

Lent and Holy Week 2016 Highlights

Ash Wednesday

12 noon (Concordia), 7 pm (St. Mary's)

Sundays in Lent

8:30 am- Bible Study

10 am- Worship

Wednesdays in Lent

6 pm- Soup and Bread

7 pm- Evening Eucharist

Maundy Thursday

7pm (Emanuel)

Easter Vigil

7:30 pm (Concordia)

Easter Sunday

8:30- Easter Breakfast

10 am- Easter Eucharist

Lenten Brunch

February 21st I-Hop 11:45 a.m.

The Rev. Douglas Barclay

Pastor

pastor@concordiamanchester.org

Office: 860.649.5311

Cell: 410.225.3360

Kate Bozzo

Parish Administrator

office@concordiamanchester.org

Office: 860.649.5311

Laura Hart

Concordia Nursery School

Director

Office: 860.649.9349

The Rev. Joseph E. Bourret

Pastor Emeritus

Home: 860.633.6138

Bible Study on Sundays 8:30a.m.

Worship on Sundays at 10:00a.m.

Office Hours

Monday-Friday

9:00 a.m. – 2:00 p.m.

Concordia Lutheran Church

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*The deadline for submitting
articles or items for The Chimes is
the 20th of each month.*



***From the
Pastor's desk
Pastor's Semi-Annual Report***

***Concordia Lutheran Church
Congregational Meeting
January 17, 2016***

"And it is the Spirit who bears witness, because the Spirit is the truth."- 1 John 5:6
Grace and Peace to you!

Since you called me as your pastor in June and we began our ministry together in mid-August, I have been consistently amazed at the faithfulness and generosity of this congregation. We have shared our stories together and from those stories I have heard that you are unwaveringly committed to the ministry of the gospel at Concordia. You have been deeply impacted by this place of Concordia and you will continue to work diligently to see to its success and continuity.

This spirit of commitment and faithfulness are necessarily companions with a spirit of hope and bold trust. It is no secret that the landscape of religion in America is changing dramatically and the centrality of church in civic life is, to be sure, shifting and uncertain. As you have heard it said, this is surely both challenge and opportunity.

In the face of our challenge and opportunity, I also can offer a perspective of encouragement in those things that most urgently need to be tended:

- We will need to continue to find ways in which to bolster our revenue so that our ministry can go beyond a place of survival to a place of thriving. This will need to be through individual giving as well as creative use of our building and grounds and continued cost-saving initiatives.
- Our budget is poised to offer full staffing for the first time in a number of years, and this will lead to a substantial budget shortfall. A full time "first-call" pastor, a ¾ time Parish Administrator and a Director of Music command a good amount of the budget each year. That said, a staff needs more than just salary, they also need program budgets with which to work. The current budget ensures survival, but provides only meagerly for program. We will need to continue this conversation as we look to the future together.
- Beyond program expenses, it is imperative that we act appropriately and faithfully to address still needed renovations and plant issues that were not addressed by the latest building project. This will not come as news to you, but there are a number of projects that will need attention in the short term.
 - 1.) First and foremost, the ingenious "patches" to the boiler will only suffice for so long. We hope to extend the life of the current system as long as possible, but realistically, a new system will be needed soon. It should be remembered, that this will, in the longer term, offer efficiencies and savings overall. On this note, the lack of air conditioning in the Nave seriously affects our ability to use the space in the summer months. This should be part of the conversation.
 - 2.) Kehl's Kitchen should be brought up to fire and safety codes so that it can be used for its purpose. A fully functional kitchen will be one way in which to leverage the resource of the Kaiser Hall so that it can be used in creative ways.
 - 3.) The narthex is simply not a welcoming entrance into a beautiful worship space for visitors and guests. Signs for Concordia around the town are peeling and faded. There is not ample lighting nor

adequate directional signage. These are things that those of us who come to Concordia often begin not to see anymore. They are, however, the first things that guests and visitors see, and thus, make them imperative to address for our future. First impressions are hard to counter.

On the other hand, in the face of this challenge and opportunity, as your new pastor, I have the unique perspective, with fresh eyes, to commend you on a number of remarkable points that will lay a foundation for our ministry together:

- With the leadership of Pastor Post, you came together to raise funds for a major capital project that included building the garden room, renovations of the Nursery School and education wing, ensure accessibility through an elevator, and much more. This year, with Interim Pastor Hedberg's leadership you committed to pay off the mortgage for this project so that Concordia could be debt-free.
- You have remained committed to our shared ministry in the New England Synod by maintaining, even in the face of financial stresses, our mission support. This goes as well for the benevolence to Concordia Nursery School, used for scholarships, and to the social justice work of MACC in the town of Manchester. This accounts for over 15% of our income. Incredible!
- Congregational giving has remained strong, even with a changing membership and harsh economic climate.
- The congregation is generous and committed to giving projects such as Seasonal Sharing, Dinda House, Necessities Bags, Backpacks, World Hunger, and many other initiatives.
- Concordia has continued to share generously of its buildings and grounds with the Cub Scout Pack, various AA meetings, Family Promise, and soon, and, most recently, with Champion Youth.
- You have continued your substantial and longtime support of the ministry of New Horizons Baptist Church. Most recently, you have opened your doors to Ministerio Nueva Creación (New Creation Ministry), a Spanish-speaking ministry of Concordia.
- You give generously of your time to support the various ministries of Concordia. The lay leadership of Concordia is exceptional, including those who chair and sit on the various oversight boards of this congregation including Worship and Memorial Garden, Legacy, Finance, and Nursery School.
- Working together, we appropriately addressed the struggling Beech and Maple trees on the grounds of Concordia.
- The website and facebook pages of Concordia have been updated and refreshed. Even though regular members do not necessarily connect in these ways, they are essential in this day and age and will need continued support and maintenance.

I share these encouragements and affirmations so that we can discern faithfully and fully the path that we should take with the prompting and direction of the Holy Spirit. I don't just throw the Holy Spirit in here at the end as a pious saying or as something I'm "supposed" to say. Rather, it is to witness to you that the Holy Spirit is already boldly at work in this place and is opening up God's rich future for this congregation, in this time and place.

The witness of scripture is clear, if one pays attention to the promptings of the Holy Spirit, the journey will be neither easy nor smooth. It will be, however, held in the promises of God and it will be a journey of growth, change and, ultimately, new life.

At the beginning of this new year, I am heartened by your call to me and committed to working with you to follow this crazy and life-changing Holy Spirit.

-Pr. Douglas D. Barclay



Pastor Barclay attends the Ordination of Pr. Brett Herzog-Betkowski in East Greenwich, RI

Treasurer Comments on the December Financial Report

For those who couldn't attend the semi-annual meeting, the congregation passed a budget that ratifies the largest deficit that Concordia has ever considered. We have held the line on expenditures, but there is a point when cutting expenditures where you start to hurt yourself. We may be at that tipping point. So, there was a fair amount of hesitation in presenting this budget, and there were long conversations in every forum in which the budget was presented, including the Finance Committee, Executive Committee, and the church council itself. We did not endorse this budget lightly. We understood from the start of the budget process that we might have to come back to you to ask you to increase your giving (and you have been generous).

A couple of you spoke to me privately saying you would like to start doing something now so that we might not have an emergency later. I thank you for your foresightedness. For anyone else who is interested in starting an extra giving plan now, I ask you mark you extra giving so that the counters can properly record it. In the past we have used the term 'stretch' to indicate that giving above and beyond your envelope pledge. If you give above your envelope pledge, please mark the envelope you use as 'stretch'. This will help the counters.

There are a few things you can do to help the counters. Their work can be hard when your wishes are unclear to them. If it's not too much to ask, write two checks: one for your pledge and a second for the stretch, and label which is which. If you are giving cash, please clearly mark your envelope as to how the amounts are to be split. What would earn their gratitude is making sure the cash you give can be readily split into the different piles. For example, if you giving \$10 for

the envelope and \$10 for the stretch, use two ten dollar bills instead of a twenty. You have no idea how happy you'll make the counters.

For my part, I will tell you each month how much money we receive for the stretch. Thank you for the cheerful giving.

Envelope offering for December is 104% (YTD 101%) of budget and the Stretch is 13% (377.00) (YTD 8%) for a combined YTD of 86%. Thank you to everyone who contributed. You also contributed \$150.00 to World Hunger and \$430.00 to the Seasonal Sharing.

If you have questions about the December statement, please ask or email at treasurer@concordiamanchester.org.

Respectfully submitted,

Stephen Perkins, Treasurer

December 2015 Headings and Account	MTD			YTD		
	MTD Actual	MTD Budget	Percent	YTD Actual	YTD Budget	Percent
Revenues						
Envelope Offering	\$16,874	\$18,851	90%	\$195,350	\$226,579	86%
Other Offering	\$1,117	\$1,185	94%	\$4,255	\$4,800	89%
Public Use of Building	\$1,365	\$298	458%	\$5,675	\$2,750	206%
Fuel Assistance for Concordia	\$106	\$58	182%	\$756	\$700	108%
Total Other Budget Income	\$2,588	\$1,542	168%	\$10,686	\$8,250	130%
Total Revenues	\$19,462	\$20,393	95%	\$206,036	\$234,829	88%
Expenses						
Benevolence	\$1,050	\$2,376	44%	\$25,963	\$28,700	90%
Staff Salaries	\$7,565	\$7,871	96%	\$72,734	\$95,298	76%
Fringe Benefits	\$2,404	\$2,283	105%	\$11,748	\$26,591	44%
Program Expenses	-\$1,383	\$282	-490%	\$16,610	\$5,800	286%
Program Support Expenses	\$1,771	\$769	230%	\$10,425	\$11,520	90%
Facility Maintenance	\$3,324	\$3,292	101%	\$29,194	\$32,620	89%
Utilities	\$1,695	\$2,131	80%	\$21,687	\$22,400	97%
Insurance	\$0	\$85	0%	\$10,974	\$11,900	92%
Total Budget Expenses	\$16,426	\$19,089	86%	\$199,335	\$234,829	85%
Total Expenses Not Budgeted	\$4,168	\$0		\$43	\$0	
Total Expenses	\$20,594	\$19,089	108%	\$199,378	\$234,829	85%

For those interested in seeing how increasing your pledge might alleviate any budget problems.

If your pledge is in this Range	Increase your			
	Your Average Annual Pledge	annual pledget to	Weekly Increase	Annual Increase
# pledges of <1 to 20 dollars / wk	936.00	1,183.00	4.75	247.00
# pledges 21 to 30 dollars / wk	1,456.00	1,846.00	7.50	390.00
# pledges 31 to 40 dollars / wk	1,976.00	2,496.00	10.00	520.00
# pledges 41 to 50 dollars / wk	2,496.00	3,159.00	12.75	663.00
# pledges 51 to 75 dollars / wk	3,640.00	4,602.00	18.50	962.00
# pledges 76 to 100 dollars / wk	4,680.00	5,915.00	23.75	1,235.00
# pledges 101 to 150 dollars / wk	6,760.00	8,541.00	34.25	1,781.00
# pledges 151 dollars or higher/wk	8,216.00	10,387.00	41.75	2,171.00

JANUARY 17TH SEMI-ANNUAL MEETING HIGHLIGHTS

Unapproved minutes of the January 17th meeting

- Approved the amended minutes of the June 7, 2015 Semi-Annual Meeting.
- Received the following reports:
 - Finance Committee/Treasurer/Assist Treasurer
 - Legacy for Ministry
 - Pastor Barclay's Report
 - Stewardship Committee
 - Worship and Memorial Garden Financial Report
- The following motion was presented and approved by the Congregation:
 - Adoption of the 2016 ministry budget
- Election of Carol Stoneman and Al Williams to serve as voting members on behalf of Concordia at the New England Synod Assembly in Springfield, MA, Friday, June 10th through Sunday, June 12th.
- Appointment of Petey Goodrich, Jan Salvatore, Mimi Boxwell, Irma Vincens and Jane Casserly to the 2016 nominating committee.

The next Semi-Annual meeting is scheduled for Sunday, June 5, 2015.

Thanks from the Pastor...

So many thanks are due! Here are a few highlights:

- For all who assisted with the Funeral Services for Dana Husereau.
- For the Corls, the Donaghers, the Stonemans, Paul Goodrich, the confirmation youth, Susan and Mark W. who helped "de-christmas."
- For those who prepared reports, brought lunch and attended the Semi-annual meeting.
- For Stephen Perkins and the council and their hard work in preparing and deliberating the budget.
- Those who supported Don, Marion and Eric Slater and Gail Feder at Watkins for Harold Slater.
- For the Outreach committee and those who provided hospitality at the funeral for George Krause.
- For Irma Vincens and her diligent work with the Member Care committee in caring for those who are homebound and who have special needs.
- For Mark Winzler and the Music Search committee and their continued work in a search.
- To Ruth Sprong and Elaine Briggman who spend hours each Monday making sure things "Add-up."
- To Don Briggman who faithfully provides hospitality at funerals and each Sunday.
- To Kate Bozzo for her continued good work and service.
- To Jeannine and Sandy and all who are working hard at the collaborative youth ministry initiative.
- For Carol Stoneman and those who prepared year-end financial reports and pledge confirmation letters.
- For George Beauregard who plowed during our February snow
- For Steve Graefe and Phil Stoneman who installed roof wires to prevent ice dams
- To Pastor Scott Cady for organizing the Prayer for Christian Unity Service at Center Congregational

Kids' Korner

Children are welcome! We are a congregation that loves the presence and the sounds of children and babies in church with us. We do not see or hear them often enough. Did you know we have a corner at the back of the nave just for wiggly little ones? The MACC donations boxes have been moved to the other side of the nave so there is more room for activity at the table and on the floor in the Kids' Korner. It is stocked with paper, crayons, and books as well as quiet toys and two rocking chairs.

Please help our Ministers of Hospitality. If you see a family with children let them know the Kids' Korner is available for them. The information will be in the bulletin but parents can get distracted as we all know. Let's make families feel welcome and wanted. Thank you.

Christian Education Committee

Susan Bourret, chair
Sandy Baranowski
Jeanine Barber
Kay Corl

Nancy Knauff
Sarah Eichler Nilsen
Jan Salvatore
Pastor Barclay



MACC NEWS

In November, Beth Stafford, Executive Director of MACC visited with us at a luncheon and shared with us the vision and new programs at MACC. Some of you that attended and those who were not able to attend have approached me about opportunities for serving MACC and its clients.

Meaghan Sprague, Community Engagement Manager has identified that there is currently an opening on **Saturday, February 27th** for lunch service (9-1:30). This would involve helping Chef Ben prep, cook, serve and clean up after the lunch meal. They also have a **Sunday in May, the 15th** that they will be looking for help to assist with lunch. The Sunday schedule is Noon to 3:45 pm. For those of you that are available during the week, there are openings in the kitchen to serve from **9 a.m. to 1:30 p.m. on Tuesdays and Thursdays.**

Please let me know if you would like to serve MACC on any of the days mentioned above.

Also, the pantry is in need of donations of :

PASTA SAUCE!	Cereal	soups	condiments
canned pasta/ chili	canned corn	jelly and peanut butter	
paper products (paper towels, toilet paper)		laundry detergent	
dish soap hand soap			

Carol Stoneman

Ingathering...Outpouring Thanks

"For where two or three are gathered in my name, there am I among them." (Matthew 18:20)

I want to thank everyone who participated in the ***Ingathering...Outpouring*** Stewardship events held last year and for the generous giving from this congregation. As I said at the semi-annual meeting, we plan to begin a year-round stewardship focus that includes other means than merely doing the pledge campaign each fall, as important as that is. This year, the redesigned pledge cards included an opportunity for members to indicate their intention to outpour their time and talents to God's mission thru Concordia.

We will contact those who indicated this in hopes of developing some programs that are not only fun to do but also uplifting in our mission. Stewardship is about taking care of what God has entrusted to us. This includes the church, our faith community, and those around us in need. Our Christian faith teaches us to gather in His name and further this mission. We are fortunate to have such a wonderful spiritual home as Concordia.

Many thanks to those who have encouraged our small, but mighty Stewardship Committee. I personally want to thank Mark Winzler for a real stem-winder of Stewardship talk and to Pastor Douglas and Nancy Lynn for helping devise a stewardship program that came together beautifully and introduced witness sharing as part of the stewardship sermon—as well as our most innovative pledge card yet! Special thanks also goes to Kate Bozzo who put together the mailings, emails, bullet inserts, and you-name-it to support our efforts. She does a great job and makes everything I write look even better than I intended. You'd think I actually knew what I was doing... 😊

David Smith

SERVICIO ADORACION

I think several people saw my picture in last month's Chimes attending the very first service of Ministerio Nueva Creacion (New Creation Ministry) in the Garden Room at Concordia, so I thought I'd give you all a little report.

I have attended several of the Ministerio Nueva Creacion worship services on Sunday afternoons. The parishioners in attendance are so happy they can finally meet as a church and are thankful to Concordia for enabling this to happen. The services are conducted in both English and Spanish, so I could understand what was happening throughout the service. They made me feel at home and welcomed me to participate. They provide lyrics to the music, so even someone like me, who doesn't speak Spanish, can sing along. I think it's terrific that Concordia is supporting this new congregation.

The first service I attended was their Christmas service and it was their first one in the Garden Room. The room was packed and included people from all generations. It was an uplifting experience and a few of the songs I still have in my head. Pastor Rev. Persida Rivera-Mendez is an excellent preacher and looks after her parishioners well. She relates the gospel text in thought-provoking ways much in the same way Douglas does for us.

I am hopeful we'll be able to do many events in common with this new ministry that's part of Concordia. It was amazing to experience a new church actually forming. It had me thinking of what Concordia must have been like when it first formed in 1894.

-David Smith



January 6th, 2016 A.D.
Feast of the Epiphany of our Lord.

Sisters and brothers at Concordia Lutheran,

Grace to you and peace from God our Father and the Lord and Savior Jesus Christ!

St. Paul writes: "I thank my God every time I remember you. I always pray with joy in my every prayer for all of you because of your participation in the gospel..."-Philippians 1: 3-5a

I want to thank you for your generous contribution to the ministry of **Santuario Luterano**. Your caring and support for the ministry of the Gospel in Waltham will make a great difference in the way Santuario engages with the Latino community.

Your grant is already being used in Waltham to fund our winter ESL program. Thanks to your generosity, we have being able to help two families have buy presents for their children during Christmas. We have also established the Pastoral discretionary fund (which gives help for rent, food, and gas assistance) and increased our online presence. A new sign was also commissioned and thanks to it our attendance increased doubled.

Serving among the Latino community in Waltham is a privilege for me. I am grateful for donors and partners like you who make it possible for us to proclaim the Good News of Jesus Christ. Pray for us as we continue to grow our relationships around Word and Sacraments. We will be praying for you so that God keeps empowering you to be witness of love in Manchester and our synod.

Pax et Bonus,

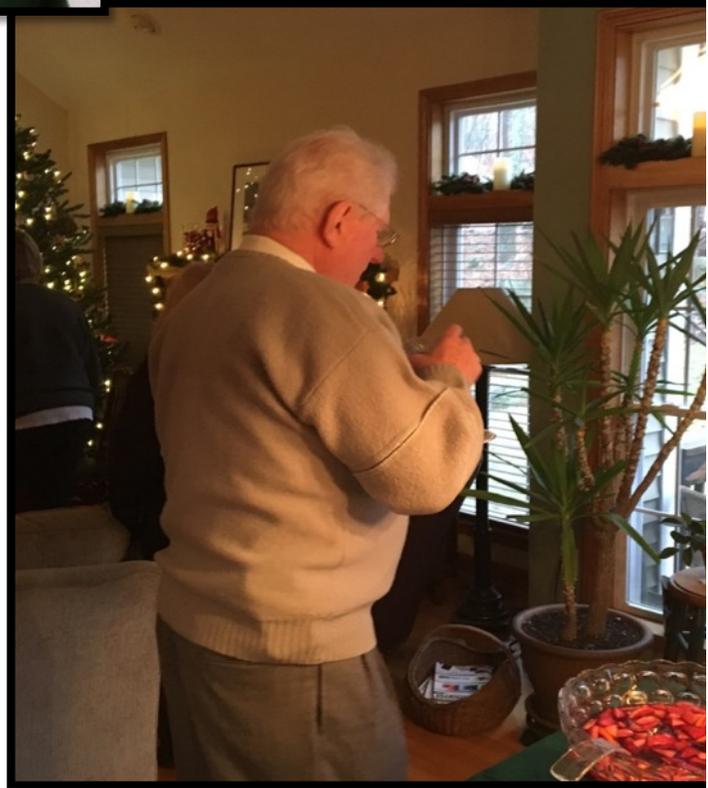

The Rev. Angel D. Marrero-Ayala
Pastor Developer
Santuario Luterano en Waltham



January Photo Wrap Up



**Concordia Council's Epiphany
Open House.**





**Collaborative Youth Ministry
Game Night**

Farewell to Christmas



Semi-Annual Congregational Meeting



Happy February Birthday!



Lois Warrrender 2/7 Jan McGarity 2/9 John Ramondetta 2/9 Ryan Adams 2/13
Mildred Scott 2/15 Robert Copland Jr. 2/17 Melissa Hemingway 2/19 Sarah McKay 2/21
Jean Weiss 2/21 Ann Kehl 2/24

Remembering the Homebound

Agnes Donahue Lynn Knauff Jane Nekiunas Lois Warrrender

To send a greeting to any of our birthdays or our homebound members, please contact the church office for mailing and/or telephone information.

Manchester St. Patrick's Day Committee 33rd Annual Dinner Dance

~Honoring~

Manchester Town Marshal: Mike Lynch

Manchester Town Honoree: Beth Stafford

Saturday, February 27, 2016

Doors Open at 6:00PM

Elks Club, 30 Bissell Street, Manchester

Comed Beef & Cabbage Dinner

Music By: Andy Healy Band

~Donation: \$25 per person~

For Tickets, please contact

Tom Tierney at 860-478-8154,

email at thomasjtierney@gmail.com



Concordia's Calendar:

EVERY SUNDAY

Bible Study – 8:30 a.m.
Worship 10 a.m.

Counters 10 a.m.
New Horizon Church 12:30 p.m.
New Creation Ministry 3:30 p.m.

EVERY MONDAY

Families in Crisis – 10 a.m.
AA - 5:30 p.m.

EVERY TUESDAY

Clergy Text Study - 11 a.m.

EVERY Wednesday

Choir – 7:00p.m.

EVERY FRIDAY

AA - 7:30 p.m.

Upcoming Highlights

Sunday February 7

Transfiguration Sunday

Executive Committee 11:45 a.m.
Christian Education Committee – 11:30 a.m.

Monday February 8

Confirmation – 3:30 p.m.
Finance Committee 5:00 p.m.

Tuesday February 9

Nursery School Board 7:00 p.m.

Wednesday February 10

Ash Wednesday

Worship- 12noon (Concordia)

Worship- 7:00 p.m. (St. Mary's)

Thursday February 11

NE Synod – Retired Rostered Leaders Meeting – 10 a.m.
Member Care- 1pm (Conference Room)
Congregation Council – 7:00 p.m.

Sunday February 14

First Sunday in Lent

Happy Valentine's Day

Monday February 15

Presidents Day – Office Closed

Saturday February 20

Chimes Deadline

Youth Ministry Movie Night @St. Mary's – 5:00 p.m.

Sunday February 21

Lenten Brunch, I-Hop - 11:45 a.m.

Monday February 22

Confirmation – 3:30 p.m.

Saturday February 27

New England Synod Stewardship event – 8:00 a.m.

Worship Volunteers:

February 7

Ministers of Hospitality: Bob & Jan McGarity
Paul & Petey Goodrich
Deacons: Erich Stoneman and Wendy Donagher
Acolyte:
Coffee Hour: Jan Salvatore and Jeanne Williams

February 14

Ministers of Hospitality: Don Briggman, Fred Winzler
John Haid and Jackie Britton
Deacons: Al Williams and Doug Laroson
Acolyte: Ej Chiffer
Coffee Hour: Concordia Choir

February 21

Ministers of Hospitality: Corl and Chiffer Family
Deacons: Mimi Boxwell and Steve Graefe
Acolyte: Zach Baranowski
Coffee Hour: Lenten Brunch @ I Hop

February 28

Ministers of Hospitality: Fred & Martha Winzler,
Gail Adams and Jan Salvatore
Deacons: Al Williams and Linda Lange
Acolyte: Amanda Baranowski
Coffee Hour: Church wide pot luck

The Weather Outside Will Soon Be Frightful

All weather related and cancellations at Concordia will be posted on WFSB-TV Channel 3, or on their website: www.wfsb.com. Sign up for text alerts from WFSB so you receive the news as soon as it happens.

The full calendar can be viewed by clicking on Google *Calendar* on the congregation's website

Let Us Know You Are Coming

Please make sure to consult the church office before scheduling any meetings or events—small or large—in our facility. We want to make sure the space is available, and the building open when you arrive. Thank you.