



Sunday Worship 10:00 a.m.



Building Usage/Availability

Sanctuary/Kaiser Hall/ Brandt Lounge/Garden Room

Open following Town of Manchester/State of CT Directives
and

Council- approved guidelines recommended by the
Reopening Task Force

Education Wing

For use by Nursery School Only following guidelines
by the Office of Early Childhood of the State of CT

Office Conference Room

Contact Jane

The Rev. Dr. Rolf Hedberg
Transitional Pastor
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Office Hours
Tuesday-Thursday
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*The deadline for submitting articles or
items for The Chimes is the 25th of each
month or as communicated.*

From Our Transition Pastor

Dear Friends in Christ,

You know the saying, ‘tempis fugit’, time flies. I know it passes slowly when we are children and then in the middle and later years of life it just flies by. You would not believe (or maybe you would) that I hear from retirees words such as these: “There just aren’t enough hours in the day” or “I am busier than ever”. This is true. But! I was speaking with a colleague a couple of days ago about this and he said something very interesting to me. He said, in effect, that sometimes we need to take control of time. That is, we cannot stop its forward movement but we can determine how we use it; what we do with it.

....and that goes to the heart of the matter. He said that one of the spiritual exercises he does every day is set aside moments of silence in which he allows no incursions from the “outside” to tell him what to say or do or how to use that time. It is a way or maybe his way of letting the divine into his life, but it is also a way to make time a friend and not let it be an adversary either in having too much time on our hands or not enough time in a fast, frenetic world.

Now, if you have read this far, you may be wondering where I am going with this. Well, I will tell you. This November two things are happening. First, there is the expected. Thanksgiving. Whether observed as a secular national holiday or one with strong religious bent, it is a time for a pause one way or the other. But the other thing that will be happening this year, beginning in November, will be our mid-week Advent Services which will be brought to you via Zoom. It is my sincerest hope that you will take time, make time, use time to prepare for the coming of the Christ Child into the world. This can remarkably change the passage of time in your life and make the rough places smooth and the crooked straight.

Peace.

Pastor Rolf Hedberg



Dear Friends at Concordia,

I want to thank you for a really beautiful heart-felt 50th anniversary of ordination celebration and for your generous gift. The liturgy, the music, the singing, the preaching were so special and meaningful to me. Also important for me was having my family, parishioners past and present, and colleagues here for the celebration. Their presence and yours as well as observing and celebrating this occasion at the beautiful and spiritual place that is Concordia Lutheran Church put the 50th anniversary over the top.

My only regret is not being around long enough to talk with everyone and express my appreciation. As most of you probably know by now, I literally passed out and was whisked away by EMTs to Saint Francis Hospital in Hartford. It ended up being an only over-night stay, and I went home Monday evening. Evidently, there was an imbalance with medications coupled with dehydration. I am doing well now. Thank you again for a special day in my life.

With Affection and Appreciation,
Rolf

Transition Update

Community

In the September Chimes information was shared about a meeting with Latasha Turnquist from the Manchester Schools to talk about needs. One of the items which came out was that Highland Park School (with whom we have partnered for Thanksgiving and Christmas) has additional needs. (We are trying to reach out more into the community addressing the needs of people.)

A group from Concordia and Ministerio Nueva Creación met with Jill Morey, the Family Resource Coordinator for Highland Park. She informed those gathered about four things:

- 1) Kids come to School hungry
- 2) Twenty-one (21) students come to school in the same clothes and are in need
- 3) Retirees are needed to come to Highland Park to work with students
- 4) There was an immediate need for a family (mother and 3 children) for housing as the husband/father had died and they were burnt out of their apartment.

Council approved allocating a week's stay at a local hotel for the mother (who had been living in a car) and the three children. Jill shared that after spending the first night there, one of the children said to her "I slept **soooo** good last night".

Worship

Licensed Lay Minister Bea Santiago will be preaching at worship on Sunday, November 10. While Bea has taken part in our liturgies previously, this will be the first time that she will be preaching. We welcome her!!!

The team who picks out hymns which we sing has selected a couple of hymns from the ELW which have both Spanish and English. Following instruction, we will sing the refrains to these two hymns in Spanish.



Highlights of the September 2023 Treasurer's Report

Summary

The total envelope and other funding for September was 69% of the budgeted amount. Year-to-date giving was 99% of the budgeted amount through September.

September total expenses were 33% over the monthly budgeted amount. Maintenance and Repairs is 55% over the year-to-date budget for 9 months into the year.

The Special Funds experienced losses in September, however total year-to-date gains are \$67,312.33.

Report Details

The below information represents the envelope and stretch giving for the month of August as well as the percentage against the monthly and yearly budget amounts.

Month	Actual Recd. (Envelope & Other Funding (Stretch)	Monthly Budget	Percent Received Against Monthly Budget	Received Year to Date	Year to Date Budget	Percent Received Against Year- to-Date Budget
September	\$9,262.59	\$13,422.62	69%	\$119,961.88	\$121,641.95	99%

Additional September Revenue

Open Offering:	\$200.00
Christian Indian Church Offering:	\$100.00
Memorial Funds:	\$1,000.00 (For Gloria Dei and Manchester PS P&E)
MACC Pantry:	\$50.00
Total:	\$1,350.00

TOTAL SEPTEMBER REVENUES: \$10,612.59

Expenses

1. Utilities:

Vendor	SEPTEMBER 2023	SEPTEMBER 2022
CNG	\$638.10 (Sept. & Oct. bills)	\$315.72
Eversource/Earthlight	\$778.80(\$0.00/\$778.80)	\$959.81 (\$73.21/\$886.60)
Cox	\$430.31	\$433.03
TOTAL	\$1,847.21	\$1,708.56



Highlights of the September 2023 Treasurer's Report

Additional September Expenses:

Synod Mission Support:	\$1,558.33
Staff Salaries:	\$5,034.26
Fringe Benefits:	\$258.29
Program Expenses:	\$46.50
Program Support Expenses:	\$366.38
Facility Maintenance:	\$5,476.78
Expenditures from special Funds:	\$4,285.00
Total:	\$17,025.54

TOTAL SEPTEMBER EXPENSES: \$18,872.75

Bank Account as of 9/30/2023 (ACS)

Beginning Balance:	\$29,314.28
Total Revenue:	\$13,591.32 (Includes pass-through revenue from Synod (MNC) & CNS Taxes)
<u>Total Expenditures:</u>	<u>\$22,351.38</u> (Includes MNC & Tax expenditures)
Current Balance:	\$20,554.22
Monthly Cash Flow:	-\$8,760.06 (Revenue less Expenditures)

Special Funds (as of September 30th)

Fund	Previous Month Market Value (July)	Current Market Value	Current Month Gain/Loss (August)	YTD Gain/Loss
Scholarship	\$44,233.14	\$42,775.92	\$1,457.22	\$1,985.13
Community Cares	\$57,535.52	\$55,219.33	\$2,316.19	\$1,425.94
Legacy & Memorial	\$819,797.80	\$786,795.50	\$15,917.96	\$63,901.26

Memorial & Tributes Savings Account (as of September 30th)

Previous Month's Balance (May)	Deposit	Withdrawals	Current Month Balance
\$59,809.16	\$2,670.00	\$2,000.00	\$60,479.16

Please feel free to contact me if you have any questions.
Thank you. Carol Stoneman, Treasurer

Approved Minutes of the Concordia Lutheran Church Congregational Council Meeting September 7, 2023 Zoom and in person

Present:

Mark Winzler – President
David Smith – Vice President
Carol Stoneman - Treasurer
Susan Bourret – Secretary
Jan McGarity
Ruth Sprong-Heyden
Tina Ruggerio

Excused:

Petey Goodrich

Call to Order – Mark Winzler @ 6:44 PM

Devotions – postponed until the following 7:00PM meeting to discuss Concordia's future

Approval of Agenda as amended

Approval of Minutes of June 8th and July 23 Council Meetings

Pastor's Report

Pastor returns this fall to support us with worship services on Sundays, office hours, committee meetings, transition and contacting members and visitors.

President's Report

Worship will be held at 10:30 on September 24th to accommodate attendance at St. Mary's final worship service. The invitation to their worship will be included in the bulletin.

Jane is back to provide administrative support. Building rental requests have been received.

Treasurer's Report

June & July reports are combined. Revenue exceeded expenses and is 110% of the budgeted amount.

Special funds were up at the end of July, the year to date continues to show gains. Memorial funds are being distributed according to wishes of family members.

Old Business

1. Worship and Memorial Garden – Now that all families have determined the disposition of loved one's ashes if Concordia were to close, a motion for the funding source for a triple plot at East Cemetery was passed.
2. An updated safe church policy has been received from Synod and is being reviewed by David Smith and Petie Goodrich.
3. Donations from the congregation for Concordia Nursery School totaling \$2,250 have been received. A motion to provide the additional funds needed was passed. Laura will be contacted to see what funding is needed in the 2023 calendar year. Additional funding needed can be included in the 2024 budget.

New Business

1. A motion to donate \$500 to Gloria Dei, Providence in appreciation for their help with our transition work was passed.
2. A motion to donate \$500 to Manchester Public School Partnership and Engagement Department for Latasha Easterling-Turnquest's help with our transition work was passed. Latasha met with a group from Concordia to discuss the many needs of Manchester families.
3. A motion to provide funds for the repair of the garden room roof by a different vendor was submitted by the Property Committee and was passed.

4. Council agreed to get more information, but is interested in becoming the Chartering Organization for Pack 47 and possibly Troop 123. A liaison is needed from Concordia.
5. WiFi Extenders for Kaiser Hall, etc. Al Williams is checking into what would be best for installation and the cost associated with installation.
6. A proposal for Sunday School for the upcoming school year was reviewed, accepted with minor modifications. A motion for the funding source was passed.

Property

No update other than new vendor for roof repair and approval of a bill for existing work done to be paid this week.

Transition Update / Upcoming Events

1. Mark Winzler is hosting a meeting in person and zoom to discuss next steps in Concordia's transition following this council meeting on September 7th at 7:00pm.
2. Additional information from Latasha Easterling-Turnquest was sent to all those who attended the meeting with her.

Motions Submitted and Passed by Council

1. *To approve payment for the purchase of a triple plot at East Cemetery by the Garden Board using money from the Foundation Fund. The approximate cost is \$3,000.*
2. *To provide funding needed to support Concordia Nursery School for the addition funds needed. For 2023, the money will come from Helen Wittkofske and Tessie Kehl memorials. If additional funding is needed the Scholarship fund will be used.*
3. *To approve a \$500 donation to Gloria Dei – Providence, RI in appreciation for their help with our transition work. The funds to be taken from Memorial & Tributes, Christian Community fund. Reimbursement from the transition fund being set up using the money market account.*
4. *To approve a \$500 donation to Manchester Public Schools Partnership and Engagement Department in appreciation for Latasha's help with our transition work. The funds to be taken from Memorial & Tributes, Christian Community fund. Reimbursement from the transition fund being set up using the money market account.*
5. *To engage Millstream Construction to repair leaks in the Garden Room Roof for a cost not to exceed \$1,800 (quote of \$1,500).*
6. *To endorse the modified Sunday School proposal, funding up to \$500 from Memorial & Tributes, Nursery Care fund.*

Adjournment

Adjourned at 6:53 PM.

Information

1. Executive Committee – TBD
2. Congregation Council – October 8, 2023
3. Council Retreat – TBD
4. Devotions for upcoming meetings TBD

Approved: Amended Agenda, Minutes of June 8th and July 23 Council Meetings, Officer Reports, 6 motions.

Respectfully Submitted,
Susan Bourret



MACC FOOD COLLECTION CONTINUES!

Concordia has a long history with the Manchester Area Conference of Churches (MACC) as one of its establishing and charter members. We have had a great tradition of providing items for the on-going needs of the Manchester community by donating to the pantry. With the price of groceries and personal care items increasing at a historical rate, the need is greater than ever. There is a table in the back of the church where donated items can be placed for delivery to MACC. Below is a list of the current items the pantry is in need.

Thank you for your previous and continued support.

Food items: Instant potatoes, canned chili, beef stew, soup, canned veggies, sugar, flour, fresh fruit and veggies, jelly

Toiletries: Shampoo, deodorant, razors, shaving cream, body soap (liquid), toilet paper

Additional items: Paper towels, dish detergent, laundry detergent

Winter needs: Gently used coats – all ages.

EMERGENCY PANTRY NEEDS LIST

The following items are always in need and donations are welcomed.

All products must be unopened and within expiration dates.

Toiletries:	Instant Potatoes	Fresh Fruit and Veggies
Shampoo	Chili	Coffee (Decaf or Instant)
Deodorant	Beef Stew	Paper Towels
Razors	Ketchup	Toilet Paper
Shaving Cream	Canned Fruit	Sugar & Flour
Toothpaste	Canned Veggies	Dish Detergent
Body Soap	Peanut Butter & Jelly	Laundry Detergent
Body Wash (Liquid)	Mayonnaise	Baby Wipes
Pads / Liners	Baking Mix (Cake & Brownie)	Pasta
	Cooking Oil	Pasta Sauce
	Rice/Rice Mixes	Ramen Noodles

MEMBER CARE

Happy Halloween from Member Care to Andy Vincens, Petey Goodrich and family, Edna Nekiunas, Kathy Noyes and Irene Schack!



50th Anniversary of the Ordination of Pr. Rolf Hedberg
Concordia Lutheran Church
October 22, 2023
Pastor Wilco

In the name of Jesus. Amen.

“In the wilderness prepare the way of the Lord! Make straight in the desert a highway for our God.”

I don't know if it's because we often read these words of Isaiah in the season of Advent when we are anticipating the celebration of Christmas and remembering the ways Christ has already come to clear the way for us. Or maybe it's just our human nature. But I often hear this passage and imagine that there is a beautiful, newly paved multi-lane highway ready to drive away on. As if this passage announces for us smooth sailing ahead. Just get in the car and drive forward into the reign of God.

Now, Rolf, I didn't know you at the time of your ordination 50 years ago. I met you first when I was myself an eager young seminary graduate hoping to soon be ordained and you were gracious enough to lend me your pulpit for a Sunday, putting a level of trust in me that, looking back, was remarkable. But I do know that most of us entering ministry imagine to one degree or another that highway sign that we think Isaiah gives us: Drive forward! The road is ready. Just get in and drive forward into the reign of God. The church is ready to welcome you and your gifts and your leadership and your ideas. And I'm sure all 50 years of ministry have been smooth sailing, just like that, right? No?

What about you, people of God? Though your paid calling may have been different, all of us share God's call to go forth and make disciples and teach the ways of God. All of us just sang together “I want to walk as a child of the light. I want to follow Jesus.” When people founded the congregation of Concordia, when you joined with them in mission, when you were baptized or welcomed into the fold, did you too imagine that Isaiah was offering you smooth sailing ahead? Just climb aboard and enjoy the ride? Maybe we don't articulate it, and maybe when we say it out loud we don't even really believe it, but something in us thinks being church together should just all work itself out, everyone should get along, and even the hard work will be joyful and fruitful. That's been your experience here, right? Everything just sails forward? No?

It could be that you, like me, have often misheard this passage from Isaiah. “Every valley shall be lifted up, and every mountain and hill be made low; the uneven ground shall become level, and the rough places a plain.” The sign is not “Road all clear, proceed ahead.” The sign is actually, “Road construction ahead.” God is doing some work. And we're not talking about a simple resurfacing job. We're talking Boston's “Big Dig” level road construction. Mountains are leveled, dirt is moved. Construction equipment rumbles. Everything is dirty and muddy. And traffic. Traffic is eternally snarled up.

The Hedbergs are familiar with Northern Virginia, which is where I grew up. And there the road construction just moves up and down the highway. As soon as they widen it all the way to the end it's literally time to start back at the other end and widen it some more. Whole interchanges are leveled and redesigned and then leveled and redesigned all over again. That's, I think, the kind of project Isaiah is talking about. God's highway is not a one-and-done path, but never-ending project of opening up a way for God in our broken and hurting world. The promise is not an easy road but the promise of God's presence with us to the end of the age.

Does that sound a little more like what 50 years of ministry has been like? I know that you've walked with communities through all manner of challenges. I know you've navigated challenging turns of events in the congregations you've served, in the community around you, in the world at large. 6 transition ministry gigs and three long-term calls – that's plenty of ups and downs, twists and turns. And it hasn't been easy – no good ministry is. You've been participating in God's work of constructing a reconstructing a path for God's love and grace into the world.

You've followed the call to Comfort! Comfort! And to speak tenderly to those who were grieving, making a way for God's voice of comfort in the midst of some of the greatest upheavals of people's lives.

You have similarly walked for 50 years alongside moments of joy – baptisms, confirmations, marriages and more. Those too are moments where God is building something new, and you answered the call to speak God's love into it, creating a path. Through your teaching, preaching, and faithfulness in leading and shaping worship. I know this not because I've known every moment of your ministry, but because I know you and that love and that good humor you bring to this work. I know your faithfulness to your people. And even though sometimes it feels like driving in snarled traffic through a massive construction zone, that's the call, and one you've done faithfully. And, yes, surely God would have found a path one way or another, but how can we believe if we have not heard, how can we hear if there is not someone to proclaim? Thank you for answering that call in the places you have served these 50 years.

This goes, too, for all of us. We live out this wild and crazy call to go and make disciples, to proclaim comfort and challenge. But that work is not easy and not smooth sailing. You do it as a community – holding one another through all the difficult moments. Putting up with the ways in which God has been shifting and constructing and rerouting you. This congregation is in yet another time of discernment about what the future of ministry is like, but it is not the first time or the last that God will be doing work that feels inconvenient, disruptive or anything but smooth sailing. God *is* making a way, it's just not always the straight highway we think we're getting or we'd like to get.

Everything I've said so far is about our navigating God's messy construction around us. But the construction is not just around us, but also within us. Part of God's clearing the way of love and grace and justice and peace is right through our imperfect and broken selves. Whether we like it or not God is moving mountains and valleys that we would just as soon keep within ourselves. None of us is perfect, not even pastors, sometimes especially not pastors. And God works with that, builds with that, proclaims the message of love and grace with that.

Here is where I want to say, in addition to all I've already said about Rolf's ministry, what I think is a particular gift of Rolf Hedberg the pastor and Rolf Hedberg the person, what makes him in my mind an exceptional pastor and a trusted colleague – and that's his openness to the ways God is at work and moving within him. I have known you, Rolf, to be a person open to new ideas, new challenges, new ways of seeing things. After 50 years of ministry, some are convinced they've figured it all out. But in the time I've known you, you have always been open to learning something new. You might call it humility or integrity or openness, but I think your openness to God's construction and reconstruction in you one of the things that continues to make you a good and faithful pastor and something you model for me and for all of us. Thank you.

For all that and more we are gathered to celebrate this morning. To celebrate Rolf, his ministry, this ministry. We do so not because the project is over and the road is finished. This is not the end of Rolf's ministry. The discernment you are engaging here at Concordia is not fully clear. The church at large is and I think always will be very much still under construction. And frankly, it's not going to get any easier. And I would be remiss if I didn't at least name that we are gathered to celebrate this morning in a world which is very much in pain. Israel and Gaza, Ukraine, Armenia. A congress that cannot seem to govern even itself. And all the other deep and abiding challenges that our world contends with every day. With all that going on, it can feel as if the completion of this grand highway of peace and justice where the glory of the Lord will be revealed is a distant reality. Thank God the construction isn't stopping here where we are now.

But every Sunday, in the midst of all that is going on – big worldwide grief and despair, our own personal griefs and despairs – in the challenging and wonderful work of ministry, in the midst of all the big leveling that is happening, God makes one small level place in the midst of the construction, and there lays out bread and wine to be for us God's body and blood, to be for us the promise that despite the construction and the traffic and the frustration and the mess and the violence and the fear and all of it, that God's glory will be revealed in the end. Until then we gather at this one little level place to feast. And Pr. Hedberg will do this morning what he has done thousands of times over and call us to that table. There he will proclaim so that we can hear that God is here for us in the midst of it all. And before we are sent again to do the hard work with God of building this highway to the reign of God, we will feast together and know deep within that God's peace is indeed possible, that God is here.



50th Ordination Anniversary of The Reverend Doctor Rolf Hedberg









Thus says the Lord, the one who created you, O Israel, who formed you, O Jacob: "Do not fear, for I have redeemed you; I have called you by name, you are mine." – Isaiah 43:1

God does wondrous things! God creates each of us with unique gifts and each faith community with unique combinations of gifts. And God lovingly calls us, both individual and faith community, to use those gifts for the sake of the world. Isaiah's words spoken to people afraid they have lost forever the traditions that held them together in the past. And yet the promise is sure, even then – especially then – "I have called you by name, you are mine."

God created us with gifts and called us through baptism into communities of faith where we can share those gifts. In this season, we are pausing to notice some of those gifts within ourselves and our communities, pausing to see what God might be up to in our midst.

Mark Your Calendars!

This year's Stewardship Sunday will be **November 19, 2023**. Pastor Rolf will be communicating more on this, and you'll be hearing from the committee in the next few weeks. We are so grateful for the faithful giving of our members to take care of the church we love and support each other and our ministries.

As stewards, we give generously to take care of what God has entrusted to us. Our church is our spiritual home in which as Christians we're commissioned to further the ministry in and around this community of faith. In our baptism we were made children of God and members of the body of Christ, the church. God's message of hope and reconciliation strengthens us in our faith and calls us to be servants of Christ and stewards of what God has entrusted to us.

David Smith, for the Stewardship Committee

The following sermon is based on Matthew 22:15-22. It was delivered by Lucy Taveras in Spanish and by me in English to Ministerio Nueva Creación on Sunday, October 22nd. I hope you enjoy it.

Whose image is this?

By David Smith

It's quite easy to think that today's Gospel is only about money. Spoiler alert: it's not about money. This is the first week in many we're dealing with an actual event as opposed to a parable. A little context: Jesus is gaining in popularity, and this makes the temple authorities and political figures nervous. They decide to hatch a plan to ask him what I like to call a gotcha question. A gotcha question is designed so that however the responder answers it, they will be put in a bad position. In this case a position of guilt.

The Pharisees, who were the political party in power at the time, decide to send their smartest legal advisor to ask Jesus a question. They ask him about paying taxes. It's a gotcha question because if Jesus answers that people shouldn't pay taxes to the emperor, they can have the Romans arrest him for running afoul of their secular laws. But if Jesus says people should pay taxes to the emperor, then he runs afoul of the Hebrew laws against usury, and then the temple authorities can arrest him for that.

He calls them out as hypocrites because he clearly sees their trap. Then he does a thing I really love about Jesus whenever he gets into such situations. He never answers their question directly. Did you notice that? He never answers it. Instead he turns their question into one of his own. One that isn't a gotcha question but an astute point.

Jesus asks them to show him a denarius, which was a roman coin. He asks them whose image is on the coin and to whom is it inscribed. They reply that it's Caesar's image. Caesar Augustus to be exact. He then tells them to give back to Augustus the things that are Augustus' and to give back to God what is God's. He turns it right around on them. He's not talking about taxes because he speaks of giving back property. He's speaking religiously so as not to run afoul of their religious laws. They can do nothing with this and leave. They are no match for Jesus.

There is a greater meaning here that applies to us today. Jesus is telling us to live the way God wants us to live. To love God with all your heart, mind, and soul. To love your neighbor as yourself. If you do so, you will be a good citizen but it's important to keep secular things in check and to carve out your religious faith apart from that. For example, there are many laws on the books. So many, that we are all in fact probably a criminal in one way or another, we just don't realize it and there isn't anyone to prosecute, so it's fine.

The good news is each day we have a new chance to be born anew in the waters of baptism to live a new life to live by God's ways. A big part of this is coming to church, hearing, and learning the gospel lessons, and helping others as best as we're able. Yes, we have to pay our taxes to the government but what do we do with our other income? With our skills? With our spare time? Are we helping those less fortunate than ourselves? Are you following where the spirit is leading you or do you just do what others say?

Whose image is this? Jesus is telling us to live our faith. Live the way God wants you to live and not how other authorities think you should.

Amen.

ELCA Statement on Israel-Hamas War

From Bishop Elizabeth Eaton

ELCA presiding bishop issues statement on Israel-Hamas war

10/13/2023

"My God, my God, why have you forsaken me? Why are you so far from helping me, from the words of my groaning?"
—Psalm 22:1

Dear church,

As Lutherans, we are accustomed to holding tension between two truths. Thus the ELCA denounces the egregious acts of Hamas, acts that have led to unspeakable loss of life and hope. At the same time the ELCA denounces the indiscriminate retaliation of Israel against the Palestinian people, both Christian and Muslim.

For the past week we have borne witness to the horrors of the escalating crisis between Israel and Hamas. We also watch a growing humanitarian crisis in Gaza as Israel blocks food, water, fuel and medical supplies and as airstrikes continue to cause unbearable civilian casualties ahead of a just-announced ground assault. We see Israelis and families around the world in the agonizing wait for word about the fate of loved ones killed or taken hostage by Hamas. We are in anguish, grieving and praying for all people who are living in trauma, fear and uncertainty.

Among us are Palestinian Lutherans who are fearful for their families, their communities and their homeland. In our communities we have Jewish and Muslim neighbors, who are also facing the horrors of this crisis and its impact on their loved ones.

It is difficult to find words that suffice in the complexity of this moment, and in the web of relationships that bind us together, as church, with the Evangelical Lutheran Church in Jordan and the Holy Land and our interreligious partners. Yet God has called us to be a people who stand with others amid suffering.

We must also call a thing a thing. The power exerted against all Palestinian people — through the occupation, the expansion of settlements and the escalating violence — must be called out as a root cause of what we are witnessing. We are committed to our long-standing accompaniment of the Evangelical Lutheran Church in Jordan and the Holy Land.

The God who liberates us calls us to be a liberating witness. May it be so.

In Christ,

The Rev. Elizabeth A. Eaton

Presiding Bishop, Evangelical Lutheran Church in America

Find updated resources and statements from the ELCA:

[Israel-Hamas War - Evangelical Lutheran Church in America \(elca.org\)](https://www.elca.org/Israel-Hamas-War)



Sunday, November 5, 2023



On All Saints Sunday, November 5 we remember Concordia members as well as relatives, friends and colleagues of Concordia members who have completed their earthly pilgrimage since last year's All Saints Sunday. (Those listed have been identified by Concordia and Ministerio Nueva Creación members.)

Tessie Kehl
Helen Wittkofske
Jim Noyes
Clinton Chu
Carol Sutcliffe
Sandy Brooks
Kristen Hedberg Rockwood
Michael Sheriden
Holly Gaudette
John Mele
Richard & Sue Farr
Karen Miller
Marilyn Beauregard
Hannah Sellers
Wilson Muniz
Wanda Fermaint
August Arace

Rick Lindey
Sandra Chu Sponzo
Karen Kupec
Joel Kerr
Dr. Mark Myers
Mary Jane Morrison
Kristina Jordan
Gloria Dougherty
Robin Slane
Matt Halverson
Raymond Bertrand
Pete Dumaine
Grace Friello
Alfred Eggen
Beth Lavalette
Ruth Estrela





Scouts



For many years Concordia has served as the Chartering Organization for Cub Scout Pack 144. Over the past couple of years, the number of cub scouts in that pack has diminished such that as of this year, Pack 144 is no longer in existence. The remaining scouts have joined Pack 47.

Cub Scout Pack 47 (Grades Kindergarten through 5) has been meeting at South Methodist. Due to a change with the Methodist Church (at the national level), South Methodist is no longer serving as the Chartering Organization.

Representatives of Pack 47 met with members of the Executive Committee and Sandy Baranowski (who has been involved with scouting for many years) as they are interested in Concordia becoming their chartering organization and therefore meeting weekly on Wednesdays at Concordia and holding events at other times.

Meanwhile Scout **Troop 123** (Grades 6-12) has been meeting at Community Baptist Church for many years. Recently Community Baptist Church sold its building/property to a Pentecostal Church. While Community Baptist still exists (they rent a classroom to meet in), they informed the Troop that they could not charter them for a long period of time.

Like Pack 47, representatives of Troop 123 met with the Executive Committee and Sandy as they are also interested in Concordia becoming their chartering organization and holding weekly meetings here on Thursday evenings at Concordia and holding events at other times.

This information was brought to Council who unanimously voted to become the Chartering organization for both Pack 47 and Troop 123. David Smith volunteered to serve as the Church's Representative to the Leadership Committee of both. (Pack 47 already held its "Trunk N Treat" in Concordia's back parking lot last Thursday.) We expect Pack 47 to begin meeting at Concordia sometime this month while Troop 123 will begin in January 2024.

Troop 123 is willing to assist with service projects we are involved in and with needs that the church has.

Our insurance company mandates that we have a Safe Church Policy as does the New England Synod. Concordia has had one for a number of years but it needed updating to reflect 2023.

Using a template provided by the New England Synod, the Congregation Council voted to make this our updated Safe Church Policy. This applies to all of us as well as to groups (i.e. Scouts) who use our facilities.

CONCORDIA LUTHERAN CHURCH

40 Pitkin Street

Manchester, CT 06040

SAFE CHURCH POLICY

**FOR THE PROTECTION OF CHILDREN, YOUTH,
DEPENDENT PERSONS, AND SENIORS**

The aim of this policy is to make our congregation a safe place for those who worship, safe for those who minister, safe for those in need, safe for children and youth, safe for senior members, and for all who come through our doors. We believe this policy helps us live out our baptismal covenant to respect the dignity of every human being.

SCREENING AND SELECTION FOR PAID AND VOLUNTARY MINISTRY

For all new paid staff and volunteers at Concordia Lutheran Church, the following screening components are required:

1. An interview
2. A public records background check
3. Reference checks

In addition to the above requirements, volunteers should not be permitted to work with children, youth, or other vulnerable persons until they have been known to the pastor, licensed minister, or congregation for at least 6 months and have attended a Safe Church orientation.

BEHAVIORAL STANDARDS FOR MINISTRY WITH CHILDREN AND YOUTH

Staff and volunteers shall not:

1. Provide children or youth with non-sacramental alcohol, illegal drugs, or pornography.
2. Consume or be under the influence of non-sacramental alcohol, illegal drugs, or pornography; or misuse prescription or non-prescription drugs at any church event.
3. Engage in illegal behavior or permit others (including children or youth) to engage in illegal behavior; including the observance of all motor vehicle laws, at any children's or youth event.
4. Engage in any sexual, romantic, illicit, or secretive relationship or conduct with any child or youth.
5. Discuss their own sexual activities or fantasies or use sexualized or suggestive language or gestures.
6. Firearms and concealed weapons of any kind are prohibited at any church activity. *Special exceptions may be granted for law enforcement officials required to carry firearms.*
7. Adults who work with children or youth within a congregation shall be discouraged from having a separate and private relationship with any unrelated child or youth from the church away from sanctioned church activities unless initiated by and having the express permission of the parent or guardian.

Safe church policies on child supervision:

- Adult supervision is constant.
- A minimum of two adults at all times. One adult must be 22 or older. The other adult may be 18 or older.
- In working with youth (middle school and high school), at least one adult must have attained the age of 22, AND must be at least 4 years older than the oldest youth in the group.
- Ratio guideline for adults: youth are as follows (keeping in mind the two-adult rule as the default).
 - 0-5 years 1:5
 - 5-10 years 1:6
 - 10-14 years 1:8
 - 14-18 years 1:10
- A teenager who has attained the age of 13 may act as a classroom assistant or helper.
- No unrelated adult with a youth or child alone at any time. (The second adult may be within earshot.)
- No unrelated teenager with a younger child alone at any time. (An adult may be within earshot.)
At least two chaperones to attend overnight youth events. Ideally, there should be one awake adult during sleepovers, especially of larger groups of youths. Where this is not possible, reasonable separation of space is required and appropriate adult supervision is constant. If facility or housing limitations require youth and adult participants to share a room, a single adult must never be housed with a single youth.
- Proper age-appropriate restraints are to be used in all vehicles transporting children and youth.
- No drivers under the age of 25 are to transport unrelated children and youth on behalf of the church.
- No child or youth shall participate in an activity without parental permission. When the parent delivers the child to a church-sponsored event, permission is assumed. When the activity takes place off church grounds, such consent must be in writing, and must grant emergency medical care permission to the adult(s) in charge of the event. The adult(s) are to be given contact information for emergencies.
- No photographs or other recordings of youth or children are to be used for web or print publication without the written consent of the parent(s). Such consent will outline the potential risks of publication of images and recordings.
- Children and youth shall not be given unsupervised access to computers or devices with internet access.

<p>Any new programs, trips or events that involve children or youth off church property shall be given prior approval by the Church Council.</p>
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Safeguards During Events

- It is important to maintain appropriate boundaries. Adult participants should ensure that anyone-on-one contact between a youth and adult occurs in view of other adults and youth. If private conversation needs to occur; it should be done in proximity to the rest of the group with doors open and lights on.
- Appropriate expressions of affection can be a manifestation of Christ's love. A kind word of encouragement or a pat on the back can be a small but significant act. Nevertheless, adult participants must use caution and common sense when physically expressing affection toward youth. Some guidelines:
 - Respect a youth's refusal of physical contact.
 - Never make a youth feel uncomfortable.
 - Be aware of appropriate hand placement—a bear hug can be misinterpreted.
 - Any type of kiss, body-to-body embrace, or touch on private areas is inappropriate.
 - In overnight events, sleeping quarters should be assigned in a way that safeguards privacy while maintaining adequate supervision. In the case of large room accommodations, sleeping areas that respect gender will be clearly defined.

- The privacy of both youth and adults in dressing and showering should be respected. Adult participants must be aware of youth activities and behavior, and must properly supervise the youth from their congregation at all times. A youth should never have a potential sexual or romantic partner in their room or sleeping quarters unless an adult is present.
- Any discipline must consider the youth's dignity and well-being. Physical discipline is categorically prohibited. No one may strike or hit anyone at any time. Verbal harassment or threats are also prohibited.
- No alcohol, tobacco, or drugs (other than prescribed medication) will be brought to or used at an event.
- No firearms or other weapons, fireworks, or laser pointers will be brought to or used at an event.
- The policy on cell phones and other electronic devices will be specified for particular events.
- Medical information (including dietary restrictions and allergies) and releases, as well as emergency contact information, are addressed in the registration materials for a particular event. For certain events, this may include permission to receive over-the-counter medication. The Primary Adult Leader will inform the event facility of dietary restrictions and allergies and will be responsible for monitoring this for youth and adults from their congregation.
- A well-equipped and fully stocked first aid kit must be available at all events.
- For all events, the planning team will make arrangements to ensure that first aid coverage is provided and that there is access to emergency care.
- Arriving late or leaving early is discouraged and must be discussed with event staff in advance.
- Youth and adult participants are expected to remain throughout an event. If, due to an emergency it is necessary for a youth or adult participant to leave an event, an adult participant from that congregation must advise the event coordinator before the participant leaves the site.
- Signed covenants for youth and adults are required and included as part of the registration materials for extended and overnight events.

EDUCATION AND TRAINING

Concordia Lutheran Church will provide annual training opportunities on the prevention of child abuse and the promotion of healthy boundaries for staff and volunteers who work with children, youth, seniors, and vulnerable persons will sign an acknowledgment that they have received such training, understand the policy for the protection of God's people, and agree to abide by the policy. The Church office will maintain a record of such training.

RESPONDING TO CONCERNS

Anyone who knows or has reason to believe that a violation of these policies has taken place shall immediately inform the Pastor and President of the congregation. Anyone who knows of a violation of these policies by a clergy person shall immediately report the violation to the Office of the Bishop, New England Synod. Any mandated reporter who has reason to suspect that child abuse, elder abuse, or the abuse of a dependent person has taken place shall report it to the authorities (usually a state agency or local police department.)

The Pastor, hearing a report of a violation of this policy, shall be responsible for providing appropriate pastoral care to all those affected. The Pastor, with the Church Council, shall take appropriate remedial and/or disciplinary action up to and including termination of employment or volunteer ministry with the congregation. If there is reason to suspect illegal activity, the church shall report to the appropriate authorities.

OUTSIDE ORGANIZATIONS USING THE FACILITY (i.e. Scouts)

Some outside organizations have their own policies regarding the safety of children and teenager. In the case of conflicting policies, the more stringent policy applies. That way, if a stricter policy is applied, the outside organization is being compliant.



**Among Women
Entre Mujeres
Fall Festival**

MINISTERIO NUEVA CREACION
40 PITKIN STREET
MANCHESTER, CT
Saturday, November 11, 2023
11:00 AM - 2:00 PM

Sheryl Ravalese-Maggipinto - Health & Wellness
Claudia Garcia de Gonzalez - Jewelry
Vivian DeJesus - Jewelry
Betsy Centeno - Crafts
Elvira Baez - Meditation
Venita Lambert - Insurance / Medicare

Catered by Taste of Decadence

PLEASE RSVP
BY SATURDAY, NOVEMBER 4
AT 860-212-6597 OR
TAVERASLUZ@GMAIL.COM



FME FRIENDS OF MUSIC AT EMANUEL
 CHAMBER MUSIC SERIES 2023 - 2024

**CALLISTO
QUARTET**



- * Highly acclaimed all around the world.
- * Winners of top international competitions in Canada, Europe and the US.
- * Currently the Fellowship Quartet in Residence at Yale University.

**Saturday
November 11, 2023, at 7 pm**

Emanuel Lutheran Church
 60 Church Street
 Manchester, CT
 860-643-1193

FREE ADMISSION **DONATIONS APPRECIATED**

FriendsOfMusicAtEmanuel@gmail.com www.FriendsOfMusicAtEmanuel.org



Coffee Hour

Since Coffee Hour resumed after not taking place during the height of the pandemic, the number of people who have brought items to share has diminished. Sincere thanks to those people who have faithfully brought food to share (even though they may not have stayed for coffee hour!).

Effective Sunday, November 5, coffee hour will now be potluck. This means that there will no longer be a sign up list (few people actually have been signing up). If you wish to bring something to share, feel free to do so.

Whether or not there is actually any food to eat is totally dependent on whether people voluntarily bring something to share, hence on any given Sunday, there may or may not be any food.

One thing is for certain: There will always be coffee and time for fellowship!

The most important thing is the latter: Time that we can spend in conversation with one another! You can always count on that!

Event Managers

When an outside group or organization wishes to utilize any part of the building for an event, our Building Use Policy requires that we have an “[Event Manager](#)” on site during the time that the group is in the building. The use of the building by outside (for-profit) organizations does bring in some income.

The purpose of having an event manager on site is that someone is available to answer questions, problem-solve, provide any assistance needed and ensure that the group returns the facility to its normal state once the event has been completed.

While this is not hard work, depending on the event, the event manager might be needed on site for 3-8 hours.

As of this writing, there are less than a handful of people who have been served and are willing to continue to serve as Event Managers. **More people are needed!**

If you are interested in serving in this capacity or wish any further information, please contact Parish Administrator Jane Geason to make her aware of your interest.

Concordia and Ministerio Nueva Creación

Midweek Advent Worship **Holden Evening Prayer**



Wednesdays
November 29, December 6, 13, and 20
7:00 p.m.
Via Zoom

The Zoom Link and Dial-In Information
will be disseminated after Thanksgiving.

Holden Evening Prayer was originally written during the winter of 1986 while the composer, Marty Haugen, was at Holden Village in the North Cascade Mountains of Washington State. With the exception of the lessons and a couple of prayers, the majority of the liturgy is sung. The liturgy lasts about one-half hour.

While it may be used at any time during the church year, it is especially appropriate during Advent because of the Magnificat included in the liturgy.

We have used this as our Advent Midweek Worship for the past few years and continue to do so again this year. We are pleased to share this Midweek Advent Worship with members of Ministerio Nueva Creación.

Thanks to John Anderson (pianist), John Corl, Wendy Donagher, Nancy Lynn Knauff and Carol Stoneman (singers) and John Haid (sound/recording engineer) for recording the musical portions of this liturgy (in November, 2020 during the height of the pandemic) for use for our Midweek Advent Services again this year.



HIGHLAND PARK SCHOOL



This year for **Thanksgiving** there are **47 families in need of \$25 gift cards** from **Shop Rite or Stop & Shop**. Please sign up on the sheet provided (in the back of the church) so we will know how many cards the church needs to purchase. The gift cards need to be turned in by **Sunday, November 12th**.

Jill, Family Resource Coordinator at Highland Park School, informed us that 12 families, 21 students, come to school each day in the same clothing. Index cards with sizes of the clothing will be in the back of church. Please pick up a card then buy new or donate gently used clothing. New underwear in all sizes is always needed.

Hungry children cannot concentrate. Highland Park School is in need of cases of healthy type snacks for their hungry students. Goldfish, Teddy Grahams, applesauce cups, fruit snacks, and fruit or granola bars are examples of the type of snacks they need. No nuts please.

Volunteers to read to children or help with homework are also needed. No background/fingerprinting is necessary as long as a Board of Education employee is in attendance while the volunteer is helping.

We will be collecting hats, mittens, socks and waterproof gloves as the colder weather approaches.

We are still brainstorming an idea of a drop-in store which would be open once or twice a month at Concordia where families could find for free clothing, books, and housewares. More information will be forthcoming as this develops.

Thank you in advance for helping the families of Highland Park School.

Ruth Sprong Heyden



MACC's goal this year is to make the holidays a special time for all families and to ease some of the financial barriers that can prevent a joyous holiday season. This year MACC is revamping their Joy of Community Sharing Program for the 2023 holiday season. To provide an incredibly special and joyful time of community sharing, MACC has found that most of the families' relish in the moment of being able to shop for themselves to obtain gifts and foods that fill the needs of their specific families. Therefore, this year MACC is requesting that all adopted families be provided with gift cards for both food and presents. For the food gift cards, MACC is suggesting that a \$12.50 per person monetary figure be used to determine a total family monetary need. Concordia has adopted up to 10 families for Thanksgiving and Christmas.

How can you help?

- Purchase and deliver gift card(s) to one of our adopted families for Thanksgiving and/or Christmas;
- Use the Seasonal Sharing envelope in you giving envelope box to make a monetary donation.

Below is a list of the families that are still available to adopt.

Number of Family Members	Food Gift Card Denomination
2	\$25.00
4	\$50.00
4	\$50.00
4	\$50.00
5	\$62.50
5	\$62.50
5	\$62.50
7	\$87.50

What will you be required to do if you adopt a family? You will be provided with the family's contact information to reach out to them to find out the grocery store they would like their gift card to and arrange for a delivery date, no later than Saturday, November 18th to allow adequate time for families to utilize the gift cards to purchase their Thanksgiving foods.

For Christmas, both food & gift cards (\$25 per family member) should be delivered no later than Friday, December 15, 2023, to allow families adequate time to shop for gifts and food.

If you would like to adopt a family, please contact Carol Stoneman.

Thank you!!!



NOVEMBER – DECEMBER - JANUARY BIRTHDAYS

NOVEMBER

Kay Corl	November 3
Anna Link	November 4
Katherine Noske	November 5
Nancy Lynn Knauff	November 12
Linda Lange	November 18
Edwin Adams	November 26

DECEMBER

Jan Salvatore	December 1
Paul Goodrich	December 14
James Adams	December 15
Kristin Ramondetta	December 19
Max Beauregard	December 22
Jack Beauregard	December 22
Robin Jackson	December 27
Joel Baranowski	December 28
Lois Feder	December 31

JANUARY

Philip Stoneman	January 6
Eric Slater	January 8
Dana Donagher	January 9
John Corl	January 11
Gianna Cante	January 10
Kathy Smith	January 25

Memorial Donations Received

*In
Loving
Memory*

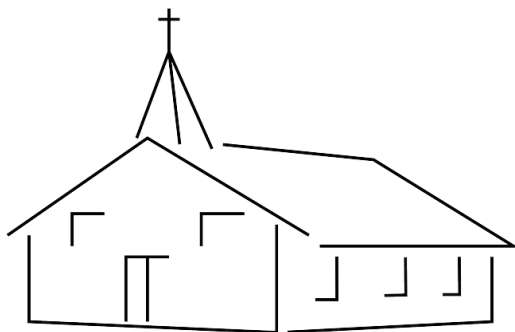


In Memory of Sandy Brooks

Mark Winzler

Ruth Sprong Heyden

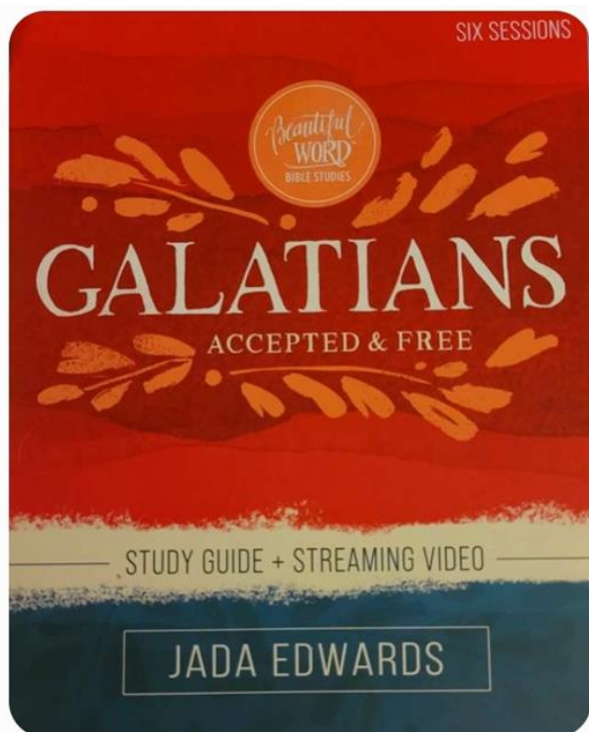
Phil & Carol Stoneman



A reminder to the congregation:

If you need to leave the church during the worship service, but plan to return, please let an usher know, as the church doors are locked around 10:15AM. Thank you!

Bible Study



Mark your calendars. The next Bible Study will begin Wednesday, January 3, 2024. The study guide is available for purchase at \$15.00.

Contact Pastor Bea for more information.

Prayers of the Community



Contact parish office for Prayer requests. Names will be held in prayer for 1 month, unless otherwise requested. (*Member of Concordia) (*Request by Member*) (***New Intention***)

Those who are sick or in any need,

*Katherine Noyes-Parsons, *Kaushik* (David S.), *Yolanda* (Lucy's sister), *John Hitchcock* (Joanne M.), *Aimee Goodrich* (Paul & Petey's daughter), *Elaine Arace* (Hedberg's friend who suffered serious fall), *all those across the country who have suffered loss through gun violence*, *Conrad Theroux*, (friend of Joanne M.), *Lois Feder, *Yvonne Feder* (*Gail F.*'s sister-in-law), *Bobby McKinney, *Joanne Murphy, *Marti Barclay* (Ruth S.), Robert Feder (Lois F.'s son), *the family of Michael Sheridan* (*Jan & Bill S.*), *Tom Donagher, Sr.* (Wendy D.), *Sandy* (friend of Dave S.), *Max* (Elaine B.), The family of *Sandy Brooks, who passed away on Monday, September 4, * Carol Burnett – who is recovering from pneumonia, *George Thomson* (friend of Pastor H.), *Gail Feder, *Rebecca* (Elaine B.), *the family of Alfred Eggen, who passed away on September 15*), *the family of Beth Lavalette, who passed away on September 27*, Walt Zingler (Mark W.), Mayland Clark (Mark W.), *Sam Sirois*, *Diane Decarli* (friends of Joanne M.), *Cori Mackey*, ***Irene Schack***.

For Concordia's ongoing transition process.

The Intentions of this Community:

- For all affected by the COVID-19 Pandemic
- Concordia Nursery School Students and their families
- The work of MACC
- For our Cub Scout Pack
- For Licensed Lay Minister Beatrice Luciano and Ministerio Nueva Creación
- For Pr. Simpson and the people of New Horizons
- For our friends at Emanuel Lutheran and former members of St. Mary's now merged with St. John's Episcopal Church (Vernon)

Concordia Lutheran Church, 40 Pitkin Street, Manchester, CT 06040

Rev. Rolf Hedberg, Transition Pastor, Phone: 413-544-4859 (cell) 413-596-8011 (home)

Office Ph: 860-649-5311 Email: office@concordiamanchester.org Web: www.concordiamanchester.org

Ms. Jane Geason, Office Administrator

Church Office Hours: Tue. - Thurs., 9 AM-3 PM