



*Redeemer Lutheran Church  
610 Lincoln Avenue  
Rice, WI 53960  
920-992-3553*

April 8, 2025

Greetings Redeemer Members,

I am very excited to announce that we will be having a congregational meeting on **Sunday, April 27<sup>th</sup>** following the church service to vote on calling Pastor Anne Wickland to be our next pastor.

Information related to the Call:

This will be considered a 50% call (approximately 25 hours per week). Pastor Anne will lead three worship services each month when not on vacation. She will also lead Lenten, Holy Week, and Christmas Eve services. She will live in the parsonage. Her base salary will be \$23,782.

Information related to Spending Plan:

The compensation and benefit package being offered to Pastor Anne is within our 2025 Spending Plan so we will not be voting on any changes to the Spending Plan. In fact, the package offered to Pastor Anne is over \$16,000 under budget.

Please see attached page for additional information showing the 2025 Spending Plan compared to the package offered to Pastor Anne.

Boiler Replacement:

We may also vote at this meeting to approve a quote for the boiler replacement. This depends on if additional quotes are received and reviewed by the Council in time for the congregational meeting.

It is the Church's intention to work hard to raise as much money as possible through donations and fundraising to cover the cost of the boiler replacement. However, the replacement cost will likely be a substantial amount of money. Therefore, we may need to tap into other sources of funds currently held by Redeemer to cover the total expense. We will have a vote related to this when we are ready to vote on a boiler quote.

Joyfully in Christ,

Beth Laufenberg  
Council President

Detailed Comparison with the 2025 Spending Plan:

	2025 Spending Plan	Pastor Anne	Difference
Base Salary	\$24,208.00	\$23,782.00	(\$426.00)
Social Security Allowance	\$1,852.00	\$1,819.32	(\$32.68)
Retirement (Pension)	\$4,065.00	\$3,993.81	(\$71.19)
Housing Equity	\$3,600.00	\$1,800.00	(\$1,800.00)
Health	\$20,644.00	\$6,192.00	(\$14,452.00)
Disabililty	\$102.00	\$99.84	(\$2.16)
Life	\$68.00	\$66.60	(\$1.40)
<b>Total Compensation &amp; Benefits</b>	<b>\$54,539.00</b>	<b>\$37,753.57</b>	<b>(\$16,785.43)</b>

	2025 Spending Plan	Pastor Anne	Difference
Mileage Allowance:	\$3,000.00	\$3,000.00	\$0.00
Other professional Expenses:	\$500.00	\$500.00	\$0.00
Official Meetings:	\$500.00	\$500.00	\$0.00
Continuing Education:	\$1,200.00	\$1,200.00	\$0.00
Internet/Phone Stipend:	\$540.00	\$540.00	\$0.00
Moving Expenses:	\$500.00	\$500.00	\$0.00
<b>Total:</b>	<b>\$6,240.00</b>	<b>\$6,240.00</b>	<b>\$0.00</b>

Candidate Background:

Pastor Anne has a Bachelor of Arts degree in Religious Studies obtained at UW-Eau Claire. She attended seminary at the Lutheran School of Theology at Chicago obtaining her Master of Divinity degree and was ordained in 2021.

Following her ordination, she served at Peace Lutheran Church in Waunakee, WI as the Children, Youth & Family Pastor from 2021 to early 2024.

In Pastor Anne's Rostered Minister Profile, she identified the following areas of expertise:

- Building a Sense of Community
- Interpret Theology
- Social Ministry
- Community Organizing, and
- Communications/Media

Additionally, she identified the following areas of strength:

- Ministry with Seniors
- Participant in the Larger Church
- Preaching/Worship Leadership
- Chirstian Education, and
- Pastoral Care and Visitation