



REDEEMER

LUTHERAN CHURCH

"Sharing Christ's Welcome"

**2025 ANNUAL CONGREGATION
MEETING**

Annual Congregational Meeting Agenda

Sunday, January 26th, 2025

Call to Order – Jackie Anderson, Council President

Celebrations Slide Show

New Business

- Presentation of Council members
- Election of new Council members
- Call of the Synodical Deacon
- Financial summaries
 - Treasurer report
 - Approval of Spending Plan

Closing

- Thanks to all who have contributed their time and talents this past year!
- Announcements

President's Annual Report

Jackie Anderson

January, 2025

As people get older they tend to say more often:” We didn’t do it that way”. It’s true over time people, places, ideas, and lifestyles change, grow and evolve. God’s love is the only consistent thing we have to hold and believe.

In my 6 years of coming to Redeemer Lutheran Church I’ve seen many changes in people, plans, facilities- some subtle and some enormous- but always moving forward. Redeemer celebrated its 70 th anniversary –a slideshow presentation had many views of great changes in the physical building.

Other celebrations include: we finished our Solar Project and have begun to reap the benefits from our efforts and installation. The CommUNITY Spaces Program is an on-going, ever growing project with various groups utilizing the updated space (new lighting and fans). Such groups include but not limited to: LLI classes, New Paltz Swim Team banquet, various SUNY student cultural events, birthday parties, after school programs, SCC Coffeehouse and Open Mic.

We celebrate Erich Markert taking on a full time position with NY Dept. of transportation. This prompted the development of a part-time Communications Coordinator position. First filled by Heather Wydock for several months- until she gained a full time position elsewhere, and now by Heather Barton. A very talented and gifted person.

We continue to sing praises of thanksgiving to God at Redeemer but our building has literally had many venues of amazing musical talent . We hosted our annual Christmas concert for Family OF NP, Kairos, Piano Guild, our own Redeemer Jazz band, The Esteemed Gentlemen, and Key of Q Unstoppable just to name a few.

I want to acknowledge and thank all who have served, volunteered, welcomed, cleaned, decorated, raked, counted, folded, chimed, made food, and worshiped at Redeemer this past year. It takes all of us to make a church community thrive and grow.

We’ve seen many new faces at worship, we’ve had friends and families move away. Yet we are strong in our belief and commitment of our mission statement at Redeemer: Sharing Christ’s Welcome.

Respectfully submitted,

Jackie Anderson

Council President

Annual Report 2025 “A Church for Today and Tomorrow”

Pastor Tobias Anderson

In looking back over the last year, I can joyfully share the following as some of the ministry with which I've been engaged, ministry that I imagine many of us associate with pastors and churches:

- Baptisms, Weddings and Commitment Ceremonies, Funerals (Redeemer and wider New Paltz Community), Pastoral Care including hospital and home visits, pastoral support as needed, monthly visits to shut-ins with Holy Communion, and offering individual Spiritual Direction as desired.
- Nurture of Music Ministries including Choir, Cantor, regularizing and expanding the Jam Band worship participation, and also our Jazz/Gospel.
- Regular preparation of Sermons/Homilies, nurture of existing and new Sunday Servant volunteers (Altar Care, Readers, Assistants, Welcomers, Musicians)
- Support of the Council, Stewardship, Worship Incubators Teams, as well as inspired groups of individuals working on everything from Project H.O.P.E., LGBTQ Welcome/Justice/Pride Parade, Property Efforts, and Student Christian Center Campus Ministry, the Christmastime Benefit Concert for FAMILY of New Paltz, the pre-election Braver Angels workshop, and more.
- Support of Staff, including monthly meetings with Zhanna Crespo, Music Minister, to plan hymns and special music, as well as coordination with Cantor Lisa Crespo and our new Communications Coordinator, Heather Barton.
- Support of wider Lutheran and ecumenical/interfaith relationships through Area Lutheran Ministerium, Metropolitan New York Synod Conference, Interfaith Thanksgiving Worship planning and participation.
- Supported the especially important work with our ecumenically supported Student Christian Center Campus ministry, currently serving as interim Board President during a time of crucial Board and ministry re-development.

I think it is also worth celebrating that Redeemer, New Paltz continues to be on the cutting edge of what congregational ministry for Today and Tomorrow might look like. Things we are doing here, such as building CommUNITY Spaces and re-considering what kind of staffing will support us into the future are not common among small to middle-sized congregations. This means that we can celebrate that in the last year Redeemer and I as your pastor have been:

- Working with Council in reconceiving the part-time Administrator position as a part-time Communications/Marketing Coordinator and then Hiring/Training new Communications Coordinator (first Heather Wydock and then, 3 months later, Heather Barton). This has required an enormous amount of work, but is already yielding positive impact on Christ's ministry through Redeemer.
- Working with Communications Coordinator to streamline and develop this role and begin to lay groundwork for having our first communications intern (and hopefully more down the road).

- Nurturing CommUNITY Spaces as a relationship-focused ministry building networks with people and organizations in New Paltz and the Hudson Valley, as well as developing CommUNITY Spaces as a revenue-generating arm of congregational ministry.

There is a foundational shift in theology behind Christ's ministry through Redeemer that deserve noting, and that is moving from understanding ourselves as a church that looks for what we can bring to the world into becoming a church that understands ourselves to be in and with the world, blessed by the Holy Spirit to be discovering in and with the world where and how God is showing up amongst us all. May we continue to grow as a church that understands ourselves to be bigger than these walls!

And as we move into 2025, I challenge us all to include prayers for Redeemer and each of us as disciples:

- To find ways to be nurtured and a part of God's nurturing of others through Redeemer, New Paltz. What is one way you need nurturing? What is one place you might step in and step up to serve through Redeemer? What other teams or groups are needed to help us expand and grow?
- To think of ourselves as ministry in and with rather than to the world.
- To continue to be curious about ways - such as CommUNITY Spaces, how and when we Worship, what is offered with Learning, Service, and Fellowship, and which other organizations we might partner with in the wider community – that will help us continue to evolve as a congregation so as to better share the gospel, and ensure that this Christ-centered, progressive ministry being shared here in New Paltz and the Hudson Valley for years to come.

“For in Christ there is a new creation, behold, everything is become new again.”

- 2 Corinthians 5:17

Synodical Deacon's Report

Synodical Deacon Klaus Jonietz

01/26/2025 *(This is a re-print of my report to Redeemer Council in October of 2024)*

With much prayer, after 45 years on the SCC Board; I have decided it was time for me to retire from the Board. Last December the SCC Board discussed my retirement; in March, a new slate of officers was elected (tabled from prior meetings as new members were slated to be on SCC Board):

- a. *Tobias Anderson – President*
- b. *Klaus Jonietz – V. President (to fill slot)*
- c. *Linda Loomis – Secretary*
- d. *Aaron Schulte – Treasurer*

Mary Wyble is still our Bookkeeper for everyday paying of bills and payroll with Michelle Ledesma Baer continuing as SCC Chaplin and Board Developer. Board Officers were elected to term of one year.

Had our Annual Board Meeting June 2nd at Reformed Church Fireside Room with everyone invited to attend. My retirement from SCC Board was announced and I was presented with departing gifts (wind chime & a tree planting in September at SCC house in my honor). Very much appreciated and unexpected. I now have a constant reminder of the SCC as I step off my deck at home.

Some of the activities that Michelle has developed (while also developing SCC board) are:

- **“Come As You Are” (C.A.Y.A.),** Sunday afternoon gathering
- **Stressbusters** where people can pause to request or offer blessings and pick up a Snack.
- Networking with **Office of Veterans Services**
- **Constructing Prayer/Meditation/Reflection labyrinth** on campus lawn.
- and also core to our networking on campus is the **Campus Food Pantry**. The food pantry allows the SCC to provide a valuable needed service to Students, Staff and Faculty, while giving the SCC relationship building activities to other opportunities for ministry.
 - From January 19-31, pantry had 87 guests. In February, 123 guests; and in
 - March pantry 277 guests. Michelle has to rent a U-Haul van more often to refill our supplies.
- Michelle continues to collaborate with Allison Moore of the Episcopal Church (St. Andrews) campus ministry.
- The SCC is still renting our house [Housing Justice Ministry] at 62 Plattekill Ave. in New Paltz. We always have house maintenance in mind. Currently looking into

installing decking on back of house rear door (had to remove due to in-ground oil tank location removal and rotten wood).

- The Campus has also moved our office and food pantry to another location, as SUNY Campus is renovating/updating SUB offices.

So much is going on. While I am retired from the SCC now; as I look back these past few months, I am assured of the bright future for the SCC.

Yes, the future of the SCC looks very bright and in capable hands to move into the next century.

Being a Synodical Deacon of the Metropolitan New York Synod, my “calling” coincided with my ministry of the SCC. Since I have retired from this position, I have also decided not to renew my status as Synodical Deacon in the Metropolitan New York Synod.

Much thought and prayer has gone into this decision; health (not getting younger), time and family, all have contributed to this decision.

I ask for your prayers in guiding me on my next “calling” in serving Christ.

Respectfully submitted,
Klaus Jonietz
Synodical Deacon

Synodical Deacon's Report

Synodical Deacon Bill Mennenga

Dear Siblings in Christ -

In 2024 I continued my Community Ministry as a Synodical Deacon for Redeemer Lutheran, New Paltz.

God has guided me through the Holy Spirit to be an active member of the New Paltz and Ulster County community.

It is through this active participation I am able to "Share Christ's Welcome" with our surrounding community.

In 2024:


- > I continued Deacon Bill's Ministry in Motion blog in the Redeemer e-newsletter;
- > I continued posting Deacon Bill Reflections on FaceBook. And through my postings some interested individuals who live locally have tried out what we offer;
- > I continued my participation with the New Paltz Thriving Together Team;
- > I was a member of the New Paltz Village Affordable Housing Board;
- > I continued my affiliation with RUPCO attending various functions;
- > I continued my affiliation with the Community Foundations of the Hudson Valley attending various functions and having meetings with the new CEO, Laura Washington;
- > I continued to serve on the FAMILY of Woodstock Board of Directors and its Finance and Personnel Committees;
- > I was appointed to the Margaret Wade-Lewis Black History and Cultural Center Board of Directors and its Development Committee;
- > I continued my support of Afghan Refugees through Christ the King Episcopal Church in Stone Ridge;
- > the Center for Creative Education started a satellite program in New Paltz that operated out of Redeemer;
- > I continued my membership with the Ulster County Chamber of Commerce that provides me with many networking opportunities that I participate in;
- > I began an affiliation with Carve 4 a Cause a New Paltz based nonprofit philanthropic organization;
- > I participated in a Synodical Deacon training program held in Pleasantville;
- > I meet monthly with Pastor Tobias;

> I research what other churches and religious organizations are doing to engage new and returning individuals and families. When I read an article that I think is particularly educational, I share it with Church Council members in the hope it might stimulate conversation, especially in the use of Community Spaces. Some of these articles speak to what the church of the future might look like.

May God continue to guide ALL of us as we spread Christ's good news through our words and actions.

Respectfully submitted,

Deacon Bill

Walk the Talk 

Synodical Deacon Bill Mennenga, MS, MPA

Financial Secretary's Report

Erich Markert

Redeemer Lutheran Church Account Summary January 01, 2024 - December 31, 2024

Account Name	Cash	Check	CC#	Direct	Online	Other	Total
Designated Giving							
Fund - Capital	0.00	1,100.00	0.00	0.00	0.00	0.00	1,100.00
Fund - Family of New	0.00	50.00	0.00	0.00	0.00	0.00	50.00
Fund - Love Offerings	10.00	0.00	0.00	0.00	0.00	0.00	10.00
Fund - Memorials	0.00	50.00	0.00	0.00	0.00	0.00	50.00
Fund - Pinecrest Sch	170.35	525.00	0.00	0.00	0.00	0.00	695.35
Fund - World Hunger	0.00	600.00	0.00	0.00	0.00	0.00	600.00
Security Deposits	0.00	100.00	0.00	0.00	0.00	0.00	100.00
Total: Designated Giving	180.35	2,425.00	0.00	0.00	0.00	0.00	2,605.35
Other Giving							
Building Use	1,743.00	16,275.00	0.00	0.00	0.00	0.00	18,018.00
In Kind Donations	0.00	0.00	0.00	0.00	0.00	1,485.33	1,485.33
Miscellaneous	242.39	1,864.90	0.00	0.00	0.00	0.00	2,107.29
Total: Other Giving	1,985.39	18,139.90	0.00	0.00	0.00	1,485.33	21,610.62
Regular Giving							
2024 Pledge Account	76,775.10	131,088.11	0.00	0.00	0.00	0.00	207,863.21
Loose Plate	1,465.37	12,115.00	0.00	0.00	0.00	0.00	13,580.37
Total: Regular Giving	78,240.47	143,203.11	0.00	0.00	0.00	0.00	221,443.58
Special Giving							
Envelope - Ash Wedn	25.00	0.00	0.00	0.00	0.00	0.00	25.00
Envelope - Christmas	0.00	200.00	0.00	0.00	0.00	0.00	200.00
Envelope - Easter Vlg	99.65	0.00	0.00	0.00	0.00	0.00	99.65
Envelope - Good Frid	20.00	50.00	0.00	0.00	0.00	0.00	70.00
Envelope - Initial	0.00	100.00	0.00	0.00	0.00	0.00	100.00
Total: Special Giving	144.65	350.00	0.00	0.00	0.00	0.00	494.65
Total:	80,550.86	164,118.01	0.00	0.00	0.00	1,485.33	246,154.20

Treasurer's Report

Doug Upright

2024 at a Glance

Category	Budget	Expense
Mission Support	21,945.00	24,269.72
Salaries and Benefits	182,466.00	180,515.66
Operating Expenses	49,351.00	43,825.44
Ministry Expenses	9,170.00	5,850.80
Total Expenses	262,932.00	254,461.62

Assets as of 12/31/2024

Asset/Liability	Balance
Checking	\$6,067.67
Savings	\$2060.55
Savings 2	\$6,574.59
Mission Investment Fund	\$2,495.19
Edward Jones Investments Account	\$16,720.34
ELCA Foundation Investment Account	\$114,853.88
MIF Demand Investment Account	\$7,064.32
Mortgage (Solar)	\$145,339.06

Fund	Balance
Capital Fund	\$15,783.09 *\$10,213.53 of the CF are earmarked for tech upgrades

**Redeemer Lutheran Church
2024 Spending Plan and Proposed 2025 Spending Plan**

	2024	2025	Change	%
Mission Support				
ELCA	\$ 15,145	\$ 16,469	\$ 1,324	8.7%
Student Christian Center	\$ 6,000	\$ 6,000	\$ -	0.0%
Other Mission Support	\$ 800	\$ 1,800	\$ 1,000	125.0%
Mission Support	<u>\$ 21,945</u>	<u>\$ 24,269</u>	<u>\$ 2,324</u>	<u>10.6%</u>
Salaries and Benefits				
Pastor Salary	\$ 66,845	\$ 70,454	\$ 3,609	5.4%
Auto Allowance	\$ 3,600	\$ 3,600	\$ -	0.0%
Housing Allowance	\$ 26,400	\$ 26,400	\$ -	0.0%
Pension and Insurance	\$ 40,314	\$ 41,930	\$ 1,616	4.0%
Continuing Education	\$ 1,000	\$ 1,000	\$ -	0.0%
Social Security Supplement - Pastor	\$ 6,588	\$ 6,843	\$ 255	3.9%
Choir Director/Organist	\$ 9,966	\$ 10,375	\$ 409	4.1%
Communications and Development Coordinator	\$ 19,668	\$ 23,400	\$ 3,732	19.0%
Supply Organist	\$ 250	\$ 250	\$ -	0.0%
Supply Pastor	\$ 1,400	\$ 1,400	\$ -	0.0%
Social Security Supplement	\$ 2,400	\$ 2,400	\$ -	0.0%
Disability Insurance	\$ 175	\$ 175	\$ -	0.0%
Bookkeeping Services	-	-	-	-
Payroll Processing	\$ 2,300	\$ 2,300	\$ -	0.0%
Cleaners	\$ 1,560	\$ 1,560	\$ -	0.0%
Total Salaries and Benefits	<u>\$ 182,466</u>	<u>\$ 192,086</u>	<u>\$ 9,620</u>	<u>5.3%</u>
Operating Expenses				
Gas	\$ 600	\$ 600	\$ -	0.0%
Electricity 2 (CHG&E)	\$ 10,000	\$ 6,000	\$ (4,000)	-40.0%
Electricity 1 (Solar Mortgage)	\$ 10,800	\$ 11,592	\$ 792	7.3%
Copier Lease	\$ 3,207	\$ 3,528	\$ 321	10.0%
Building & Office Supplies	\$ 1,500	\$ 1,500	\$ -	0.0%
Telephone & Internet	\$ 1,320	\$ 1,320	\$ -	0.0%
Snow Removal	\$ 4,000	\$ 4,000	\$ -	0.0%
Accounting Software	\$ 300	\$ 300	\$ -	0.0%
Insurance (Liability/Worker's Comp)	\$ 9,000	\$ 9,000	\$ -	0.0%
Water	\$ 325	\$ 400	\$ 75	23.1%
Maintenance/Repairs	\$ 8,000	\$ 8,000	\$ -	0.0%
Church Management Software	\$ 600	\$ 600	\$ -	0.0%
Flowers / Christmas Tree	\$ 300	\$ 300	\$ -	0.0%
Total Operating Expenses	<u>\$ 49,952</u>	<u>\$ 47,140</u>	<u>\$ (2,812)</u>	<u>-5.6%</u>
Ministry Expenses				
Music	\$ 3,600	\$ 3,600	\$ -	0.0%
Worship	\$ 1,120	\$ 1,600	\$ 480	42.9%
Education	\$ 600	\$ 600	\$ -	0.0%
Youth	\$ 250	\$ 250	\$ -	0.0%
Stewardship	\$ 1,050	\$ 1,050	\$ -	0.0%
Outreach (Publicity/Fellowship/Social Ministry)	\$ 950	\$ 950	\$ -	0.0%
Conferences/Conventions	\$ 1,600	\$ 1,600	\$ -	0.0%
Total Ministry Expenses	<u>\$ 9,170</u>	<u>\$ 9,650</u>	<u>\$ 480</u>	<u>0%</u>
Total Spending Plan	<u>\$ 263,533</u>	<u>\$ 273,145</u>	<u>\$ 9,612</u>	<u>3.6%</u>