I think it was 7th grade choir when we sang a musical arrangement of this poem. It has stayed in my head for over 40 years as the reminder of what Advent is about.

My mother was an ordered soul, in calm unhurried way.
She turned her Christmas fruitcakes out before Thanksgiving Day.
She soaked the fruits and raisins in a bowl of good grape wine,
To help the cake she later baked, to ripen in its time.
My life is much less ordered. In a muddled hurried way,
I rush from task to deadline through each new hectic day. But sometime near Thanksgiving, when it's time to mix the batter,
I tell myself, slow down a bit, the deadline doesn't matter.
For Christmas, like a fruitcake, needs time to ripen slowly.
Needs time to steal into our hearts, with Spirit kind and holy.
And change us, just a little bit, so that we may bring our best,
To offer, like the Kings of old, unto our newborn Guest.

-Jane Foster Knox

As you prepare yourself for the arrival of Christmas and then celebrate it for 12 days here are some opportunities to help the season ripen and steal into your heart.

**A Midweek Advent service followed by a soup, bread & dessert luncheon will be Wednesdays, December 4, 11 & 18, 12:05pm at St. Mark. Our preachers will be,**
- 4th: Pr. Shelley Willem - Preparing In Christ's Presence; do less, experience wonder, and hold onto hope;
- 11th: Pr Charles Mantey - Preparing for Christ's Advent in Our Lady of Guadalupe; and
- 18th: Pr. Patricia Hughes - Longest Night; an opportunity to touch the grief we carry in this season of celebration.

**Sunday, December 15th will include a Christmas program directed by Kelsey Hallin. That afternoon starting at 2pm at St. Mark we will be Christmas Caroling with folks from St Mark & Holy Cross to our friends who can't come to church during this season.**

**Sunday, December 22nd we will have some choir anthems directed by Diane Hawkins and her friend Matthew Bailey.**

**Christmas Eve worship will be Tuesday, December 24th at 9:00pm. Carols, Readings, Communion and Candles.**

**Casual Christmas will be December 29th. Join us around tables in the Gathering room sharing cookies, songs, & holiday fun.**

**Lessons and Carols for Epiphany will be January 5th. Finish the Christmas season singing about the light that has come into our weary world.**

May you feel God's presence surrounding you as you wait, prepare, receive and celebrate God's coming among us as one of us.

Blessed Advent (and Merry Christmas),

-Pastor Shelley Willem
Our November 9th Victorian Christmas Tea was blessed with sunny weather and high spirits, contrary to the last tea, postponed for snow and cold weather. The planning team (Twila Anderson, Anne Clemens, Laura Drager, Heidi Dupuis, Nancy Ostrem, and Lorraine Bock) worked hard and appreciated all the help from many volunteers: Virgil Anderson, Marc Clemens, Mike Kohn, Chuck Palmquist, Rachel Bock and Sarah Emery.

Girl Scout Troop #10137 was a welcome addition doing all manner of jobs with their many helpful hands. Ingrid Ceballos, Principal, and Alma Gutteriez, Community Outreach Coordinator of Four Corners Elementary gave us inside information about the impact of the Backpack Buddies program on the students. Anne and Laura gave a history of the program. Donna Amoth with her daughter Kristen and granddaughter Katelyn sat with Gwen Carr to enjoy the yummy food. And, to set the ambience we were blessed with beautiful music provided by Roger and Nancy Wilhite.

A multitude of silent auction items, a raffle, ticket sales, buy-it-now items, and subsequent donations brought in almost $4,000 to benefit the Backpack Buddies Program. We are most grateful for the outcome and are honored to sustain this worthy program.

AJ Shafer (parents are Roger and Christal) was honored by the Dallas Rotary as November Student of the Month. He is a member of National Honor Society. AJ is a senior at Dallas High School and plans to attend Oregon State University. Great job, AJ!
Thanksgiving Baskets
Thank you to everyone who brought items for this special holiday event. We had more than enough for the families in need. We handed out 21 meals in all; 11 to families in need and 10 to families at Four Corners Elementary. Special thanks to Anne Clemens and Marc Clemens, and Laura Drager.

“Twas the Very First Christmas”
Written by Carolyn Peters
Adapted by Kelsey Hallin
Performed by the Members of CGSLC
December 15th 10AM

“Let’s Talk 2 ”
CGSLC Dec 3rd at 6PM
Please meet to discuss future collaborative efforts with Holy Cross and St. Mark.

Marion County Sherriff:
503-588-5032
Salem City Police:
(503) 588-6050
You are invited to keep this number handy in case of non emergency needs at the church or in your life outside of church. A good place to store it is your contact info in your cell phone or wherever you keep important phone numbers.

Bible Study
9:30 am Christ House
Study guides are available. All are welcome!
The Transition Team is tasked with activities which set the stage for the Call Committee, which will work with the Synod in the process of reviewing and interviewing candidates for our pastoral vacancy, culminating in extending a call and negotiating with a candidate. The primary task for the Transition Team is to complete a Ministry Site Profile, which describes the demographics of our congregation, outlines our missional objectives, and ultimately assists the Synod with identifying candidates who would be a good fit for us. The Transition Team members are Anne Clemens, Nancy Hallin, Mike Kohn, Kacy McDermott, Chuck Palmquist, Roger Shafer Jr. and Pastor Shelley. We have been meeting approximately each two weeks since we began in August. We have been preparing for work on the Ministry Site Profile by working through a book, “Canoeing the Mountains” which focuses on how we change and adapt in a world which is no longer focused on Christendom. The title refers to the Lewis and Clark expedition and the adaptations that they had to make on a journey into unmapped territory. A major point in the book is that identifying our mission is imperative, and adherence to the mission trumps everything else.

Our other focus to date has been working with the congregation to complete a Congregational Vitality Survey. This survey is a tool used across the ELCA to help measure the strengths and challenges of a congregation according to three dimensions: the congregation’s connections with God, each other and the world. We asked members attending worship in late October to complete the survey by ranking where they feel we are on a scale of one (low) to five (high) in a number of different areas. As a congregation, we completed the same survey in 2015 and this gave us the opportunity to measure how we have changed since then. The Transition Team recently met with a Synod representative to review the survey results. Some areas of congregational strength as noted by average scores which exceed four included the following:

- Worship practices (nurtures faith, joyful, filled with God’s presence)
- Being focused on God’s work
- That we are a close-knit family
- We support members in time of need
- We welcome visitors and accept newcomers
- We are a positive force in the community
- We address social concerns

Some areas of weakness or concern as noted by lower scores (average 3.0-3.5) include the following:

- Helping children grow faith
- Clear sense of mission/purpose
- Excitement about the future
- Always ready to try new things
- Willing to change to live into mission/purpose
- Involving youth/young adults in decisions
- Manage disagreements in a healthy, respectful way
- Helping people live out faith in daily lives
- Equipping people to share faith with others
- Sharing info about the denomination

There is a wealth of other information in the survey. Overall, the survey results indicate we are strongest in our connections to each other, followed by our connections to God and the world. Overall average vitality and sustainability scores above 4.0 are considered signs of vital and sustainable congregations. Our average score was 3.7 for vitality and 2.3 for sustainability. Areas that need some work as we move forward in the call process include identifying clear mission and purpose, continuing to build healthy relationships and managing disagreements in a healthy, respectful way. Copies of the survey are available from the office and if there is interest we may schedule a discussion time to review the survey.

Thank you for the warm winter socks you shared to help the homeless this winter.
It is already December and one month left in the 2019 fiscal year. This provides both a challenge and an opportunity. You will recall that when the 2019 budget was approved in June, the congregation approved it with a projected budget deficit of $15,206. Sadly that projection is proving to be true and in fact has increased. While expenses have been held under budget for the year, sadly income has declined significantly (a little over $19,000) so that as of month end October the difference between actual income received ($185,506) to expenses ($216,904); a difference of $30,587 and if income trends continue for November and December the deficit will only increase.

Some might say “so what”? We always end the fiscal year in a deficit and nothing bad happens. Actually something bad does happen but it is largely masked because shortfalls have been covered by using funds from available reserve accounts or lately by usage of funds from the sale of the Good Shepherd property. It becomes essentially a month to month cash flow issue until it impacts our ability to pay our bills or pay staff. There will be a “perfect storm” in 2020 as funding from the sale of the Good Shepherd property has been exhausted and we now need to address a new budget to include calling a new Pastor and support our vision of where we want to go as a congregation.

You can do something about this. First of all, take this to the Lord in prayer. Consider how you can help us to end the fiscal year on a positive note by adding to your monthly giving and designating it toward the deficit. Your giving will be much appreciated as we move into 2020. Secondly you can begin to pray and consider what we will need to change in our next budget cycle so that we are forced to live within our means.

It has now been about 6 months since this Council was installed. After a Council retreat in September our priorities have largely centered in two areas 1) stabilizing the financial area and 2) exploring how we can support the Transition Team as we move forward.

At the same time the Transition Team distributed a Congregational Vitality Survey, Council distributed a short survey to begin addressing our mission, vision and values into the future in preparation for Mission Site Profile which will assist the call process. By early 2020 we plan to develop ways to involve the whole congregation.

These months have been challenging as we have needed to develop as a team, while needing to address the critical priorities of stabilizing our Financial Accounting function; with a new system, new financial reports, transition to a new Treasurer and managing a deficit budget. Thank you for your patience in receiving updated financial information as this work continues.

This work has included meeting with our bookkeeper to complete the reconciliation of our old and new accounting systems, and generating new financial reports to provide Council in order to properly track income and expenses. This work continues as we make sure that the information is correctly documented and reported at all levels (the monthly giving income, bank reconciliation and QuickBooks records).

This has been a learning opportunity for us as we have needed to work with outgoing Treasurer, Heidi Pramuk and Financial Secretary, Nancy Ostrem, to become acquainted with the Financial Accounting functions; while keeping the ongoing work up to date. Thankfully, in October, Virginia Mohr agreed to become Treasurer and has been working with Heidi Pramuk to take over her duties. As reporting becomes more reliable we look forward to regular updates to the congregation.

I look forward to 2020; not because I anticipate that it will be easier but because I anticipate that it will challenge all of us to commit to a vision that will take us forward as a church in ways we have not yet dreamed of. It will challenge us personally to assess how we can support that vision both spiritually, emotionally, financially, and with our time and talents.
Wednesday, December 23, 1953 (66 years ago) a young man, born and raised in Wisconsin, drove into Salem with his family to become a resident. Sunday, December 27, he attended Christ Lutheran Church at 17th and State Streets, a short walk from the family residence. He joined youthful members in Luther League, enjoying activities supported by adult members, was confirmed by Pastor Ted Gebhard. It was an adjustment coming from a school with fifteen students in eight grades to Parrish Junior High with fifteen hundred students in three grades! Property at 4440 State Street, in the Four Corners area, was purchased in 1957 for construction of a new church.

In 1957, as a senior in high school, he spent two weeks in Navy Reserve boot camp in San Diego. He completed his senior year, graduating June 8, 1958, from South Salem HS, and was off to boot camp for nine weeks, then to twenty-eight weeks of school on Treasure Island, becoming an Electronics Technician with the US Navy. With a two week leave, he joined his father in Salem helping with the construction of the new church building. Their tasks included tearing down scaffolding used for construction of the balcony.

A flight took him from Portland to Adak, Alaska, where he served 366 days, returning to Alameda for his assignment on USS Salisbury Sound AV13, seaplane tender, Flag Ship for the 7th Fleet, serving in the South Pacific.

Returning to Alameda, waiting for discharge, he enjoyed time in the Bay Area, with a "hang-out" at the Lutheran Serviceman's Center in the King George Hotel basement in San Francisco under the Directorship of retired Rear Admiral Ralph Wagner and his wife, Henrietta.

Discharged Wednesday, June 5, 1962, he was married four days later, Saturday, June 9, in St. Mark Lutheran Church, SF. He served as Director of the Servicemen's Center when it moved to a location on Market Street, attended Heald's College, worked for Pacific Telephone and Telegraph, transferring in 1965 to Pacific NW Bell in Albany, OR, moving the family, with two infant sons, from San Francisco to Salem and to Christ Lutheran Church with Pastor James Hunter at 4440 State Street.

Being an active member he was involved in many activities, projects, and served in positions supporting the congregation, including teaching Sunday School for the youth as well as adults, youth sponsor taking Luther Leagers on camping trips to the coast, youth conferences, including Sea Tac, in 1981 helped drive nine youth and four other adults on a mission trip to the orphanage at Colonia V. Guerrero, 180 miles south of the border in Baja, Mexico, with Pastor Richard Tuff, Martha Fox, Diane Reynolds, and Joan Mathias. He attended men's breakfasts organized by Hershall Kemnitz, has been an active participant with the Tuesday Crew since retirement, started by Joe Boatwright and Ed Carlson. He was leader of "Take-a-Hike", an annual hike and camping trip Labor Day weekend into the Mt. Jefferson Wilderness area from 1998 to 2014, accompanied by church members and friends. He started filming worship services in 1999. Filming continues with the service of Jeremy Anderson and Peat Kraymer.

Offices he has held include: member of council, Financial Secretary, Vice President and President of the Congregation, Evangelism, Stewardship, Call Committees, Building Planning Committees. He was appointed Project Manager, working daily with Dalke Construction Company during construction of the Gathering Room. He served as the financial person working with the Mission Investment program of the ELCA arranging the loan to pay for the construction of the new addition with elevator, the removal of asbestos throughout the building, and remodeling, with lots of volunteer help from members. As a gardener, shared vegetables, especially various types of tomatoes and plants with church members for many years.

He served as President of the Foundation Committee, including serving a year and a half during the process of the change to Endowment Committee. He served seven years on the Board of Willamette Lutheran Retirement Community, including serving with Nadine Heidelberg.

Who is this person? You are now somewhat acquainted with Joel Mathias, at present the longest member of Christ the Good Shepherd Lutheran Church.

To see your recollections in print, please submit them to Rose in the office.
<table>
<thead>
<tr>
<th>Service Date &amp; Time</th>
<th>10:00 AM Contemporary Worship</th>
<th>10:00 AM Traditional Worship</th>
<th>10:00 AM Contemporary Worship</th>
<th>10:00 AM Contemporary Worship</th>
<th>10:00 AM Casual Christmas</th>
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<tr>
<td>December 1 Advent 1</td>
<td>Pastor Shelley Willem</td>
<td>PraysN &amp; Roger Wilhite</td>
<td>Pastor Shelley Willem</td>
<td>PraysN &amp; Roger Wilhite</td>
<td>Casual Christmas</td>
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<td>December 8 Advent 2</td>
<td>Pastor Shelley Willem</td>
<td>Diane Hawkins</td>
<td>Pastor Shelley Willem</td>
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<td>December 15 Advent 3</td>
<td>Pastor Shelley Willem</td>
<td>PraysN &amp; Roger Wilhite</td>
<td>Pastor Shelley Willem</td>
<td>All Members</td>
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<td>December 22 Advent 4</td>
<td>Pastor Shelley Willem</td>
<td>Dwayne &amp; Colleen Aas</td>
<td>Jeff &amp; Lorraine Bock</td>
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<td>December 29</td>
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<td>Jeff &amp; Lorraine Bock</td>
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**Preacher/Presider:**
- Pastor Shelley Willem

**Music:**
- PraysN & Roger Wilhite
- PraysN & Roger Wilhite
- PraysN & Roger Wilhite
- PraysN & Roger Wilhite
- Roger Wilhite

**Greeters:**
- Ron & Virginia Mohr
- Ilene Whelden Anna Christie
- Dwayne & Colleen Aas
- Jeff & Lorraine Bock
- All Members

**Worship Assistant:**
- N/A
- Carlene Shultz
- N/A
- Heidi Dupuis
- N/A

**Lector and Communion Assistant:**
- Virgil Anderson
- Chuck Palmquist
- Gwen Carr
- Kelsey Hallin
- TBA

**Communion Assistant:**
- Virgil Anderson
- David Shultz
- Heidi Pramuk
- Nancy Ostrem
- TBA

**Van Driver:**
- Chuck Palmquist
- Dallas Groshans
- Virgil Anderson
- Help Needed
- Help Needed

**Altar Ushers:**
- Team 4
- Team 1
- Team 2
- Team 2
- Team 3

**Counters:**
- TBA
- TBA
- TBA
- TBA
- TBA

**Flowers:**
- TBA

Altar Flowers are a gift to the whole congregation. Sign up in the Narthex or contact the office.

*If you are unable to fulfill your duties for a particular Sunday, you are solely responsible to find a replacement as soon as possible and then notify the office by phone or e-mail so that the information can be accurately printed for the Sunday bulletin.*

**Autumn Sunday Worship Schedule:**
- FIRST Sunday of December at 10:00 AM - First Sunday of Advent
  - Contemporary Worship w/ Communion, First 5 and Potluck
- OTHER Sundays 10:00 AM Alternating Contemporary **AND** Traditional Worship both w/ Communion
<table>
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<th>Sunday</th>
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| **First 5**<br>10:00 AM Contemporary Worship - Blessing socks<br>11:30 AM Potluck<br>1:30 PM Manantial de Vida | **Boy Scouts**<br>6:00 PM | **9:00 AM Tuesday Crew**<br>6:00 PM Let’s Talk 2 (GSLC – Gathering Room) | **9:30 AM Bible Study**<br>(Christ House)<br>12:05 PM Advent (St. Mark) – Preparing In Christ’s Presence – do less, experience wonder, and hold onto hope Pastor Shelley Willemen | **12:00 PM Private Event** (Gathering Room)<br>1:00 PM Prayer Shawls (Christ House)<br>7:00 PM ESSNA - East Salem Suburban Neighborhood Meeting | **7:00 PM Manantial de Vida Worship** | **Troop Committee meeting**<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting<br>Troop Committee meeting