



Redeemer Lutheran Church Newsletter

February, 2022

Pastor Ponderings

Pastor Jack Way

The congregation council leadership and I made the decision that we will move forward using the “call process model” that the congregation is familiar with using from the past. We will not use a transition team to research and prepare the necessary paperwork to submit to the Synod Office. This Ministry Site Profile (MSP) is extremely important for the congregation, for the Synod office and for any potential candidate to use in clarifying what God is calling the ministry to be for the future of Redeemer. The MSP is a very useful tool for helping discover the Lord’s will for the next rostered leader (Pastor or Deacon) to come and accompany this congregation as Redeemer seeks to do the ministry of Jesus in the world.

So, you might ask, what do we need to get done? Before anything else, we need to reach out through the Holy Spirit with your prayers and supplications for God to bless the Lord’s ministry that is to be accomplished in the future through the congregation at Redeemer. God is working ahead of us for a future we cannot know for certain. Yet, it is God’s amazing dream about what is in store for a future in which God will have the lion lay down with the lamb. For God has a plan for us. A plan for good and not for evil. All for the sake of creation, and our salvation. There is much to be done. I am including a fairly complete outline with some details concerning the many tasks to be completed before the Synod will be able to consider providing the name(s) of any potential candidate(s).

The first action is to form a Call Committee. You/we are to consider that the persons selected to serve on the Call Committee are to be members who live as good disciples of Jesus. They are the faithful participants in the ministry of the church. They are regularly active and consistent in their worship life within the congregation. They are witnesses for how Jesus is shared with others in and through their everyday lives. They regularly pray. They spend time in spiritual devotions and are regularly reading and/or studying the Bible. Because they are both saint and sinner, they show the love of God to others through grace and forgiveness. They are trustworthy. They fulfill their commitments. They very faithfully maintain confidentiality.

Since there is a lot of paperwork to do in completing the MSP, a typical Call Committee is around seven members. It is recommended to also choose an alternate member, or even two, for they are often quite useful, in case they are needed to fill roles in other member(s) absence(s). The President of the congregation is often an ex-officio member – who is a person that has “voice” at the call committee meetings, but who cannot vote as part of the committee. It is very good to have a nearly equal mix of men & women, across a variety of ages, and include members who serve to represent a diverse cross section of ministries of the congregation and/or the community.

The Call Committee also will have an Orientation session with Synod Office staff. The Call Committee, with assistance from other congregation members, completes the Ministry Site Profile (MSP) then submits it to the Bishop at the Synod Office. For example, as part of the MSP, the Council will complete the sections about

the job description and what is in the financial/benefit package. With dedication and commitment, the Call Committee is likely to complete the MSP within 2-3 months.

The council will create a Call Process budget. The council will seek a slate for members of the Call Committee. If required by the congregation's constitution, the congregation will vote on the nominees for the call committee. The council oversees the installation of the Call Committee. Congregational Surveys will be conducted, as appropriate, using the skills of the Interim Minister. The Call Committee, with the help of other members, completes the remaining sections of the Profile. When the MSP is complete, the Synod Office meets to review, make recommendations and changes in order to finalize the MSP.

The Call Committee waits to receive any names of potential candidates from the Synod Office. Sometimes there is only one name submitted by the Synod at a time. At other times, the Synod may decide to provide more than one candidate's name. When name(s) are provided to the Call Committee they make contact with the candidate(s). However, before any interviews are scheduled, the Call Committee is to prepare interview questions, the Synod has guidance and guidelines for this. The Synod also has criteria for the interview process based on some "best" practices, as well as, for complying with the necessary laws. It is strongly recommended that a "mock" interview is scheduled to be done using a volunteer pastor from the area, again the Synod, or the Interim pastor, can help arrange this. The community person(s) who is asked to provide references about the congregation to the potential candidates is to be contacted before any interviews with candidates are scheduled. All interviews need to be completed in a very similar fashion for each of the candidates. The Call Committee completes the Interview(s). The Call Committee is timely in making their decision(s). The Call Committee will contact All Candidates soon after deciding to inform each one of the candidates of the Call Committees decision(s). In an efficient and timely manner, make reimbursement to any candidates for necessary expense vouchers (travel, mileage, lodging, meals, etc...). When possible and appropriate, visit the candidate Pastor at their current ministry setting (the Synod and Interim Pastor have guidelines). Check all references. Create and use prepared questions, the Synod and Interim Pastor can recommend.

When the Call Committee recommends a candidate to the Congregational Council, the Congregational Council votes on the candidate. A meeting is scheduled between the Executive Committee and the Candidate to discuss the Financial Package with them. If both parties agree to move forward, the Congregational Council calls a Congregational Meeting for the sole purpose of having a Congregational Vote to Call the Candidate. After the vote, as immediately as possible, the Call Committee Chairperson personally notifies the Candidate of the results of the Congregational Vote. When the congregation votes to call, a Letter of Call is prepared by the Council (leadership/ Executive Committee).

When the Call is accepted by the Candidate and the Letter of Call is signed by all parties, then the Council and Congregation plan for a farewell to acknowledge the Transitional (Interim) Minister.

Following Synod guidelines, arrange to pay for moving expenses of the new pastor. The council/leadership works with the congregation, the new pastor and the Synod/Bishop to schedule the arriving ministers (ordination, if necessary, and) installation, The congregation must notify Portico and complete the required online benefit forms - the Synod and/or Portico can provide assistance. Schedule and prepare a press release to notify the community of the new minister's arrival. Council will arrange/delegate and schedule a wonderful welcome Celebration for the new pastor and family. Using the Synod's expertise, create and implement a Mutual Ministry Structure for the pastor and the congregation.

With you a brother in Christ, for you a shepherd of Christ,

Pastor Jack

FROM THE VICE-PRESIDENT

Redeemer is now back to virtual services. Covid numbers seem to still go up and down and of course our first concern is the safety of our Pastor, staff and members. We have three ways of experiencing services, which are; Facebook, YouTube and Radio. The council isn't sure as of yet when we will be coming back together to worship but all will be kept informed of when that will happen.

Our Property Committee, once again, has kept very busy. The remodeling of the Education Wing bathrooms has been completed. If you haven't had a chance to "take a peek" at them, please do so when church resumes. The heat at the Parsonage has been looked at and all checked out. The deck at the Parsonage has been power washed and stained. Our elevator weight inspection has successfully been completed. Our prayers of THANKS go out to these volunteers on this committee who work very hard keep our church in running order.

A big THANK YOU to an anonymous member who donated a computer to be used for putting our service on each Sunday for viewing.

A big THANK YOU to Nancy Drehmel and Barb Von Ashen for being counters of the money. They have served in this capacity for many years. Their commitment to volunteering has been much appreciated.

During this time of virtual service, we pray for our church, Pastor Jack and staff and of course all who would like to sitting in the pews on Sunday to hear the Word of God spoken in person. We pray that this day comes sooner than later.

From Philipians 4 we hear:

"Be anxious for nothing, but in everything by prayer and supplication, with thanksgiving, let your requests be made known to God; and the peace of God, which surpasses all understanding, will guard your hearts and minds through Christ Jesus."

Stay warm but try to enjoy the beautiful snowfalls, also God's creation.

In peace,

Bonnie Pribbenow-Paddock

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**REDEEMER LUTHERAN CHURCH COUNCIL MEETING**

**There was no meeting in December, so there are no minutes to report this month.**

Patti H. Walker, Council Secretary



**February Birthdays**

|                       |                |
|-----------------------|----------------|
| <b>Sandy Brewer</b>   | <b>Feb. 5</b>  |
| <b>Barb Nelson</b>    | <b>Feb. 7</b>  |
| <b>Lauri Porter</b>   | <b>Feb. 12</b> |
| <b>Valerie Way</b>    | <b>Feb. 15</b> |
| <b>Lynn Bubolz</b>    | <b>Feb. 17</b> |
| <b>Kurt Johnson</b>   | <b>Feb. 18</b> |
| <b>Kelly Falk</b>     | <b>Feb. 20</b> |
| <b>Scott Olson</b>    | <b>Feb. 24</b> |
| <b>Timothy Jaynes</b> | <b>Feb. 25</b> |
| <b>Mary Gray</b>      | <b>Feb. 29</b> |

**February Anniversaries**

|                                    |                |
|------------------------------------|----------------|
| <b>Norm &amp; Donna Kearney</b>    | <b>Feb. 6</b>  |
| <b>Spencer &amp; Nancy Wescott</b> | <b>Feb. 27</b> |



# FEBRUARY

**Sun**

**Mon**

**Tue**

**Wed**

**Thu**

**Fri**

|                                                                |                                                                                                        |                                                 |                                                                                  |                                                                         |                                       |
|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|-------------------------------------------------|----------------------------------------------------------------------------------|-------------------------------------------------------------------------|---------------------------------------|
|                                                                |                                                                                                        | <b>1</b> Pastor's Office<br>Hours: 1:00 – 3:30  | <b>2</b>                                                                         | <b>3</b> Pastor available<br>By appointment<br><br>7:00 pm- AA Meeting  | <b>4</b><br><br>Pastor's Sabbath Day  |
| <b>6</b><br>9:00 Worship<br><br>Facebook, YouTube<br>FM 101.7  | <b>7</b> Pastor's Office<br>Hours: 9:30 - Noon<br><br>1:00 - Quilters                                  | <b>8</b> Pastor's Office<br>Hours: 1:00 – 3:30  | <b>9</b>                                                                         | <b>10</b> Pastor available<br>By appointment<br><br>7:00 pm- AA Meeting | <b>11</b><br><br>Pastor's Sabbath Day |
| <b>13</b><br>9:00 Worship<br><br>Facebook, YouTube<br>FM 101.7 | <b>14</b> Pastor's Office<br>Hours: 9:30 - Noon<br><br>1:00 - Quilters                                 | <b>15</b> Pastor's Office<br>Hours: 1:00 – 3:30 | <b>16</b>                                                                        | <b>17</b> Pastor available<br>By appointment<br><br>7:00 pm- AA Meeting | <b>18</b><br><br>Pastor's Sabbath Day |
| <b>20</b><br>9:00 Worship<br><br>Facebook, YouTube<br>FM 101.7 | <b>21</b> Pastor's Office<br>Hours: 9:30 - Noon<br><br>1:00 - Quilters                                 | <b>22</b> Pastor's Office<br>Hours: 1:00 – 3:30 | <b>23</b>                                                                        | <b>24</b> Pastor available<br>By appointment<br><br>7:00 pm- AA Meeting | <b>25</b><br><br>Pastor's Sabbath Day |
| <b>27</b><br>9:00 Worship<br><br>Facebook, YouTube<br>FM 101.7 | <b>28</b> Pastor's Office<br>Hours: 9:30 - Noon<br><br>1:00 – Quilters<br>Tentative<br>Council Meeting | <b>1</b>                                        | <b>2</b><br><br>Ash Wednesday<br><br>Imposition of<br>Ashes<br>Details to Follow | <b>3</b> Pastor available<br>By appointment<br><br>7:00 pm- AA Meeting  | <b>4</b><br><br>Pastor's Sabbath Day  |

**REDEEMER LUTHERAN CHURCH**  
**610 LINCOLN AVE**  
**RIO, WISCONSIN 53960**  
**CHANGE SERVICE REQUESTED**

*“To Live and tell the story of Jesus”*  
[www.rioredeemerlutheran.org](http://www.rioredeemerlutheran.org)

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Redeemer Lutheran Church-Rio, WI

**Staff & Council Contacts**

**REDEEMER LUTHERAN CHURCH**

If you have any comments or needs that should be addressed, please contact our leadership:

**THE CHURCH COUNCIL**

|                                    |                |
|------------------------------------|----------------|
| Chad Risgaard (President)          | (920) 992-6704 |
| Bonnie Paddock( Vice-President)    | (608) 835-0787 |
| Patti Walker (Secretary)           | (920) 623-9936 |
| Craig Corning (Treasurer)          | (608) 513-9578 |
| Cindy Drehmel (Trustee)            | (414) 573-8520 |
| Joan Reiersen (Trustee)            | (608) 516-8368 |
| Rick Olson (Trustee)               | (920) 992-5418 |
| Larry Gorman (Trustee)             | (920) 992-3213 |
| Robert Risgaard(Bennett Treasurer) | (920) 992-5258 |
| Geri Gorman (Memorial Treasurer)   | (920) 992-3213 |

**Interim Pastor Jack Way**

Church # (920) 992-3553

E-mail: [office@rioredeemerlutheran.org](mailto:office@rioredeemerlutheran.org)

**Kristi Fehrman – Interim Administrative Assistant**

Office # (920) 992-3553

E-mail: [office@rioredeemerLutheran.org](mailto:office@rioredeemerLutheran.org)

**Beth Laufenberg-** Bookkeeper

**April Severson-** Custodian

**Kurt Johnson-** Yard Maintenance

**Geri Gorman-** Music Director

**Gayle Krueger-** Choir accompanist

**Claudine Hanson-**Organist

