



Redeemer Evangelical Lutheran Church

Council Meeting

Date: February 10, 2024 (Saturday)

Time: 9:00 am to 12:00 noon

Place: Fireside Room

Agenda

Opening Prayer (DeForest)

Come to Order (Sherman)

Roll Call (Ashworth)

Council members

- Diane Scott / Linda Allen – Board of Fellowship
- Jerry Brandt – Vice President
- Jay Erwin – Board of Deacons
- Bruce Holderbein – Board of Trustees & Financial Manager
- Tim Kressin – Board of Evangelism
- Diane Scott
 - Board of Christian Education
 - Board of Young Peoples Work
- Aaron Ashworth - Secretary
- Fred Sherman - President

Invitees

- Pastor DeForest - Pastor
- Jackie Vieira – Office Manager

Reading and Approval of Minutes (Ashworth)

- Council Meeting Minutes: October 7, 2023 - Draft **Attachment 1**

Pastor's Report (DeForest)

- Confirmation classes for 4 children and adult instruction for 2 adults to start soon
- Thank you to all for your faithfulness and leadership in this congregation. May God continue to bless you in your positions and grant you patience and wisdom in service to Him and His kingdom.

Reports from Officers, Boards, and Committees

- Board of Trustees (**Holderbein**)
- Board of Fellowship (**Allen/Scott**)
- Board of Deacons (**Erwin**)
- Board of Christian Education (**Scott**)

- Board of Young Peoples Work (**Scott**)
- Board of Evangelism (**Kressin**) **Attachment 2**
- President (**Sherman**)
- Vice President (**Brandt**)
- Financial Manager (**Holderbein**)
- Secretary (**Ashworth**)

Unfinished Business

- Review of Constitution & Bylaws (**Sherman**) **Attachments 3, 4, & 5**

New Business

- Review of Financial Status (**Holderbein & Vieira**) **Attachment 6**
- Services for Lent / Easter (to begin February 14th) (**Pastor**)
- Scam Victims (\$1,800) (**Brandt**)
- 2024 Review of Quarterly Missions (**Pastor**)
 - Current Missions Supported
 - 1Q *Redeemer Charity Fund*, Faith Lutheran Church, Ukiah, California
 - 2Q *Missionary Dennis Meeker*, Kenya / *Missionary Daniel Conrad*, Latin America / *Pamela Boehle-Silva*, *Always Mercy*, Kenya
 - 3Q *Lutheran Heritage Foundation*
 - 4Q *Women's Resource Clinic* / *KKXX Sermons* / *The Lutheran Hour*, *Issues*, *Etc.*
 - Proposed Missions (3Q)
 - Luther Classical College Casper, WY (<https://www.lutherclassical.org/>)
 - California/Nevada/Hawaii District
- Church Service Recording Technology (**Pastor**)
- Pastor's Vacation Days (**Pastor**) **Attachment 7**
 - From the deacons: Apparently, there was insufficient room for what was typed. In the absence of the document, the Deacons agreed to 2 Sundays/weeks. It looks like we exceeded what probably was intended by the call agreement, i.e., 4 weekdays, 1 Sunday. The whole council may want to consider it. The Deacons just thought a week was inadequate.
- 100th Anniversary Celebration (**Brandt**)
 - 1910 - First services held by Lutherans in Chico (in parishioners' homes).
 - 1925 - Redeemer Evangelical Lutheran Church of Chico is officially organized with officers and a constitution.
 - 1955 - Groundbreaking ceremony for the new church at Moss and Hawthorne
 - 1956 - Dedication of the new church
- Holy Bible Site Link to Webpage (**Sherman**) **Attachment 8**

Future Council Meeting Items

- Group Discussion (**Sherman**)









Reminders (Information)

- Submit board reports prior to council meeting
- Next Church Council Meeting: **TBA**
- Next Voters Meeting: **TBA**
- Use congregation members sign-in sheets at voters' meetings & keep records
- Give out copies of the constitution to new members

Closing Prayer (DeForest)

Adjournment (Sherman)

Attachments:

-  Att 1 2023-10-07 Meeting Minutes
-  Att 2 Board of Evangelism Report
-  Att 3 CNH Cover Letter - Constitution & Bylaws
-  Att 4 Comments re CNH Review
-  Att 5 Constitution & Bylaws - Draft
-  Att 6 2023 Financials Summary
-  Att 7 Call Document
-  Att 8 Holy Bible Site



Attachment 1

Redeemer Evangelical Lutheran Church

Council Meeting Minutes

Date: October 7, 2023 (Saturday)

Time: 10:00 am to 12:00 noon

Place: Fireside Room

Minutes

Members & Invitees

Council members

- Diane Scott / Linda Allen – Board of Fellowship
- Jerry Brandt – Vice President
- Jay Erwin – Board of Elders
- Bruce Holderbein – Board of Trustees
- Diane Scott
 - Board of Christian Education
 - Board of Young Peoples Work
- Fred Sherman - President

Other invitees

- Pastor DeForest - Pastor
- Jackie Vieira – Office Manager

Actions Adopted by Council

- Approved Meeting Minutes from October 8, 2022
- Approved 2024 Proposed Budget for submission to Voters Assembly with the following changes (refer to Agenda for proposed budget)
 - Reduce *periodicals* to \$2,000.00
 - Add organ lessons for David Bunting: \$65.00 twice a month
 - Add new pastor training: \$500.00 per year for two years
 - Correct pastor's salary in budget
 - Change *Elders* to *Deacons*
 - Increase *Fellowship* budget amount from \$250.00 to \$750.00
 - Eliminate *Stewardship* from budget
 - Send interest to Life Cause (Women Resource Clinic)
- Nominated Officers for 2024 for submission to Voters Assembly for their approval (see list on page 2)
- Approved Recommended Changes to Constitution & Bylaws for submission to CNH District (refer to Agenda)
- Approved Proposed Agenda Items for Voters Assembly (refer to Agenda)
- Approved new bookshelf for pastor (\$800 from the Memorial Fund)
- Scheduled Reformation Dinner for 29 October, 2013
- Set Voters Assembly date for November 12, 2013
- Authorized pastor to use church freezer to store food



Redeemer Evangelical Lutheran Church

Nominations for 2024 Officers and Board Members

President*	Fred Sherman
Vice President*	Jerry Brandt
Financial Manager*	Burce Holderbein
Secretary*	Aaron Ashcroft
Board of Deacons	Jay Erwin Timothy Wenslaff Bob Rean Daryl Smith
Board of Trustees	Bruce Holderbein Keith Siemens
Board of Evangelism	Tim Kressen
Board of Fellowship	Diane Scott Linda Allen Carol Varley Shirley Wilson
Board of Christian Education Board of Young Peoples Work	Diane Scott

*Legal officers per the Bylaws

Attachment 2

Board of Evangelism Report for February 10, 2024 Redeemer Council Meeting

I met with Redeemer members to discuss past and possible future evangelism efforts.

One past endeavor that stood out to me was the attempt to meet the needs of the surrounding neighborhood. Redeemer members would introduce themselves to the neighbor, provide a gift basket and ask if there was anything that they could help that neighbor with, anything that they could pray for. This sounds like an exciting way to meet and serve the local neighborhood and could also be a way to introduce the neighborhood to our new pastor.

Another idea was to have weekly potluck suppers beginning after Easter, maybe on Tuesday or Wednesday nights. Neighbors and other non-members could also be invited. This would include a devotion, a fun activity and an update on service to our members and community.

Other possibilities:

- Prayer ministry - everyone asks everyone
- Flock Note - radio
- Sponsor school, senior center
- Block party / 100th birthday party
- Holiday baskets
- Honor teachers, firemen, policemen
- Welcome packet / greeters

Thankful for all you do!

Tim Kressin

Additional points to ponder:

- Evangelism committees [brainstorm ways the church can bless its community](#). They ask the question “How can we be the best church for the neighborhood?”
- You might do the visitation of local non-profits that are serving various needs to learn more about what the church might be able to do.
- Distribute homemade gifts to your neighbors at Christmas time. Include a tactful card that points to Christ.
- Invite those without nearby family over for a holiday meal (for example: singles, internationals, divorced or widowed).

Attachment 3



Fred Sherman <fwsherman@gmail.com>

Review of Redeemer Evangelical Lutheran Church, Chico - Constitution & Bylaws

Don Schneider <pstrdon2003@me.com>

Sat, Nov 18, 2023 at 4:36 PM

To: Fred Sherman <fwsherman@gmail.com>

Cc: Pastor Brennan DeForest <brennan.deforest@ctsfw.edu>, Richard Rice <revrrice@aol.com>, Marilyn Maxner <montmm06@gmail.com>

Hi, Fred—

Thank you for getting your revised version back to us—I was able to use several other previous documents and see the revisions and compare them with the comments sent and to review what you'd actually done.

Attached is that review. As you'll note, it shows the changes made; places still in question; and spots where we indicated necessary changes but none were made. Please review and return your final submission to our committee for final review and final decision as either ready for forwarding to the District Board of Directors for their acceptance and your usage.

Several items: our committee needs to discuss the validity of electronic votes by your board of directors conducted at a Zoom or similar meeting; and we'll need your final submitted copy to have been approved by your voters for us to be able to send this on to the Board.

Although scheduling won't allow us to forward anything to the Board for their meeting in December, their following meeting in March 2024 should provide plenty of time to get your documents to them. If you have any questions, please let us know in the meantime.

God's blessings on your Advent and Christmas season!

In Him,
PD

On Oct 25, 2023, at 7:10 AM, Fred Sherman <fwsherman@gmail.com> wrote:

Greetings Rev Schneider,

My name is Fred Sherman and my role is president of the congregation of Redeemer Evangelical Lutheran Church, Chico.

With regard to your review of our Constitution & Bylaws, I am submitting a revised version (including margin numbers) with your suggestions. I apologize that the text may not correspond to the numbering in the original document (which you sent back to us), but with the amount of revisions, I was not able to keep everything in sync. I also apologize for the time delay in getting this back to you, but we were busy calling a new pastor in the meantime.

This revision that I am sending you has been reviewed by our council but not the entire congregation, which I will do when an approved version is agreed upon.

I have also included a copy of the comments that you provided us for your use as needed.

Thanks for your assistance and God's Blessings to you,

Fred Sherman
fwsherman@gmail.com

From: **Don Schneider** <pstrdon2003@me.com>

Date: Wed, Apr 19, 2023 at 1:48 PM

Subject: Review of Constitution and Bylaws for Redeemer/Chico

To: <redeemerchicooffice@gmail.com>, Pastor Donald Jordan <pastordonaldjordan@gmail.com>

Cc: Richard Rice <revrrice@aol.com>, Marilyn Maxner <montmm06@gmail.com>

Greetings in our Risen Savior!

My name is Don Schneider, and I'm mailing on behalf of the CNH District Committee on Constitutional Matters. We have reviewed your submitted documents and are returning to you our comments from that review. Below you will find:

- A new MS Word copy of your submitted C & B's **with line numbers** for easier referencing. **Please use this copy from this point on in any correspondence relative to any edits, comments, etc., as well as resubmitting any amended document for final review.** This will make sure we are all literally "on the same page".

- A copy of our committee's full comments for your review. These are quite detailed and contain edits for grammar; proper rendering of our synod and district (this is a legal document, after all); notes of any possible missing-but-required portions of a constitution; and edits recommended for clarification, consistency, and consonance with our Synod's C & B's as well proper usage of current terminology (e.g., *Called and Commissioned Workers*).

Please review carefully as you make corrections before resubmission. And note: these are not merely recommendations for changes. Our committee wants to make sure your documents will be approved by the CNH Board of Directors for your usage ASAP. And we are honored to partner with your church to that end so that you can have a strong, clear, and workable set of governance docs that will serve your ministry and its members well.

May our Lord bless our endeavors together as we serve Him and His people!

In Him,

*Rev. Don Schneider (Emeritis), Vice-Chairman
CNH District DCCM*

<Constitution & Bylaws - 2023-10-25 Clean.docx><Constitution & Bylaws - 2023-04-19 CNH
Comments.docx>



Review FULL Comments—Redeemer:Chico (11:15:23).docx

53K

Attachment 4 Comments by FWS

REDEEMER LUTHERAN, CHICO CA

Review of FULL Comments on Resubmitted Constitution and Bylaws
Prepared by the CNH District Committee on Constitutional Matters
November 2023

LEGEND—

- Sections changed are indicated with check mark (✓)
- Sections still in question are marked with a tilde (~)
- Sections still needing change are indicated in **RED**

GENERAL

- **New Docs**—Due to the nature of the document submitted (includes additional/historic information), we pulled both the constitution and bylaws from existing document and created a single Word doc with numbering. All comments will reference as such. **Please use these new docs for any review and amending of your submitted C & B's.** Once approved by the District BOD, they may be reconstituted into your previous format.
- **Proper Rendering & Acronyms for Synod and District *throughout***—change all usages to their full and proper rendering; once included, The Lutheran Church—Synod can be represented by LCMS, and the California-Nevada-Hawaii District of The Lutheran Church—Missouri Synod may be rendered *CNH District* or *CNH*.
- **Capitalization**—the following need not be capitalized: voters; officer titles (president, vice president, treasurer, etc.); church council; trustees; committee; chair; etc. Board or Committee shall be capitalized only when used specifically (e.g., Board of Elders; Call Committee)
- ✓ **Formatting for Clarity**—Reformatting for greater clarity is recommended throughout (since this is a document for the *members* as well as a legal document).
- **Grammatical/Spelling Corrections** may be done without need for ratification by congregation (represented by **GC** after comment). Many of the corrections indicated are grammatical and may be changed without voter approval.

CONSTITUTION

✓ Line 46: Remove *NOW*.

~ Line 54: Change to proper rendering for Synod *throughout* (see above). **GC**

• Line 63: Add comma after *glorified*. **GC**

✓ Line 65: Recommend changing to *Confessional Standard*.

✓ Lines 69ff: List the ten books to which you refer. And what about the creeds? Suggest changing to the follow—

All the Symbolical Books of the Evangelical Lutheran Church as a true and unadulterated statement and exposition of the Word of God, to wit: The Three Ecumenical Creeds (the Apostles', the Nicene, and the Athanasian), the Unaltered Augsburg Confession, the Apology of the Augsburg Confession, the Smalcald Articles, Luther's Large Catechism, Luther's Small Catechism, and the Formula of Concord.

✓ Lines 75-86: Recommend changing to the following—

This congregation distinguishes between three types of congregational membership:

Commented [FS1]: The official name of the church according to the *Statement of Information* filed with the California Secretary of State of California is *REDEEMER EVANGELICAL LUTHERAN CHURCH OF THE LUTHERAN CHURCH-MISSOURI SYNOD, CHICO, CALIFORNIA*. We have used this rendering for consistency in sentences beginning with lines 49 and 54 (in the amended document), where the official name of the church is referenced. All other references to the synod have already been corrected. No change.

Commented [FS2]: As a general rule, you don't need a comma after "and". Even if you start a sentence with an introductory "and," you should not place a comma after it. From scribbr.com – Refer to line 65 in the amended document. No change.

- *Baptized members—all who have been baptized in the name of the Triune God and who are under the spiritual care of the pastor of this congregation, including children who have not yet been confirmed into communicant membership;*
- *Communicant members—those baptized members who have been instructed in and are familiar with the contents of Luther’s Small Catechism, have been confirmed in the Lutheran faith, and have accepted the confessional standard of Article 3 of this constitution; and*

Voting members—communicant members are of the legal age of the state.

~ Line 111: Recommend not including this under *Duties*.

✓ Line 119: Recommend changing *Voters Assembly* to *Congregation* and adding—
The voters assembly shall administer and manage all substantive powers in this congregation as set forth in the constitution and bylaws.

~ Lines 131-132: Recommend changing to the following—

*All other matters may be decided by a majority vote **of a properly constituted quorum** of the voters assembly unless otherwise specified by this Constitution and Bylaws or the rules of parliamentary procedure.*

~ Line 143: May want to include *being domineering*.

✓ Line 144ff: Why are Vicars included in this section? Suggest removing since they are provided under strict guidelines and the supervision of both the seminaries and the president’s office.

✓ Lines 144-167: Recommend changing to the following—

—The pastoral office shall be conferred only upon pastors or candidates who profess and adhere to the confessional standard set forth in this constitution, who are qualified for the work of the ministry, and who have been endorsed by and are members of The Lutheran Church—Missouri Synod.

—Only those commissioned ministers shall receive a call who adhere to the confessional standard set forth in this constitution, who are qualified for the work of the ministry to which they are called, and who have been endorsed by and are members of The Lutheran Church—Missouri Synod.

—The senior pastor or other ordained or commissioned ministers may be removed from office in Christian and lawful order by a two-thirds majority ballot vote of the voters assembly for one of the following reasons: persistent adherence to false doctrine, scandalous life, willful neglect of the duties of office, the inability to perform those duties, or being domineering in office.

—When a vacancy occurs in an office of the pastor or commissioned minister, the board of directors shall notify the president of the California-Nevada-Hawaii (CNH) District to receive assistance in temporarily filling the vacancy and to receive his counsel in calling a new senior pastor.

Then add duties (lines 157-163) where deemed appropriate.

✓ Lines 168-170: Is this necessary to include?

✓ Lines 172-174: Recommend changing to the following—

All property of this congregation shall be held in the corporate name as stated in Article 1. This congregation may receive, acquire, hold title to, and manage real and personal property, and may erect structure(s) thereon, mortgage, sell, or convey such real or

Commented [FS3]: Revised. Refer to line 139 in the amended document.

personal property or any part thereof. A two-thirds affirmative vote of the voters present at a regular or specially called voters assembly shall be required for adoption for the purchase or sale of real property or erection of buildings.

√ Lines 183-189: Recommend changing to the following—

Article X—Amendments

This constitution may be amended in a duly called voters assembly in this manner:

- Amendments to the provisions of this constitution shall be submitted in writing at a duly- called voters assembly and announced to the congregation by public posting and/or mail to all communicant members **60** days before the assembly at which the proposed amendment will be acted upon. A two-thirds affirmative vote of the voters present shall be required for adoption. Amendments to this constitution shall not destroy the constitution’s essential meaning. The date of approval shall be referenced in any adopted amendment.
- The revised constitution shall, as a condition of continued membership in The Lutheran Church—Missouri Synod, be submitted to the president of the district for review by the District Committee on Constitutional Matters (DCCM) and approved by the CNH District’s Board of Directors before being implemented by the congregation.

Then include the date adopted and signatures of the president, secretary, and pastor.

BYLAWS

√ Line 194: Add *in the name of the Triune God*.

√ Lines 197-198: Move *Confirmation instruction* detail section to here from lines 202-203.

√ Line 199: Move *Adult instruction* detail section to here from lines 201-202.

√ Lines 201-203: Delete once pertinent sections moved.

√ Lines 216-218: Move to after lines 239-240.

√ Lines 227-238: Include in termination of membership *death*.

√ Line 246: List annual meeting as *in November* (see Bylaws V.5.02).

√ Line 260: Remove quotation marks from *Roberts Rules of Order*.

√ Lines 262-287: Recommend replacing with the following—

Procedures for Calling Ordained or Commissioned Church Workers

When this congregation calls a senior pastor, the following procedure shall be followed:

- *The call committee shall consist of two members of the board of directors and no fewer than two members at large from the congregation. At its first meeting the committee shall:*
 - *Elect a chairperson;*
 - *Establish a set of criteria for the position;*
 - *Seek assistance and a list of proposed eligible candidates from the district president’s office;*
 - *Call for nominations from the congregation for at least 30 days (members must submit nominations in writing);*
 - *Establish an interview and evaluation process;*

Commented [MM4]: Isn't 30 days enough?

Commented [FS5R4]: Changed 60 to 30. Refer to lines 300 and 404 in the amended document. Thank you.

- *Present a summary of its work and recommendations to the board of directors for its affirmation before a voters assembly vote to call.*
- *The call committee shall present its recommendation(s) to the voters assembly in an appropriate format at least one week before a vote to extend a call.*
- *Voting shall be done by secret ballot at a duly called voters assembly designated for calling a new senior pastor. Ballots shall be counted by the board secretary and confirmed by an attending member chosen at the time.*
- *A candidate must receive a majority of the votes cast to be elected. If no one receives a majority, the candidate(s) with the fewest votes is removed, and the process repeated until one candidate receives a majority. A motion should then be made to make the election unanimous.*

Add section for vicar placement as needed.

~ Lines 289-290: **California corporate law does not recognize a vice president as a legal officer (remove from Legal Officers and list elsewhere);** and expand *financial manager* to *financial manager (treasurer)* to be in line with corporate law.

✓ Lines 297-298: Do you want to include that they are *voting members*?

✓ Line 300: Where is that resolution accomplished? Specify (e.g., *in a normal business meeting*).

~ Lines 306-307: For what purpose are resolutions taken to the voters assembly? For recognition? For approval? Approved by vote? **STILL UNCLEAR**

? Lines 307-308: So...the council meets whenever/wherever the president and council agree? Isn't that a bit loose? — **FIND OUT VALIDITY OF VOTING/MEETING ELECTRONICALLY**

~ **Line 318: Remove congregational—nowhere else is it rendered as such. GC**

✓ Lines 330-331: Wouldn't it be better to qualify potential officer prior to election. Recommend removing *and qualified* and making sure candidates are already such in 5.01.

• **Line 334: What is the Job Guidelines document? Who develops it? How does it relate to the voters assembly and their authority? Specify.**

✓ Lines 340-382: Recommend removing and placing in a *policy manual* (along with church use guidelines for weddings, funerals, non-member/community usage of facilities, etc.). Once placed in the bylaws, it will be difficult to make changes as needed.

• **Lines 394ff: Add to the following:**

These bylaws may be amended in a duly called voters assembly in this manner:

- ***Amendments to the provisions of these bylaws shall be submitted in writing at a duly called voters assembly and announced to the congregation by public posting and/or mail to all communicant members 60 days before the assembly at which the proposed amendment will be acted upon. A majority vote of the voters present shall be required for adoption.***
- ***The revised bylaws shall, as a condition of continued membership in The Lutheran Church—Missouri Synod, be submitted to the to the president of the CNH District for review by the district's constitution committee and favorable***

Commented [FS6]: The council prefers to keep the position of *Vice President* as an officer of the congregation. Does corporate law **preclude** adding additional positions not explicitly specified? Do you have a reference? Refer to line 315 in the amended document. Would changing the title of line 314 to just *Officers* without the *Legal* preface work?

Commented [FS7]: Revised. Refer to the sentence beginning in line 341 in the amended document.

Commented [FS8]: I am not a lawyer, but a quick Google search regarding the question indicates that electronic voting can be accomplished if certain conditions are followed. Refer to sentences beginning with line 344 in the amended document for revised language.

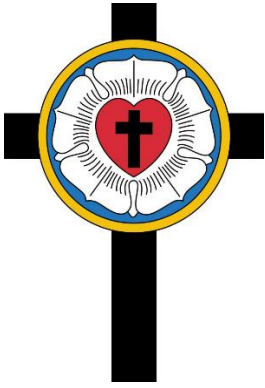
Commented [FS9]: Revised. Refer to line 327 in the amended document.

Commented [FS10]: Please see *Section VI Duties of Officers* beginning with line 375 in the amended document. I am uncertain as to what else is needed here. No change.

action by the district's board of directors before being implemented by the congregation.

Include place for date adopted and signatures of president, secretary, and pastor.

Commented [FS11]: Already added. Refer to the section beginning with line 400 in the amended document. No change.



Attachment 5

Redeemer Evangelical Lutheran Church
of the Lutheran Church – Missouri Synod, Chico, California

Constitution & Bylaws

Amended: Draft 2024-01



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CONSTITUTION

PREAMBLE

WHEREAS the Word of God commands that Christians unite in worship (Hebrews 10:24-25), practice fellowship with one another (Acts 2:42-47), preach the Gospel to the whole world (Mark 16:16, Matthew 28:18-20, Acts 1:8), and serve the needs of all men in Christian love (Ephesians 4:7-16, Mark 10:42-44, John 13:35, Galatians 6:10); and

WHEREAS our Lord and Savior commands not only that a Christian Congregation conform to the Word of God in doctrine and practice (Psalm 119:105, Galatians 1:6-8, Matthew 28:19-20, 2 Timothy 4:1-5) but also that all things be done decently and in good order (1 Corinthians 14:40);

THEREFORE, in order that we may publicly worship the Triune God: Father, Son, and Holy Ghost; that the Word of God may be preached among us in its purity and truth and His sacraments administered according to their instructions by our Lord Jesus Christ; and that we may fulfill our Lord's commands, we, the members of Redeemer Evangelical Lutheran Church of the Lutheran Church – Missouri Synod, Chico, California, duly and regularly incorporated under California law hereby subscribe to the following constitution and bylaws, in accordance with which, all spiritual and material affairs of our congregation shall be conducted.

ARTICLE I – NAME & AFFILIATION

This congregation shall be named Redeemer Evangelical Lutheran Church of the Lutheran Church – Missouri Synod, Chico, California, hereafter referred to as Redeemer Evangelical Lutheran Church, Chico, in this document, having and shall be a member of the LCMS (Lutheran Church Missouri Synod), as long as the Synod conforms to the congregation's confessional standards as set forth in this constitution.

ARTICLE II – PURPOSE & MISSION STATEMENT

The purpose of this congregation shall be that of a Christian congregation established and maintained for the express purpose of proclaiming the Gospel of Jesus Christ and disseminating the Holy Scriptures in all their truth and purity.

Redeemer Evangelical Lutheran Church, Chico is a community of believers saved by God's grace through faith in Jesus Christ. As a people enabled by the Spirit, we are committed to regular worship and the use of the sacraments, studying and teaching the Bible, praying, using our gifts and talents in God's service, caring and nurturing of others, and sharing the message of God's salvation so that God is glorified and all people may know Jesus as their Savior and Lord.

ARTICLE III – CONFESSIONAL STANDARD

This congregation as a body and all of its members as individuals accept without reservation:

1. The Scriptures of the Old and the New Testament as the true and inerrant written Word of God and the only rule and norm of faith and of practice;
2. All the Symbolical Books of the LCMS as a true and unadulterated statement and exposition of the Word of God, to wit: The Three Ecumenical Creeds (the Apostles', the Nicene, and the Athanasian), the Unaltered Augsburg Confession, the Apology of the Augsburg Confession, the Smalcald Articles, the Treatise on the Power and Primacy of the Pope, Luther's Large Catechism, Luther's Small Catechism, and the Formula of Concord.

The congregation insists that all doctrine preached, taught, or practiced in its midst must be in accord with this doctrinal standard. All doctrinal disputes which may arise shall be judged and decided according to this Article.

ARTICLE IV – MEMBERSHIP

This congregation distinguishes between three types of membership:

1. **Baptized members**—includes all who have been baptized in the name of the Triune God and who are under the spiritual care of the pastor of this congregation, including children who have not yet been confirmed into communicant membership;
2. **Communicant members**—includes those baptized members who have been instructed in and are familiar with the contents of Luther's Small Catechism, have been confirmed in the Lutheran faith, have accepted the confessional standard of Article 3 of this constitution and who are not members or supporters of any group or organization whose teachings and/or practices conflict with the Word of God; and
3. **Voting members**—includes communicant members who are of the legal age in California.

The above provisions for baptized, communicant, and voting membership in this congregation shall be applied equally to all persons regardless of race, color, disability, or national origin.

ARTICLE V – DUTIES & PRIVILEGES OF MEMBERS

1. Baptized Members

- a. The duties and privileges of baptized members are the same as those of communicant members insofar as they apply.
- b. Baptized members may in due time take a course of instruction in preparation for communicant membership in the congregation.

2. Communicant Members

In addition to the qualifications for communicant membership set forth in Article IV of this constitution and bylaws, it shall be the duty and privilege of all communicant members:

- a. To conform their entire lives to the rule of God's Word and in all things to glorify the Triune God;
- b. To attend worship services faithfully, when physically able, and to make diligent use of the means of grace (God's Word and the Sacraments) in order to grow spiritually.
- c. To exercise faithful stewardship of God's gifts of time, talents, and treasures, supporting the work of God's Kingdom at home and abroad;
- d. To bring their children for baptism at an early age and to provide proper Christian training for them both at home and through the educational agencies of this congregation (Sunday School, Confirmation Classes, Vacation Bible School, etc.)
- e. To witness by word and deed to show God's love to others and to build up their fellow members in the Christian faith;
- f. To accept brotherly admonition when they have erred or given offense;
- g. To submit willingly to all regulations properly adopted by this congregation, providing such regulations do not conflict with the Word of God;
- h. To become a voting member when reaching the age set for voting membership .

3. Voting members are expected to:

- a. Attend meetings of the Voters Assembly faithfully. By being absent, a voting member forfeits the right to vote at that meeting.
- b. Serve faithfully, according to their God-given talents, in any capacity in which they may be called upon to serve.
- c. Read and sign the constitution and bylaws, signifying their willingness to abide by the provisions therein.

ARTICLE VI – AUTHORITY OF THE CONGREGATION

- 1. General.** The Voters Assembly shall administer and manage all substantive powers in this congregation as set forth in the constitution and bylaws. The Voters Assembly shall be the governing body of this congregation and shall be empowered to administer and to manage all of its affairs. The establishment and conduct of all organizations and societies within the congregation shall be subject to the approval and supervision of the Voters Assembly.
- 2. Bylaws.** The Voters Assembly shall have the authority to adopt and to amend this constitution .
- 3. Right of Calling.** The right of calling ordained and commissioned church workers for this congregation shall be vested in the Voters Assembly and shall never be delegated to a smaller group or to an individual other than Synod's Board of Assignment.
- 4. Decisions.** The decisions of the Voters Assembly shall be final and binding. Any member may appeal to the Voters Assembly in regard to any matter relating to the government and affairs of the congregation. Doctrinal matters shall be decided only by the Word of God. All other matters may be decided by a majority vote of a properly constituted quorum of the Voters Assembly unless otherwise specified by this constitution and these bylaws or the rules of parliamentary procedure.
- 5. Excommunication.** The Voters Assembly shall have the authority to exercise Christian discipline according to Matthew 18:15-18. The goal is to win the person back, but if necessary, he or she shall be excluded from membership in the congregation.
- 6. Officers.** The Voters Assembly shall elect officers for the congregation as specified in the bylaws. When necessary, other officers and committees may be established and their duties defined by the Voters Assembly. Officers, boards, and committees, whether elected or appointed, shall have no authority beyond that which has been conferred upon them, and whatever power may have been delegated to them at any time may be altered or revoked by the Voters Assembly.
- 7. Removal.** Any officer may be removed from office by a two-thirds majority vote by secret ballot vote of the Voters Assembly for persistent adherence to false doctrine, scandalous life, inability to discharge his or her duties, willful neglect of them or being domineering.

ARTICLE VII – THE OFFICE OF PASTOR

1. The **office** of pastor shall be conferred only upon such pastors, who meet the following requirements:
 - a. The pastoral office shall be conferred only upon male pastors or candidates who profess and adhere to the confessional standard set forth in this constitution, who are qualified for the work of the ministry, and who have been endorsed by and are members of the LCMS.
 - b. Only those commissioned ministers shall receive a call who adhere to the confessional standard set forth in this constitution, who are qualified for the work of the ministry to which they are called, and who have been endorsed by and are members of the LCMS.
 - c. The pastor or other ordained or commissioned ministers may be removed from office in Christian and lawful order by a two-thirds majority ballot vote of the Voters Assembly for one of the following reasons: persistent adherence to false doctrine, scandalous life, willful neglect of the duties of office, the inability to perform those duties, or being domineering in office.
 - d. When a vacancy occurs in an office of the pastor or commissioned minister, the Church Council shall notify the president of the CNH District (California-Nevada-Hawaii) to receive assistance in temporarily filling the vacancy and to receive his counsel in calling a new pastor.
2. **Duties.** The rights and duties of a pastor are to act as the chief enabling minister and spiritual leader of the congregation and its component and auxiliary groups, equipping the leaders and members to carry out the stated purpose of this congregation (Article II of this constitution); order and officiate at the worship services of the congregation; proclaim and teach the Word of God; administer the Sacraments; minister to the entire congregation and to individuals; keep a church record of all official acts, which record is to be and remain the property of the congregation; and discharge all other duties which the Holy Scripture lays upon the office of the ministry.
3. **Removal.** The Voters Assembly shall have the right to remove from office by a two-thirds majority vote by ballot, in Christian and lawful order, any pastor of the congregation for any of the following reasons: persistent adherence to false doctrine, scandalous life, inability to discharge his or her duties, or willful neglect of them.

ARTICLE IIX – PROPERTY RIGHTS

1. This congregation may receive, acquire, hold title to, and manage real and personal property, and may erect structure(s) thereon, mortgage, sell, or convey such real or personal property or any part thereof. A two-thirds affirmative vote of the voters present at a regular or specially called Voters Assembly shall be required for adoption for the purchase or sale of real property or erection of buildings.
2. All property of this congregation shall be held in the corporate name as stated in Article I.
3. If at any time a division should take place in this congregation 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 of this constitution. If a division takes place for any other reason, the property shall remain with the majority of the communicant members.
4. In the event the congregation should disband, after due settlement of just claims, all remaining funds shall be conveyed to a congregation/ministry that upholds the confessional standard as shown in Article III, as determined by the Voters Assembly.

ARTICLE IX – AMENDMENTS

1. Proposed Amendments to the provisions of this constitution shall be submitted in writing at a duly called Voters Assembly and announced to the congregation by public posting and/or mail to all communicant members 60 days before the assembly at which the proposed amendment will be acted upon. A two-thirds affirmative vote of the voters present shall be required for adoption. Amendments to this constitution shall not destroy the constitution's essential meaning. The date of approval shall be referenced in any adopted amendment.
2. The revised constitution shall, as a condition of continued membership in the LCMS, be submitted to the president of the district for review by the District Committee on Constitutional Matters (DCCM) and approved by the CNH District's Board of Directors before being implemented by the congregation.
3. After approval by the CNH District's Board of Directors, the document shall be signed by the president, secretary, and pastor.

BYLAWS

SECTION I – MEMBERSHIP

1. Admission into Membership

- a. Baptism. All persons baptized in the name of the Triune God, under the authority of this congregation become baptized members. Children already baptized in a Christian congregation may be received as baptized members with the consent of their parents or guardians.
- b. Confirmation for Children. Instruction shall consist of two years of confirmation instruction in the catechism for children. Confirmation class may begin at a reasonable age, at the discretion of the pastor. After instruction in the Word of God, all children who are confirmed in this congregation become communicant members.
- c. Confirmation for Adults. Instruction shall consist of a minimum of ten hours of study of the pertinent doctrines as outlined in the Luther's Small Catechism. After instruction in the Word of God, all adults who are confirmed in this congregation become communicant members.
- d. Profession of Faith/Transfer. Applicants for communicant membership who have been instructed and confirmed in the LCMS and provide evidence of such instruction and confirmation may be received provided they are qualified in all respects for membership in this congregation (see Article IV of the constitution). All persons who have been instructed and confirmed in the Lutheran faith may be received as communicant members.
- e. Procedure for Acceptance into Membership. After having given satisfactory evidence to the pastor and/or to the deacons that they understand and are in full accord with the doctrine and practice of this congregation and are qualified for membership (see Article IV of the constitution), the names of those who have been instructed (1.04) or confirmed (1.02) or who wish to join by profession of faith (1.05) shall be presented to the deacons by the pastor. The deacons shall present the names of those who have been accepted for membership through instruction, confirmation, or profession of faith to the congregation. These shall be formally accepted in the next public worship service.
- f. Responsibilities. All persons desiring to become communicant members should first establish regular attendance at worship services, if at all possible, and be willing to abide with the other responsibilities of membership stated in Article V of the constitution.
- g. Voting Members. When a communicant member of this congregation reaches legal age, he or she shall be entitled to vote on all matters before the congregation. Each prospective voting member shall be given a copy of the constitution and bylaws of the congregation.

2. Termination of Membership

- a. Release. Those wishing to transfer their membership to another LCMS congregation shall be given a letter of transfer. Those wishing to join a congregation of a denomination not in fellowship with the LCMS may be granted a release by the Board of Deacons.
- b. Whereabouts Unknown. The names of members whose whereabouts are unknown and who cannot be contacted may be removed from the membership list by a resolution of the Voters Assembly.
- c. Delinquent Members. Upon the recommendation of the deacons, providing the persons have been admonished in Christian love according to the Word of God, the Voters Assembly may at any regular meeting by a two-thirds majority vote remove from the membership roll such members who have severed their connection with this congregation by neglecting the duties of membership set forth in Article V of the constitution.
- d. Status of Membership. All those whose membership has been terminated forfeit all rights as members of this congregation.
- e. Reinstatement. Any member whose membership has been terminated by excommunication or self-exclusion may be reinstated to communicant membership by profession of repentance or profession of faith in a regular worship service .
- f. Death. Members who have died shall be removed from the membership list.
- g. Soul Accounting. All names added to or removed from the membership in this congregation shall be entered into the minutes of the Voters Assembly. Insofar as possible, all names removed from the membership list of this congregation shall be placed on a soul responsibility list (list of mission prospects) of this or of a sister congregation.

SECTION II – MEETINGS

1. Regular Meetings. A regular meeting of the Voters Assembly shall be held annually to adopt a budget and to elect officers in November, unless otherwise scheduled in a different month. Additional meetings may be held at the discretion of the Church Council.
2. Special meetings. Special meetings of the Voters Assembly may be called by the pastor or the President of the congregation with approval of one deacon and advance notification given as in 2.03 below. Business at special meetings shall be limited to the announced purpose.
3. Announcements. Every legal meeting of the Voters Assembly shall be announced orally or by being published including (but not limited to) any of the following: verbal announcement at a service, bulletin announcement, newsletter announcement, phone tree, or electronic (such as push protocols, email, Webpage, etc.) Regular and special meetings shall be announced on the Sunday prior to the meeting.
4. Quorum. When a meeting has been properly announced, fifteen members of the voting membership, two of whom must be legal officers, must be present to constitute a quorum.
5. Parliamentary Authority. In all questions not covered by the constitution and bylaws of this congregation, the rules contained in the current edition of *Robert's Rules of Order* shall be applied in Christian love.

SECTION III – CALLING ORDAINED OR COMMISSIONED CHURCH WORKERS

When this congregation calls a pastor, the following procedure shall be followed:

1. The call committee shall consist of two members of the Church Council and no fewer than two members at large from the congregation. At its first meeting the committee shall:
 - a. Elect a chairperson;
 - b. Establish a set of criteria for the position;
 - c. Seek assistance and a list of proposed eligible candidates from the district president's office;
 - d. Call for nominations from the congregation for at least 30 days (members must submit nominations in writing);
 - e. Establish an interview and evaluation process;
 - f. Present a summary of its work and recommendations to the Church Council for its affirmation before a Voters Assembly vote to call.
2. The call committee shall present its recommendation(s) to the Voters Assembly in an appropriate format at least one week before a vote to extend a call.
3. Voting shall be done by secret ballot at a duly called Voters Assembly designated for calling a new pastor. Ballots shall be counted by the secretary and confirmed by an attending member chosen at the time.
4. A candidate must receive a majority of the votes cast to be elected. If no one receives a majority, the candidate(s) with the fewest votes is removed, and the process repeated until one candidate receives a majority. A motion should then be made to make the election unanimous.

SECTION IV – OFFICERS, BOARDS, AND COMMITTEES

1. Legal Officers. The congregation shall elect the following officers from its active voting membership: president, vice-president, secretary, and financial manager (treasurer).
2. Boards. The congregation shall elect the following boards from its active voting membership: Board of Deacons, Board of Evangelism, Board of Trustees, Board of Fellowship, and Board of Youth Activities. Each board will in turn elect its own chairperson and report the name of the chairperson to the president.
3. Terms of Office. The terms for officers and board members shall be one year from January 1st to December 31st, for the calendar year they are voted in.
4. Limitation. The offices of president, vice-president, and deacons shall be filled by male members who are voting members of the congregation and are at least twenty-one (21) years of age.
5. Committees. As it deems necessary, voters at any legally called Voters Assembly may appoint officers and/or committees not listed in these bylaws by passing a resolution at a regular meeting. The president may also appoint members of the congregation to fill vacant positions and establish committees not listed in the bylaws with approval from the Church Council.
6. Church Council. The Church Council consists of the president, vice-president, secretary, financial manager (treasurer), and the chairperson of each individual board. (The chairperson may designate a fellow board member to represent their board at a Church Council meeting if they are going to be absent.) The Church Council shall be the primary administrative board responsible for taking resolutions to the Voters Assembly where such resolutions are discussed and voted on for approval. The Church Council shall meet a minimum of once per year to create a list nominations for next years officers and to develop a proposed budget for next year to be presented at the next Voters Assembly. Additional issues of importance to the congregation may also be addressed. Other meetings during the year may be held at the discretion of the president or council members, as needs exist.
7. The Church Council shall review all resolutions (which are proposed by boards, council members and / or voters). Those resolutions, which are approved by the Church Council, shall be brought before the Voters Assembly at their next meeting for approval by a majority of the members.
8. Decisions of the Church Council are made official through a majority vote of the Church Council members (omitting any vacancies). Voting electronically is authorized if the following conditions are met:
 - a. The ballots sent through email or other electronic means or delivered in paper form must contain the following or similar phrase:
By submitting this ballot, I authorize the council to deliver ballots through electronic message exchange. (Note, all council members must submit ballots, electronically or

350 through paper, on any given vote to signify that they agree to the use of electronic
351 voting or the vote will not be authorized.)

352 b. After the vote, all responses shall be printed out and filed with the minutes of the
353 council.

354 c. A follow up electronic message (or paper correspondence as needed) shall be delivered
355 to each council member to inform them of the outcome.

- 356 9. Church Council meetings may be held face to face or by video / audio conference (or any
357 combination thereof), provided that all council members have access to attend the meetings.
358

SECTION V – ELECTION OF OFFICERS & BOARD MEMBERS

1. Nominating Committee. The president, the pastor, and the Church Council shall select members for a Nominating Committee prior to the November voters meeting. The Nominating Committee shall be composed of two members from the boards and two members from the congregation-at-large for a total of four members and the pastor. The Nominating Committee shall propose a slate of qualified names (refer to Section IV) for each office. Additional nominations of qualified members may be made from the floor by any voting member; however, the nominee must give prior consent to the nomination.
2. Election. The election of officers and board members shall be by ballot and shall take place in the November meeting of the Voters Assembly. The newly elected officers shall assume their respective duties January 1 and be installed in a public worship service of the congregation in the month of January. In the event of a vacancy in any office, the president shall appoint a qualified replacement to serve the unexpired term.
3. Term of Office. Officers shall be permitted to hold the same office for successive terms for as many terms as the congregation elects them according to the rules specified in Sections IV and V. Officers shall hold office until their successors shall have been elected.

SECTION VI – DUTIES OF OFFICERS

1. Duties of officers and boards of the congregation shall be those outlined in the Job Guidelines manual and as approved by the congregation at ~~one~~ a Voters Assembly. Church Council members may bring suggestions for changes to the Job Guidelines manual to the Church Council for discussion. The Church Council shall submit any changes to the Voters Assembly as resolutions, where such resolutions are discussed and voted on for approval.
2. The vice-president assumes the presidency upon a vacancy of the presidency or in the absence of the president.
3. The president shall appoint a committee to review the church's financial records annually and a report of said review shall be presented at the next Voters Assembly.

SECTION VII – ADMINISTRATION OF CHURCH FUNDS

Policies for the administration of church funds (other than the annual budget) may be found in the *Administration of Church Funds* manual. This document is prepared and maintained by the Church Council.

SECTION VIII – ORDER OF BUSINESS

The order of business for regular meetings of the Voters Assembly and Church Council shall be:

1. Prayer.
2. Roll call.
3. Approval of minutes.
4. Pastor's report
5. Report of officers, boards, and committees.
6. Unfinished business.
7. New business.
8. Adjournment with prayer.

SECTION IX – AMENDMENTS

These bylaws may be amended in a duly called Voters Assembly in this manner:

1. Amendments to the provisions of these bylaws shall be submitted in writing at a duly called Voters Assembly and announced to the congregation by public posting and/or mailed to all communicant members 30 days before the assembly at which the proposed amendment will be acted upon. A majority vote of the voters present shall be required for adoption.
2. The revised bylaws shall, as a condition of continued membership in LCMS, be submitted to the to the president of the CNH District (California-Nevada-Hawaii) for review by the district's constitution committee and favorable action by the district's board of directors before being implemented by the congregation.

411 CERTIFICATION OF THE CONSTITUTION & BYLAWS

412

413

414 This document represents a true copy of the constitution & bylaws as amended at a Voters Assembly held

415 on XXX.

416

417

418

419

420 XXX

421 President

422

423 XXX

424 Secretary

425

426 XXX

427 Pastor

Attachment 6

REDEEMER FINANCIAL SUMMARY

January 1, 2023 – December 31, 2023

CHURCH INCOME/EXPENSE – ACTUAL:

OFFERING INCOME	167,276.94
SCHOOL LEASE (5%) GENERAL FUND INCOME	9,918.95
FACILITY USE INCOME	1,340.00
INTEREST INCOME	<u>5,107.63</u>
TOTAL INCOME	183,643.52
TOTAL EXPENSES	<u>200,303.98</u>
NET INCOME	-16,660.46
RETAINED EARNINGS (balance end of previous year)	<u>83,880.43</u>
CURRENT BALANCE	67,219.68

CHURCH LIABILITIES:

Directed Funds (TCB)	89,927.29
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CHURCH ASSETS:

Operating Funds (TCB)	67,219.97
Mission Trust Fund (Thornburg)	271,510.00
Scholarship Fund (Vanguard)	332,628.35
Money Market Acct. (Vanguard)	<u>105,449.12</u>

TOTAL CHURCH ASSETS/LIABILITIES	866,734.73
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SCHOOL INCOME/EXPENSE - ACTUAL:

SCHOOL LEASE INCOME	94,722.34
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EXPENSES:

Property Management Fees	<u>-4,736.12</u>
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NET LEASE INCOME FOR DISBURSEMENT	89,986.22
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DISBURSEMENTS:

30% to Quarterly Missions	26,995.87
30% to Scholarship Recipient	26,995.87
20% to Facilities Maintenance Fund	17,997.24
15% to School Reserve Fund	13,497.93
5% to General Fund	<u>4,499.31</u>

PARSONAGE INCOME	19,800.00
Minus Renting Expenses	00.00
Disbursed to Pastor Jordan	11,256.00
General Fund Income	8,544.00
Parsonage Deposit	<u>1,500.00</u>

For more details or an explanation, see the office manager.

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01/16/24

Accrual Basis

Redeemer Lutheran Church

Profit & Loss Budget vs. Actual

January through December 2023

	Jan - Dec 23	Budget
Ordinary Income/Expense		
Income		
Lease General Fund	9,918.95	
Regular Offering	167,276.94	
Total Income	177,195.89	
Gross Profit	177,195.89	
Expense		
ADMINISTRATION		
Altar Worship	457.60	550.00
Bookkeeping	391.99	200.00
Conferences	213.67	300.00
Deacons	0.00	100.00
Office Expenses		
Bank/Checking Fees & Supplies	388.50	300.00
Copy Machine Expense	906.34	1,500.00
Information Technology	514.09	1,200.00
Licenses and permits	0.00	100.00
Office Supplies	693.70	700.00
Periodicals	2,221.39	1,700.00
Postage	198.00	200.00
Total Office Expenses	4,922.02	5,700.00
Payroll - Guest Pastor		
Wages	750.00	1,250.00
Total Payroll - Guest Pastor	750.00	1,250.00
Payroll - Office Manager		
Health Insurance Supplement	2,400.00	2,400.00
Retirement/Disability	2,328.69	2,000.00
Wages	18,837.32	19,630.00
Total Payroll - Office Manager	23,566.01	24,030.00
Payroll - Organist		
Mileage	1,935.00	4,393.00
Substitute Organist	4,250.00	
Wages	2,700.00	5,250.00
Total Payroll - Organist	8,885.00	9,643.00
Payroll - Pastor		
Car Allowance	4,716.84	4,922.00
Continuing Education	294.61	600.00
Health Insurance	28,956.32	30,000.00
Health Savings Account	0.00	
Retirement/Disability	10,433.06	11,000.00
Salary	85,833.34	85,722.00
Total Payroll - Pastor	130,234.17	132,244.00
Payroll Taxes		
FICA Expense	1,214.75	1,500.00
Medicare Expense	284.10	
Total Payroll Taxes	1,498.85	1,500.00
Total ADMINISTRATION	170,919.31	175,517.00
CHRISTIAN EDUCATION	68.60	300.00
EVANGELISM	110.00	500.00
FELLOWSHIP	361.23	750.00
STEWARDSHIP	305.52	400.00

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Accrual Basis

Redeemer Lutheran Church

Profit & Loss Budget vs. Actual

January through December 2023

	Jan - Dec 23	Budget
TRUSTEES		
Garbage	1,418.69	1,400.00
Grounds Maintenance	1,500.00	3,500.00
Insurance - Liability	11,159.02	11,000.00
Insurance - Work Comp	1,027.00	1,200.00
Janitorial Service	4,320.00	4,320.00
Janitorial Supplies	214.47	200.00
Property Tax & Assessment	1,301.06	1,300.00
Telephone	474.06	800.00
Utilities	5,423.46	4,000.00
Van Expense		
DMV/Insurance	62.40	
Repairs	155.00	
Van Expense - Other	1,484.16	2,000.00
Total Van Expense	1,701.56	2,000.00
Total TRUSTEES	28,539.32	29,720.00
Total Expense	200,303.98	207,187.00
Net Ordinary Income	-23,108.09	-207,187.00
Other Income/Expense		
Other Income		
Facility Use	1,340.00	
Interest Income	5,107.63	
Total Other Income	6,447.63	
Net Other Income	6,447.63	
Net Income	-16,660.46	-207,187.00

01/16/24

Redeemer Lutheran Church
Designated Funds
As of December 31, 2023

	Dec 31, 23
ASSETS	
Current Assets	
Checking/Savings	
TCB-Church General Fund	157,147.26
Thornburg Finan.- Mission Trust	271,510.00
Vanguard-Scholarship Fnd	332,628.35
Vanguard Money Market Acct.	105,449.12
Total Checking/Savings	866,734.73
Total Current Assets	866,734.73
TOTAL ASSETS	866,734.73
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
TCB Visa	1,262.43
Total Credit Cards	1,262.43
Other Current Liabilities	
Church-Directed Funds	
Bells Fund	184.95
Campus Ministry Grant	722.67
Charity Fund	5,113.85
Doxology Grant	-30.50
Facility Maintenance	18,296.26
Funeral	671.12
Gen. Church Op. Emergency Reser	5,259.10
Hoffman Bequest	42,096.61
Kitchen	100.00
Lock/Unlock Fee	30.00
LWML	17.17
Memorial Fund	14,305.56
Mission Envelopes	275.00
Musician & Concert Fund	77.69
Poinsettias	196.54
Quilters	795.26
Radio Broadcast	400.00
Sunday School	1,218.67
Thrivent Choice Dollars	97.00
Vacation Bible School	298.92
Van Fund	5,522.81
Youth Fund	6,646.69
Church-Directed Funds - Other	-100,000.00
Total Church-Directed Funds	2,295.37
Direct Deposit Liabilities	-11.66
Directed Funds in Money Market	100,000.00
Holding Accounts	
Mission Trust Holding Account	11,262.86
Scholarship Holding Account	10,137.48
School Lease Holding Account	51,780.94
Total Holding Accounts	73,181.28
Mission Trust Fund	271,510.00
Parsonage Rental	
Parsonage Lease Deposit	1,500.00
Parsonage Rental - Other	8,526.00
Total Parsonage Rental	10,026.00
Payroll Liabilities	

4.

01/16/24

Redeemer Lutheran Church
Designated Funds
As of December 31, 2023

	Dec 31, 23
FICA Payable	80.53
FIT Payable	1,534.00
Medicare Payable	72.24
SIT Payable	386.22
Total Payroll Liabilities	2,072.99
School Lease Deposit	6,550.00
Total Other Current Liabilities	465,623.98
Total Current Liabilities	466,886.41
Long Term Liabilities	
Scholarship Fund	332,628.35
Total Long Term Liabilities	332,628.35
Total Liabilities	799,514.76
Equity	
Retained Earnings	83,880.43
Net Income	-16,660.46
Total Equity	67,219.97
TOTAL LIABILITIES & EQUITY	866,734.73

Attachment 7

Miscellaneous Information

If calling a seminary graduate, will the congregation support his involvement in a post-seminary support program (e.g., PALS program, District mentoring program, etc.)? ☒ Yes ☐ No

Is the congregation willing/able to assist the pastor in the reduction of his educational debt? ☐ No ☒ Yes

If yes, please describe: _____

Continuing education allowance: ☒ Yes ☐ No

If yes, annual amount for continuing education /graduate school: \$ 600

If yes, how much time does the congregation grant to the pastor per year for continuing education/graduate school purposes?

Negotiable _____

Does the congregation offer a sabbatical leave? ☐ No ☒ Yes

If yes, please describe: _____

Maximum amount of reimbursement for professional expenses (books, periodicals, memberships, vestments, etc.): \$ _____

Days off per week 2

Annual days of vacation, including the number of Sundays (should be based upon the pastor's total years of service in the ministry): days, 1 Sunday, Paid Time Off (PT)

Does the congregation follow the District's salary compensation guidelines? ☒ Yes ☐ No

If no, describe the salary compensation guidelines used by the congregation: _____

Additional information

Low category for region of District salary scale.

Signed this fifteenth day of January, A.D. 2023

By: (1) Archie J. Brown III Position: President
(2) Jay R. Eavin Position: Chairman of Call Committee
(3) _____ Position: _____
(4) _____ Position: _____

on behalf of Redeemer Evangelical Lutheran Church
Chico, California
District: California-Nevada-Hawaii ☒

ACCEPTANCE

I, _____, after prayerful consideration hereby accept this call and with the help of Almighty God agree:

To assume willingly the obligations stated above and the responsibilities of this office as specified in this call document or as may be resolved and agreed on periodically;

To perform faithfully all duties of this office in accordance with the Word of God and the confessional standards of the Evangelical Lutheran Church as drawn from the Sacred Scriptures and found in the Book of Concord;

To exemplify the Christian life in all that I do and say, working in concert with all others in order that my ministry in your midst may be a blessing to many people, to our church, and especially to our Lord, Jesus Christ.

Signed this _____ day of _____, A. D. _____

by _____

Address: _____

Summary of the Call

Pastor

(Position)

Redeemer Evangelical Lutheran Church

(Calling Body)

Chico, California

(Location)

California-Nevada-Hawaii



(District of Which the Calling Body is a Member)

Basic cash salary for 12 months (do not include any other payments to the pastor which are designated below): \$ 80,940

Parsonage/Utilities Information

Does the congregation own a parsonage? Not applicable ☐

Average annual parsonage utility cost: \$

Housing equity provided by the congregation? No ☐

Housing Allowance

Annual amount of housing allowance (including utility allowance) paid to the pastor: \$ No housing allowance

Auto Information

Mileage reimbursement paid to the pastor (instead of a car allowance)?

If yes, rate of mileage reimbursement per mile: \$

Maximum amount of mileage reimbursement per year: \$

Annual car allowance paid to the pastor? Yes ☐

If yes, annual amount of car allowance paid to the pastor: \$ 4,922

Benefits Information

Does the congregation provide a benefit package for the pastor through Concordia Plan Services? Yes ☐

If yes, which Plan package is provided? The Church's Plan ☐

If the congregation provides one of the packages that include the Concordia Health Plan (CHP), which coverage level option is currently provided? Healthy Me HSA D ☐

If the congregation provides the CHP, who does the congregation pay premiums for? Entire family ☐

Does the congregation provide a health care plan other than the Concordia Health Plan? ☐

If yes, the congregation pays the other health plan premiums for: ☐

If the congregation doesn't provide a package that includes the Concordia Retirement Savings Plan (CRSP), does it provide another plan or additional retirement benefits in the form of another 403(b), etc.? Not applicable ☐

Is there additional income paid to the pastor to enable him to pay a portion of his self-employment tax? No ☐

Moving Information

Is there a maximum amount of moving expenses paid by the congregation? Negotiable - Expl ☐

If yes, maximum amount: \$ Negotiable

Miscellaneous Information

Continuing education/Graduate school allowance? Yes ☐

If yes, annual amount for continuing education /graduate school: \$ 600

Annual days of vacation, including the number of Sundays (should be based upon the pastor's total years of service in the ministry): days, 1 Sunday, Paid Time Off (PT)

Does the congregation follow the District's salary compensation guidelines? Yes ☐

Attachment 8

Request to Link *Holy Bible Site* to Webpage

First Name:

Luba

Last Name:

Romanenko

Email Address:

lubaromanenko6@gmail.com

Telephone Number:

380938808532

Contact option:

No need to contact me - Information only

Subject or Comment:

Hello!

My name is Luba,

I am very happy to find the website with Christian content, thank you for your work on the Redeemer Evangelical Lutheran Church website.

I also create and distribute Christian content on the Internet. I serve as a Sunday school teacher at a local church and am also part of the team Holybible.Site.

I noticed that you put a link to the King James Bible website - kingjamesbibleonline.org , on the page - https://www.redeemerchico.org/New_Website/ My team created a great Online Bible website - <https://holybible.site/>. We also invest resources to promote and share the Bible with non-church audiences.

Can you please put a link to our site as well, it will help us a lot and support our ministry.

Blessings, Best Regards,
Luba