



December 2025

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The American LUTHERAN WINDOM, MN Church



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teraalc@gmail.com

Jane Cartwright, Worship & Music Coordinator: cartj58@gmail.com

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Melanie Shamp, Administrative Assistant: winalc@windomnet.com

Jake Voth, Custodian

Email: winalc@windomnet.com * Website: www.alcofwindom.com

Join us for Worship in Church, on Facebook, on our Website, via our YouTube Channel, on KDOM Radio 103.1 FM, or Local Cable Channel 22!

Our Vision:

People experiencing a life-giving relationship with God.

Mission:

Living God's grace, we cultivate community to love and serve.

Values:

Relationships

God. Each other. Creation.

Belonging

Affirmed. Included. Valued.

Faith

Active. Inquiring. Hopeful.



Worship Schedule

Wednesday, December 3rd

6:30 PM Worship w/Holy Communion

Saturday, December 6th

5:30 PM Chapel Service

Sunday, December 7th

Second Sunday of Advent

9:00 AM Worship w/Holy Communion

Wednesday, December 10th

Living Nativity

Saturday, December 13th

5:30 PM Chapel Service w/Holy Communion & Noisy Offering

Sunday, December 14th

Third Sunday of Advent

Noisy Offering

9:00 AM Worship w/Noisy Offering

Wednesday, December 17th

6:30 PM Advent Worship

Saturday, December 20th

5:30 PM Chapel Service w/Holy Communion

Sunday, December 21st

4th Sunday of Advent

9:00 AM Worship w/Holy Communion

Wednesday, December 24th Christmas Eve

3:00 PM Candlelight Worship

5:00 PM Candlelight Worship

10:00 PM Candlelight Worship w/Holy Communion



Saturday, December 27th

5:30 PM Chapel Service

Sunday, December 28th

First Sunday of Christmas

9:00 AM Worship w/Holy Communion

Pastor's Message

Then Noah built an altar to the Lord and took of every clean animal and of every clean bird and offered burnt offerings on the altar.

-Genesis 8:20

One of the awesome things about God, and one of the frustrating things about God, is that God does everything and, while we can participate in what God does, pretty much no matter how you cut it, in the end, God still does everything while we are not needed, nor can we add an iota to anything God is doing or has done.

We Lutherans get a lot of heat for that. We're deemed slackers because if we can do nothing, and if God does everything, then why bother with anything?

The answer is that we bother because we love God.

We see this with Noah. God rescues him from the flood. God gives him the vision, intelligence, strength, and knowhow to build an ark. It is God who tells Noah when to go in. It is God who shuts the door. The ark is a rudderless boat with no propulsion so it is God who steers it. When it lands on a mountain everyone stays on an extra couple of weeks until God says it's safe to come out.

Noah lived in a world that was so thoroughly evil that God was going to wipe out humanity but amidst the ocean of evil, God noticed the few droplets of good that were Noah and his family and God saw them, remembered them, and saved them.

After months of what must have been heck in that ark, Noah steps out into a new world and what can you do for the awesome God who does everything and needs nothing? Noah builds an altar and sacrifices the most precious things he has: living animals that survived (for the record there were seven pairs of clean animals, check out Genesis 7). On a planet with no wildlife, this is a way to show God how much Noah loved God even though God doesn't need it.

Pastors are to attend a theological conference every year and the speaker this year, Professor Powell, talked about his favorite parts of worship. First off, he mentioned that the word worship means the corporate love of something, or, to be more specific, a group of people showing up to love Jesus. He noted that even in worship God hogs most of the action. It is God who forgives us during confession, the scripture readings are lessons *for us*, the sermon is telling us where we're going wrong and how God loves us anyway, it is God who answers prayers, God who comes to us physically and forgives us in communion, and it's God's blessing on us before we leave. God, God, God (Marsha, Marsha, Marsha).

But there are two places in worship, he mentioned, where we creatures get to *do* something. One of them is singing the hymns. That's our way of singing to God our thanks and our love for God. The other part is the offering. Powell talked about the joy he has of being able to give God a present (even though God gave it to him first). The option, like Noah, to say, "I really need this to survive, but I realize that, without you God, I would have never been conceived, let alone survived today, because it is you who gives me everything. It is you who cares for me and knows me. Even if the rest of the world is evil; you still notice me among the billions of others. Therefore, it isn't much Lord, but I love you a lot. I realize how much you do for me every day, and I want to sacrifice something that is costly to me, as Noah did with the few animals left on the planet, to show how much I love you and appreciate you. Thank you God."

All this to say: pay attention to what God is doing in your life. Your home, heat, skills, job, abilities, energy, life, paycheck, friends, every single one of them is a gift to you from God. Every day God sees you, knows you, loves you, and provides for you. May your heart be as joyful as Noah's and Professor Powell's.

Pastor Adam

Worship and Music



Worship and Music Notes

Jane Cartwright, Coordinator
December, 2025



Nov. 29-Nov. 30
Advent 1
Matthew 24:36-44
Stay Awake!



Dec. 3 - 7
Advent 2
Matthew 3:1-12
Prepare the Way of the Lord
Noisy Offering:
Helping Hands



Dec. 10 - 14
Advent 3
Matthew 11:2-11
The Forerunner of Christ



Dec. 18-22
Advent 4
Matthew 1:18-25
Joseph's Dream



Dec. 27-28
Christmas 1
Matthew 2:13-23
Flee to Egypt

Lists upon lists! Stress factors! Time crunching!
Do these phrases sound familiar?

I encourage you to listen to "***The Gift We Need***" by Chris Bray and Jeff Catto. I found it on youtube. The chorus of the song expresses the joy that comes from church bells ringing, people singing, and welcoming the newborn King. May this Advent season provide you the opportunity to be generous with your time and abilities. Share the joy of the season with friends, neighbors, and family.

Merry Christmas



Did you know. . .

ALC is blessed with many talented musicians!
Come, listen, and enjoy music as they share sounds of the season!
... Living Nativity
... Christmas Eve services
... weekly worship services
Filling someone's heart with song!

Save the Date!

January 4, 2026
ALC will celebrate the 20 year anniversary of the fire. Watch for details.

ALC Wed. Advent Worship

"Tis the season where a gift is freely given in love!"
"The Gift of Hope"
Dec. 3 - 6:30pm
"The Gift of Family"
Dec. 17 - 6:30pm



CHRISTMAS CANDLELIGHT WORSHIP

Wednesday, Dec. 24, 2025
3:00 PM 5:00 PM
10:00 PM - Holy Communion

The Christmas Story
Luke 2: 1-20



Receive the gift of Jesus



Usher Crew:

Jay Mickelson

Needed:
Readers
Holy Communion Assistants

Find our worship services on our Facebook page, ALC website, KDOM 103.1FM, Cable CH 22 Thursday, 6:30 PM

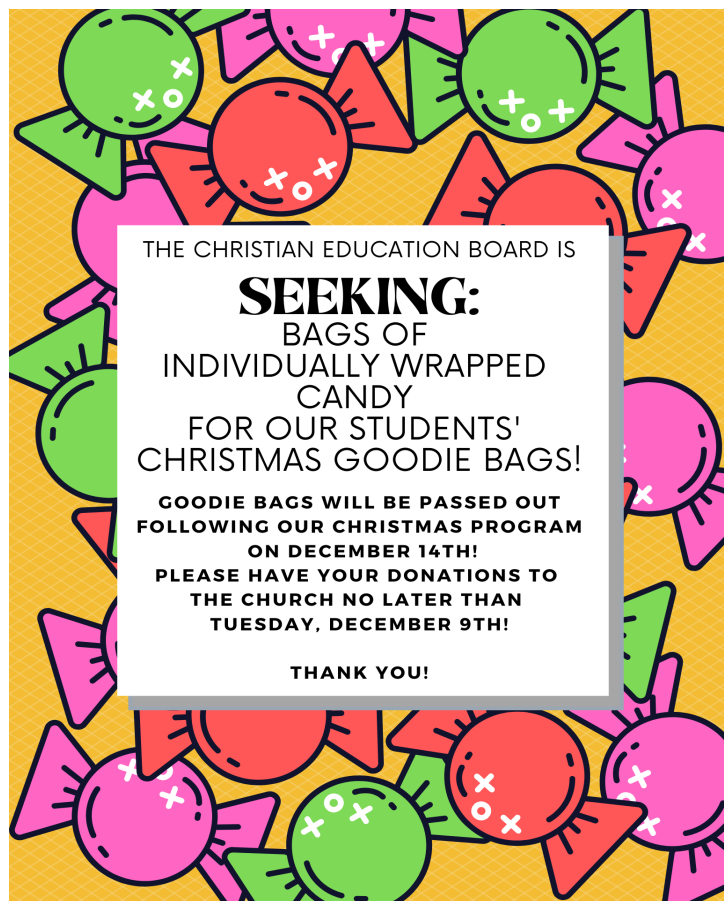
Noisy Offering, in Dec., is collected to support the efforts of "Helping Hands" fund. This fund supports people who experience tough situations. Contact one of the pastors for more information.

Save the Date!

January 4th is the 20th Anniversary of the American Lutheran Church fire. There will be a "Remembrance of Rising from the Ashes" 20 years later. We are planning a special worship service with Pastor Steve Norby as our guest preacher that day. Coffee Hour will be in the Fellowship Hall where we will have time to share pictures, stories, and reminisce about what we accomplished during our time away from our building and to remember who helped by volunteering their time and talents to build back our church to the beautiful space we have today. We held on to the past but built for the future. All are welcome to attend. Thank you to Karen Skarphol, Gayle Derickson, Russ Thom, Jay Mickelson, Lindsey Cartwright, Eugene Hanchett, and John Shamp for putting this event together.

Christian Ed/Youth & Family

From Tera Elness, Director of Children, Youth, and Family Ministries (822-3377)



Christian Ed/Youth & Family

JR HIGH/SR HIGH YOUTH GROUP

CHRISTMAS PARTY!

PIZZA, POP, & BOWLING!



THE GARAGE AT
SPRINGFIELD LANES!

SUNDAY, DEC. 14TH
5-7 PM

(LEAVE ALC AT 4:15PM,
RETURN AT 7:45PM)

COST: \$25

(ACCOUNT MONEY MAY BE USED!)

HAPPY *Birthday* JESUS!!

ALL WEDNESDAY & SUNDAY
SCHOOL STUDENTS ALONG
WITH THEIR FAMILIES AND
FRIENDS AND OUR ENTIRE
CONGREGATION ARE INVITED TO
JOIN US FOR A HAPPY BIRTHDAY
JESUS SUPPER & PARTY ON
WEDNESDAY, DECEMBER 17TH
STARTING AT 5PM.

THIS SPECIAL EVENT WILL
TAKE THE PLACE OF OUR
REGULAR WED NIGHT SUPPER &
WED SCHOOL TIME!
PLAN TO STAY AND JOIN US FOR
ADVENT WORSHIP AT 6:30PM!



American Lutheran Church of Windom presents a

Living Nativity

Wednesday, December 10th
5:30 to 7:30 p.m.

Soup & Chili
Supper in the
Fellowship Hall
5pm-7pm
\$8 Suggested
Donation

View the Living Nativity by foot or by car:
10th Street east
and turn south on Prospect Avenue

Ride the Horse Drawn Carriage
Pet the Animals (inside and outside)

In the Skylight Court:

Holiday Bake Sale
Listen to live Music of the Season
Enjoy Cider & Popcorn



Please bring Food or Cash Donations for the Windom Sharing Center



7TH-12TH GRADERS!

YOUTH CHRISTMAS COOKIE DECORATING & HOT COCOA BAR!

FOLLOWING WORSHIP
WED, DEC, 17TH
7:30-8:30PM
FELLOWSHIP HALL

LET TERA KNOW IF YOU CAN MAKE IT!

Wednesday Night Suppers

P.S. Hy-Vee has milk 3/\$11 on Mondays!

He raises up the poor from the dust; he lifts the needy from the ash heap to make them sit with princes and inherit a seat of honor. For the pillars of the earth are the Lord's, and on them he has set the world. 1 Samuel 2:8

GOOD TO KNOW



As the weather gets colder and the chance of snow becomes greater, please remember to listen to KDOM or check the

church Facebook page for weather related announcements! As far as Wednesday Evening activities, if school is canceled or gets out early that day due to weather, then all Wednesday evening activities are also canceled.



With Living Nativity coming soon, please consider how you can contribute! There will be sign-ups for food donations for the soup and chili supper starting on November 8th. If you would like to share your musical talents, please let Jane Cartwright know! She will have many time slots available for musical entertainment in the Skylight Court. Please consider bringing food for the food shelf as well. And most importantly, please come and take in all the great things at the Living Nativity and help us spread the word!

Join us for nature-based holiday fun!

CAMPFIRE CHRISTMAS

SUNDAY, DECEMBER 21
3:00PM-5:00PM

Shetek Lutheran Ministries
14 Keeley Island Drive Slayton, MN 56172
meet in our camp dining hall!



FREE WILL DONATION EVENT!

-MAKE AND TAKE NATURE CRAFTS FOR ALL AGES-

-COZY CAMPFIRE-

-COCOA & COOKIES-

ALL ARE WELCOME - PLEASE REGISTER AT

WWW.SHETEK.ORG



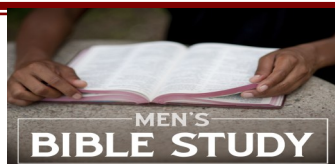
CHRISTMAS Sharing Christmas



Joy with Sogge & Mikkelsen Manor Residents

Sogge Home is asking Windom to remember the residents at Sogge. Staff at Sogge have asked residents for a Christmas list and asked local congregations to buy each resident something from their list (items might be slippers, word finds, hand mirrors, etc.). Church in Society will be setting up a Christmas tree with these anonymous lists hung on it around Thanksgiving time. If you'd like you could grab a list, buy an item, wrap it, and drop it off at the church and we'll make sure it gets to that resident. Please leave the list with the gift so we know what resident it goes to. Let's spread some Christmas Joy!

Altar Guild will be meeting on the second Tuesday of each month at 2:00pm. Next meeting is December 9th at 2pm! All are welcome.



We meet every Tuesday at 8:00 AM in the Skylight Court at ALC. Bring your own coffee if you like, and your own Bible. This is a very friendly

group, and a great way to dig into God's word and hang out with a great group of guys. Men, if you're free, try it out!!



HELEN EVERS WAS THE WINNER of the drawing for the beautiful quilt that was available to enter to win for the Holiday Fair! We hope the quilt brings you peace and warmth! Congratulations Helen!

Lutefisk Supper

LUTEFISK SUPPER



Saturday, January 10, 2025

AMERICAN LUTHERAN CHURCH
Serving 4:30 p.m. to 6:30 p.m.
906 Prospect Avenue
Windom, MN

(parking lot on the corner of Miller Ave. & 10th Street)

MENU INCLUDES: LUTEFISK, MEATBALLS, LEFSE AND MORE
SECONDS TABLE WILL BE OFFERED
RESERVATIONS ENCOURAGED BY JANUARY 5TH

Limited tickets available at the door

Adults \$15.00 --- Ages 12 and under \$5.00

Tickets available following church services on Sunday's
or by calling the church office at 831-1794

GLOW and More!

2026
Lutheran World Relief
Quilting & Kit Assembly
Let us Sew !!!

Starting January 6 & 20
1st & 3rd Tuesdays
January - April

No experience necessary!
Come for an hour or more!
Come check us out!

We begin @ 9:00 am.
Work for while
Break for coffee
Put in some more work
Noon: Lunchtime!
(bring a sack lunch or go home)
Yup, work some more.
Finish up by 2ish

GLOW is a Women's Ministry of the American Lutheran Church 2026

GLOW
Bible Study
in December

Thursday, December 11 @ 2:00 pm
(2nd Thursday)

Gather Magazine: December Issue
Devotion: "Practicing Advent imagination:
Matthew's dreamers and Isaiah's visions"

Copies of the Bible Study are
available in the Church Office.

GLOW is a Women's
Ministry of The American
Lutheran Church 2025

WELCOME
Advent



• Mondays through Fridays during the season of Advent, ALC staff members will be providing daily live devotions taken from this little book via our Church Facebook Page.

• We hope you will tune in or catch the replays as you are able!



 **S H E T E K**
LUTHERAN MINISTRIES

SCANDINAVIAN DINNER
Sunday, December 7, 2025
at 5:00pm

Join us in celebrating our **30th Anniversary** of our Scandinavian Dinner! Come enjoy and evening of fellowship, laughter, and delicious food. All you can eat buffet of Lutefisk, Meatballs, Lefse, and more!



\$25.00 all you can eat!
We need advanced paid registrations.
Reserve your plate by
December 1st!

Head over to www.shetek.org, email camp@shetek.org, or call (507)763-3567 for more information!

CHURCH COUNCIL MINUTES FROM
NOVEMBER 2025 MEETING

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In attendance: Pastor Adam, Interim Pastor Steven Rye, John Shamp, Wendy Ahnupkana, Kim Armstrong, Kevin Heggeseeth, Nick Trotter, Keith Pohlman, Wendy Newman, Kelsey Edwards, Robin Rahn, Brandon Roskamp, Karen Skarpohl, Kristy Mickelson

Devotions and opening prayer were provided by Pastor Adam Roberts.

There was 1 correspondence to share.

The secretary's report for October was reviewed and approved. MM/S/C (Karen/Keith)

The treasurer's report for October was reviewed and approved. MM/S/C (Keith/Nick)

The Pastor's reports were reviewed.

Old Business

1. Constitution updates - nothing to report
2. Holiday Fair Recap - the lack of chairperson and committee was felt by ALC staff, the snow was a bit of a hindrance, the meal and sale went well, thankful for the volunteers just could've used more
3. 20 year ALC fire anniversary celebration - Sunday, January 4, 2026 at service, contact with Pastor Steve Norby will happen via Pastor Steven and if he is not available could he send a recording, form a committee, a brunch or meal, invite the Windom FD to service and brunch, possibly Temple Talk from someone who experienced the fire.

New Business

1. 2026 budget - work will continue on this to be ready for December Council meeting
2. Set dates for annual and mid year meetings 2026 - Annual Meeting dates January 18, 2026 with January 25, 2026 as backup, Mid-Year Meeting date July 19, 2026
3. Nominating committee update - progress is being made filling positions and 11 spots are still needed to be filled
4. Living Nativity - flyers need to be printed
5. Pastor Adam's Housing allowance - A motion was made and approved to designate a housing allowance of \$43,120 for Pastor Adam Roberts from his current compensation for IRS purposes. MM/S/C (Kevin/Brandon)
6. Other - Call Committee is done with training and is actively starting the search/interview process for ALC's open lead pastor position

Board Reports:

1. **Worship & Music** - discussed all the upcoming Holiday events, community events and services, organ maintenance budget needs to increase by \$500 which can be covered within the board
2. **Spiritual Life & Fellowship** - recapped the Holiday Fair lunch, serving cider at Living Nativity, prepping for Lutefisk supper in January
3. **Discipleship/Marketing & Stewardship** - discussed 2026 budget, global mission opportunities, flyers to hand out during Living Nativity, dementia care speakers moved to 11/23/25, baked and sent out cookies to past graduates, reviewed a letter from Carolyn Schneider in Guyana
4. **Budget & Finance** - salary adjustments were approved, 12/2/2025 will meet to create the upcoming 2026 budget
5. **Properties** - tree removal occurred, van checklist was made for longer trips, Living Nativity needs were reviewed
6. **Christian Education** - recapped all the youth October events, Living Nativity staff shifts reviewed, Christmas program prepping is well underway
7. **Youth & Family** - recapped the youth led event for October, October Boo Bingo was successful, Holiday Fair raised \$1600 for the youth via the nearly new sale, quilting for graduates continues, 21 youth signed up to attend the Junior High Youth Gathering in Willmar on November 21st, a team is reviewing/updating the Child Protection Policy for insurance
8. **Church in Society** - reviewed Holiday Fair in which \$1179 was made, planning and prepping for the Sogge Home Donation Tree which will be live on Nov. 22, trick-or-treating went well with 86 kids stopping for treats
9. **GLOW** - Bible study Thursday at 2 PM, planning for upcoming charity donations

ALC FINANCIAL UPDATE

As of November 20, 2025:

Income: \$510,731

Expense: \$514,389

Borrowed to date: \$8,000



These figures do not include November end-of-month commitments and benevolences.

Let's work together to meet all 2025 commitments here at ALC. No gift is ever too small.

Approximately \$50,000 is needed.

***** The American Lutheran Church financial books for 2025 will close at noon on Wednesday, December 31, 2025. The office will be closed in the afternoon. Please be sure to get all 2025 contributions in by this time. *****

CHURCH RECORDS:

Deaths: Kenneth Derickson

Arlo Engler

In
Loving
MEMORY

Baptisms: No baptisms.

MEMORIALS:

Video/Media Fund - In memory of Kenneth Derickson.

Renovation Fund – In memory of Gerald “Babe” Crowell & Arlo Engler.

OFFERING OPTIONS:

The ministry of our congregation continues in many ways! The options remain open for ways of contributing your offering. You may use on-line giving on our website alcofwindom.com, mail in your offering to PO Box 188, Windom, drop it off at the church or simply place it in the offering plate. If you have any questions regarding these options, please contact Wendy Pigman in the church office.



DO YOU HAVE A THRIVENT POLICY?

If you have an insurance policy through Thrivent please give them a call to let them know that you'd like your choice dollars to go to your congregation. Thrivent is very generous and every bit helps.

BITS AND PIECES

PRAYER SHAWLS: If you know of someone in our church family who could use a Prayer Shawl, call the church office.

KEEP SAVING those empty printer ink cartridges. They are turned in for cash for our Education Department. The container is located in the hallway by the offices.

This is an example of a ¼ inch trim around the stamp.



KEEP SAVING your canceled stamps. Correctly cut stamps by leaving 1/4" to 1/3" border around the stamp. You can turn your stamps in at the church office.

CONTINUE to remember the Windom Area Sharing Center in the coming months. Monetary gifts may be sent to 1156 4th Ave, Windom. Contributions may be left here at the church or at the Center on Tuesdays and Wednesdays from 10 am to 1 pm. Call 822-7210,

PRAYER CHAIN: To activate ALC's Prayer Chain, please call the church office at 831-1794 or an email may be sent to winalc@windomnet.com.

WANT TO RECEIVE THE MESSENGER ELECTRONICALLY? Save the church paper, ink and postage! Contact the church office to share your email address.

December 2025



14 Keeley Island Drive
Slayton, MN 56172
507-763-3567
camp@shetek.org
www.shetek.org

Shetek Lutheran Ministries Where Christ Renews and Empowers



New Chapel Roof!



Merry Christmas!

Wish List

- Adding Machine
- Office Supplies – Dry Erase Markers, Paper
- Spark Bibles
- Board Games
- Extension cords and Power Strips
- Arts and Crafts Supplies
- Volunteers

Upcoming Events

Annual Meeting December 7

Scandinavian Dinner December 7

Hiking Club December 14

Campfire Christmas December 21

Hiking Club January 11

Register online at Shetek.org or

Call 507-763-3567



Help send kids to Camp...Become a Pelican Club or Timber Society member today. Pelican Club members support the ministry with a gift of \$100 - \$499 a year and Timber Society members give \$500 or more a year. Thanks for your support!

These constitution changes will be voted on at the Annual Meeting on January 18th, 2026

The council has voted to update the constitution to the newest model at the upcoming annual meeting. The changes are listed below. Words with a strikethrough are taken out and underlined words are added. None of the changes affects how ALC works. Most are grammatical or structural.

- C1.02. For the purpose of this constitution and the accompanying bylaws [and continuing resolutions], the congregation of (insert full legal name) is hereinafter designated as "this congregation."
- *C5.04. This congregation or the Congregation Council shall elect from among its-the voting members of the congregation laypersons to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by this congregation and other qualifications shall be as prescribed in guidelines established by the (insert name of synod) of the Evangelical Lutheran Church in America.
- *C7.03. If the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to relate transfer to another Lutheran church body, title to property shall continue to reside in this congregation, provided the process for termination of relationship in *C6.05. has been followed. Before this congregation takes action to relate transfer to another Lutheran church body, it shall consult with representatives of the (insert name of synod).
- *C9.02. Only This congregation may call as a pastor only:
 a. a member of the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America; or
 b. a candidate for the roster of Ministers of Word and Sacrament who has been recommended for this congregation by the synod bishop;
may be called as a pastor of this congregation.
- *C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America,
 a. Every minister of Word and Sacrament shall:

 8) speak publicly to the world in solidarity with the poor and oppressed, proclaiming God's love for the world, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.
- *C9.06. At a time of pastoral vacancy, an interim pastor shall may be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.
- *C9.15. Under special circumstances, subject to the approval of the synod bishop and the concurrence of this congregation, a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily as pastor of this congregation under a contract between this congregation and the pastor in a form proposed by the synod bishop and approved by this congregation.
- *C9.22. Only This congregation may call as a deacon only:
 a. a member of the roster of Ministers of Word and Service of the Evangelical Lutheran Church in America; or
 b. a candidate for the roster of Ministers of Word and Service who has been recommended for this congregation by the synod bishop;
may be called as a deacon of this congregation.
- *C9.23. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

 c. Speak publicly to the world in solidarity with the poor and oppressed, proclaiming God's love for the world, advocating dignity, justice, and equity for all people, working for peace and reconciliation

among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;

- C10.02.** A special Congregation Meeting may be called by the [senior] pastor, the Congregation Council, or the president¹ of this congregation, and shall be called by the president of this congregation upon the written request of ~~[number]~~ [percent] of the voting members. The president of the Congregation Council shall call a special meeting upon request of the synod bishop. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.
- *C15.01.** Persistent and public denial of the Christian faith, willful or criminal conduct grossly unbecoming a member of the Church of Christ, continual and intentional interference with the ministry of this congregation, or willful and repeated harassment or defamation of member(s) of this congregation is sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation and repentance will be attempted following Matthew 18:15–17, proceeding through these successive steps, as necessary:
- a) ~~private~~ private counsel and admonition by the pastor,
 - b) ~~censure~~ censure and admonition by the pastor in the presence of two or three witnesses,
 - c) ~~written referral of the matter by the Congregation Council to the vice president of the synod, who will refer it to a consultation panel drawn from the Consultation Committee of the synod, and~~
 - d) ~~written referral of the matter by the consultation panel to the Committee on Discipline of the synod.~~
- If, for any reason, the pastor is unable to administer the admonitions required by ~~paragraphs a. and b. hereof~~, those steps may be performed by another pastor chosen by the Executive Committee of the Congregation Council.
- *C15.11.** When there is disagreement between or among factions within this congregation on a substantive issue which cannot be resolved by the parties, members of this congregation may petition the synod bishop for consultation after informing the president [vice president] of this congregation of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in ~~§14.18 *C9.05.d~~. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final.
- *C16.02.** An amendment to this constitution, proposed under *C16.01., shall:
- a. be approved at any legally called meeting of this congregation by a majority vote of those voting members present and voting; and
 - b. be ratified ~~without change~~ unchanged at the next regular meeting of this congregation by a two-thirds vote of those voting members present and voting.
- *C20.04.** Any one of the congregations of the parish may terminate their relationship with the pastor as provided in ~~§14.18 *C9.05.d of the synod constitution of the synod named in *C6.01~~. In such case, the other congregation(s) of the same parish shall have the right to terminate the parish agreement.
- *C20.05.** Any one of the congregations of the parish may terminate their relationship with a minister of Word and Service as provided in ~~§14.43 *C9.25.d of the synod constitution of the synod named in *C6.01~~. In such case, the other congregation(s) of the same parish shall have the right to terminate the parish agreement.

¹ If the pastor is the president of the congregation, the congregation may consider giving the vice president the authority to call a special meeting.

Merry Christmas

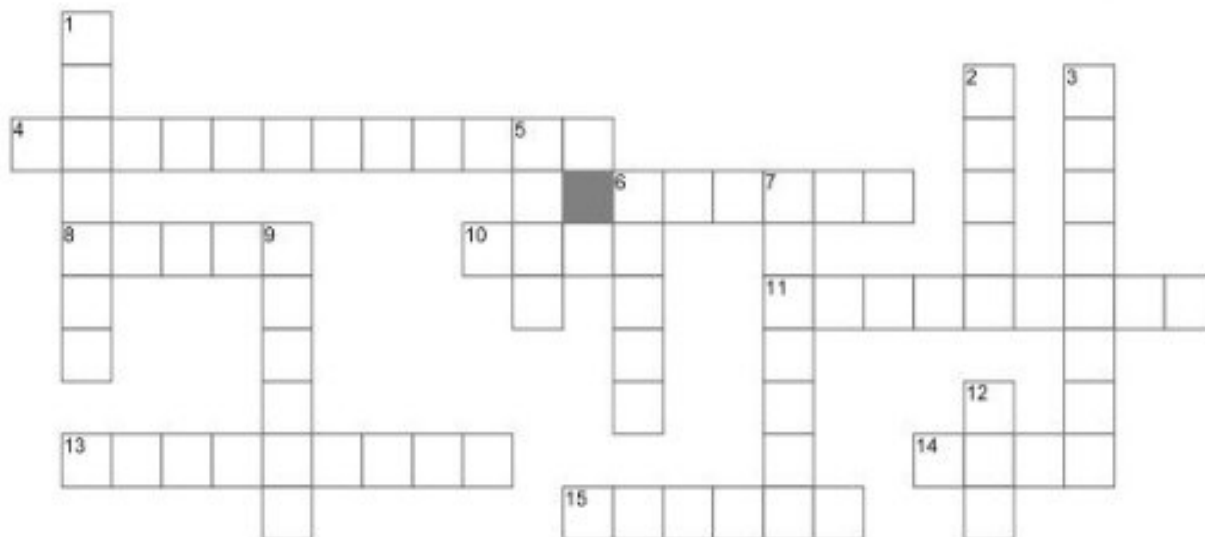
AND HAPPY NEW YEAR!

May your Christmas be filled with love, laughter, joy, and may
your New Year be filled with hope and light!



FROM THE STAFF AT AMERICAN LUTHERAN
PASTOR STEVEN RYE, JAKE VOTH,
WENDY PIGMAN, TERA ELNESS,
PASTOR ADAM ROBERTS,
JANE CARTWRIGHT, AND MELANIE SHAMP

Nativity Crossword



ACROSS

4. A gift from the other wise men.
6. Feeder used to hold food for animals.
8. King of Judea.
10. Mother of Jesus.
11. Where Jesus was born.
13. Joseph occupation.
14. A gift from a wise men.
15. Structure for the lodging and feeding of animals.

DOWN

1. Expression of reverence and adoration.
2. Delivers the message to Mary.
3. A person who tends and rears sheep.
5. What the three wise men followed in search of a newborn king.
6. A gift from another wise men.
7. Name of the Angel that delivered the message to Mary.
9. Mary's mode of transportation.
12. A feeling of happiness.

HEROD
JOY
GOLD
WORSHIP

MANGER
DONKEY
STABLE
ANGEL

SHEPHERD
GABRIEL
FRANKINCENSE
MARY

CARPENTER
MYRRH
BETHLEHEM
STAR