	121	129	165	1	760
Total	78	171	148	204	100	217	229	281	1	1429
Age 0-39: 701 Members						Age 40-100: 728 Members				

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Confirmed Membership	1070	1091	1025	1064	1048	1058	1048	1087	1144	1117
Baptized Membership	1447	1492	1392	1426	1398	1388	1344	1388	1460	1423
Avg. Weekly Attendance	442	453	461	476	471	481	482	500	501	498
Gains (Losses) for Year	9	21	(66)	39	(16)	10	(10)	51	35	18
Baptisms (infants)	26	48	32	33	25	40	25	33	33	22
Weddings	25	24	23	29	16	12	15	13	15	12
Funerals	26	13	25	11	22	38	30	24	21	24

Redeemer's Constitution and ByLaws

Redeemer's Constitution

ARTICLE I

Name

The name of this Congregation shall be
LUTHERAN CHURCH OF THE REDEEMER.

ARTICLE II

Purpose

The purpose of this Congregation shall be to seek the honor and glory of God, to carry out His will, to manifest the unity of our faith in Jesus Christ as God and Savior, to spread the kingdom of God and to foster Christian fellowship and love, by the preaching of the Word of God, by the administration of the Sacraments, and by the religious instruction of all its members, according to the confessional standard of the Evangelical Lutheran Church (Article III).

ARTICLE III

Doctrinal Standard

This Congregation accepts and acknowledges all the canonical books of the Old and New Testaments as the inspired Word of God; and all the confessional writings of the Evangelical Lutheran Church, contained in the Book of Concord, as the true and sound exhibition of Christian doctrine taken from, and in full agreement with, the Holy Scriptures. In this Congregation no doctrine shall be taught or tolerated which is at variance with these doctrinal teachings of the evangelical Lutheran Church, namely:

(1) The three Ecumenical Creeds:

The Apostolic
The Nicene
The Athanasian

- (2) The Unaltered Augsburg Confession
- (3) The Apology (Defense) of the Same
- (4) The Smalcald Articles
- (5) Luther's Large and Small Catechism
- (6) The Formula of Concord

According to this form of doctrine, all doctrinal controversies which may arise in the Congregation shall be decided and adjudged.

ARTICLE IV ***Membership***

SECTION A

1. Membership in the Congregation shall be limited to those who:
 - (a) Are baptized;
 - (b) Declare their adherence to all canonical books of the Old and New Testaments as the only divine seal and rule of faith and life;
 - (c) Accept the doctrinal standards of Article III of this Constitution, are familiar at least with the contents of Luther's Small Catechism;
 - (d) Do not live in manifest work, of the flesh (Gal. 5:19-21) but lead Christian lives;
 - (e) Together with the Congregation partake of the Lord's Supper with due frequency;
 - (f) Permit themselves to be fraternally admonished and corrected when they err;
 - (g) And are not members of any Anti-Christian society.
2. It shall be the duty of every member of this Congregation to contribute according to his ability toward the maintenance of the Church, and in general to assist in bearing the burden of the Congregation.
3. It shall be the duty of such members of this Congregation as have the parental care of unconfirmed children incumbent upon them to provide for their proper training in pure Christian doctrine.
4. No one can be and remain a member of this Congregation, or hold office in the same, or enjoy and exercise the rights and privileges of a member, but such as adhere to Article III and Article IV.A.1.

SECTION B-RECEPTION OF MEMBERS

Members shall be received into this Congregation by rite of Confirmation, by letter of transfer from a sister congregation or by application to the Congregation made known to the pastor by profession of faith. All such applicants shall be formally received into membership at ceremonies during a public worship service.

SECTION C-REMOVAL FROM MEMBERSHIP

1. A member desiring a release to a sister congregation shall apply to the Pastor for the release. The Senior Pastor may, at his discretion, issue the letter of transfer. In those instances where the Pastor feels that a letter of transfer should not be issued, reasons therefore shall be presented to Church Council for final decision.
2. Adherence to false doctrine, to offensive life or to neglect of the means of Grace by members of this Congregation is cause for discipline.

3. When a member of this Congregation, after fruitless admonition is in various grades prescribed by the Word of God (Matt. 18:15-20), where the observance of such grades of admonition has been possible, shall have been expelled from the Congregation, such excommunicated persons shall then have forfeited all rights of a member of this Congregation, and all claim upon the property of the Congregation as such or upon any part thereof. The same shall hold also with reference to such members as have refused to submit to church discipline and thus excommunicated themselves; as also of those who may sever their connection with the Congregation by removal to another place of residence. The right of excommunication or removal from the Congregation is solely that of the Congregation.

SECTION D-VOTING MEMBERSHIP

1. All members of this Congregation who have attained their 21st year shall be entitled to vote subject to the provisions of the Bylaws.
2. Only communicants who have reached their 25th year may serve on the Church Council, and as President or Vice-President of the Congregation.

ARTICLE V

Authority of the Congregation

1. The Church Council shall be the governing body of the Congregation and shall be empowered to administer and manage all its affairs. The establishment and conduct of all organizations and societies within the Congregation shall be subject to the approval and supervision of the Church Council.
2. The Church Council is subject to the Congregation and is required to make reports to the annual meeting of the Congregation.
3. The right of choosing and calling ministers and parish school teachers, and of electing all the other officers of the Congregation, shall be vested in the Congregation. It shall never be delegated to an individual or to a minor body within the Congregation.
4. All matters of doctrine of conscience shall be decided only by the Word of God and require unanimity for a final decision.

ARTICLE VI

Pastor, Teachers, and Officers of the Congregation

SECTION A-ELECTION OF A PASTOR AND TEACHER

1. The Pastoral office in this Congregation shall be conferred upon such ministers or candidates only as profess their acceptance of the adherence to all the canonical books of the Old and New Testaments as the inspired Word of God, and all the Confessions of the Evangelical Lutheran Church enumerated in Article III of this Constitution. Pastors as well as teachers shall be pledged to faithful adherence to the Word of God and the confessions of the Lutheran Church. They shall be obligated to the duties outlined in their Call.
2. Candidates for the office of Pastor may be nominated by any member of the Congregation as outlined in Bylaws Article IV.

SECTION B-REMOVAL OF A PASTOR, TEACHER, OR OFFICER FROM OFFICE

1. Any Pastor, teacher or officer may be removed from office by the Congregation by a 2/3 majority ballot vote, in Christian and lawful order, for one of the following reasons:
 - Persistent adherence to false doctrine
 - Scandalous life
 - Willful neglect of duties
2. The Congregation may request the resignation of any Pastor, teacher or officer from his position in the Congregation in the case of prolonged incapacity or general incompetence.
3. No action shall be taken against a Pastor, save under the advice and guidance of the proper synodical officials, namely, the Counselor and the District President.

ARTICLE VII

Division

1. If at any time a division should take place on account of doctrine, the property of the Congregation and all benefits connected therewith shall remain with those communicant members who continue to adhere in confession and practice to Article III and Article IV.A.1.
2. If division takes place for any other reason, the property shall remain with the majority of the communicant members.

ARTICLE VIII

Officers

1. The officers of this Congregation shall be such officers, boards, or committees as the Bylaws may prescribe.
2. Congregational officers or committees, whether elected or appointed, shall have no authority beyond that which has been conferred upon them, and whatever authority may have been delegated to them may at any time be altered or revoked.

ARTICLE IX

Changing the Constitution

SECTION A-UNALTERABLE ARTICLES

Articles II, III, IV.A.1 and IX of this Constitution shall not be subject to change or repeal.

SECTION B-AMENDMENTS

Amendments to this Constitution may be adopted at a regular congregational meeting, provided:

1. That they do not conflict with the provisions laid down in Article III or with any section of any article that pertains to Scriptural doctrine and practice, and
2. That the proposed amendment has been submitted in writing by any communicant member of the Congregation and read at a previous congregational meeting and published prior to the meeting at which the proposed amendment will be acted upon.
3. That an affirmative vote of a 2/3 majority of the voters present shall be required for the adoption of an amendment.

Bylaws

ARTICLE I

Duties of Communicant Members

Duties of communicant members shall be to:

1. Strive to fulfill the purpose of the Congregation as stated in Article II of the Constitution;
2. Inform themselves of the doctrinal teachings of the Church as listed in Article III of the Constitution;
3. Attend divine services regularly;
4. Partake of the Lord's supper regularly;
5. Contribute according to their abilities toward the maintenance of the Church;
6. Assist in bearing the burden of the Congregation;
7. Provide that all children in their parental or guardian care be given full Christian training;
8. Uphold the Constitution to the extent of their abilities;
9. Serve the Church cheerfully as their services are necessary;
10. Strive to win souls for the Kingdom of God through personal mission activity.

ARTICLE II

Congregational Meetings

- 2.1. **Annual Meetings.** The Congregation shall hold an annual meeting during the last quarter of the fiscal year. At the annual meeting, the Congregation shall elect officers and members of the Leadership Team, receive a report on the Congregation's financial condition, approve a budget for the next fiscal year, and conduct such other business as is properly before the Congregation.
- 2.2. **Special Meetings.** The Congregation may hold special meetings to conduct any business as is properly before the Congregation. The President and the Congregation shall have the power to call special meetings. The procedure by which the Congregation may call a special meeting is as follows: At least five percent of the current communicant membership must submit a petition for a special meeting to the President. The President shall examine the petition, and if he determines that the petition is valid, he shall set a date and time for the special meeting no more than 30 days after the determination.
- 2.3. **Notice of Meetings.** Written notice to the entire Congregation shall precede each Congregational meeting by not fewer than ten nor more than 60 days.
- 2.4. **Quorum.** The voting membership present constitutes a quorum.

ARTICLE III

Voting Eligibility

Any communicant member who has reached the age of 18 has the privileges of voting membership except as prohibited by current synodical practices.

ARTICLE IV

Calling of a Pastor or Qualified Lay Minister

- 4.1. **The Pastoral Committee.** The President shall select a Pastoral Committee to bring before the Congregation names of candidates for the office of Pastor. The Pastoral Committee shall consist of the President, the Board of Elders, and at least three other communicant members. The Pastoral Committee may appoint from its membership a Call Committee to which the Pastoral Committee may delegate all duties except the selection of a candidate or candidates whose name(s) it will submit to the Congregation for approval.
- 4.2. **Solicitation of Candidate Names.** The Pastoral Committee shall solicit names of potential candidates from communicant members of the Congregation, from the appropriate synodical administration and from other appropriate sources.
- 4.3. **Procedure for Selecting Candidates.** The Pastoral Committee shall determine the procedure by which it selects a candidate or candidates whose name(s) it will submit to the Congregation for approval.
- 4.4. **Congregational Meeting.** When the Pastoral Committee has selected a candidate or candidates, the President shall call a special Congregational meeting for the purpose of calling a pastor. The Pastoral Committee shall provide the Congregation with pertinent information on the candidate(s) no less than two weeks before the meeting. The Pastoral Committee shall provide details of the procedure by which it selected the candidate or candidates to the voting members attending the Congregational meeting.
- 4.5. **Procedure for Disqualifying Candidates.** A voting member may seek to have a candidate disqualified from consideration at the Congregational meeting by stating objections in writing to the President no less than one week before the Congregational meeting. The President shall expeditiously arrange for a complete and discreet investigation of the objections. The President shall discuss the results of the investigation with the objecting member before the Congregational meeting. The objecting member must then declare whether or not the objecting member will raise the objections at the Congregational meeting. If the objecting member declares that he or she will so raise the objections, then the President shall, before the Congregational meeting, ask the Pastoral Committee to consider withdrawal of the candidate's name.
- 4.6. **Voting Procedure.** The vote to approve a candidate shall be by written ballot. A candidate must receive at least two-thirds of the votes cast to be approved. Upon approval, the presiding officer shall request a unanimous rising vote in favor of extension of a call. After the conclusion of such vote, the presiding officer shall arrange for the destruction of the ballots.
- 4.7. **Calling of a Qualified Lay Minister.** The procedure for the calling of a qualified lay minister shall be the same as that for the calling of a Pastor, except that the Pastoral Committee shall be known as the Lay Minister Committee.

ARTICLE V

Nomination and Election of Officers and Members of the Leadership Team and Board of Elders

- 5.1. **Nomination.** A committee of from three to five voting members shall nominate candidates for officers and members of the Leadership Team and the Board of Elders. The President shall select the members of the nominating committee, subject to the constraint that membership shall include the President or Vice President, at least one member of the Board of Elders, and at least one member of the professional staff. Any voting member may nominate additional candidates by submitting a written nomination to the nominating committee one month before the election. With the approval of two-thirds of the voting members attending the election meeting, voting members may nominate additional candidates at the election meeting. The Vice President shall be considered the prime candidate for President when the President's term of office has expired.
- 5.2. **Election.** Election of officers and members of the Leadership Team and Board of Elders shall be held at the annual meeting of the Congregation. The candidates receiving the highest number of votes shall be elected.
- 5.3. **Resignation.** Any officer or member of the Leadership Team or Board of Elders may resign at any time by giving written notice to the President or the Secretary.
- 5.4. **Vacancies.** The Leadership Team may fill any vacancy among the officers or on the Leadership Team or the Board of Elders for the balance of the unexpired term.

ARTICLE VI

Leadership Team

- 6.1. **Membership.** The Leadership Team shall consist of the President, Vice President, Treasurer, Secretary, the Chairman of the Board of Elders, and additional communicant members in such number as may be necessary each year to provide that total Leadership Team membership constitutes one percent of the then current communicant membership. Leadership Team members are elected for one year, beginning at the start of the fiscal year.
- 6.2. **Duties and Authority of Leadership Team.**
 - 6.2.1. The Leadership Team shall be the name of the Church Council established pursuant to Article V of the Constitution. The officers and members of the Leadership Team shall be the legally constituted Directors of the Corporation.
 - 6.2.2. It shall be the duty of the Leadership Team to discharge its duties as set forth in Article V of the Constitution, to consider and discuss all matters pertaining to the general welfare of the Congregation, and to present recommendations to the Congregation as appropriate.
 - 6.2.3. The Leadership Team shall act on all matters that the Congregation commits to it.

6.2.4. The Leadership Team shall have no authority beyond that which the Congregation has conferred upon it. The Congregation retains the power to revise whatever power it may have conferred upon the Leadership Team.

6.2.5. The Leadership Team shall be responsible for providing and maintaining all physical property, facilities, and services, and for their improvement consistent with the approved budget. The Leadership Team may appoint a committee of communicant members to assist with this task. The Treasurer shall be an ex officio member of any such committee.

6.2.6. The Leadership Team may at any time assign to officers, the Board of Elders, and committees of the Congregation such additional duties as the Leadership Team deems advisable.

6.2.7. The Leadership Team shall represent the mission and ministries of the entire Congregation.

- 6.3. **Leadership Team Meetings.** The Leadership Team shall meet no less frequently than nine times annually. The President, any Pastor, or a majority of the Leadership Team may call meetings of the Leadership Team. Notice of each meeting shall be given in writing, in person, by announcement in conjunction with the public service on the previous Sunday. A majority of the Leadership Team constitutes a quorum.

ARTICLE VII

Officers

- 7.1. **General.** The officers of the Congregation shall be a President, Vice President, Secretary, and Treasurer. These officers are elected to their office for one year, beginning at the start of the fiscal year. They may succeed themselves once in the same office.
- 7.2. **President.** The President shall preside at all meetings of the Leadership Team and of the Congregation and shall be an ex officio member of all committees.
- 7.3. **Vice President.** The Vice President shall have such duties and responsibilities as the President shall determine. The Vice President shall assume the presidency upon the resignation or removal of the President. The Vice President shall assume the duties of the President in the absence of the President.
- 7.4. **Treasurer.**
- 7.4.1. The Treasurer shall be responsible for payment of all financial obligations and for keeping accurate records of receipts and disbursements of the Congregation.
- 7.4.2. The Treasurer shall direct the handling of all funds, investments, and other assets of the Congregation. The Treasurer may convey, acquire, and mortgage real and personal property upon approval of the Congregation or the Leadership Team.
- 7.4.3. The Treasurer shall prepare an annual budget for each new fiscal year on a timely basis. The budget shall include the proposed salaries and other compensation of all paid personnel and estimates of all other expenses by account. The budget shall also include an estimate of the sources of funds to pay the proposed expenses. After approval by the Leadership Team, the Treasurer shall submit the budget in summary form to the annual meeting of the Congregation for approval.

7.4.4. The Treasurer may disburse funds only to a total of the amount budgeted for the applicable expense category. If the amount budgeted is insufficient, the Leadership Team may transfer funds from one expense category to another.

7.4.5. The Treasurer shall submit a report of the finances of the Congregation to the Leadership Team before each regularly scheduled Leadership Team meeting and to the Congregation at each annual meeting of the Congregation. Such report shall analyze the financial condition of the Congregation, show actual receipts and disbursements, and compare them to budgeted amounts.

7.4.6. The Treasurer shall be custodian of all valuable documents and papers of the Congregation and shall keep them in an appropriate safe place.

7.4.7. The Treasurer shall maintain a complete inventory and record of the Congregation plant at original cost.

7.4.8. The Treasurer shall procure and administer a proper insurance and security program to best protect the real and personal property of the Congregation.

- 7.5. **Secretary.** The Secretary shall keep an accurate record of all the proceedings of the Congregation and the Leadership Team and shall perform such other duties as are in keeping with the office.

ARTICLE VIII

Board of Elders

- 8.1. **Membership.** The Board of Elders shall consist of a minimum of six voting members, with three elected annually for a term of two years. The board shall consist of males only, for so long as such practice is a requirement of synodical policy. The Board of Elders shall elect its chairman from among its members.

- 8.2. **Duties and Authority of Board of Elders.** The Board of Elders shall serve as assistants to the Pastors. As such, the Board shall have the following duties:

8.2.1. The Board shall concern itself with the spiritual life of the Congregation.

8.2.2. Under the Pastors' direction, the Board shall supervise public worship, church music, church discipline, and church publications.

8.2.3. When requested, the Board shall assist the Pastors with communion.

8.2.4. The Board shall be responsible for supplying the pulpit in case of emergency.

8.2.5. The Board shall strive to preserve the unity of fellowship and the peace of the Congregation.

8.2.6. The Board shall appoint head ushers as required and be responsible for acquiring an adequate ushering staff to assist at all public services, gather the offering, and maintain good order.

ARTICLE IX

Audit

The Leadership Team shall engage an independent certified public accountant to conduct an annual audit of the Congregation's finances. The Leadership Team shall receive the report of each audit at the first meeting of the Leadership Team after completion of the report.

ARTICLE X

Amendments

The Congregation may amend these Bylaws at any Congregational meeting by a vote of at least two thirds of the voting members present.