

That's an intriguing question, isn't it? So, with the help of our accounting office, we did a little math for fun. Here's what we found.

Our approved fiscal year budget at Divine Redeemer (not counting our school) stands at \$1,842,300. This budget was officially approved by our voting members in order to

keep our mission and ministry moving forward.

We have 1,062 members who are adults (defined as 22 years old up to our oldest member who is 102.) Now here comes the interesting part.

If we would institute a "dues structure" at Divine Redeemer, and suggest that every member would give the exact same amount in the offering plate, the math would look like this: \$1,842,300 (annual budget) divided by 1,062 (adult members) equals \$ 1,735 per member per year. That means in a two-person household, the husband would contribute \$ 1,735 and so would the wife.

\$1,735 per person, by the way, is \$33.37 per Sunday, assuming one attends church every Sunday! \$33 per week per adult member. That seems doable. If EVERY ADULT member (husband, wife, and adult children) contributed \$33 each per week, for 52 Sundays in the year, we would meet our budget with ease. So maybe we should institute "dues," — What do you think?

Here's where this proposal would break down. Some of our members give much more than this amount and others would have to really stretch to hit this giving goal. Unfortunately, many do not attend church every Sunday, with some only attending once or twice a year. For many, when they miss church, they don't "make up their offering" from the Sundays they missed.

This "dues model" presupposes that every adult would "pay their dues." What happens if some folks wouldn't? Should offerings given to the Lord be under compulsion?

How would it be received if at the end of the year, we would publish the names of the members who didn't give their "dues" for that year? Perhaps out of fear or embarrassment, some folks would "ante in." Again, is this proper giving from a Scriptural perspective? Probably not, but it could work!

Yet as a side note, many Lutheran congregations (in times past...like around the 1930s and 1940s) did this very thing! Dues took care of the budget. Offerings on Sundays were strictly for missions. An "alms box" as you left the church was for the poor. Get this: in addition, members were asked to defray the costs of the bread and wine in Holy Communion as well as their "dues." I found that to be quite interesting, don't you?

But as intriguing as this may all sound, I think if we took some solid stewardship principles to heart today, we would still be able to meet our budget and then some...and in a very God-pleasing manner.

Here are but a few of the Scriptural principles to be good managers of our financial resources:

1. Everything belongs to God. We are simply managers of His gifts.
2. God loves a cheerful giver. We are to give with thankful and willing hearts, not out of compulsion or coercion.
3. We should be "first-fruits" givers. Not what is left over (discretionary dollars) but rather "off the top," before everything else.
4. We are to be sacrificial in our giving. Not equal gifts, but equal sacrifice.
5. While "tithing" (giving 10%) is mentioned frequently in the Old Testament, nowhere in the New Testament does Jesus command it. However, it is certainly a worthwhile and lofty goal. Some may give 10% without much effort and could do more. Others may view 10% as a goal to strive for.
6. Our giving should be faith-driven. Remember the widow and her mite?

continued on next page...

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CHURCH AND SCHOOL STAFF

Pastoral Staff	Jeffery Schubert Seth Flick Tracy Parker
Interim School Principal	
Support Staff	Gail Arnold Renee Kandler Ruth Sternemann Stacy Bader Kate Jendusa Jim Suchocki Heidi K. Graf Karen Lippert Ann Marie Hahn Tracey Markut Niki Cairns
Part-Time Support Staff	Karen Nipko Andrea Yawney
School Faculty	Dale Kleba Becky Rohde Mike Stollenwerk Crystal Bobowski Micah Baganz Angela Bahr Nancy Bretzmann Lisa Plopper Jennifer Boris Lynn Cox Caitlin McGaffick Katie Stoltenberg Julie Chudada Kathy Oldenburg Kari Molnau Anne Elrod Denise Adler Paula Lamp Kris Bahr Cindy Stoltmann Vicki Beversdorf Amber Curtis Kim Cramer Dawn Weber Terri Anderson Mitchel Hollander Carol Garuz Erica Rosebrock Vicki Beversdorf Manya Suchy Jeni Zimmer Laina Uttech Charles Luebke
2 year old Pre-school	
Physical Education	
Art	
Spanish Language	
Band	
Music	
Computer	
Resource Room	
Guidance Counselor	
Percussion Teacher	

Continued...

Pastor, How Much Should I Put In The Offering Plate?

7. The management of our resources includes more than just money. It also means managing our time and talents for the Lord's work as well as our wallets and purses.

8. When the "game of life is over, all the pieces go back in the box." Hearses never pull U-Haul trailers. 'Nuff said.

9. Give as the Lord has given you: generously and not considering the cost.

Imagine how our ministry could move forward in bold and courageous ways if we surpassed our budget! We could consider more mission teams, satellite worship locations, a Christian counseling center, funding our Endowment Fund, televised worship, radio advertisements, a mission-start in a growing area of our community, staffing additions (Men's Ministry Director), and the list could go on and on.

Then imagine what would happen if we don't meet our budget because of poor understandings of Christian stewardship: mission support being curtailed; bills not getting paid; staff positions vacant; defaulting on our mortgage; pastors being unable to fulfill their callings; reduction in force; and many other things coming to a complete and utter halt. Not a way to honor God, obviously.

So...I would challenge you. If you are able, consider increasing your support of your church. Maybe \$ 1,735 per adult member of your family could be a benchmark if you're not presently there or maybe it's more. It's ultimately between you and the Lord.

At Christmas-time we are mindful of gift giving. So, I lay upon your hearts the importance of giving a generous gift to Him, Who has given us all forgiveness, life, and salvation, totally free and without charge.

"Pastor, how much should I put in the offering plate?"

A little boy once took the offering plate from his parents during the offering time and stood in it. His parents asked him why he did that. He said, "I want to give myself to Jesus." When you have that kind of attitude, how much you should put in the offering plate becomes a moot point. God's Christmas blessings to each of you.

Making a difference in things eternal,
Pastor Jeff





JOIN US FOR CHRISTMAS WORSHIP

Midweek Advent Worship Services
Wednesdays, Dec. 5 & 12 at 6:30 PM

19th Annual Christmas Concert
Sunday, Dec. 9 at 8 & 10:30 AM

Christmas Eve Worship
Monday, Dec. 24 • 11 AM (Gym),
1 PM, 3 PM, 5 PM, 7 PM (Sanctuary)

Christmas Day Worship
Tuesday, Dec. 25 • 9 AM

WEDDINGS:
Ashley Flesch & David Kalchbrenner
November 17, 2018




An elegant evening with a light meal, music, and a message for the women of DRLC and their friends

10th Annual
Christmas by Candlelight

Thursday, December 6
6:30-8:30 PM
Lake Country Lutheran
High School's Great Hall

"Christmas Presence"
Karen Lippert, speaker

Please RSVP to
Karen Lippert at
karen.lippert@drlc.org
or 262-367-8400




2019 MANITOWOC
MEN'S RETREAT

MARCH
1-3
2019

Mark your calendars for the 19th annual Manitowoc Men's Retreat being held on the weekend of March 1-3, 2019 at the Holiday Inn in Manitowoc. This retreat draws men from over 20 different congregations and is a great fellowship opportunity. Consider filling out a registration form and attending this retreat. Register by Dec. 31, 2018 to receive the early bird registration discount. Invite a friend who comes for the first time, and that friend will receive an additional \$50 discount as a first time attendee.

This year the retreat will be centered on the book, "Goliath Must Fall" written by Pastor Louie Giglio. The book identifies the giants in our lives including fear, addiction, anger, rejection, anxiety, alcohol, drugs, porn, gambling, temper, and having a wrong kind of friend. Our ultimate defense against giants is to lean on the all sufficiency of Jesus. A purposeful, meaningful, lasting life happens when we walk closely with the Lord. Come to the retreat to learn more. Watch for the registration forms at the Welcome Centers.

The voice
of one crying in the wilderness...

Prepare!

19th Annual Christmas Concert
Sunday, December 9, 2018 • 8:00 AM and 10:30 AM
Divine Redeemer Lutheran Church

Celebrate the coming of our Savior with the music of Voices of Praise, Divine Ringers, Sterling & Brass and the DR Orchestra.

Join us between concerts for a Christmas cookie and coffee reception.



DECEMBER 2018						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 Scholastic Book Fair 8:00 AM Breakfast With The King
2 Scholastic Book Fair 8:00 AM Bake Sale and Movie Ticket Sale 8:00 AM Worship Service - Church 9:15 AM Worship Service - Gym 9:15 AM Adult Bible Studies, Kids Connection, 7th Gr Confirmation 10:25 AM Youth Bible Study (8-12th Gr) 10:30 AM Worship Service - Church	3 9:00 AM Women's Bible Study 6:30 PM Women's Bible Study	4 6:30 AM Men's Bible Study 8:30 AM Women's Bible Study 6:00 PM Bell Rehearsal 7:00 PM Choir/Orchestra Concert Rehearsal	5 6:30 AM Men's Bible Study 9:00 AM Women's Bible Study 5:30 PM Zumba 5:30 PM Men's Bible Study 6:30 PM Mid-week Advent Worship	6 9:00 AM M.O.M. Cafe 9:30 AM Senior Bible Study 6:30 PM Christmas by Candlelight 6:30 PM DivorceCare	7	8 8:00 AM Concert Dress Rehearsal
9 8:00 AM 19th Annual Christmas Concert 9:15 AM Worship Service - Gym 9:15 AM Christmas Party - open to all 9:15 AM Adult Bible Studies, Kids Connection, 7th Gr Confirmation 10:25 AM Youth Bible Study (8-12th Gr) 10:30 AM 19th Annual Christmas Concert 1:30 PM MS Youth Group Event	10 6:30 PM Women's Bible Study	11 6:30 AM Men's Bible Study	12 6:30 AM Men's Bible Study 9:00 AM Women's Bible Study 5:30 PM Zumba 5:30 PM Men's Bible Study 6:30 PM Mid-week Advent Worship	13 9:30 AM Senior Bible Study / Senior Christmas Luncheon	14	15
16 8:00 AM Worship Service - Church 9:15 AM Worship Service - Gym 9:15 AM New Member Welcome - Gym 9:15 AM Adult Bible Studies, Kids Connection, 7th Gr Confirmation 10:25 AM Youth Bible Study (8-12th Gr) 10:30 AM Children's Christmas Concert	17 6:30 PM Women's Bible Study	18 6:30 AM Men's Bible Study 5:30 PM Men's Christmas Caroling 6:00 PM Bell Rehearsal 7:00 PM Choir Rehearsal	19 6:30 AM Men's Bible Study 5:30 PM Zumba 5:30 PM Men's Bible Study	20 6:00 PM DRIS Christmas Concert 7:00 PM DRIS Christmas Concert	21	22
23 8:00 AM Worship Service - Church 9:15 AM Worship Service - Gym 10:30 AM Worship Service - Church	24 DRIS Christmas Break Church & School Offices are Closed 11:00 AM Christmas Eve Cont. Worship 1:00 PM Christmas Eve Festival Worship 3:00 PM Christmas Eve Festival Worship 5:00 PM Christmas Eve Candlelight Worship 7:00 PM Christmas Eve Candlelight Worship	25 DRIS Christmas Break Church & School Offices are Closed 9:00 AM Christmas Day Worship	26 DRIS Christmas Break 6:30 AM Men's Bible Study 5:30 PM Zumba 5:30 PM Men's Bible Study	27 DRIS Christmas Break	28 DRIS Christmas Break	29
30 8:00 AM Worship Service - Church 9:15 AM Worship Service - Gym 10:30 AM Worship Service - Church	31 DRIS Christmas Break Church & School Offices are Closed					



Events and Opportunities

Visit www.drlc.org/youth calendar for the monthly gatherings

DATES FOR YOUR YOUTH CALENDAR: DECEMBER

- Every Sunday (except 12/23 & 12/30) 10:25 AM High School Bible Study — art room
- 12/1 8:00 AM – Noon Breakfast with the King (youth helpers needed)
 - 12/1 9:00 AM - Noon Bake Sale drop off
 - 12/2 Bake Sale and Gift Card Sale (benefits Youth going to Gathering)
 - 12/7 Deadline to sign up for Ski/Board Outings
 - 12/9 9:15 AM Youth Band leads worship
 - 12/9 1:30 PM MS Youth Group & families Christmas Carol at Matthew's of Hartland
 - 12/12 Marcus movie ticket orders are due (YOUTH FUNDRAISING)
 - 12/23 & 12/30 NO CLASS (Class resumes January 13)

THANK YOU FOR YOUR SUPPORT! We, the youth going to the National Youth Gathering this summer in Minneapolis, are very appreciative of the various ways in which the congregation supports us! This event is only held every three years and it provides thousands of youth and adults the opportunity to come together as a community of God's people to learn more about Jesus Christ, the Christian faith and their Lutheran identity. During the five days of the Gathering, youth will spend time together in God's Word, worship, service, and fellowship with others from across the Synod. Without your support, many of us going on the trip would not be able to afford this amazing event.

Youth attending 2019	Trinity Dahl	Eden May
LCMS Youth Gathering:	Erik Ewan	Helina Menzel
Bella Adler	Heidi Hahn	Morgan Neitzel
Lacey Adler	Zechariah Hans	Addison Reimer
Abraham Biedenbender	Kate Johnson	Andrew Schumacher
Eli Biedenbender	Jonah Kunzler	Alexander Simaras
Emily Buchberger	Amelia Lipsky	Zoe Simaras
Audrey Cairns	Alaina May	Ethan Stollenwerk



DIVINE REDEEMER SKI/BOARD OUTINGS - REGISTER BY DECEMBER 7

Take time to enjoy winter adventure, activities and fellowship at Little Switzerland Ski Hill. Four ski/board outings in January (Sundays) and four outings in February (Sundays). You pick one month or both! The rates are amazing for lift tickets, and even more reasonable if you need to rent and even more crazy, reasonable rates if you want to learn. Little Switzerland offers easy hills, medium hills and Black Diamonds. Most importantly, you will enjoy the cold and dreary months of winter at an awesome ski hill not far from home. Lastly, create lasting memories with friends and family. First ski/boardings outings begin January 6, 13, 20, 27...starting at 1 PM to closing. The February outings begin on 3, 10, 17, 24...1 PM to closing. Come to the hill when you like. One hour lessons begin at 4:00 PM on the beginner hill. Discount club cards will be provided. Please register by December 7. Forms located in the cafeteria and Narthex. Contact Heidi Then, heidithen@yahoo.com, for questions. Let it Snow!



WE WELCOME NEW LEADERS TO HIGH SCHOOL YOUTH! Starting January 13, Karen Roedel and Sara and Brian Griffin will be running the Sunday morning high school Bible study in the art room at 10:25 AM.

Karen Roedel was born in Truman, MN, to Loren and the late Beulah Wessel. Her father was a lay missionary to New Guinea where he met and married her mom who was from Australia. Karen was raised on a dairy farm with her 5 siblings. She graduated from Concordia University St. Paul, MN, with a degree in Elementary/Early Childhood Education. She was married to her late husband Martin Roedel for 35+ yrs. God blessed them with 5 children; 2 girls and 3 boys, ranging now in ages from 19-37 yrs. She moved here from the Metro-Detroit area with her oldest daughter and family. Karen has also worked with youth at several of the congregations where she was called to serve. Karen is excited to be here at Divine Redeemer and looking forward to meeting and working with DR's youth and their families.



Sara and Brian Griffin became members of DR about two years ago after moving to the area. Sara worked with our middle school youth last year and had also worked with youth at her previous church. They are very excited to have the opportunity to continue do so through our high school Bible study!



One Stop Christmas Shoppe

December 2nd

School Lobby 8:00AM - Noon

Discounted Marcus Movie Tickets

Discounted Picnic Basket Gift Cards

Bake Sale

Proceeds go to the youth going to the National Youth Gathering July 2019

Purchase Marcus products today!

Diamond Discount Tickets
\$8.50 each

No Expiration Date

Silver Discount Tickets
\$6.50 each

No Expiration Date

Order your discounted tickets through annmarie.hahn@drlc.org by 12/12

FREE Snack Cash!

Receive one FREE Snack Cash Voucher with every two discount tickets purchased.

Gift Cards

Gift cards are valid at Marcus Theaters, hotels, resorts, spas, restaurants, and more!

BAPTISMS:

LEAH MARIE ENGLE Baptized: October 28, 2018	Born: May 28, 2018 Parents: Jason & Rebecca Engle
PENELOPE MARIE HUCKE Baptized: October 28, 2018	Born: July 21, 2017 Parents: Timothy & Katherine Hucke
PIERCEN PAUL SMITH Baptized: November 11, 2018	Born: March 31, 2018 Parents: Christopher & Brittini Smith



This holiday, make a difference while you shop

Shop for holiday gifts and supplies at smile.amazon.com and Amazon donates

You shop. Amazon donates.

When you Christmas shop at [amazon.com](https://smile.amazon.com), sign up on smile.amazon.com & choose DRLS and help us earn cash. Our unique charity link: <https://smile.amazon.com/ch/23-7246411>

Thank You For Serving!

"Just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many." Matthew 20:28

As I write this, Thanksgiving is just a week and a half away. As you read this we are excitedly preparing for the celebration of the birth of our Lord and Savior, Jesus Christ. All I feel is gratitude and thankfulness no matter what the season. This church is blessed with members who truly experience the love of God and actively seek ways to serve because He first served us for our salvation.

In this light, at the end of 2018, I would like to say thank you to so many members who lovingly fill a need whenever it arises:

- The women who fill the wine cups and host trays every week
- The confirmands who acolyte, greet and volunteer all over the church
- Teachers and leaders of our children and adults
- Members who say "yes" to donating whatever is needed:
- Water
- Money
- Cookies
- Supplies for Serve Sunday
- A member who writes and sends cards to our shut-ins and the sick
- Leaders of Operation Christmas Child, Breakfast with the King, Apple Pies, Serve Sunday
- Our offering counters
- Our worship planners
- Praise bands
- Choir
- Bell Ringers
- Individuals who run the sound and visuals for worship
- The members who rotate setting up chairs and the stage for worship in the gym
- The ladies who fold and stuff the bulletins each week
- The couple who empty and prepare our attendance booklets each week
- The member who records attendance each week in our computer system
- The member who reaches out to visitors after they have visited our church
- The mowers
- Our men who help us around the church preparing the garden, setting up Christmas trees, loading boxes for apple pie sales and anything else we ask of them
- Our members who bake when we need it
- Our team who helps in the office
- Our members who help weed the flower beds
- Our ushers, greeters & Welcome Center hosts
- VBS organizers and helpers

I am neglecting to mention so many other servants but here is the point. There are ways to help that seem too big to us or on the flip side too small. However, all of it is needed from the "smallest" to the most demanding. This church is here for us to worship God and give Him the glory. It is not here for us.

"Whoever serves Me must follow Me; and where I am, My servant also will be. My Father will honor the one who serves Me." John 12: 26

Thank you members for utilizing your gifts all for the glory of God!
Stacy Bader, Director of Connections



THE ANGEL TREES in the Narthex and cafeteria this Christmas Season are providing you an opportunity to share the greatest story ever told about Jesus, our Savior, and friend. A check to DRLC for \$10.00 (marked Angel Tree) will cover the cost of each gift purchased for a child and their families at the S.O.S. Center. Our high school youth will be taking the gifts down to the S.O.S. Center to share and then will sing Christmas songs and tell the Christmas Story on December 15. **Please return the angels along with your monetary gift by Sunday, December 9.**

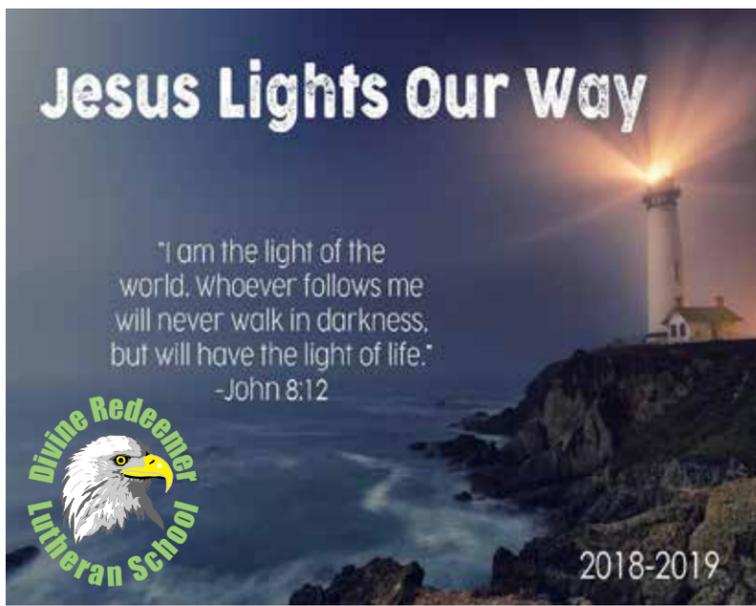
Introducing the Legacy Circle

ANNOUNCING THE LEGACY CIRCLE: The DR Ministry Endowment Fund is pleased to announce the launch of the Legacy Circle. The purpose of the Legacy Circle is to encourage and recognize those who have included Divine Redeemer in their will, trust, estate plan or other planned giving program ("Legacy Gift"). The Legacy Tree has been installed in the church narthex and will soon display names of the individuals/families that have enrolled in the Legacy Circle.

The enrollment process involves a simple one-page form and no other documentation is required. Enrollment forms are available next to the Legacy Tree display and from the church office.

If you have any questions in the meantime, please contact Pastor Schubert, the church office or Dennis Pordon, Endowment Fund Committee Chairman: 262-646-2959 / dennis.pordon@gmail.com. Return enrollment forms to the church office.





Pictured above: fourth graders First Lego League team called the Block Crushers.

New Teacher Feature: Meet the School Counselor – Mrs. Laina Uttech

Anyone choosing to work in the area of education must have a love for children, learning and a need for helping others. Divine Redeemer Lutheran School has been blessed to have such a person in Mrs. Laina Uttech, its school counselor. Laina states that she had amazing school counselors in both her middle school and high school. These role models and her desire to help students through the challenges of growing up led her to receive her undergraduate degree in Human Development and Family Studies from the University of Wisconsin-Madison. Following that, she obtained her Masters in counseling (school emphasis) from the University of Whitewater, Wisconsin.

Her career path started in Janesville where she worked with 6th-8th graders for about two years. She then moved to Illinois where she again worked with 6th-8th graders at a middle school. Laina and her husband Mike, had their two girls in Illinois before moving back to Wisconsin to be with extended family. The Uttechs moved to Hartland in 2011 and Laina began a part-time position at University School of Milwaukee as their middle school counselor. It wasn't until October of 2016 that Mrs. Uttech was approached by Divine Redeemer to be its school counselor and

she accepted! Laina is always busy with children, whether DR students or her own children- Eliza (3rd), Elsa (2nd), and Ben (5K), and yet has time to be involved in DR's Women's Ministry and Bible study. Mrs. Uttech is a great advocate for the school stating she fell in love with DR first as a parent.

She said this about the school..."The preschool teachers are amazing. I love their passion and energy for our youngest ones. Now as a colleague, I'm getting to know all the teachers personally and professionally, and I'm so proud to be part of our DR family. I love our teachers' compassion and how supportive they are of my role in helping the social and emotional needs of our students". Thank you, Mrs. Uttech for your care and concern for all the students and DR families.



Dear Diary

It was almost like Christmas in July this past summer when the Attorney General of Wisconsin at the time, Brad Schimel, announced that Divine Redeemer Lutheran School had been included in the first round of Wisconsin schools that would be awarded the Wisconsin Department of Justice School Safety Grant Funds. This award helped the school improve its security system in entry areas and classrooms, train the faculty and staff in the new school safety protocol known as A.L.I.C.E. (alert, lockdown, inform, counter, evacuate), install shatterproof glass on windows and more! The school is once again excited to announce that this past October, Divine Redeemer was also awarded the second round of school safety grant award funds by the United States Department of Justice to support trauma sensitivity training, Adolescent Mental Health "Mind Up" Curriculum, CPR Training, Raptor Visitor Screening, additional shatter resistant glass installation, more security cameras throughout the campus, etc. The total award amount for this second round is \$ 12,445 for a grand total of \$ 36,094 awarded by the Department of Justice to Divine Redeemer. Special thanks must be given to Mrs. Elizabeth Kane, Mrs. Marie Librizzi-Knutson, and Mrs. Tracy Parker for all their diligent hard work necessary to secure this award.

Mark your calendars with these important December school events:

- Saturday, Dec. 1- First Lego League Regional Robotics Tournament at Oak Creek High School- Good Luck DR's "Block Crushers" FLL Team
- Sunday, Dec. 2 -1st & 2nd Grade Choir sings at 10:30 AM in the Church Sanctuary
- Sunday, Dec. 2 - Last day of Scholastic Book Fair 9 AM – noon in school lobby
- Friday, Dec. 7 - Pep Rally & Spirit Day
- Friday, Dec. 14 - Preschool Christmas Concert- 9 AM Church Sanctuary
- Thursday, Dec. 20 - School Christmas Concert
- Christmas Break- Dec. 24- Jan. 4 - NO SCHOOL (Classes resume on Jan 7)