All Saints Lutheran Church

January 2012 Saints Alive!

Sunday, January 29th, 2012
11:15am

The annual meeting of All Saints Lutheran Church will be on January 29 at 11:15am.

All members are asked to attend. We need a quorum to make this meeting valid, which is 10% of our members, so please plan on attending if possible.

This meeting is to go over what was accomplished in 2011, and what goals have been set for 2012 & beyond. Also, the new Council (Administry Team) members will be elected. And the budget for 2012 will be voted on.

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OUR PRAYERS ARE ANSWERED

At a special congregational meeting on December 11, the members of All Saints overwhelmingly approved a call to Rev. Kim. I have spoken with her and she is excited to be coming to Oshkosh! This is truly a good Christmas present this year!

Dave Koch
A-team president

So Long, Farewell, Goodbye...

Finally beloved, whatever is true, whatever is honorable, whatever is just,
whatever is pure, whatever is pleasing, whatever is commendable,
if there is any excellence and if there is anything worthy of praise,
think on these things… Philippians 4.8

It was Kathleen Norris who once quipped, anyone who complains about the doings of organized religion hasn't been to church lately. While it is true that congregations may not be the most efficient bunch of people around, there is something deep and true about them that holds up to the test of time. She also remarked that church is the one place you can go where everyone encourages you to sing, even if you can't, and where – each and every week – you received a blessing, just for showing up.

In my observation of you these past 16 months, as the people of God assembled at All Saints Lutheran Church you have certainly been doing far more than just showing up. Since a year ago last August, you have worked to bring this congregation out of its doldrums from the move of Pastor Darin to a new call, renegotiated a major building loan at a competitive rate for the long term, breaking the repetitive cycle of money worries, began the SCRIP program, developed a stewardship program without using the word stewardship, entered into plans for a debt reduction campaign for Fall 2012/Winter 2013, and more, all while continuing to develop and sustain the regular components of All Saints' mission and ministry.

More recently, many members and leaders have embarked on Unbinding the Gospel, a guided process of faith sharing and prayer. Now, you have extended a letter of call to your next pastor, who will help direct you through that process of growth and change this coming Lent. She will lead you through your next phase of mission.

It has been such a joy for me to be here and serve among you these past sixteen months. Since my ministry is as an intentional interim pastor, we knew from the first that if things went well, this day would come. Things have gone wonderfully well. So here we are. My last Sunday here will be January 8. the distance we have travelled together under God's care is certainly reason to celebrate now. My deeper joy is to see you continue on your journey, even as we go our separate ways. If you care to do me a favor, the best way that you can honor our time together is by working well with Pastor Kim and supporting her in her and your new mission together.

I want to thank you for your work with me these past months. The next few weeks will go quickly by, as we breeze through Advent, celebrate Christmas, negotiate another transition, and prepare for Pastor Kim's arrival. I wish you God's blessings as you embark on the next stage of Christian mission that God has in store for you. My only regret is the interim pastor's lament: that I will not see all this come to pass in person. Thanks so much for your work, prayers, laughter, tears, thoughts, and most of all your faithful support.

In Christ,

Intentional Interim Pastor Alan

Special Congregational Meeting Recap

The Congregation meeting to vote on Calling Pastor Kim to All Saints on December 11, 2011 was attended by 117 members. The result of the vote to call Pastor Kim was 116 Yes to 1 No.

Some questions brought up to the Call Team & Answered by Pam Pfaff the Call Team leader were:

Q: Did the Call Team see Pastor Kim give a sermon & if yes, what is her delivery style?
A: Pastor Kim gave the Call Team 2 sermons during her interview visits. Her style is not behind the pulpit, but moving about the front of the church. Pastor Kim began both sermons with explaining the Gospel, then applying the gospel to life, and finished with wrapping back to the Gospel.

Q: What Is Pastor Kim's personal life like?
A: Pastor Kim is in her late 30's, she's single, and has a mother & sister who she is close to. Pastor Kim is close to her mother who lives in North Dakota, and her sister who lives in Iowa.

Q: Does the Call Team feel Pastor Kim is going to be a long-term Pastor at All Saints?
A: Yes the Call Team feels Pastor Kim is definitely a long-term Pastor. Part of the reason is that Pastor Kim wants to live in the midwest again to be closer to her family. Also Pastor Kim met many of the attributes members of All Saints said they wanted on the Call Team Survey.

Q: Timing--when will Pastor Kim start?
A: New information since the meeting--Pastor Alan Schaffmeyer talked to Pastor Kim & her first Sunday she will preach @ All Saints will be on February 5th, 2012.

Q: What kind of financial package has All Saints offered Pastor Kim?
A: All Saints has extended an offer of pay of a 8-10 year Pastor Salary (guideline of ELCA) because of her professional work experience prior to becoming a Pastor.

Q: What are Pastor Kim's weaknesses?
A: One weakness may be that Kim is currently working at a smaller congregation. However she did intern at a large congregation prior to that.

Q: What is the transistion from Pastor Alan to Pastor Kim going to be? Is there an overlap?
A: New information since the meeting--Pastor Alan's last day will be on January 8th, and Pastor Kim's 1st day will be on February 5th. There will be a substitute Pastor here in between on Sundays. Pastor Alan will take a call at another church in January & Pastor Kim needed to give her current congregation notice & time for her to move to WI. Pastor Alan has been & will continue to be in touch with Pastor Kim during this time of transition.

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Continued . . . . . .Special Congregational Meeting Recap

Q: Is Pastor Kim on board with All Saints ways of doing things? Yes, she has even bought & has starting reading the Unbinding the Gospel book that is being read by small groups currently at All Saints. Also, Pastor Kim has many new ideas for All Saints.

Q: Does Pastor Kim have a sense of humor?
A: Yes Pastor Kim is a fun-loving, outgoing person.

Q: Will we have an opportunity to say goodbye to Pastor Alan?
A: New information since the meeting--Pastor Alan's last day will be on Sunday January 8th. We will have a time that day to say goodbye to him & to meet his wife MaryJeanne (more information to follow).

Respectfully submitted,
Kelly Wheeler, Council Secretary

Your Life @ Work...We Want To Spread the Thanks!

Hats off to those at work making sure Thanksgiving baskets were a part of our All Saints ministry this past November. So many of you donated your time: you prepared the turkey display with sticky notes, picked up a sticky note and donated food and/or money, shopped, prepared baskets, and made deliveries. We donated 15 baskets to needy persons all within our local community. Thank you to all who were a part of this important work!

Peggy Coniff

Sing to the Lord

The choir is in need of a pianist. If interested, or know someone who may be willing, please contact Lois at 527-1337. Also we are always welcoming more choir members. Anyone who wants to help ensure that the choir continues to enrich our worship services are urged to join! We practice on Wednesday evenings at 6:30 pm in Hallelujah Hall.

Electronic Giving

SAINTS LIVE!! We have moved into the next generation with Electronic Giving. We have available online giving which offers alternate ways to share our blessings. We have a choice of checking, savings or charge card. Go to www.allsaintsoshkosh.org and click on Electronic Giving on either side of the screen or the button “Give Now” and check this out! Let us know what you think!

shopwithscrip™.com

THANK YOU to everyone who bought Scrip cards in December. Typically the Scrip program averages around $60 a week in profit, but during the first 2 weeks of December our average was over $165 per week!! In purchasing gifts for family and friends you also provided a wonderful gift to All Saints.

Scrip sales will continue on Sunday mornings for all your gift giving needs as well as your regular shopping. Stop by the table in the coffee bar for more information

Sign Up To Receive the Magazine—The Lutheran

The Lutheran is the magazine of the ELCA. The magazine is a 4-color monthly whose job it is to bring news of the church—local, national and international—to ELCA members. They strive to explore Christian faith on a personal, congregational and worldwide basis through stories that educate, inspire and nurture faith. All Saints is pleased to provide this magazine to our members. If you would like to receive The Lutheran, please sign up on the poster in the narthex or contact Deb Sieth in the office. If you already receive The Lutheran, there is no need to do anything; it will still arrive each month. Also let us know if you are receiving The Lutheran, and you would like to discontinue your subscription.

Prayer Shawls For Our Confirmands

It has become an All Saints tradition to present each confirmand with a prayer shawl made especially for them by a member of All Saints. Confirmation Students will be Affirming their Baptism on Sunday is May 20, 2011. The shawls should be red or white. If you'd like to make a prayer shawl, please contact Deb Sieth in the church office at 426-4142 and she will give you the name of one of our confirmands.

2012 Calendars

Collecting 2012 Calendars for the Oshkosh Correctional Institution. Please bring any extra calendars you have to church and place them in the marked box located in the narthex.

Snowbirds

If you leave Wisconsin for the winter, please give us your winter address. We'd like to keep in touch with you! Let us know if you'd like to receive your newsletter and/or envelopes while you are gone. The post office doesn't forward bulk mail, so if we don't have your address, we end up paying return first class postage on your church mail.

Library News for December:

Merry Christmas from the Lord's Library and we are happy to announce that we have received a beautiful gift of books from a christian author Melody Carlson. I was notified that she was giving some of her books away for free if you applied, so I wrote a letter to her and she has sent us about 10 or so beautiful books. The new books will be in the library by the time you all read the newsletter, they are mostly christmas based so check them out and enjoy, please let us know if you like this author that way we can continue to purchase her books since she has been very generous to our little library! We have a few other new books as well: Jennifer Chiaverini - the Wedding Quilt which is part of the Elm Creek collection. The Help - which has been on the best sellers list for months, we also have it on CD for those of us who like to work while we listen to books!

We are getting some really nice books donated and unfortunately we cannot read all the books before we put them on the shelves, so if you think or find a book that you think isnt appropriate, please let us know as everyones level of acceptance is a little different. Some books being donated are on the best sellers lists and have a good message but may offend some, like I have said we cannot read all the books we are getting donated.

If you read a book and would like to write a few paragraphs as to the content and what you liked or disliked about the book we would love to have you send it to me that way we can share it with other readers at the library. My email address is: ulsterireland@yahoo.com .

Thanks again for the wonderful support we have had with regard to the new opening of the Library, please continue to keep us in your thoughts with regard to maybe giving a book in memory of someone or maybe a book from your favorite author, and we wish you all a wonderful Christmas.

December Blood Drive at All Saints

Hello All Saints,

We would like to take this opportunity to say a heartfelt “Thank You” to all who participated in the December Blood Drive at All Saints.

You may donate blood at the Community Blood Center either in Appleton at 4406 West Spencer Street or at the Blood Center in the old Lake Aire Shopping Center in Oshkosh at 2211 Oregon Street. The Oshkosh location is open Monday, Wednesday, and Friday. Donors may call ahead at (1-800-280-4102) to make an appointment. Also, the Appleton Blood Center has free Wi-Fi available. If you ever donate at either of these locations, make sure you tell them that you are from All Saints Lutheran Church. All Saints will get credit for your donation. This is a part of our Outreach Ministry.

To continue our Outreach Ministry, the next Blood Drive at All Saints is February 12, 2012.

It’s About Life,

Pat Klich, Deb Sieth, Rita Bartelt

Financial Update

Year to Date **Financials** **11/30/2011**

Building	Budgeted	Actual
Giving	$129,715	$96,544
Expenses	$173,067	$147,558
Surplus/(Shortfall)		($51,014)
Transferred from General		$51,139
Surplus/(Shortfall)		$125

General	Budgeted	Actual
Giving	$234,432	$222,567
Expenses	$191,077	$174,209
Transferred to Building		$51,139
Unpaid Bills		$15,022
Surplus/(Shortfall)		($17,803)
Total Shortfall Building & General		($17,678)

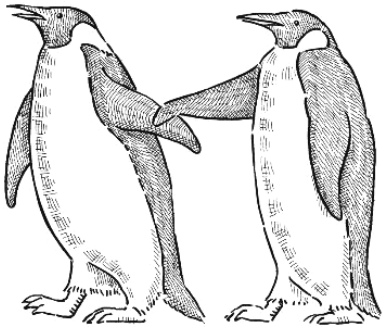
Mortgage Reduction 2011	Budgeted	Actual
Giving**	$57,000	$58,500
From December 2010		$6,074
Paid 5/31/11 to Associated Bank		($36,245)
Loan Fees		$2,385
Transferred for loan fees		($2,385)
Total Remaining for Mortgage Reduction		$25,944

Special Gifts	Actual
Giving-including Scrips	$89,154
Expenses (timing)-including Scrips	$77,158
Surplus/(Shortfall)	$11,996

Detailed Financials attached to Kiosk.

Sunday School News
January 2012
By Dina Jones & Kelly Wheeler, Sunday School Co-Coordinators
jdjones4@charter.net, kellyandcolin@yahoo.com

Thank You!
A big thank you to Laurie Cieszynski & all the teachers, parent helpers, & especially the Sunday School kids who did such an amazing job with the Christmas Program!



Important Dates:
January 1st—No Sunday School; We hope everyone enjoys their time off!

January 8th—Sunday School Resumes; also, this is Pastor Alan's last Sunday at All Saints, please come help say goodbye to him during a service.

January 29th—Annual Meeting of the Church—Sunday School will be @ the same time & place as normal.

Reminders:
1st Communion: Starting in March, any 2nd graders or youth 2nd grade & up, who wish to have **1st communion** instruction will have this opportunity (more information to follow). 1st Communion will be on Maundy Thursday, April 5th, 2012.

Snacks: There are snack sign-up sheets outside of each classroom. Families can sign up to bring a snack @ anytime by filling in their name on the sheet.

Join anytime: If you, or someone you know would like to join Sunday School, kids can enroll at anytime during the year. Just contact one of the Co-Coordinators, the church office, or come on Sunday morning to start & tell the teacher you are new. Sunday School is from 9:10-10:10 Sunday mornings.

Faith @ Home:
Goal for January: Find God outside of church. Talk to you children about places where you might see God. Maybe it's in nature: a beautiful fresh snowfall, animals, or a sunset. Maybe it's in other people—witnessing someone helping others. Or maybe it's in another person's faith—a football player taking a knee or giving God praise after scoring, or ask a grandparent about their faith. Maybe even finding a bible in your own home & looking up a piece of scripture such as John 3:16. God is everywhere if you start to look. Take this time to thank God for being all around, not just in church.

Council (Administry Team) Minutes
December 13, 2011

Present: Pastor Alan Schaffmeyer, Deb Sieth (Ministry Coordintor), John Coniff (VP), Bob Mathers (Treasurer), Barb Wussow (CFO), Kelly Wheeler (Secretary), Sarah Hopkins, Jill Schaumberg, Janek Cieszynski, Jean Polka, Jay Merrill

Excused Late: Dave Koch (President)

Devotion given by Janek Cieszynski; Serve contently.

Steinke Book on Leadership: John Coniff reviewed the chapter, What happens when leadership challenges the balance of the congregation?

Secretaries Report—Kelly Wheeler The November report was in the December newsletter

Ministry Coordinator Report & Stewardship Team update

Stewardship Team—Deb Sieth

- Fall Campaign of Your life @ Work was a success & learning experience.
- The Stewardship team is focusing currently on spotlighting one group each month @ All Saints for members to get involved in or to utilize.
- A future campaign will be another faith based campaign, but one with more depth.
- Concern of some A-Team members, although the amount of pledges increased monetarily, the total number of pledging units was down by 21 pledges from 2011's campaign. Also, there were 19 people who pledged for 2012 that didn't pledge in 2011—that's good news about the 19, however that means 40 giving units who pledged in 2011 didn't for 2012.

Ministry Coordinator Report

- Preparation are being made for the additional Christmas season services, both advent & the Sunday School Christmas Program.
- Performance Planning & Appraisal Review
  Pastor Alan & Deb completed & a copy is retained by the Personnel Team.
- Annual Meeting Data
  Deb provided data; worship attendance declines considerably when there is only one service due to the Annual Meeting. Worship is more important than a meeting.
  Motion made to hold the Annual Meeting after the 2nd service on January 29th.
  We need a quorum for voting on the budget & on A-Team members
  Future years the vote on the budget will be prior to the Annual Meeting.
- Website
  Nancy Skiftstad would like to form a Website Team to help on the website.
  Suggestions of potential team members should go to Nancy or Deb Sieth.

- Vacation
  Deb will be on vacation December 23rd—January 3rd.
  Volunteers recruited to answer the phone while Deb is gone. Office hours will be posted.

Pastor's Report—Pastor Alan Schaffmeyer

Starting to plan for Pastor Alan's Exit

- Pastor Alan's last day @ All Saints will be January 8th, 2011
- An exit interview will be held prior with the Executive Team.
- Unbinding the Gospel handover
  A-Team granted & is thankful for Pastor Alan's offer to give behind the scenes leadership until Pastor Kim is ready to take full charge.
  During Lent 85% of all-worshipping congregation in small groups phase.
  Still searching for Small Group Coordinators & a Confirmation Coordinator
  Pastor Alan to establish a means of contact & information sharing with Pastor Kim.
  Pastor Alan set up supply Pastor's for January 1st (vacation day), January 15th, 22nd, 29th, & Feb 5th depending on Pastor Kim's arrival date.
  Pastor Carol Christianson
  This is for Sunday's only. Local ELCA Pastor's can be called for Emergencies.
  Confirmation to be covered by Pam Pfaff in January until Pastor Kim arrives.
  The Mutual Ministry Committee (New group for Pastor Kim's transition period) established.
  Finalized members are: Pam Pfaff, Jeanne Tollard, Laurie Cieszynski, & Mike Klich.
- Administry Teams stance on Mission Support (formerly known as Benevolence)
  To be paid monthly based on prior months giving.
  This should cover any amounts in arrears (from 2011) also.
- Debt Reduction Campaign Fall 2012
  Talked about pros & cons of doing this at the same time as Regular Fall Campaign
- Fireproof Box/Personnel Safe
  Jay Merrill & Sarah Hopkins to research & purchase.
- Memorial Fund Process
  Pastor Alan gave Finance Team/Barb Wussow information about a Memorial Fund Process from another church in Appleton, need to establish a process @ All Saints.
- Pastor Kim
  Flowers to Pastor Kim were sent by Dave Koch to welcome her.
  All Saints will pay Pastor Kim's moving expenses up to $10,000
  Start date is February 5th, 2012.

"Fun" Raising Team Update—Jean Polka & Jill Schaumberg

- Scrips—2 big scrip weeks in a row in December--$154, $177 profit
- Hanging basket sale scheduled for the 2nd weekend in May, after Mother's Day

Finance Team Report—Barb Wussow

- Mission Support paid in November @ $1455, to be paid in December @ $1455 again. Behind by $13,000 for the year 2011—carried over to be paid in 2012
- Motion to approve the 2012 Budget & Finance Team Report by Dave Koch, John Coniff Second

Constitution Revision Team—Jean Polka

- Bob recommends adding the role of the CFO
- Potential to vote on revised constitution at Annual Meeting pending Council approval.

Personnel Policies—Sarah Hopkins

- Thank you to Sarah Hopkins, Pastor Alan, Bob Mathers, John Coniff, & Kelly Wheeler for their thorough review of the policies
- Conceal/Carry Laws & Regulations
  Removal of firearms strictly prohibited in building use policy as could present a liability.

New Council (Administry Team) members

- The Administry Team is accepting candidates to serve on Council. Please let Sarah Hopkins 303.0513 ghopkins_team@sbcglobal.net know if you are interested.

Motion to adjourn the meeting made by Dave Koch, seconded by Bob Mathers

Kelly Wheeler

Your Endowment Fund In Action

Again, your Endowment Fund committee would like to THANK all of you who contributed to the All Saints Mission Endowment Fund this year. All of us as members of our congregation, however, can participate in another way that will benefit individuals, families, Church and service organizations with financial needs. Based on past distributions of $3100 from the Fund, examples include a food pantry, direct assistance to parishioners in need, Thanksgiving baskets, Lutheran Homes of Oshkosh, Salvation Army and others. Your Fund committee is sure there are more people and organizations out there that could use a helping hand.

We have the opportunity to distribute over $1300 (10% of total) to worthy needs in 2012 as a result of combined donations and interest earnings. This is where each of us can participate by recommending a ministry in need of financial help. Aside from the examples listed above, consider our congregation's worship, education and facilities as potential beneficiaries of available funds. Note, however, that the Fund may only be used for ministries that are outside the annual congregational operating budget. Funding request forms are available from the Church office.

Grant Beckfield

January Volunteers

	January 1	January 8	January 15	January 22	January 29
Greeters 8:00 **10:15**	One worship at 9:30 a.m. Call the office to volunteer	Craig & Lisa Lieder Darlene Donker Linda Grzyb	Bob & Sandy Plank Barry & Billie Gauthier	Glenn & Carol Rand The Groth Family	Paula Rae Rost Roxy Barkhahn Gregg & Diane LaPlant
Ushers 8:00 **10:15**		Paula Rae Rost Stacy Resop Dennis & Laura Zirbel	Craig & Robin Whitney Todd Miller Roger Koepsel	Bonnie & Randy Behnke Bud & Lorna Edwards	The Lieder Family Scott Leipzig Roger Koepsel
Reader 8:00 **10:15**		Craig Lieder Lisa Sugrue	Kari Sweeting David Siemers	Roger Foust Willis Dey	Lisa Lieder Roger Koepsel
Worship Tech 8:00 **10:15**		Braden King Matthew Bluhm	Nate Somers Alex Kujawa	Alex Bilkey Annie Dey	Casey Jo Buehler Jamie Keller
Commun-ion Assis-tant 8:00 **10:15**		Janet Clark Stacy Resop Nancy Skifstad Meredith, Katrina, Maria Scheuermann	Craig & Robin Whitney Mike Sieth Roger Koepsel Pat Barker Dave Koch	Bonnie Behnke Steve Harnitz Cathy Spiegel Gail McNeil Sarah Hopkins Scott Houts	Dennis & Jeanne Dodge Lisa Lieder Dave Koch Roger Koepsel Pat Barker
Counters	Shelly Kumbier Cheryl Scha-mens	Helene White Stacy Resop	Shelly Kumbier Cheryl Scha-mens	Helene White Stacy Resop	Shelly Kumbier Cheryl Schamens
Nursery 8:00 **10:15**	Lisa Noe Brennon Watson	Bev Keller Jamie Keller Donna Nelson Connor Arneson	Melanie Beahm Jenna Wojahn Amanda Knaggs Sydney Kumbi-er	Todd & Meilssa Palecek Hunter Barber Sara Wiebel Caity McVey	Chrissy Steinert Melanie Steinert Jodi Budwit Michael Marone
Altar Watch	Jill Radtke Deb Peppler	Jill Radtke Deb Peppler	Jill Radtke Deb Peppler	Jill Radtke Deb Peppler	Jill Radtke Deb Peppler
Musicians	Barb Sitter	Greg Pfaff	Jay Merrill Lois Gruetzmacher	Kyrie	Jay Merrill Lois Gruetzmacher

January Events

Calendar events can be found online by clicking the Calendar link found on the far left side of each web page. It's near the bottom of the list.

If you have a calendar event, PLEASE let us know right away so we can add it to both the print and the online versions of the All Saints Calendars.

All Saints Lutheran Church
1072 Honey Creek Rd.
Oshkosh, WI 54904
920-426-4142

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All Saints' Mission Statement

Anchored in God's word, love and grace,
we are disciples called to share the Good News

All Saints Lutheran Church
1072 Honey Creek Rd.
Oshkosh, WI 54904
920-426-4142
www.allsaintsoshkosh.org

Pastor Alan Schaffmeyer
pastoralan@allsaintsoshkosh.net

Deb Sieth, Ministry Coordinator/Office Admin
Deb.ministry@allsaintsoshkosh.net

Office Hours: Monday-Thursday 8:00am—4:00pm

Worship: 8:00 & 10:15am
Nursery Provided: 8:00 & 10:15am
Signed Worship: 10:15am
Sunday School: 9:10am