

Lutheran Church of the Redeemer

ANNUAL REPORT OF THE CONGREGATION

2025



Our Mission:
"To share Christ's love with the greatest number of people"

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Agenda for Annual Meeting

Call to order: Welcome and Opening Prayer	5 minutes
Consent Agenda (to be approved as a whole): <ul style="list-style-type: none">• Pastor's Report• President of the Council Report• Ministry Reports (as printed in Annual Report)	2 minutes
Items to be Presented: <ul style="list-style-type: none">• Pastor's Reflection• Transition Team Update• Treasurer's Report• Ministry Highlights:<ul style="list-style-type: none">o Grace Howie – Faith Formation and Youth Ministryo Stephanie Hunter – Social Outreach – Food Insufficiency Ministries	<div>5 minutes</div> <div>10 minutes</div> <div>5 minutes</div> <div>10 minutes</div>
Proposed Action Items:	
Recommendations for Council from the Nominating Committee <ul style="list-style-type: none">• Sara Egeland (First year of 3-year term)• David Broderdorf (First year of 3-year term)• Chris Hernadi (First year of second 3-year term)• Gene Morrow (First year of second 3-year term)• Megan Kratz (First year of second 3-year term)• Tyler Posey (First year of second 3-year term)• Anna (Youth Representative – One year term)	10 minutes
Recommendation for Endowment Fund from Nominating Committee <ul style="list-style-type: none">• Lara Paukovits (First 3-year term)	3 minutes
Constitution Updates <ul style="list-style-type: none">• Adoption of Proposed Constitution Modifications	10 minutes
Presentation of Proposed 2026 Budget (Rob Wenk, Finance) <ul style="list-style-type: none">• Adoption of 2026 Budget	10 minutes
Update on Building Project and Path Forward <ul style="list-style-type: none">• Accomplished to Date• Financial Review• Path Forward• Discussion	20 minutes
Adjourn with prayer	

Minutes of the Annual Meeting of the Congregation of Lutheran Church of the Redeemer
February 9, 2025
Hybrid Meeting, in Person and via Zoom

Call to Order:

President, Ellen Kennedy called the meeting to order at 12:08 PM.

Pastor Kessinger opened with prayer.

President Kennedy offered information regarding the distribution of materials that were organized in advance of the meeting. She then gave an overview of the areas of focus for the annual Meeting.

Consent Agenda and Approval of Minutes of Previous Annual Meeting:

The agenda-as-a-whole, including the Meeting Agenda, Pastor's Report, Council President Report, Ministry Reports, and the minutes from the 2024 Annual Meeting were published in the Annual Report. President Ellen Kennedy asked for a motion to approve the agenda-as-a-whole with a correction indicating that Mark Thronson is nominated for a first 3-year-team (not second 3-year-term as originally published) on the Endowment Committee. The motion was made from the floor, it was seconded from the floor, and the agenda-as-a-whole was accepted unanimously.

Pastor Report:

Pastor Kessinger opened with a reading from Philippians and shared the journey of her decision toward retirement on July 1, 2025. She briefly outlined the scope of Redeemer's upcoming transition, to include the process for identifying an interim pastor in the short term and organizing the call process for a senior pastor in the long term. Redeemer will be in consultation with Pastor Sarah Garrett Krey, Assistant to the Bishop.

Music Director Matt Osifchin delivered farewell remarks and announced plans for a musical sendoff for Pastor Kessinger to take place in June.

A Congregant expressed appreciation from the floor for the efforts PSK made to ensure a smooth transition since the announcement earlier this year of her retirement

Treasurer's Report:

Treasurer Ed Regan briefed the Congregation on the Financial Report from 2024. He expressed appreciation for Financial Coordinator Sara Nail for her guidance and expertise in preparing financial reports for this meeting and throughout the year. There were no questions or discussion regarding the financial report.

Ministry Highlights - Social Justice and Equity Book Club and Sacred Ground:

Mary Eckberg and Clare Dutrow introduced the Congregation to the activities and purpose of the Social Justice and Equity Book Club. The group meets on Monday evenings via zoom to discuss a variety of books on the topic of racial equity. Books are announced in advance in the announcements and copies are available in the Crossroads for anyone to borrow.

Mary Eckberg presented the activities and purpose of Sacred Ground to the Congregation. Sacred Ground is a series of sessions, developed by the Episcopal Church, to study and discuss race and faith. Sacred Ground participants meet monthly via zoom, and all are invited to attend.

Ministry Highlights – Stewardship:

Matthew Kratz referred the Congregation to the Stewardship report and encouraged congregants to participate and share their time, abilities and resources to the church.

Action Item - Recommendations for Council from the Nominating Committee:

Ellen Kennedy read the names of candidates recommended for Council from the Nominating Committee as listed in the agenda:

- Annabelle Allard (First year of 3-year term)
- Steve Bott (First year of 3-year term), Treasurer
- Sarah Getter (First year of 3-year term)
- Karen Miller (First year of second 3-year term)
- Victoria (Youth Representative -- One year term)

A motion was made from the floor to accept the nominees. The motion was seconded on the floor. The slate of candidates was approved unanimously.

Action Item - Recommendations for Endowment Committee from Nominating Committee:

Ellen Kennedy read the names of candidates recommended for the Endowment Committee:

- Stephanie Hunter (First 3-year term)
- Mark Thronson (First 3-year term)

A motion was made from the floor by Karen Miller to accept the nominees. The motion was seconded from the floor. The slate was approved unanimously.

Action Item - Election of Voting Members to the 2024 Synod Assembly:

Ellen Kennedy read the names of recommended voting members to the 2024 Synod Assembly:

- Sabine Detweiller
- Chris Hernadi
- Harold Hofstad
- Ellen Kennedy (alternate)
- Josh Magnuson
- Karen Miller
- Max Miller
- Nate Paukovits

Ellen Kennedy made the motion to accept the recommendations. The motion was seconded from the floor. The slate was approved unanimously.

Action Item - Presentation of Proposed 2025 Budget:

Rob Wenk presented the proposed 2025 Budget. He provided context for the increase in the **Building and Grounds** line item, the increase in the **Administration** line-item, and the new line of **Debt Payment/Placeholder**.

Nate Paukovits made the motion to approve the proposed Budget. The Motion was seconded from the floor.

A congregant asked for and received confirmation that Redeemer is not subject to any increase in property taxes on building and grounds.

A congregant asked for and received clarification of the proposed amount of \$24,000 as Debt Payment/Placeholder.

The Congregation voted to adopt the proposed 2025 Budget as presented in the agenda.

Discussion Item - Beyond Measure Update:

Laura Magnuson, co-chair of the Redeemer Renaissance board, and family expressed their support for the playground and outdoor work as part of the Capital Campaign and Building Project.

Mary O'Brien summarized the fundraising activities of the Beyond Measure campaign during the year. Funds have been collected from previously pledged amounts, activities such as the donut sale and ice cream social, and contributions made outside of pledges.

Rob Wenk guided the congregation through activities of the Building Project:

- Bids have been collected and walkthroughs have been scheduled with potential contractors.
- Financing options with Chain Bridge Bank (who financed previous campaigns), and the ELCA investment funds are under review.
- Plans have been submitted to Fairfax County to obtain the necessary permits.
- Interior work is anticipated to commence in late summer, and exterior work in the fall.

Action Item - Approval of Mortgage:

The following motion was made previously by Council and is subject to approval by the congregation this afternoon:

“Based on the current total estimated project costs of \$3.2 million, and based on the current pledge and giving totals of \$1.6 million, the congregation authorizes council and its leadership to enter into a mortgage for not more than \$1.6 million to be amortized over a 25-year term based on best loan rates and terms available at the time.”

The motion was seconded by Max Miller.

Comments and discussion from the floor focused on the points below:

- A congregant mentioned the age of the building and interior spaces and the need for capital improvements to address functionality issues.
- A congregant mentioned the need to plan for alternate spaces or develop contingency plans for ongoing activities such as Faith Formation classes, day-to-day business operations, and facilities usage by outside groups during construction.
- A congregant expressed appreciation for the work and effort Rob Wenk and his team have made over the years in putting this project to fruition.
- A congregant sought and received historical context for collecting on pledged contributions, as well as the amount of cash on hand at this time.
- Three congregants asked about the feasibility of reducing the mortgage amount by drawing from other sources, such as borrowing from Redeemer’s reserves, securing a personal loan from an individual donor, or drawing from a line of credit.
- A congregant sought and received background on the increased costs associated with the project and contingency plans for unanticipated increases along the way.

The congregation ended discussion by a 2/3 voice-vote and paper ballots were distributed to vote on the approval of a mortgage.

Votes were tabulated and the Congregation voted to approve the motion as follows:

- Zoom: Unanimous in favor.
- In Person In Favor: 54
- In Person Opposed: 2
- In Person Abstaining: 3

Discussion Item - Souper Bowl Results:

Souper Bowl contributions from the three services were added up. The Steelers topped both the Eagles and the Chiefs and walked away with the win. Pittsburgh Steelers \$264. Kansas City Chiefs: \$247. Philadelphia Eagles \$110. A total of \$621 was raised.

Adjournment:

Pastor Kessinger closed with prayer and asked that we keep all members who are in hospital or who are dealing with financial uncertainty in our prayers.

Max Miller made a motion from the floor to adjourn the meeting. Laura Duval seconded from the floor. The congregation unanimously adjourned the meeting at 1:31 PM.



2025 Report by Pastor Sharon Core

Siblings in Christ,

Grace and peace to you. As you reflect on 2025, I add my thoughts to your annual report.

Last year, you said goodbye to your pastor of 13 ½ years and hello to me. My hope is in the 6 months we have now spent together, you have a sense of the possibilities of this interim time and the necessity for it.

I am grateful for the ways you have welcomed me and have, for the most part, patiently answered my questions. Part of my responsibility as your interim is to ask a lot of questions!--questions based on what I see, why things are done the way they are and what practices can be different.

In this in-between time, I am intentionally doing some things differently. If I can offer ways of being, serving, studying, worshiping that are a bit different from what you are “used to”, it will give your next pastor the freedom to shape their ministry without hearing “this is the way our last pastor did it”.

I want to raise for you three areas that from my perspective would be good for you to address/chew on/think about before your next pastor arrives.

1. Faith Formation, Adult Education and Worship: Redeemer has a strong Faith Formation program and you are blessed with teachers who care about the children and youth. The teachers are passionate in their teaching and are serious about being trusted adults for the younger members of the church. There are nineteen 7th and 8th graders in confirmation! The Bible and Bagels class is well attended by High School students. Table Talk is well attended and is the only Adult Education class on Sunday morning.

The Sunday morning worship schedule is full—8:30, 9:45 and 11:00. We have a *Children’s Message* at all three worship services and for most of the time have children there for that part of the service. However, we do not have the population of children and youth in worship as are present in Faith Formation. My wonderment is when do the children and youth experience worship? When those in confirmation make the decision to join the church, many of them will not have regular worship experience. Given the Sunday schedule, not many families worship together; parents usually attend the 9:45 service and children/youth are in Faith Formation.

Most people who attend worship are adults. Their experience of worship is strong and I wonder about their Christian education. If adults don’t attend Table Talk (during the 9:45 service), what are other learning/exploration opportunities?

I would suggest an overarching conversation that takes into account children, youth, adults, worship and education. It may be that something needs to change.

2. Where do things live: On more than one occasion, I have had someone say to me, “Has anyone told you about _____?” My response usually has been “no” followed by “and where in the organization structure does this live?” “Well, it’s really just something that _____ does.” I believe a worthwhile endeavor would be conversation about the myriad of opportunities for service, fellowship and involvement. How does the congregation claim these? And which group/committee is tasked with

“making them happen”? For a congregation the size of Redeemer, a clear understanding of who is responsible for what, how committees and groups work together and how the congregation and pastor work together will serve you well in the long run.

3. Life-long stewardship: I was surprised when I arrived there were no plans for a stewardship focus in the fall. My own tradition, while not perfect and always has room for improvement, has a fall focus on the gifts/pledges people in the congregation make. Part of our identity as disciples is that of steward—the way we share our gifts—and yes, that includes “time and talent”—it also includes our money. Conversation and reflection around our understanding of and use of money are topics worthy of year-long attention.

I am grateful to be with you at this time. I trust we will continue to discover areas to explore as you ready yourselves for your next pastor.

Blessings,
Pastor Sharon
Interim Senior Pastor

2025 Statistics

End of 2024	Total Baptized Membership	1,284
	Confirmed Members Average	1,011
	Weekly Worship	166 (Traditional)
		96 (Contemporary)
		262 (Total)
End of 2025	Total Baptized Membership	1254
	Confirmed Members Average	869
	Weekly Worship	173 (Traditional)
		108 (Contemporary)
		281 (Total)

Average Weekly Worship- Based on ELCA Guidelines:

- In-Person (131 for Traditional) (73 for Contemporary)
- Livestreaming (5-20)
- Videos (42 for Traditional) (35 for Contemporary)

Baptisms – 4

Walter Frank Brainard
Walter Samuel Bader
Broderick Edward Badgley Roberts
Logan Ross Shepard

Our New Members – 13

Mary Austin
Matt Austin
Cheryl Balleisen

Geoff Balleisen
Eric Cho
Henry Conrad
Samuel Lueders
Scott Lueders
Emily Osifchin
Broderick Edward Badgley Roberts
Logan Ross Shepard
Zoey Steinmuller
Cheryl Wilhoyte

Confirmed in 2025 – 7

Eric Cho
Henry Conrad
Emma Hindley
John Lettow
Emily Osifchin
Julia Paukovits
Zoey Steinmuller

Weddings – 1

Jessica Steinmuller & Nathan Harbin

Transfers – 4

Julia Englund
Mary-Hannah Klontz
Paul Klontz
Gretchen Stark

Faithful Departed – 17 (* means non-members)

James Ahlgren
Shahin Bahrami *
Michael Brittin *
Marjorie Chipouras
Joan Coffman
Edward Culhane *
Haley Curtis
Gwenn Holmlund
Betsy Kutscher
Lucia Mao *
David Muchow
Dave Muhlenberg
Pat Reblitz
Elaine Shelleman
Virginia Teitman *
Jane Underhill *
James Wareham

Total Received – 17

Baptism (children) – 4
Baptism (adult) – 0
Affirmation of Faith – 13
Transfers to Redeemer – 0

Total Removed – 15

Deaths – 11
Transfer – 4
Statistical Adjustment – 0



Council President Report by Karen Miller

To say 2025 has been a year of change at Redeemer would be a significant understatement. Just as we were getting the new calendar year started and thinking about a new Council year and exciting updates on our construction project, Pastor Kessinger announced her retirement. This news was met with mixed emotions - sadness that she'd be leaving us after 13 plus years, but joy for her as she planned to move to a new season of life. Her announcement kicked off a flurry of activity to figure out how Redeemer would move forward once PSK was officially gone from our midst.

But first we needed to attend to the day-to-day activity of being church. We continued our various Bible studies, taught Faith Formation classes, made progress on our construction project, planned for Lent and Easter, and confirmed seven youth, adding them to our membership rolls. And we worked with the Synod to identify an interim Pastor to support us while we mourned PSK's departure and did the work of transitioning to a new season of our own.

In June, we said goodbye to PSK with a wonderful party and last service weekend. Our Youth went on a mission trip to Niagara Falls and we transitioned into our summer. Pastor John Teitman guided us through those months, while we waited for our new Interim Pastor to join us. I cannot thank Pastor John enough for what he did to keep us together over those many weeks and for his personal support while Council figured out how to run a church with no called Pastor!

Our building improvement project moved forward as planned. A heartfelt thank you goes to Rob Wenk, a true servant-leader, who keeps us informed and everything progressing as it should. Thanks also to the Worship and Music committee for deftly dealing with the challenges this project presents to our worship space and practices.

In August, Pastor Sharon Core joined us as our Interim. As she got to know us, a new Faith Formation year started, and we progressed through the fall, making do with limited classroom space while our first phase of construction was completed. By December, we were moving the staff over to the new (and beautiful) classroom wing so that the remodel work on the office wing could begin. If you haven't taken a look, please do so!

Pastor Core has been a steady guiding presence as we execute the process of transition to prepare for calling a new pastor. I am grateful for her leadership.

We are blessed by the many hands that make Redeemer the thriving church it is. From the staff (and those that act like staff) to the ministry teams, we are making a difference in our community and doing our best to share Christ's love!

Finally, a profound Thank You to our Council members (Annabelle Allard; Steve Bott, Treasurer; Lee Cronin; Sabine Detweiler, Vice President; Sarah Getter; Chris Hernadi, Secretary; Megan Kratz; Lena Martikainen; Gene Morrow; Tyler Posey; and Youth Member Victoria) for their leadership throughout this year. We are entering an exciting time of new opportunities and there is plenty of work to do! Please join us in whatever way your personal superpower allows.

Karen Miller
Council President

LUTHERAN CHURCH OF THE REDEEMER

SUMMARY OF 2025 OPERATING FUND ACTIVITY

	Current Year			2024 Actual
	2025 Actual	2025 Budget	Budget Variance	
<u>OPERATING FUND INCOME</u>				
Offerings	\$ 838,862	\$ 949,784	(110,922)	\$ 949,784
Pre School Contribution	71,964	71,961	3	59,853
After School Contribution	46,212	46,207	5	43,583
Interest Income	56,991	20,004	36,987	55,605
Facility Use Fees and Other	81,815	89,800	(7,985)	89,883
Total Operating Fund Income	\$ 1,095,844	\$ 1,177,756	(81,912)	\$ 1,198,708
<u>OPERATING FUND EXPENSES *</u>				
Synod Benevolence	\$ 74,000	\$ 74,000	0	\$ 72,000
Education	4,330	4,250	80	4,243
Parish Life	12,936	13,400	(464)	7,542
Flowers and Decorations	2,203	1,500	703	1,289
Stewardship	1,841	2,150	(309)	1,927
Social Outreach	31,783	33,600	(1,817)	30,868
Welcoming	529	1,500	(971)	463
Worship	2,711	5,000	(2,289)	3,158
Music (no salaries)	3,753	4,000	(247)	4,762
Youth Ministry	1,980	13,500	(11,520)	11,557
Building & Grounds	172,040	162,920	9,120	158,156
Administration	59,008	52,000	7,008	47,777
Staff (Pastoral, Admin, Music)	718,510	785,164	(66,654)	741,090
Mortgage/Debt Payment	-	24,772	(24,772)	-
Total Operating Fund Expenses	\$ 1,085,624	\$ 1,177,756	(92,132)	\$ 1,084,832
Extra Receipts over Expenses	\$ 10,220	\$ -	\$ 10,220	\$ 113,876
Operating Fund Working Capital Surplus/(Deficit) as of 12/31/2025	\$ 127,619			

* All expenses net of direct donations (i.e. flower contributions, youth mission trips, etc. - see Total Receipts Report for detail).

LUTHERAN CHURCH OF THE REDEEMER
WORKING CAPITAL BALANCE SHEET - AS OF 12/31/2025
(Excludes Property & Equipment and Related Debt)

<u>ASSETS</u>	<u>12/31/2025</u>	<u>12/31/2024</u>
<u>Current Assets</u>		
Chain Bridge Bank	\$ 1,462,847	\$ 1,700,983
Morgan Stanley	963,148	827,661
ELCA Mission Investment Fund	150,000	-
Advance on Mortgage	-	-
Prepaid Expenses, Deposits and Other	4,186	3,731
Total Cash and Cash Equivalents	\$ 2,580,181	\$ 2,532,375
Total Working Capital Assets	\$ 2,580,181	\$ 2,532,375
<u>LIABILITIES</u>		
<u>Current Liabilities and Dedicated Accounts</u>		
Accounts Payable & Payroll Liabilities	\$ 6,933	\$ (924)
Social Outreach Accruals	6,637	4,938
Free Will Giving Not Yet Forwarded	6,225	1,897
Endowment Gifts	3,983	0
Building & Grounds Reserve	57,511	71,704
Pastor's Benevolent Fund	6,820	15,175
Dedicated Giving Accounts	46,447	45,020
Thanksgiving & Memorials	579,672	88,220
MEC Special Gifts	32,592	32,592
MMEC - Pastoral Support Reserve	263,122	263,122
Furniture, Fixtures & Equipment for Construction	75,930	0
Capital Campaign -Cost/Invoices	(1,050,518)	(264,301)
Capital Campaign -Income/Gifts	1,299,348	985,348
After School Tuition & Registration Deposits	174,815	110,050
After School Equipment & Operational Reserve	505,702	375,412
Childcare Stabilization Grant	0	15,000
Pre School Tuition Deposits	41,878	110,525
Pre School Consignment Sales Reserve	98,807	98,807
Pre School Equipment Replacement Reserve	296,658	321,659
Total Liabilities and Dedicated Accounts	\$ 2,452,562	\$ 2,274,243
Current Assests - Total Liabilities	\$ 127,619	\$ 258,133
After School Net Income as of 12/31/2025	\$ 28,269	\$ 36,313
Pre School Net Income as of 12/31/2025	\$ (30,583)	\$ (11,771)
<u>Working Capital Fund Balances</u>		
Total Working Capital Fund Balances	\$ 129,933	\$ 233,591

LUTHERAN CHURCH OF THE REDEEMER

2025 TOTAL RECEIPTS - ALL SOURCES *

Giving by Members	2025	2024
Operating Fund Contributions	\$ 838,862	\$ 949,784
Additional Principal Paydown	0	0
Capital Campaign	324,000	805,966
Youth Activity Reimbursements	4,410	3,670
Flowers, F&B, Credit Card Fees & Other	6,374	6,063
Free Will Giving		
Partner For Surgery	\$ 1,195	\$ 4,060
N Street Village	1,270	795
Global Refuge/LIRS	110	0
Britepaths/Our Daily Bread	2,338	3,840
Lutheran World Relief	2,741	5,930
ELCA World Hunger	1,475	550
Lutheran Disaster Response	2,695	6,354
SHARE of McLean	5,600	7,388
Lutheran Social Services	100	0
Lamb Center	100	0
Social Outreach - Other	3,070	2,400
Rise Against Hunger/Stop Hunger Now	27,425	25,565
Endowment Fund	12,963	4,950
Pastor's Benevolent Fund	4,120	19,392
Quilting Ministry	6,000	0
MusicProgram	2,150	100
Youth Fundraisers	1,144	1,970
Thanksgiving and Memorials	429,114	10,000
Total Free Will Giving **	\$ 503,610	\$ 93,294
Total Giving by Members & Others	\$ 1,677,256	\$ 1,858,777
Additional Receipts		
Preschool Contribution	\$ 71,964	\$ 59,853
After School Contribution	46,212	43,583
Interest Income	56,991	55,605
Facility Use Fees and Other	81,815	89,882
Total Additional Receipts	256,982	248,923
Total Receipts - All Sources *	\$ 1,934,238	\$ 2,107,700

* Not including tuition receipts to Preschool and After School programs.

** Member giving receipts through church only. Does not include direct contributions to beneficiary organizations.

REDEEMER ENDOWMENT FUND

2025 YEAR END STATEMENT OF PLAN ASSETS

Beginning Balances

12/31/24 Balance from Investment Account	\$189,130
12/31/24 Cash Balance in Church Account	-
Total Year End Balance as of 12/31/24	\$189,130

Fund Activity in 2025

Contributions to Principal	12,983
Income from Investments	16,533
Gain/(Loss) on Investments	16,897
Fees, Expenses and Taxes	(15)
Disbursements to Charities	(18,000)
Total Changes to Fund Balance in 2025	28,398

Ending Balances

12/31/25 Balance from Investment Account	\$213,545
12/31/25 Cash Balance in Church Account	3,983
Total Year-end Balance as of 12/31/25	\$217,528

Original Investment Principal

12/31/24 Principal Balance	\$139,879
2025 Contributions to Principal	12,983
Total Year-end Principal Balance as of 12/31/25	\$152,862

Lutheran Church of the Redeemer - 2026 Budget

	2022	2022	2023	2023	2024	2024	2025	2025	2026
Income:	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Proposed
Offerings	969,889	923,432	923,432	960,030	939,194	949,790	949,784	838,862	838,862
Pre School Contribution	35,241	43,153	57,469	59,561	62,672	59,850	71,961	71,964	72,172
After School Contribution	36,891	53,443	34,862	37,493	38,958	43,580	46,207	46,212	53,611
Facility Use Fees and Other	80,000	117,305	115,000	108,084	101,000	145,488	109,804	138,806	110,000
Total	1,122,022	1,137,333	1,130,763	1,165,168	1,141,824	1,198,708	1,177,756	1,095,844	1,074,645

	2022	2022	2023	2023	2024	2024	2025	2025	2026
Expenses:	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Proposed
Building & Grounds	140,200	148,244	154,200	145,044	157,960	158,156	162,920	172,040	165,900
Administration	39,685	46,541	41,100	41,099	42,500	47,777	52,000	59,008	54,250
Staff (Pastoral, Admin, Music)	724,729	731,406	756,738	723,930	790,064	741,090	785,164	718,510	765,453
Synod Benevolence	69,000	69,000	71,000	71,000	72,000	72,000	74,000	74,000	76,000
Educ./Worship/Parish Life/Youth	38,300	24,249	35,100	31,529	46,700	34,941	45,300	30,283	44,800
Social Outreach	39,200	28,328	31,100	32,021	32,600	30,868	33,600	31,783	32,050
Debt Payment/Placeholder	70,908	70,907	45,597	45,597	0	0	24,772	0	22,000
Total	1,122,022	1,118,675	1,134,835	1,090,220	1,141,824	1,084,832	1,177,756	1,085,624	1,160,453

	2022	2022	2023	2023	2024	2024	2025	2025	2026
Summary:	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Proposed
Total Income	1,122,022	1,137,333	1,130,763	1,165,168	1,141,824	1,198,708	1,177,756	1,095,844	1,074,645
Total Expenses	1,122,022	1,118,675	1,134,835	1,090,220	1,141,824	1,084,832	1,177,756	1,085,624	1,160,453
Additional Contributions Needed			4,072						85,808
Extra Receipts		18,658		74,948		113,876		10,220	

Lutheran Church of the Redeemer - 2026 Budget Detail

<u>Operating Fund Income</u>	<u>2025 Budget</u>	<u>2025 Actual</u>	<u>2026 Proposed</u>
Offerings	\$ 949,784	\$ 838,862	\$ 838,862
Pre School Contribution	\$ 71,961	\$ 71,964	\$ 72,172
After School Contribution	\$ 46,207	\$ 46,212	\$ 53,611
Interest Income	\$ 20,004	\$ 56,991	\$ 27,500
Facility Use Fees and Other	\$ 89,800	\$ 81,815	\$ 82,500
Total Operating Fund Income	\$ 1,177,756	\$ 1,095,844	\$ 1,074,645

<u>Operating Fund Expenses</u>	<u>2025 Budget</u>	<u>2025 Actual</u>	<u>2026 Proposed</u>
Building & Grounds	\$ 162,920	\$ 172,040	\$ 165,900
Administration	\$ 52,000	\$ 59,008	\$ 54,250
Staff (Pastoral, Admin, Music)	\$ 785,164	\$ 718,510	\$ 765,453
Synod Benevolence	\$ 74,000	\$ 74,000	\$ 76,000
Education	\$ 4,250	\$ 4,330	\$ 4,750
Parish Life	\$ 13,400	\$ 12,936	\$ 12,400
Flowers and Decorations	\$ 1,500	\$ 2,203	\$ 2,000
Stewardship	\$ 2,150	\$ 1,841	\$ 2,150
Welcoming	\$ 1,500	\$ 529	\$ 1,500
Worship	\$ 5,000	\$ 2,711	\$ 4,500
Music (no salaries)	\$ 4,000	\$ 3,753	\$ 4,000
Youth Ministry	\$ 13,500	\$ 1,980	\$ 13,500
Social Outreach	\$ 33,600	\$ 31,783	\$ 32,050
Debt Payment/Placeholder	\$ 24,772	\$ -	\$ 22,000
Total Operating Fund Expenses	\$ 1,177,756	\$ 1,085,624	\$ 1,160,453

Additional Contributions Needed		\$ 85,808
Extra Receipts	\$ 10,220	

Building and Grounds Committee Report

The Building & Grounds group has been involved with a variety of projects throughout the year:

- Maintenance of the church grounds was completed by the committee volunteers through weeding, mulching, pruning, trimming, and watering resulting in significant operational cost savings to the church.
- Replaced a steel door that had started to rust through in Music Suite A.
- Installed new sound absorbing panels in the Gym and Fellowship Hall.
- Replaced a roof top HVAC unit that had failed with new model that is more efficient.
- Developed a new cabling plan for voice and data to support the new and temporary offices.
- Replaced a section of a casement window in a Preschool classroom that had rotten wood.
- Installed a wireless upgrade of the alarm system to reduce old telephone line requirements.
- Expanded the fire alarm panel to handle the construction and replaced a problematic sensor.
- Began expanding and upgrading security cameras to cover more areas with better resolution.
- Sold, donated or stored excess equipment and items from the old classrooms and offices.

Building & Grounds Master Plan Construction

- Started renovation construction of the classroom wing as scheduled on August 19.
- Turnover from construction of the classroom wing was completed on December 2.
- Staff members were moved from their offices into temporary spaces in the renovated areas.
- Started renovation construction of the office wing as scheduled on December 15.
- If everything stays on schedule, the office wing renovation should be completed mid-April.
- Received county approval on the site plan for the columbarium and playground renovation.
- Waiting for a county building permit for revised construction documents for outdoor areas.
- We sent out RFPs (Request for Proposals) to several area general contractors, including the firm that is currently doing our interior building renovations. Unfortunately, the bids have come back much higher than we were expecting. The construction budget for the outdoor work was based on two rounds of estimates done during the design phase from an independent estimator. However, additional county requirements for storm water management and tree protections and annual rising costs have led to this situation. We are currently working with our architects, engineers and the general contractors to determine how we can reduce these costs and plan for a path forward.

Special thanks to Pete Poulos, Steve Koenig, Joyce Clarke, Susan Posey, Alice Lockhard and Tyler Posey who have volunteered many hours to help care for the grounds and the Memorial Garden. We are always looking for help with the grounds and with minor building repairs. If you could help, please send an e-mail to church@RedeemerMcLean.org to let us know of your interest.

Rob Wenk
Building and Grounds

Endowment Committee Report

“Charitable Giving to Support Mission Outreach”

Redeemer’s Endowment Fund (Fund) was established in 1995 by the congregation to expand our mission outreach. Gifts to the Fund can be in any amount, at any time, and remain permanently invested. Only earnings are dispersed to charitable organizations with at least 50 percent of the annual amount used within our Metro Area.

The Endowment Committee has five members elected to 3-year terms. It manages the Fund and recommends grants subject to Church Council approval. The current members are Stephanie Hunter ‘28* (Chair), Dr. Gene Morrow ‘27* (Financial Secretary & Council Liaison), Mary O’Brien ‘26* (Recording Secretary), David Broderdorf ‘27*, and Mark Thronson ‘28*.

In 2025, \$18,000 in grants addressed immigration, food security, health, and foster care/youth, with \$12,000 (67%) used locally. Grant recipients are announced in Tidings or Temple Talks.

Organization	Mission Area/Location	Grant
Lutheran Social Services- NCA	Immigration - Metro Area	\$4,000
YouthWorks- Kingdom Fund	Various Charities - Niagara, NY	\$4,000
Comfort Cases	Foster Care/Youth - Metro Area	\$4,000
Rise Against Hunger	Food Security - Abroad	\$2,000
Capital Area Food Bank	Food Security - Metro Area	\$4,000

In 2025, member donations totaled \$12,983 to the Fund, more than double what was received in the prior year! Thank you for your support in sharing Christ’s love through Mission Outreach. Estate gifts are welcome, and the Endowment Committee also encourages gifts at any time or amount to celebrate a birthday, anniversary, first communion, confirmation, or graduation.

For a year-end summary, please refer to the Endowment Fund page of the Treasurer’s Report within this document.

For more information about the Endowment Fund, contributions, or potential grants, please contact Endowment@redeemermclean.org or a committee member listed above.

*Denotes Term Expiration Year

Stephanie Hunter
Endowment Committee Chair

Faith Formation Report

I would like to start by saying thank you to all our incredible teachers. We have been blessed with an amazing set of mentors that have volunteered their time and energy, helping to create a fun, nurturing and educational environment for our youth. Thank you!

In May of 2025 we closed out a successful year of classes and paused for the summer. Our gratitude goes to Shelley Brennan who ended her years long dedication to the program including teaching Confirmation in the 2024-25 school year.

In the 2024-2025 school year, we had 51 students registered for Pre-K to 6th Grade classes. We also had 18 students registered for Confirmation class and 16 registered for our High School class. Attendance was strong across all classes last school year!

Grace Howie has taken over the logistical aspects of the Faith Formation and Confirmation programs for 2025 - 2026. She is assisted by Jackie Budde who serves as our scheduling coordinator for teachers and volunteers. Faith Formation for youth, in all its forms, re-started for a new school year in September 2025 including six classes led by a wonderful team of new and returning mentors:

- Pre-K – K: Sara Egeland and Tricia Engle
- 1st – 2nd Grade: Joy Hughes and Mark & Melanie Heuer
- 3rd – 4th Grade: Ellie and Katherine McGuire
- 5th – 6th Grade: Greg Adams
- Confirmation: Josh Magnuson, Paula Green, and Douglas Johnson
- High School: Kim Wenk and Christian Richter

We have a group of 10 substitutes that we are thankful for, as they step in when needed. We are also grateful to all the parents who have volunteered their time this year.

Registration for the 2025-2026 school year was lower for Pre-K to 6th Grade with 36 students registered. However, our Confirmation class grew to 20 students registered. High School has 18 students registered. Attendance continues to be strong this school year.

The Pre-K – K class focuses on a different Bible story or core message each week. We are using the Feasting on the Word curriculum for the 1st to 6th grade classes, which follows the lessons that are heard in worship each week. Our confirmands have been focusing on the Bible this year. And our high schoolers enjoy bagels each week along with open discussions on how the Bible applies to their lives. Our younger students are again starting each class with a musical opening, led by Waka Osifchin. Students have been learning both classic and contemporary Christian songs and we are very blessed to have Waka sharing her beautiful voice and time with them!

We have continued to incorporate Youth Leadership Sundays into our calendar, where youth are invited to attend worship with their parents and to actively participate in the services as acolytes, readers, greeters, and ushers.

Classes are always available to new students. We are always looking for additional mentors and volunteers. You can email grace@redeemermclean.org with any questions.

Grace Howie
Faith Formation Coordinator

Finance and Administration Report

The Finance and Administration Committee has been involved with a variety of things throughout the year. Here is a partial list of the more significant items:

- Reviewed the monthly financial statements as prepared by the Treasurer/F&A Chair.
- Set up an arrangement for a new Corporation Registered Agent as required by the state.
- Met with Chain Bridge Bank on potential loan arrangements and process.
- Received preliminary approval on a mortgage from the ELCA's Mission Investment Fund.
- Prepared the draft annual budget for submission to the Congregation Council.
- Modified cash balances and CD investment options to promote investment diversification.
- Reviewed insurance coverages, options and costs as part of the annual process.
- Monitored the cash flow closely throughout the construction process for progress payments.

A special thanks to Sara Nail, who as Redeemer's Financial Coordinator, does a tremendous job for the church in service to its members and staff.

Also, thanks to Larry Pittman, Jim Kuhagen, Doug Ubben and Steve Bott who have been a part of this committee for their time and involvement in this group's work.

Rob Wenk
Finance and Administration Committee

Greeters Report

The Greeter Team is an ongoing program to help our worship community fulfill its overall mission in "Sharing Christ's Love with the Greatest Number of People."

Redeemer Greeters strive to foster hospitality and "front-door" welcome at worship services and many special events at the church, something we hope continued to be noticed by our church family and guests during the past year. Many Redeemer congregants – now well over 100 in service since this initiative was launched a dozen years ago – have participated in "greeting" activities at one time or another. During the past year our Redeemer greeters have provided:

- Greeting at regular Sunday worship services
- Crossroads and Keillor Wing entrance welcome at various memorials, funerals and weddings, as well as for Wednesday evening Lenten Dinners and services
- Welcome at the Living Nativity/Christmas Concert and special worship services for Easter Week, Christmas Eve, Christmas Day, and "Lessons & Carols"
- A "Welcome Table" at the Church parking lot for McLean Day shuttle bus users
- A welcome for guests attending special music concert events, recitals and various other community gatherings at the church.

This year Redeemer youth joined adult greeters as part of their expanded service to the Redeemer worship community on Youth Leadership Sundays throughout the year.

We look forward to continuing this service in 2026.

The Greeter Team uses a flexible week-to-week scheduling process hoping to make welcoming gestures a commonplace practice when attending a worship service or other event at Redeemer. Advance-scheduled assignments are used for special events and holidays including Easter Sunday and Christmas Eve services, Living Nativity/Christmas Concert, and McLean Day.

As leaders of the Redeemer Greeting Team, we offer a big “Thank You” to all our team members for their contribution to providing a warm welcome for congregation members and guests arriving at church entryway doors. We as well are keen to welcome others to serve as greeters in this new year. (If interested, contact Mark Cronin, either in the Crossroads on Sundays, or via MLM.CRONIN@gmail.com.)

Mark and Lee Cronin
Greeter Team Leads

Membership Outreach

Participation in McLean Day was our most significant event this year. Many thanks to Barb Perlowski for spearheading the volunteers who manned the booth (many from Redeemer Renaissance) and to Mark Cronin for organizing the Redeemer welcome squad.

Other accomplishments included a neighborhood walk by our youth to invite our neighbors to the Living Nativity and Christmas Concert, development of a large Welcome Banner that is displayed in front of the building, and provision of large print bulletins for worship attendees in need of a bit of visual assistance.

All are truly welcome here at Redeemer, and we look forward to expanding our focus in the coming year.

Mutual Ministry

During the first half of the year, the Mutual Ministry Team met with Pastor Kessinger to provide professional and personal support to her as she navigated life at Redeemer and her coming life changes. We gave her space to be candid about her feelings and to give us feedback on her observations as we moved closer to her retirement. Many thanks go to Amy Friedrich-Karnick, Chris Hunter, Susan Posey and Mark Thronson for serving Redeemer in this way.

The work this committee does is of a confidential nature, so we do not report on the content of our discussions. However, it is important to know that there is this level of support of our Pastors. As Pastor Core has gotten to know us, she is settling on her own Mutual Ministry Team, who will provide the same type of support as she walks beside us during this transition.



Redeemer Renaissance Report

You are welcome to share in the joy! As in past years, we reflect on the life Redeemer Renaissance Preschool and After-School (RR) ministry brings to the halls and beautiful grounds of RLC as we endeavor to build community centered around quality education and Christian values. As we grow our learning community to include multi-generational interactions the **INSPIRE** volunteer program affords meaningful opportunities for church members, middle-schoolers, high-schoolers, and community members to join us in growing by sharing their time and talents. Our children thrive and feel safe in inclusive community environments rich with learning opportunities and the caring personalities of

those who interact with them in life!

Each year that passes brings blessings to the Redeemer Renaissance ministry, and we are thankful for the support shown throughout the year by our Redeemer families, Pastor Core, Pastor Kessinger, Katrina McNair, our Preschool Director, the After-School (AS) and Preschool (PS) Board members, Grace Howie, and most importantly, our talented staff and dedicated volunteers. Our experienced staff, consisting of thirty regular staff members and eighteen substitute and seasonal staff members, bring their professional strengths forward as they support our families, students, and teachers that come together to fill the classrooms each day. We are thankful for Fairfax County resource teachers and other professionals such as speech and behavior specialists who provide targeted support for eligible students. We are grateful as we come together to fill each year with memories, reminding us of the importance of our mission to provide early childhood education and enrichment opportunities for children ages 2 to 12.

Highlights for 2025 include:

- RLC Community Engagement Events: Sharing God's Love – Monthly service projects, Time with Pastor, RLC committee and McLean community partnerships.
- RRPA Family Engagement Events: Building Bridges and Community – Connecting with families by providing educational and social opportunities onsite and in the McLean community.
- RRPA Staff Professional Development and Training – The Creative Curriculum (play-based), vetted by the VA Department of Education and promotes evidence-based, child-centered learning tailored for students in our care. Classrooms offer space for Learning Lab STEAM projects. Science, technology, engineering, art, and math combine for infinite exploration and discovery. Teachers and staff facilitate nature components in the Outdoor Classroom. The Log Circle, Butterfly Garden, Natural Play Area, and Play Structures invite magical adventures and learning.
- Enrollment for RRPA is increasing, with tours scheduled weekly. Families most often hear about our programs through others in the community.

After-School and Preschool formal year-round program offerings include:

- Good Beginnings for Toddlers and Caregivers - Offered bi-weekly throughout the school year (9:30 AM – 10:30 AM).
- 2.5 – 5-year-old Classes - Offered as part-time, full-time, morning only (8:30 AM – 12 PM), and all-day options (8:30 AM – 3 PM).
- Child's Afternoon Out – 2's discovered with invitations to create art and play (12 PM – 3 PM & 3-5 PM).
- Learning Lab – 3's and 4's explored with STEAM activities and nature projects. (12 PM- 3 PM & 3-5 PM)
- K-6th After-School - Daily programming included STEAM, sports, tutoring, music lessons, enrichment classes, and community building projects. Transportation provided from Churchill Road, Franklin Sherman, Haycock, and Kent Gardens Elementary Schools (2:30PM – 6:15 PM).

- K-6th Teacher Workday Special Camps – Children from local elementary schools attended these 7 days of camps to engage in Reverse Engineering, 3D Art, Laser Tag, Lego Rally, workshops, and performances by professionals and more. (8 AM – 6:15 PM).
- Preschool and K-6th Camps – Over 200 children from local schools joined in summer and spring camp fun, making friends through activities such as games, art, science, workshops, water day, movie day, silly Olympics, Laser Tag, animals, and performances. Every day of camp is unique! (8:30 AM – 6:00 PM).

The Redeemer Renaissance Advisory Board met throughout the year to provide feedback regarding programming, planning, aligning language and dates in the Board Charter with the RLC Constitution, and budget suggestions. The board meets quarterly and includes RLC members, parent representatives, the Pastor, a RLC Council liaison, the Preschool Director, and the Executive Director.

Join us to **INSPIRE** in 2026! A significant part of our success in engaging with church and local families is due to our placing value on our community, observed through outreach and active involvement. We are proud to say that children who have attended our programs often partner with us for service-learning opportunities, come to work with us, and lead children in our programs!

- Three prior program attendees, now in H.S. and M.S. volunteer weekly as assistants to the staff. Volunteers are **INSPIRED**, and their experiences serve them and our community well.
- Members of our staff, including teachers, teaching assistants, substitutes, music teachers, and tutors are often former parents of children who attended the program, or knew someone who worked with or attended the program.
- Three of our previous students are currently serving as a teacher in the program, and three more are serving as camp staff.

Parents, church members, friends, family, and community members honor the children and our ministries by volunteering their time and resources. Heartfelt thanks to all!

Linda McConnaughay

Redeemer Renaissance Preschool & After-School, Executive Director

Rise Against Hunger Report

The McLean Community Rise Hunger Event was held on November 8, 2025. With the help and generosity of Lutheran Church of the Redeemer, its staff and congregation, along with the community at large, the original goals were exceeded. Over \$85,500 was raised and 213,840 meals were packaged. The meals were sent to Timor-Leste. If the McLean Community comes through again in 2026 and \$99,000 can be raised, 247,500 meals can be packaged on November 7th, and McLean Community Rise Against Hunger Events will have packaged more than 4,000,000 meals since 2010.

Roberta Pittman

Social Outreach Report

2025 was another year of great need by many in both our community and around the world. The Redeemer members and friends responded with amazing generosity to requests for financial donations and in-kind donations in addition to gifts of time and abilities, allowing us to carry out Redeemer's mission "To share Christ's love with the greatest number of people."

The Social Outreach Ministry is threefold:

- *Redeemer Ministries*: Homebound Visits, Quilting Group, Prayer Shawl/Knitting/Crocheting Group, and the Little Food Pantry
- *Organizations outside of Redeemer*: e.g., SHARE, Britepaths, Second Story
- *Education*: The Social Justice & Equity Book Club and the Sacred Ground Study

Please join us in thanking Tricia Engle for her leadership. If you are interested in learning more about the Social Outreach Ministry or have a recommendation for a group or activity not listed in this report, please contact the new Social Outreach Ministry Chairs: Stephanie Hunter (sbeckes2001@yahoo.com) or Kim Wenk (kbwenk@gmail.com). For more information on how to volunteer, contact the liaison for each area. Our work is led by members who serve as liaisons to the organizations we support and coordinators for sponsored activities. The rest of our members help decide the focus of this ministry. Many people from the Redeemer community participated in our activities, described below.

Highlights of 2025:

Britepaths: Liaison - Barb Perlowski (bperlowski@cox.net)

Redeemer continued to support Britepaths (<https://britepaths.org>) and its ongoing mission to provide emergency and short-term food assistance, financial assistance (e.g., one-time grants for overdue rent), and support for children. The organization received a \$500 cash donation, \$490 in grocery gift cards and over 200 used books to the Britepaths Secret Garden book library.

Falls Church- McLean Children's Center: Liaison - Denise Augustenborg (denise.august01@gmail.com)

This Center (<https://fcmlcc.org>) provides an early-childhood program and childcare support to families, regardless of those families' economic resources. Redeemer provided lunch/snacks for those children through a budget allocation from Social Outreach.

Ham Run: Liaison - Laura Wareham (LLwareham@hotmail.com)

Redeemer's ham run team delivered 4,659 pounds of ham donated by Honey Baked Ham stores to Martha's Table, N Street Village, Rising Hope Church, So Others Might Eat, La Iglesia De Santa Maria, Bread for the City, Thrive DC and Arlington Assembly of God. Thanks to Ralph Dutrow, Steve Greanias, Jim Kuhagen, Roberta Pittman, Tyler Posey and Laura Wareham for making this possible.

Homebound Ministry: Liaisons - Paula Green (pegreen@verizon.net) and Lynn Ann Mullane (lymulla7@aol.com)

Joyce Clarke, Paula Green, and Lynn Ann Mullane collect and deliver gift bags for homebound members of the Redeemer community.

Homestretch: Liaison - Elizabeth Carroll (elizabethccarroll@gmail.com)

Homestretch (<https://www.homestretchva.org>) is a local organization working to help homeless families with children transition out of homelessness. A July project collected school supplies for children for the coming school year. Homestretch also received a budget allocation.

Partner for Surgery: Liaison - Joan Bradley (joan.bradley27@outlook.com)

This International outreach ministry touches so many people and truly embodies our mission as followers of Christ. Partner for Surgery very much appreciates Redeemer's ongoing generosity. This year, two trips were supported, affording 130 children and adults with care packages to have during the time that they are at the surgical center in Guatemala. These exquisite handmade tote bags include toothbrushes, toothpaste, soap, shampoo/conditioner, toys, pacifiers, and a variety of other items. A special touch is made by the inclusion of teddy bears made by our quilting group. In addition, Redeemers quilters have provided about 80 quilts as part of this ministry. These items are then transferred to Frank Peterson to deliver to the clinic.

Donations can be made directly to the church as well as through the Amazon link/QR code in the announcements. As more trips are scheduled, a list of what is needed will be found in the bulletin and Tidings.

Quilt Ministry: Liaisons - Joyce Clarke (joyceclarke1943@hotmail.com) and Darlene McCoy (mccoy.darlene@gmail.com)

It was a busy year! The Quilting Ministry made a grand total of 136 quilts, 24 flannel baby blankets, 16 fleece blankets, 200 bags with bears, and 20 fleece scarves. We welcomed two new members to our group for a total of six quilters/designers.

Recipients included: Partner for Surgery (81 quilts, 24 flannel baby blankets, 200 bags with bears); Project Linus (47 quilts and 16 fleece blankets with crocheted edges by the Prayer Shawl group; Pastor Kessinger (a quilt as a retirement gift); Tom Williams, US Army vet, (a patriotic flag quilt during a recent illness), Grace Howie (a quilt as a wedding gift) and Redeemer Renaissance (20 scarves for their scarf drive).

At Pastor Kessinger's retirement party the Quilters provided a service project to design fabric squares using fabric markers for our quilts. In total five quilts were made using the squares.

The group meets on the first and third Wednesday of each month from 9 am to 11:30 am. We welcome fabric/sewing donations, monetary donations (annotate Quilting on the check), and members to design, cut, assemble, and sew. No experience necessary!

Second Story: Liaison - Cindy Morrow (TheMorrowPlace@gmail.com)

The Redeemer community donated \$1500 to provide Holiday food baskets to 29 families, enough to feed 174 people. Second Story (<https://www.second-story.org>) also received a budget allocation from Social Outreach.

SHARE of McLean: Liaison - Tricia Engle (triciaengle07@gmail.com)

SHARE of McLean (<https://www.shareofmclean.org>) would like to thank Redeemer for their continuous support in 2025 as a community collection site for food donations. Redeemer members donated generously during the food drives throughout the year. Redeemer Renaissance also runs collections throughout the year to support the youth and families of SHARE of McLean. SHARE also received a budget allocation from Social Outreach.

Prayer Shawl Ministry: Liaison - Lynn Barth (lynnbarth@gmail.com)

Redeemer's Prayer Shawl Ministry continued to be very active in 2025. We create Prayer Shawls to provide warmth and support, blankets for baptized babies and toddlers, knitted items for baptized teens, and blankets for Project Linus. The scarf drive for the women of N Street Village brought in 116 scarves this year. Bags of yarn are provided for Redeemer members to make scarves and Project Linus blankets.

Little Food Pantry

Redeemer's Little Food Pantry provides food to our neighbors in need and serves numerous people every day. The Pantry gives people access to food 24/7 without questions, qualifications or judgements. Built by Redeemer's Boy Scouts, the Pantry is located between the parking lot and the sidewalk on Westmoreland Street. All are invited to place canned food items in the pantry and/or donate items in the bin in the Crossroads.

ELCA - God's Work, Our Hands (Day of Service)

On September 7th, a group of Redeemer adults and youth went to Sunrise Assisted Living of McLean for the ELCA "God's Work. Our Hands" day of service. The group hosted a Bingo Game Party for the residents, complete with snacks and prizes.

Other Supported Organizations

We continued to financially support the Pastors' Fund (to respond to needs of individuals) and Bethany House, FACETS hypothermia prevention program, Lamb Center, Lutheran Disaster Response, Global Refuge (formerly Lutheran Immigration and Refugee Service), Lutheran Social Services of the National Capital Area, Lutheran World Relief, N Street Village, Shepherd's Center, Village at Rockville, World Central Kitchen, and Young Adults in Global Mission and Excel College through unrestricted budget allocation.

Social Justice and Equity Book Club - Teresa Schellenger, Group Chair

The Social Justice & Equity Book Club has had another very productive year reading a total of 8 Books! We are a ministry trying to educate ourselves and others about social justice and equity by having open and honest discussions about the books we read together. Our group consists of about a dozen members. We read about 50-70 pages/week and meet Monday nights 7:30-8:30 pm via Zoom. We purchased a total of 8 books for \$91 and many others were donated by our group to put on our lending cart, making them available to the congregation to help others learn about justice and equity. Summaries of the books we have read are available on Redeemer's website.

This year we sponsored a "Stumbling Stone" to be placed near the Arlington Central Library in honor of an enslaved person who lived at the plantation where the Central Library is now located; there will be an unveiling ceremony Spring 2026. For more details about Stumbling Stones check the Arlington County Historical Society's link (<https://arhist.org/stumbling-stone-progress/>). In addition, we donated \$199 each to three organizations: Offender Aid and Restoration in Virginia (<http://oaronline.org/>), Center for Native American Youth Aspen Institute (<http://cnay.org/>), and Amica Center (<https://amicacenter.org/>).

Sacred Ground – Mary Eckberg

Redeemer is fortunate to host the 10-month Sacred Ground study. In this learning experience group members gain life-affirming information. As author Debby Irving states in the book, *Waking Up White and Finding Myself in the Story of Race*, it is an opportunity for the "opening of heart and mind" and realizing "the possibility that you--even well-intentioned you--have room to change and grow so that you can work with people of all colors, ethnicities and differing ways of being, to co-create communities that can unite, strengthen and prosper."

Congratulations to four members from Redeemer and three members from other congregations for completing the 2024-2025 Sacred Ground course.

Stephanie Hunter and Kim Wenk
Social Outreach Ministry Co-Chairs

Spiritual Nurture Committee Report

Spiritual nurture is a primary focus in the Redeemer community. We support various activities throughout the year that underpin faith and prayer-life growth. Many thanks to Diane Miller and Megan Kratz for leading this ministry in 2025. Highlights are provided below:

- Lenten retreat - On the Saturday before Lent, about 18 people gathered to prepare for the Lenten season. We had thoughtful prayer and conversation, enjoyed fellowship over lunch, and ended our day with prayer and communion.
- Lenten dinners - we continued our tradition of Holden Evening Prayer on Wednesdays during Lent, preceded by a light meal and fellowship. Reflections were offered by several Redeemer members during service, each providing personal and thoughtful themes to be recalled throughout the week. Thanks to Kim Wenk for organizing the dinner preparations.
- Thursday Bible study - thanks to Doug Scheffler for leading the Thursday morning Bible Study. In 2025, we completed our study of the Holy Spirit in November. In December we started a 4-week session on Handel's "Messiah", with a focus on the texts.
- Women's Prayer/Faith Group - this well-attended class has studied various topics this year including women in the Bible and a series on braving change. In December, Pastor Sharon led the group in an Advent study. The group continues to meet Tuesdays at 9:30am, in person and via zoom. Thanks to Mary Eckberg and Kim Wenk for keeping this group alive.
- Advent Dinner and Services - Something new! On 12/3 and 12/10 we held a dinner co-sponsored with the preschool and after-school followed by an Advent Service. Dinners were attended by over 50 parents and children from the preschool and after-school each week. It was a nice way to reach out to our Redeemer Renaissance families.
- Quarterly Days of Prayer were held where members and friends submitted prayer petitions/signed up to pray for specific topics in half hour increments such that the entire day was full of prayer. Thanks to Judy Kuhagen for spearheading that effort.

Stewardship Ministry Team Report

Stewardship is how we carry out our congregation's mission "to share Christ's love with the greatest number of people." Each year we strive to expand how we carry out that mission.

The Stewardship Ministry Team in its quarterly letters emphasized all three aspects of stewardship during the year: time, talents, and financial contributions. Sharing those aspects is common in any community/organization to which we belong. Stewardship within a faith community, however, is a spiritual discipline requiring prayerful consideration.

Time and talents. Ministries both within Redeemer and in the local community relied on volunteers of all ages from the Redeemer family. Some of those volunteer opportunities required a regular commitment of time and talents; others were for less frequent or one-time-only situations.

- The volunteer directory, "What's Happening at Redeemer" covering all the volunteer opportunities, was updated twice during the year to give current information about coordinators and their contact information. Copies are available in Crossroads; it and a version for youth are posted on the website home page.
- Emphasis on sharing time and talents was the focus on the first Sunday in November. Representatives of various areas gave Temple Talks at all three services and others were available for discussion in Crossroads between and after services.

Financial contributions. Redeemer members and friends gave of their financial resources to help support the obligations of the budget passed in February at the congregation's annual meeting. This ministry team encouraged, via announcements and mailings to members, responding to the need for additional financial contributions to offset the deficit near the end of 2025.

- Members and friends also gave financial contributions and the desired items for various collections by the Social Outreach Ministry for several nonprofit organizations serving those in need in both the local community and elsewhere.

As a ministry team, we challenge all of us in 2026

- to find one more way to share our time and talents to support Pastor Sharon Core, the staff, and ministry team leaders as they plan and direct the overall ministry of Redeemer in this time of transition; and
- to contribute the funds needed to support the congregation's 2026 budget and to grow our response to specific calls for assistance for local, national, and international organizations.

Greg Adams, Pastor Sharon Core, Laura Duval, Matthew Kratz, Judy Kuhagen, and Tyler Posey (Council Liaison)
The Stewardship Ministry Team



TableTalk Report

TableTalk is a small-group ministry at Redeemer in which participants explore questions of faith, build relationships, and deepen commitments to discipleship. As we gather around the table for Holy Communion as one body in Christ, we also gather around the table as one people for study, talk, and fellowship. We believe it is important for those who are part of the Body of Christ to have a forum for the in-depth study of Christianity and to be able to use those studies as a way of connecting Christian faith with a post-Christian, primarily secular world. As

Christians have done throughout the history of the church, and in accord with our Lutheran heritage, we believe that one of the best places for seeking understanding of the Christian faith is communal discussion with our brothers and sisters in Christ. Accordingly, we meet every week throughout the year for study, talk, and fellowship.

The Church in the Secular World: Science, Culture, and Religion. During the first half of 2025 we continued our series on the place of the church in the secular world, focusing primarily on the interaction between Christian faith and scientific culture. Our approach has been historical and topical, with discussions on the evolving nature of scientific understanding from antiquity through the scientific revolution, and then on to the debates surrounding contemporary topics such as modern physics and evolution. We will resume our series on Science and Religion in January 2026.

Lutheran and Reformed Theology. During the second half of 2025, we started a new limited series on Lutheran and Reformed theology, given that our interim pastor is a Presbyterian and part of the Reformed tradition. We studied the similarities and dissimilarities between the traditions, such as how the traditions use the concepts of Law and Gospel, how they view the sacraments, and how they approach issues such as predestination. We also reviewed how the Words of Institution in the Sacrament of Holy Communion differ in Lutheran and Reformed usage and the agreements between the ELCA and Reformed churches for the sharing of ministry.

Gathering as a Hybrid Ministry

TableTalk is a ***fully-hybrid ministry*** of the church, meeting in-person and via Zoom on Sundays from 9:45 to 10:45 am. We offer a simultaneous live-stream to off-site attendees so that on each Sunday morning we have a mix of in-person and Zoom participants.

We welcome new members to join us at any time. To join, simply come to the Conference Room on Sunday mornings or send me an email for the Zoom log-in credentials. Readings and discussion materials are provided via email. Many thanks to co-coordinators Harold Hofstad and Doug Scheffler and to the participants of TableTalk!

Robin Taylor, Ph.D. (tabletalk.rlc@gmail.com)

Tysons Interfaith Report

Redeemer is a founding member of [Tysons Interfaith](#) and continues to play an active leadership role in the organization. Founded in 2013, Tysons Interfaith is a collection of eighteen faith communities from the Tysons area that seeks to promote spirituality and build interfaith cooperation. Tysons Interfaith is a member of the [Tysons Community Alliance](#) and is represented on its Board of Directors by Rev. Dr. Trish Hall.

In January of 2025, Tysons Interfaith held an in-person strategy luncheon that was attended by Tysons Interfaith members and community partners. As a result of this meeting, Tysons Interfaith began holding a monthly interfaith coffee in Tysons in space provided by the Baha'i communities of McLean and Greater Vienna. This coffee is held on the second Wednesday of each month, beginning at 11:00 am at 8521 Leesburg Pike (Suite 320) Vienna, VA. In September of 2025, Tysons Interfaith manned a table at the Mixed Market at the Boro in Tysons, where we were able to interact with people who live and work in Tysons.

Tysons Interfaith uses its [website](#) and monthly newsletter to provide information of interest to the larger interfaith community and to promote spirituality, faith education, volunteerism and a sense of connectedness. In a world where troubling news abounds, Tysons Interfaith is dedicating 2026 to publishing blog posts that highlight "What's Going Right."

Redeemer's participation in Tysons Interfaith has allowed us to build relationships with representatives from other houses of worship in the area and to stay connected with the liaisons for the Fairfax County Office of Interfaith Coordination and the Fairfax County Police Department. Tysons Interfaith continues to look for opportunities to connect with our neighboring faith communities and the people of Tysons.

Susan Posey
Tysons Interfaith Representative

Worship and Music Report

Flexibility and transitions summarize the Worship and Music work in 2025. Flexibility in maintaining consistent, appropriate worship spaces and a temporary sacristy during construction.

Transitions as we moved from Pastor Kessinger (PSK), through the summer (thank you Pastor John Teitman) and welcoming, this Fall, Pastor Sharon Core as our interim pastor as we enter into the Call process.

Many thanks to those who lead Worship and Music, as this is a joint effort by those who so capably and knowledgeably work in support of every Worship event:

- Phyllis Peter-Mallard who oversees Chancel Care, Assisting Ministers, writing of weekly prayers, weekly floral arrangements, and, ensuring the Sanctuary space is decorated for Christmas and Easter. In her spare time, Phyllis was planning the new Sacristy. Every move during construction, and there were many, was planned by Phyllis and supported by her dedicated team.
- Paula Poulos, who works with Phyllis on the Sacristy related planning, and worship materials transfer as physical church locations are changed. Paula's expertise in worship practices is also apparent as we plan our services.
- Ann Lawrence, who, in partnership with Pastor Core, prepares our worship bulletins.
- Matt Osifchin, who leads our Music program: a program for all ages.
- Matt Kratz, who stepped in to lead the Usher program after Andy Pribuka's retirement.
- Kim Wenk, who works with scheduling and training of our acolytes, crucifers, and readers.

During the year we also lost our long-time member Betsy Kutscher. Betsy's efforts are visible through the banners that grace the worship space and Chrismons that cover the altar Christmas trees. Invisible to those not directly involved in Worship and Music were her insights into Redeemer's worship life and her dedication to a reverent approach to how we worship. She is missed. Once the construction is completed, the banners cleaned and repaired, they will return to the worship space.

Liz Scheffler
Worship and Music

Director of Music Report

2025 has certainly been an exciting year for the music program at Redeemer. For the entire year we provided music for all three services while engaging the full musical staff, and volunteers. The Traditional Choir, Bell Choir, and Youth Choir each performed throughout each season.

For Easter, we offered both a Traditional and Contemporary style service. Some of the special offerings included, "Easter Hymn" by David Conte, and "This is Amazing Grace" by Phil Wickham. We were joined also by The Riverside Brass whose powerful sound resounded throughout the sanctuary. This was the last Easter that Paul Klontz would be playing trumpet with us at Redeemer as he embarks on his retirement. We are thankful for his decades-long affiliation with Redeemer and the beautiful music he provided to worship on the most special of occasions. Moving into the future, he has made arrangements for outstanding players to fill in for him.

The Youth Choir and Bell Choir performed periodically throughout the year. Both groups are going strong under the leadership of Waka Osifchin. The Youth Choir rehearses each Sunday from 10:55am-11:25am and the Bell Choir each Thursday night from 7:00pm-7:45pm. It is always a great joy to hear their special offerings.

On June 22nd, the music ministry had the opportunity to celebrate the ministry of Pastor Sandy Kessinger at Redeemer. Throughout the two services on that Sunday, we incorporated special musical selections that represented different times and events during her tenure at Redeemer. These included “Walk Humbly With Your God” by Matthew Emery, “Father in Heaven” from ‘Oh My Son” by Marcos Galvany and “Make a Difference” by Rachel Kurtz. The finale piece was “Dancing Queen” by ABBA, a personal request by PSK. The choir had a wonderful time performing it. It was a fun celebration and a representation of the passion and joy the PSK inspired throughout her Ministry.

We held our annual Christmas concert/sing-along in December. All the musical groups performed at the Christmas concert. In addition, we invited the audience to sing carols with us between performances of each group. The event was warmly received and helped to set the tone for the Christmas season.

On Christmas Eve, there were three services at 4pm, 6pm, and 8pm. At the 4pm service the Youth Choir performed “Children Go Where I Send Thee” arr. by Ruth Elaine Schramm and “Ding Dong! Merrily on High” arranged by Audrey Snyder. During the other two services, the Riverside Brass was once again able to join us. The Traditional Choir’s special offerings included “Wonderful Peace” by Gustaf Nordqvist, and “From Heaven Above” arranged by Kevin McKee based on the carol by Martin Luther. Also included was Cara Fleck Plewinski playing beautifully on the harp.

“From Heaven Above” was a truly special offering. On Christmas of 2024 our beloved choir member Ric Francke unexpectedly passed away. In honor of his life and his lifelong love for music, the family commissioned a piece in his honor. The piece was written by internationally recognized and local composer Kevin McKee. The result was a beautiful and powerfully moving arrangement that included brass quintet, timpani, organ and choir. The choir was thrilled to perform this piece in honor of Ric on Christmas Eve for Ric’s family.

Moving into 2026, we will strive to maintain a high level of excellence in all of our music offerings. We are looking forward in the future to planning more concerts and commissioning more new compositions.

Personally, I would like to give special thanks to all the members of the various choirs and groups, the cantors (Keith, Michael, Courtney, Raeshawn, Waka), the sound crew, Kathy, Eric, and Joy for generously offering their special gifts. Thank you to Pastor Sharon for her outstanding leadership during this interim phase, and the congregation for their continuing support of the music program.

Matt Osifchin
Director of Music

Youth Ministry Report

The Youth Ministry at Redeemer has had a busy year. Significant activities included:

- March - we held our annual Pancake Supper with all ages of Youth volunteering at and attending the event, raising funds for our 2025 Summer Mission Trip.
- June - eight of our youth and three chaperones traveled to Niagara Falls, New York for a summer mission trip through YouthWorks. This was a very rewarding experience for all involved, as the youth connected with the local community and other groups volunteering from across the country. They were inspired through service projects and deepened their faith with worship and devotional time.
- November - five of our youth and two chaperones attended the Metro D.C. Synod event at the Skycroft Retreat Center in MD. They participated in small and large-group faith activities, service projects, and fellowship with their peers across the Synod.
- November - Our Youth Council Representative, Victoria, spoke at an Interfaith Thanksgiving Service, hosted by the McLean Clergy Group.
- December - our middle and high school youth volunteered during our annual Living Nativity Event and Bake Sale. This year, the Bake sale raised funds for Britepaths Food4thought program.

Service projects and opportunities this year included:

- Creating kits for Gracing Spaces
- Blanket making for Project Linus
- Creating placemats for residents of Sunrise of McLean Village
- Quilt square creation in partnership with the Redeemer Quilting Group
- Creating kits for Lutheran World Relief
- Rise Against Hunger
- Christmas Cards for the Global Refuge program "Hope for the Holidays"

On Sundays our youth engage in the weekly gospel through activity and coloring pages at the Kids' Corner table in Crossroads.

We are grateful for all who participate in our Youth Ministry. We are currently in the process of rebuilding the Youth Ministry team. If you are interested in being involved, please email grace@redeemermclean.org.

Grace Howie
Youth Coordinator

Nominations for Council

Anna, Youth Member

Anna is a junior at Yorktown High School and has been a member of Redeemer since first grade. She was confirmed here and has enjoyed staying involved through various retreats, youth activities, and service opportunities. She has also participated in mission trips to West Virginia and Niagara Falls and attended the 2024 ELCA Youth Gathering, which helped to strengthen her faith and connection to the church's community. This summer, Anna plans to join the mission trip and is thankful for the opportunity to serve as the youth representative on council!

Sara Egeland

Sara Egeland has been attending Redeemer for more than a decade. She began attending after relocating to the area, having grown up in the Chicago area and graduating from the ELCA-affiliated St. Olaf College in Minnesota. Sara was baptized and raised in the Lutheran tradition and has long valued participating in congregational life. At Redeemer, she has served as an assisting minister and Sunday School/Faith Formation teacher. Sara currently lives in Washington, D.C., where she does communications work for a nonprofit organization. She also has a small, part-time creative business teaching art classes and leading art birthday parties for children.

David Broderdorf

David has been a Redeemer member for 19 years and joined the church after moving to the DC area to attend law school at Georgetown. David grew up in the Lutheran tradition in the Buffalo, NY area. David is married to Laura, who also is a Redeemer member. David & Laura are the proud parents of daughters Anna (16), Claire (14), and Emma (10) - all graduates of Redeemer preschool and current students at McLean schools. David is a partner at the Morgan, Lewis & Bockius law firm and specializes in labor & employment law for U.S.-based companies. David's volunteer experience at Redeemer includes the Endowment Committee, Sunday usher service, family and confirmation activities, and Human Resources/personnel meetings.

Chris Hernadi (2nd Term)

Chris Hernadi has been part of the Redeemer community since 2010. He has completed one term on council and is excited to serve another term as secretary. He has spent his career in education starting out as a teacher and currently doing administrative work in an Independent School in Washington. He enjoys listening to music (mainly classical and jazz and 1980s pop), exercising, and reading novels. Chris, Liz and Tyler all live in McLean with their two dogs and three cats.

Megan Kratz (2nd Term)

Megan Kratz and her husband Matthew have been members of Redeemer since 2003. Megan has served as a Sunday School teacher, Chancel Care member, and member of the Mutual Ministry committee. Megan is finishing her first three-year term on council. She enjoys knitting, reading, hiking, and watching the Pittsburgh Steelers with Matthew and their two sons, Joseph and Peter.

Tyler Posey (2nd Term)

Tyler Posey and his wife, Susan, live in McLean and have been active members of Redeemer since 2001. Their children, Grace (30) and Jack (28), were confirmed at Redeemer. Since joining this church, Tyler has been a council member (2023 to date), council liaison to the Stewardship Ministry Team, an usher, a ham-runner, and a volunteer with the Building and Grounds Ministry Team. Tyler is retired after 42 years of Federal Government service, including 21 years as an Attorney Advisor at the U.S. Agency for International Development and seven years as General Counsel of the Peace Corps.

Gene Morrow (2nd Term)

Gene and his wife, Cindy, joined Redeemer in January 2020. They are members of Table Talk and both served as two of Redeemer's voting members to the 2022 and 2023 ELCA Synod Assembly. Gene is starting his sixth year as a member of Redeemer's Endowment Committee serving as its financial secretary. He has completed his first term on Redeemer's Church Council. Gene practiced dermatology for thirty-two years in Springfield, Missouri. Cindy was his office manager. After retirement, they moved to Northern Virginia to get closer to their two grandsons, now ages 10 and 14.

Nominations for Endowment Fund Committee**Lara Paukovits**

Lara Paukovits has been a member of Redeemer since 2015. She looks forward to the opportunity to serve on the Endowment Committee to support mission outreach of our church into the broader community. To date, Lara has been involved in the church in a variety of ways, including teaching Faith Formation, serving as a greeter and reader, and participating in multiple activities related to service and youth programs. Along with her husband and two daughters, she is very grateful to be part of the Redeemer community.

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