

Twenty-fifth Sunday after Pentecost

November 19/20, 2023



Redeemer Lutheran Church and 3K/4K Preschool
1712 Menasha Ave, Manitowoc, Wisconsin
(920) 684-3989
www.redeermanty.com

Please Fill Out a Communion/Visitor Card and Place it in the Offering Box

Prelude

Announcements

Entrance Hymn *Light of Light, O Sole-Begotten*

LSB 914

Confession and Absolution

Stand

The sign of the cross may be made by all in remembrance of their Baptism.

P In the name of the Father and of the ✠ Son and of the Holy Spirit.

C Amen.

P If we say we have no sin, we deceive ourselves, and the truth is not in us.

C But if we confess our sins, God, who is faithful and just, will forgive our sins and cleanse us from all unrighteousness.

Silence for reflection on God's Word and for self-examination.

P Let us then confess our sins to God our Father.

C Most merciful God, we confess that we are by nature sinful and unclean. We have sinned against You in thought, word, and deed, by what we have done and by what we have left undone. We have not loved You with our whole heart; we have not loved our neighbors as ourselves. We justly deserve Your present and eternal punishment. For the sake of Your Son, Jesus Christ, have mercy on us. Forgive us, renew us, and lead us, so that we may delight in Your will and walk in Your ways to the glory of Your holy name. Amen.

P Almighty God in His mercy has given His Son to die for you and for His sake forgives you all your sins. As a called and ordained servant of Christ, and by His authority, I therefore forgive you all your sins in the name of the Father and of the ✠ Son and of the Holy Spirit.

C Amen.

Service of the Word

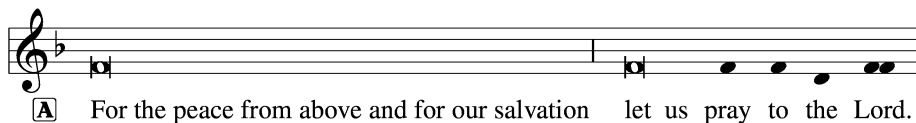
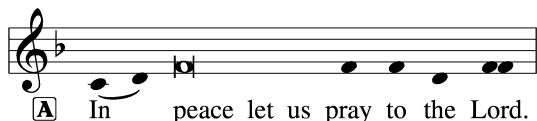
Introit

Psalm 143:2, 5–6, 10–11; antiphon: v. 1

- P** Hear my prayer, O LORD; give ear to my pleas for mercy!
In your faithfulness answer me, in your righteousness!
- P** Enter not into judgment with your servant,
for no one living is righteous before you.
- C** **I remember the days of old; I meditate on all that you have done;
I ponder the work of your hands.**
- P** I stretch out my hands to you;
my soul thirsts for you like a parched land.
- C** **Teach me to do your will, for you are my God!
Let your good Spirit lead me on level ground!**
- P** For your name's sake, O LORD, preserve my life!
In your righteousness bring my soul out of trouble!
- C** **Glory be to the Father and to the Son
and to the Holy Spirit;
as it was in the beginning,
is now, and will be forever. Amen.**
- P** Hear my prayer, O LORD; give ear to my pleas for mercy!
In your faithfulness answer me, in your righteousness!

Kyrie

LSB 152





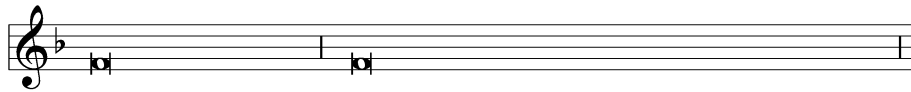
A For the peace of the whole world, for the well-being of the Church of God,



and for the unity of all let us pray to the Lord.



C Lord, have mer - cy.



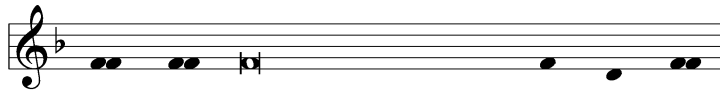
A For this holy house and for all who offer here their worship and praise



let us pray to the Lord.



C Lord, have mer - cy.



A Help, save, comfort, and defend us, gra - cious Lord.



C A - men.

Gloria in Excelsis

LSB 154



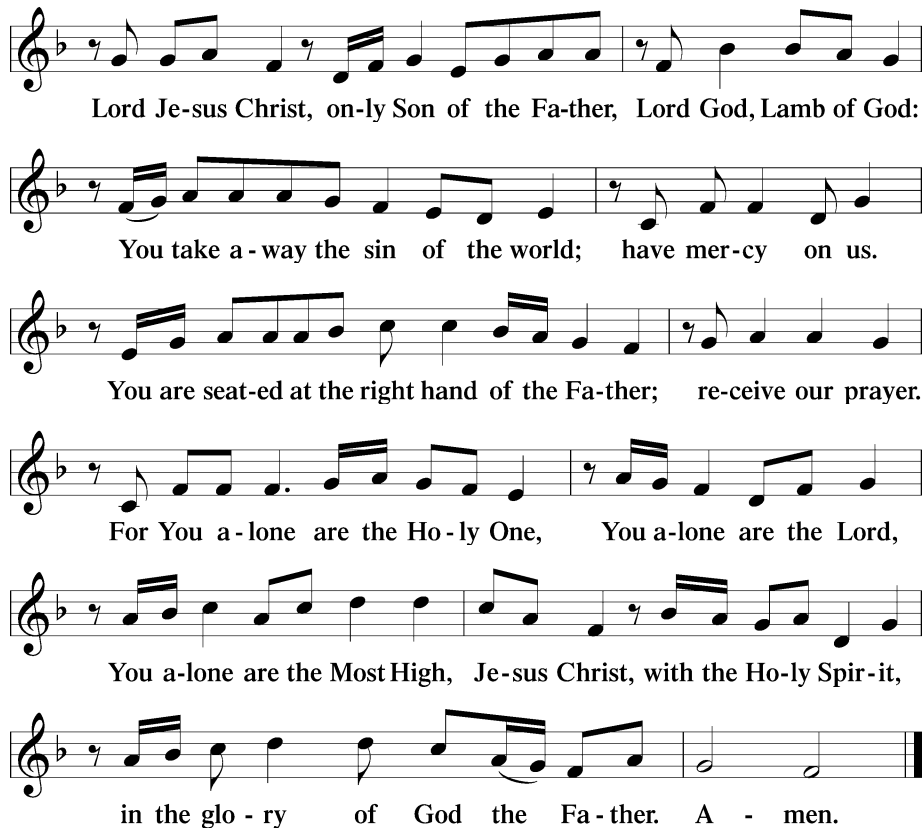
A Glory to God in the highest, and peace to His peo - ple on earth.



C Lord God, heav-en-ly king, al-might-y God and Fa - ther:



We wor-ship You, we give You thanks, we praise You for Your glo-ry.



Lord Je-sus Christ, on-ly Son of the Fa-ther, Lord God, Lamb of God:

You take a - way the sin of the world; have mer-cy on us.

You are seat-ed at the right hand of the Fa-ther; re-ceive our prayer.

For You a-lone are the Ho-ly One, You a-lone are the Lord,

You a-lone are the Most High, Je-sus Christ, with the Ho-ly Spir-it,

in the glo-ry of God the Fa-ther. A - men.

Salutation and Collect of the Day



P The Lord be with you.

C And al - so with you.

P Let us pray.

Almighty and ever-living God, You have given exceedingly great and precious promises to those who trust in You. Dispel from us the works of darkness and grant us to live in the light of Your Son, Jesus Christ, that our faith may never be found wanting; through the same Jesus Christ, our Lord, who lives and reigns with You and the Holy Spirit, one God, now and forever.



C A - men.

Old Testament Reading

Zephaniah 1:7–16

⁷Be silent before the Lord GOD!
For the day of the LORD is near;
the LORD has prepared a sacrifice
and consecrated his guests.
⁸And on the day of the LORD's sacrifice—
"I will punish the officials and the king's sons
and all who array themselves in foreign attire.
⁹On that day I will punish
everyone who leaps over the threshold,
and those who fill their master's house
with violence and fraud.
¹⁰"On that day," declares the LORD,
"a cry will be heard from the Fish Gate,
a wail from the Second Quarter,
a loud crash from the hills.
¹¹Wail, O inhabitants of the Mortar!
For all the traders are no more;
all who weigh out silver are cut off.
¹²At that time I will search Jerusalem with lamps,
and I will punish the men
who are complacent,
those who say in their hearts,
'The LORD will not do good,
nor will he do ill.'
¹³Their goods shall be plundered,
and their houses laid waste.
Though they build houses,
they shall not inhabit them;
though they plant vineyards,
they shall not drink wine from them."
¹⁴The great day of the LORD is near,
near and hastening fast;
the sound of the day of the LORD is bitter;
the mighty man cries aloud there.
¹⁵A day of wrath is that day,
a day of distress and anguish,
a day of ruin and devastation,

a day of darkness and gloom,
a day of clouds and thick darkness,
¹⁶a day of trumpet blast and battle cry
against the fortified cities
and against the lofty battlements.

P This is the Word of the Lord.

C Thanks be to God.

Gradual

Revelation 7:14b; Psalm 84:5

P These are the ones coming out of the great tribulation.

They have washed their robes and made them white in the blood of the Lamb.

C Blessèd are those whose strength is in you,
in whose heart are the highways to Zion.

Epistle

1 Thessalonians 5:1–11

¹Now concerning the times and the seasons, brothers, you have no need to have anything written to you. ²For you yourselves are fully aware that the day of the Lord will come like a thief in the night. ³While people are saying, “There is peace and security,” then sudden destruction will come upon them as labor pains come upon a pregnant woman, and they will not escape. ⁴But you are not in darkness, brothers, for that day to surprise you like a thief. ⁵For you are all children of light, children of the day. We are not of the night or of the darkness. ⁶So then let us not sleep, as others do, but let us keep awake and be sober. ⁷For those who sleep, sleep at night, and those who get drunk, are drunk at night. ⁸But since we belong to the day, let us be sober, having put on the breastplate of faith and love, and for a helmet the hope of salvation. ⁹For God has not destined us for wrath, but to obtain salvation through our Lord Jesus Christ, ¹⁰who died for us so that whether we are awake or asleep we might live with him. ¹¹Therefore encourage one another and build one another up, just as you are doing.

P This is the Word of the Lord.

C Thanks be to God.

Stand

Alleluia and Verse

LSB 156

Al - le - lu - ia. Lord, to whom shall we go? You have the
words of e - ter - nal life. Al - le - lu - ia, al - le - lu - ia.

The image shows two staves of musical notation in G major (one sharp). The first staff begins with a common time signature 'C' and contains the melody for 'Al - le - lu - ia. Lord, to whom shall we go? You have the'. The second staff continues the melody with 'words of e - ter - nal life. Al - le - lu - ia, al - le - lu - ia.' and ends with a double bar line.

Holy Gospel

Matthew 25:14–30

P The Holy Gospel according to St. Matthew, the twenty-fifth chapter.

C Glory to You, O Lord.

¹⁴[Jesus said:] “For it will be like a man going on a journey, who called his servants and entrusted to them his property. ¹⁵To one he gave five talents, to another two, to another one, to each according to his ability. Then he went away. ¹⁶He who had received the five talents went at once and traded with them, and he made five talents more. ¹⁷So also he who had the two talents made two talents more. ¹⁸But he who had received the one talent went and dug in the ground and hid his master’s money. ¹⁹Now after a long time the master of those servants came and settled accounts with them. ²⁰And he who had received the five talents came forward, bringing five talents more, saying, ‘Master, you delivered to me five talents; here I have made five talents more.’ ²¹His master said to him, ‘Well done, good and faithful servant. You have been faithful over a little; I will set you over much. Enter into the joy of your master.’ ²²And he also who had the two talents came forward, saying, ‘Master, you delivered to me two talents; here I have made two talents more.’ ²³His master said to him, ‘Well done, good and faithful servant. You have been faithful over a little; I will set you over much. Enter into the joy of your master.’ ²⁴He also who had received the one talent came forward, saying, ‘Master, I knew you to be a hard man, reaping where you did not sow, and gathering where you scattered no seed, ²⁵so I was afraid, and I went and hid your talent in the ground. Here you have what is yours.’ ²⁶But his master answered him, ‘You wicked and slothful servant! You knew that I reap where I have not sowed and gather where I scattered no seed? ²⁷Then you ought to have invested my money with the bankers, and at my coming I should have received what was my own with interest. ²⁸So take the talent from him and give it to him who has the ten talents. ²⁹For to everyone who has will more be given, and he will have an abundance. But from the one who has not, even what he has will be taken away. ³⁰And cast the

worthless servant into the outer darkness. In that place there will be weeping and gnashing of teeth.’”

[P] This is the Gospel of the Lord.

[C] Praise to You, O Christ.

Nicene Creed

[C] I believe in one God,
the Father Almighty,
maker of heaven and earth
and of all things visible and invisible.

And in one Lord Jesus Christ,
the only-begotten Son of God,
begotten of His Father before all worlds,
God of God, Light of Light,
very God of very God,
begotten, not made,
being of one substance with the Father,
by whom all things were made;
who for us men and for our salvation came down from heaven
and was incarnate by the Holy Spirit of the virgin Mary
and was made man;
and was crucified also for us under Pontius Pilate.
He suffered and was buried.
And the third day He rose again according to the Scriptures
and ascended into heaven
and sits at the right hand of the Father.
And He will come again with glory to judge both the living and
the dead,
whose kingdom will have no end.

And I believe in the Holy Spirit,
the Lord and giver of life,
who proceeds from the Father and the Son,
who with the Father and the Son together is worshiped and
glorified,
who spoke by the prophets.
And I believe in one holy Christian and apostolic Church,
I acknowledge one Baptism for the remission of sins,

and I look for the resurrection of the dead
and the life ✠ of the world to come. Amen.

Sit

Hymn of the Day *The Clouds of Judgment Gather*

LSB 513

Sermon

Stand

Prayer of the Church

A Lord, in Your mercy,
C hear our prayer.

Offering: Offerings may be placed in the wooden box at the back of the sanctuary.

Offertory

LSB 159



C What shall I ren-der to the Lord for all His ben-e-fits to
me? I will of-fer the sac-ri-fice of thanks-giv-ing and will
call on the name of the Lord. I will take the cup of sal-
va-tion and will call on the name of the Lord. I will pay my
vows to the Lord now in the pres-ence of all His peo-ple, in the
courts of the Lord's house, in the midst of you, O Je-ru-sa-lem.

Service of the Sacrament

Preface

LSB 160



P The Lord be with you.

C And al - so with you.

P Lift up your hearts.

C We lift them to the Lord.

P Let us give thanks to the Lord our God.

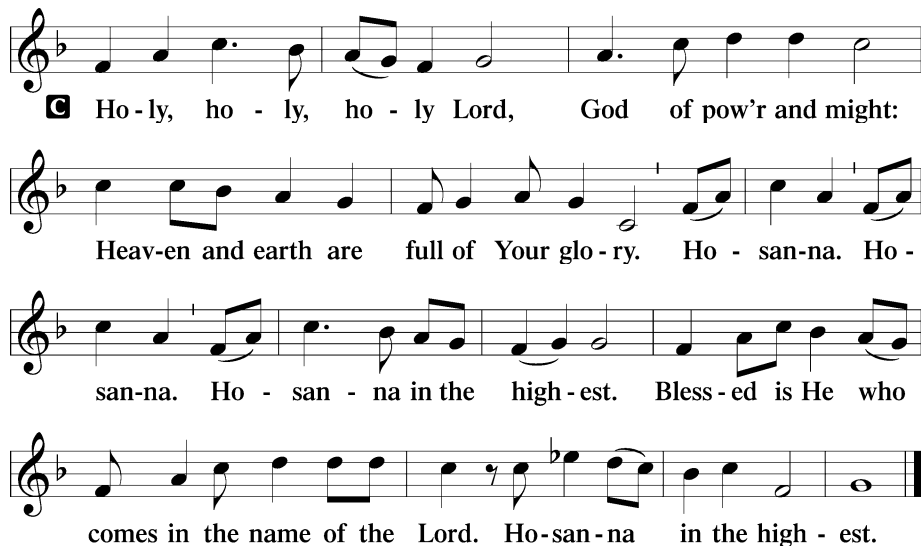
C It is right to give Him thanks and praise.

Proper Preface

P It is truly good, right, and salutary...evermore praising You and saying:

Sanctus

LSB 161



C Ho - ly, ho - ly, ho - ly Lord, God of pow'r and might:

Heav-en and earth are full of Your glo - ry. Ho - san-na. Ho -

san-na. Ho - san - na in the high - est. Bless - ed is He who

comes in the name of the Lord. Ho-san-na in the high - est.

Prayer of Thanksgiving

LSB 161

P Blessed are You, Lord of heaven and earth, for You have had mercy on those whom You created and sent Your only-begotten Son into our flesh to bear our sin and be our Savior. With repentant joy we receive the salvation accomplished for us by the all-availing sacrifice of His body and His blood on the cross.

Gathered in the name and the remembrance of Jesus, we beg You, O Lord, to forgive, renew, and strengthen us with Your Word and Spirit. Grant us faithfully to eat His body and drink His blood as He bids us do in His own testament. Gather us together, we pray, from the ends of the earth to celebrate with all the faithful the marriage feast of the Lamb in His kingdom, which has no end. Graciously receive our prayers; deliver and preserve us. To You alone, O Father, be all glory, honor, and worship, with the Son and the Holy Spirit, one God, now and forever.

C Amen.

Lord's Prayer

LSB 162

P Lord, remember us in Your kingdom and teach us to pray:

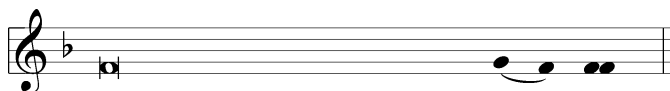
C Our Father who art in heaven...

The Words of Our Lord

P Our Lord Jesus Christ, on the night when He was betrayed...

Pax Domini

LSB 163



P The peace of the Lord be with you al - ways.



C A - men.

Agnus Dei

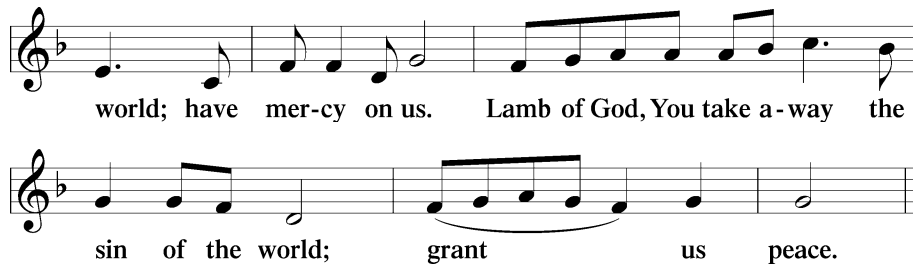
LSB 163



C Lamb of God, You take a - way the sin of the world; have



mer-cy on us. Lamb of God, You take a - way the sin of the



Sit

For the Communion Beliefs and Practices of the Lutheran Church-Missouri Synod, please see the announcements at the back of the bulletin.

Distribution of the Sacrament

- The ushers will dismiss you to go forward.
- Go to the communion rail on your side.
- If you are able, you may kneel when pastor welcomes you.
- The host will be distributed, followed by the individual cups.
- If you receive the sacrament with an individual cup, please continue to hold the empty cup as pastor comes by with the chalice (common cup).
- The chalice will follow for those wishing to receive the sacrament in this way.
- If you take the common cup, please grasp the base or stem of the chalice and help the pastor tip the cup.

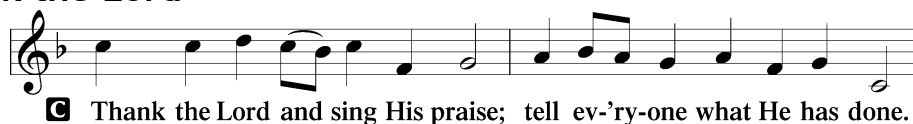
Distribution Hymns

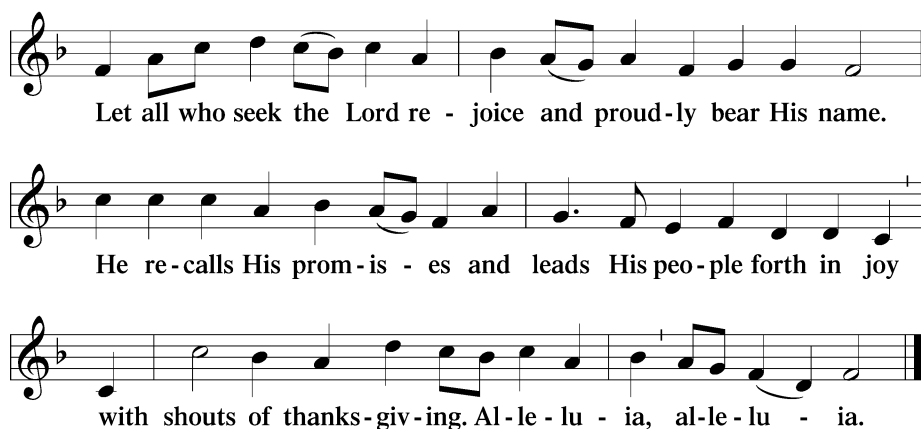
<i>To Thee, Omniscient Lord of All</i>	<i>LSB 613</i>
<i>Lord of Our Life</i>	<i>LSB 659</i>
<i>Faith and Truth and Life Bestowing</i>	<i>LSB 584</i>
<i>O God of Light</i>	<i>LSB 836</i>

Stand

Thank the Lord

LSB 164





Post-Communion Collect

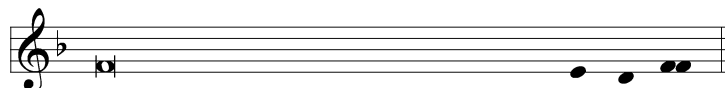
A Let us pray.

We give thanks to You, almighty God, that You have refreshed us through this salutary gift, and we implore You that of Your mercy You would strengthen us through the same in faith toward You and in fervent love toward one another; through Jesus Christ, Your Son, our Lord, who lives and reigns with You and the Holy Spirit, one God, now and forever.



Benediction

LSB 166



P The Lord bless you and keep you.
The Lord make His face shine on you
and be gracious to you.
The Lord look upon you with favor and ✠ give you peace.



Hymn to Depart *We Praise You and Acknowledge You, O God* *LSB 941*

Acknowledgments

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Redeemer Lutheran Church
and 3K/4K Preschool



Contact Information: 1712 Menasha Ave. Manitowoc, WI 54220

Phone: (920) 684-3989

Website: www.redeermanty.com

Facebook: www.facebook.com/redeermanty

Worship Times: Sunday at 9:00 A.M. & Monday at 6:00 P.M.

Welcome

We are glad that you have joined us today as we worship our Lord and Savior, Jesus Christ. If you have any questions during worship, please feel free to ask an usher at any time.

Small children are part of the Body of Christ. We always welcome them in worship. However, we understand that it may not be easy to remain still or quiet. If a break is needed, “Busy Bags” are hanging up as you enter the Sanctuary.

Staff:

Rev. Joel Brassfield, Vacancy Pastor
jm.brassfield@gmail.com Cell (920) 246-2587

Rev. Scott Hirssig, Associate Pastor
pastorhirssig@redeermanty.com Cell (920) 629-2949

Patti Fellows, Preschool Director
preschool@redeermanty.com

Carrie Paczkowski, Administrative Assistant
office@redeermanty.com

Mary Eisenschink, Bookkeeper
bookkeeper@redeermanty.com

Serving our Lord in Worship:

Preacher/Liturgist
Rev. Joel Brassfield

Organist
Kris Neustadter

Ushers:
Sunday: Byron Kowitz & Kyle Weidmayer
Monday: Tim Zinkel & Steve Hamann

Communion Assistant
Sunday: Ken Kohlwey

Altar Guild
Bonnie Wagner & JoAnn Noffke

CD Recording
Joanne Thompson

Altar Flowers
Presented to the Glory of God by Bonnie Barnes in honor of
Dave's Birthday.

Prayers



This Week at Redeemer

Sunday, November 19th

9:00 am Worship

10:00 am Sunday School

Monday, November 20th

6:00 pm Worship

Tuesday, November 21st

No Bible Study Today

8:15 am Finance

6:00 pm Thanksgiving Vespers & Pie

Wednesday, November 22nd

No Catechism

Office Closed

Thursday, November 23rd

Happy Thanksgiving

Office Closed

Friday, November 24th

Office Closed

Saturday, November 25th

Sunday, November 26th

9:00 am Worship

10:00 am Sunday School

Last Week Attendance: 136

Last Week Offering: \$3,805

Statement on Holy Communion

The Lord's Supper is joyfully received here every weekend and on other holy days. At the altar, our Lord Jesus Christ delivers His true body and blood into our mouths. His gift of body and blood, given in, with, and under the bread and wine, bestows tremendous benefits. His body and blood forgives our sins, strengthens our faith, binds us to the Lord, and unites us with each other. In this is life and salvation.

All members of the Lutheran Church-Missouri Synod have publicly confessed this sacred gift and its blessings, and so are encouraged to commune. Other guests wishing to join our confession and receive this Holy Sacrament are asked to meet with a pastor before communing for the first time. When you have examined yourself according to Christ's bidding (1 Corinthians 11:17-34), come to His Supper rejoicing, just as Jesus asks, knowing that our Lord meets you at His altar with joy. Those coming to the altar for a blessing rather than the Holy Supper are asked to cross their arms over their chest.

Second Time Singles

Second Time Singles December outing will be on Saturday, December 9th at 3pm. We will attend the Clipper City Chordsmen Christmas presentation "A Lot For Christmas." The tickets are \$20 and the deadline for purchasing is Sunday, December 3rd. The performance is held at the Endries Hall at the Franciscan Center. We will have tickets available Sunday, December 3rd or at the door. Questions to JoAnn Noffke (920-717-0201) or Joanne Thompson (920-684-7152).

Thanksgiving Week Calendar Updates

- *There is no Bible Study on Tuesday, November 21st
- *There is no Catechism on Wednesday, November 22nd
- *Church office is closed Wednesday, Nov. 22 - Friday, Nov. 24

Call Committee Update

The Call Committee has received a list of entirely new candidates for the Senior Pastor position at Redeemer. There are 10 candidates on the list, bios of which are included in the bulletin, and the committee is working through this list to narrow it down to a smaller list of candidates that we will reach out to in order to set up personal interviews. Post that, we will advise the congregation, as per the guidelines in our constitution, of a voter's meeting in order to present the final list of candidates. While this is quite a time consuming process, it is a priority of ours and we will keep the congregation updated along the way.

We also wanted to advise the congregation of the expectations and qualities that we are looking for in a Senior Pastor at Redeemer, based on the findings of our congregational self-survey. This survey is distributed by the District and was completed by a cross-section of congregational members ranging in age from 30's to 70's. Not only members of the call committee completed this survey, but other members of the congregation did as well, as we certainly want to thank everyone for their time. The survey was completed prior to receiving the first call list from the District as it is a requirement to do so before receiving any information.

The survey was 18 pages in total and while a great deal asked practical questions about the church at large, as well as demographic information about the community, there were direct questions on what we were looking for as a Pastor. The most direct questions related to the ranking of Pastoral Expectations (Qualities) and they had over 40 traits to choose from. Here are what we submitted as the Top 10 based on the results of the self-survey:

1. People Skills
2. Preaching Ability
3. Leadership
4. Administrative Skills
5. Initiative
6. Children's Ministry

- 7. Youth Ministry
- 8. Young Adult Ministry
- 9. Older Adult Ministry
- 10 Team Ministry

The survey also asked "What do you believe are the most important personal qualities for a Pastor to have". We answered "Leadership; People Skills/Approachability; Ability to interact with people of all ages".

December 10, 2023 Voters Meeting

The voters meeting is on December 10th, 2023 following worship services. At the end of this year, the position of President will be up for re-election, as well as the position of Executive Board Member. Nominations for these positions will be accepted at the meeting as we vote to elect new officers.

We Need Ushers!

We need ushers! It is getting tougher and tougher to fill our schedule. It is a pretty straight forward task to serve your fellow church members on a Sunday or Monday. Handing out bulletins, lighting the candles and ushering communion are the key responsibilities. If you are interested, please let Mike Kaczkowski or one of the other board members know. We will set up training for those that sign up, and anyone currently ushering that would like a refresher course. Thank you!

Snow Shoveling Needed – Paid Position

Redeemer is looking for someone to shovel and/or snow blow whenever it is needed, including before preschool and church services. Shovels and a fairly new Ariens snow thrower are provided for the job – which is a paid opportunity. We have people contracted to plow the lot and salt, but they do not do the public sidewalks and walkways into church. If you are interested, please reach out to Kyle Weidmayer or Pat Korte for more information.

Youth Game Nights

November Youth Game Nights will be on

Wednesday nights, November 29th at 6:20pm.

The puzzle for November is a Haiku based on Malachi 3:7

You turned from my laws;

You have not kept them. Return

I will turn to _____.

Thanksgiving Vespers and Pie

*We will gather for worship and to thank God for all of our many blessing on **TUESDAY, NOVEMBER 21st at 6:00 P.M.** Per usual we will be giving away our offering from our Thanksgiving worship. This year the entire offering will be given to the Weekend Meals for Kids Program. Following worship, we will have a special time of fellowship. Feel free to make an extra pie this Thanksgiving and bring it to worship that night as we share in the blessings that God has given to all of us.*

*****Please slice your pie before bringing it in!*****

Poinsettias

We will once again be decorating Church to celebrate the birth of our Savior! If you would like to purchase a poinsettia for Church, please sign up on the clipboards at the Welcome Center by **December 3rd**. Please fill out your name on the clipboard, put money in the envelopes (PLEASE put your name and envelope number on the envelope), and leave the envelopes in the brown box. Thank you! The plant sizes and prices are listed below:

- 4" White Poinsettia: \$6
- 6 ½" Red Poinsettia: \$11
- 8" Planter with foliage/plants/poinsettia: \$16
- Swag with cones, berries, and bow: \$14

St. Nicholas on December 6

St. Nicholas will be at Redeemer Lutheran's Advent Service on December 6! Invite children to bring any extra pair of shoes that night to be left below the TV at the entrance to church.

Help Decorate Church

Beth Utecht, Alysha Olson and Madri Gregurich are looking for some additional volunteers to help decorate the Church for the Christmas season. If you are available, please meet on **Monday, November 27th from 8-10am and/or from 4-5:30pm.**

Christmas Tree Decorating

All children are invited to help decorate the Christmas trees on December 6 at the Advent Service.

Children's Christmas Program

The Children's Christmas Program will be on Sunday, December 17th. Please be sure any child that wants to be in the program is attending Sunday School!

Family Ministry Donations

Family Ministry is looking for donations of candy canes (about 100), snacks (Peanut butter crackers, applesauce etc.---total of 100), candy and little trinkets (pencils, erasers, stamps) that will be used for three different events. Some will be used for the St. Nick's visit, other goodie bags are given to kids after the Sunday School Christmas Service and bags are handed out after the Christmas Eve and Christmas Services. Please put donations in the box by the welcome center. If you have any questions, talk to Beth Utecht or Johanna Harris.

Lutheran Church Extension Fund

The Lutheran Church Extension Fund is looking for new investors. The LCEF supports The Lutheran Church – Missouri Synod and its ministries by making loans to churches and schools for building projects as well as helping pastors and seminary students. LCEF is presently offering a limited time 2 ½ year Fixed-Rate Note at 6.25% interest. You can find more information and an application form at LCEF.org or call 800-843-5233.

Redeemer Directory Albums

It is a work in progress. The 2015 Redeemer Directory is constantly being updated in notebook album form with pictures of special groups, new members, some families have added children or children have grown considerably since the last picture. Other things added are stories of shut-ins, new or present members. Sadly, more members have left us but joined our Lord in Heaven and the published obituaries and added pictures are included in the albums. There are two three-ring binder albums so take a look when you have a chance. They will be on one of the round tables or cabinet by the card purchase stand. If you have anything to add, talk to Rosemary Kautzer.

Portals of Prayer

The January – March Portals of Prayer booklets are available at the Welcome Center.

Call List for Redeemer Lutheran Church

Pastor Profiles

Alexander Blanken of Winside, Nebraska

In personal skills Pastor Blanken receives the rating very good in tact, patience, leadership, people skills, personal grooming, conference and continuing education participation, use of computer, attitude toward Christian day school, home schooling, and synod.

In congregational ministries Pastor Blanken receives the rating very good in older adult ministry, ministry to the inactive, lay leadership development, preaching content and delivery, teaching ability, worship, music ministry, sick, and shut-in visitation. His worship style is noted to be traditional rigid, high liturgical flexible.

His district president writes, “Good young pastor that is greatly appreciated by most of the members.”

Andrew Dierks of Arenzville, Illinois

In personal skills Pastor Dierks receives the rating very good in tact, patience, people skills, conference and continuing education participation, use of computer, attitude toward Christian day school, home schooling, synod, and district.

In congregational ministries Pastor Dierks receives the rating very good in youth and young adult ministry, preaching content and delivery, teaching ability, worship, sick, and shut-in visitation. His worship style is noted to be traditional flexible.

His district president writes, “Faithful young pastor, respected by his congregation and his peers, growing in ministry. He is a solid Missouri Synod pastor who is evangelical in theological attitude and practice.”

Brian Doel of Minot, North Dakota

In personal skills Pastor Doel receives the rating very good in people skills, personal grooming, use of computer and social media, as well as attitude toward Christian day school.

In congregational ministries Pastor Doel receives the rating very good in children's, youth, young adult, and singles ministry, counseling, preaching content and delivery, as well as teaching ability. His worship style is noted to be traditional flexible.

His district president writes, "Pastor Doel is a young pastor that is only a little over 3 years in as an associate pastor. His wife, Michele, is a trained deaconess without a call."

Raymond Doubrava of Leigh, Nebraska

In personal skills Pastor Doubrava receives the rating very good in patience, people skills, conference participation, use of computer, attitude toward Christian day school, home schooling, synod, and district.

In congregational ministries Pastor Doubrava receives the rating very good in older adult and family ministry, personal witnessing, preaching content and delivery, teaching ability, worship, sick, shut-in, and outreach visitation. His worship style is noted to be traditional flexible, high liturgical flexible.

His district president writes, "Good young pastor. He was just married in the summer of 2022. His rating numbers will rise as he gains more experience."

Gregory (Greg) Hovland of Portage, Wisconsin

In personal skills Pastor Hovland receives the rating very good in administration, leadership, people skills, personal grooming, continuing education participation, and use of computer.

In congregational ministries Pastor Hovland receives the rating very good in lay leadership development, preaching content and delivery, teaching ability, as well as worship. Pastor Hovland has received the specialized training in Crisis Intervention. His worship style is noted to be traditional flexible, contemporary flexible.

A young pastor who has matured nicely in his ministry skills. Makes a nice first impression. Dresses professionally. Possesses good people skills. Respected by his members. Enjoys preaching and teaching, especially adult Bible class. A respectful individual. Has matured nicely as a senior pastor. Wants to serve in a congregation which is financially stable

and has the potential for growth and the desire to grow numerically and spiritually. Very supportive of Christian education in the parish and through the Christian day school. An organized individual. Has vision. Possesses good leadership skills. Likes to have a plan for ministry in place. Has a lovely, supportive wife.

Alan Kornacki of Campbell Hill, Illinois

In personal skills Pastor Kornacki receives the rating very good in tact, creativity, people skills, conference and continuing education participation, use of computer and social media, as well as attitude toward synod and district.

In congregational ministries Pastor Kornacki receives the rating very good in youth, young adult, older adult, and family ministry, preaching content and delivery, teaching ability, as well as worship. His worship style is noted to be traditional flexible, high liturgical flexible.

His district president writes, “Rev. Alan Kornacki, Jr. is a faithful pastor who loves the Lord’s people and holy ministry. He is also a hymn writer and novelist. He is serving well at his current call.”

Michael Nielsen of Barron, Wisconsin

In personal skills Pastor Nielsen receives the rating very good in tact, cooperation, initiative, administration, and team ministry. Pastor Nielsen receives the rating outstanding in personal grooming, conference and continuing education participation, use of computer and social media, attitude toward Christian day school, home schooling, synod, and district.

In congregational ministries Pastor Nielsen receives the rating very good in children’s, youth, older adult, and family ministry, preaching content, teaching ability, stewardship, and home visitation. Pastor Nielsen receives the rating outstanding in sick and shut-in visitation. His worship style is noted to be traditional flexible, blended flexible, contemporary flexible.

His district president writes, “Pastor Nielsen in a fine young pastor, caring, preaches a good sermon. Relates well to various age groups. His wife is a trained Lay Minister who likes to work with youth and children. Together they make a very good ministry team.”

Craig Niemeier of St. Libory, Nebraska

In personal skills Pastor Niemeier receives the rating very good in initiative, administration, leadership, people skills, and use of computer. Pastor Niemeier receives the rating outstanding in tact, patience, cooperation, personal grooming, conference and continuing education participation, attitude toward Christian day school, synod, and district.

In congregational ministries Pastor Niemeier receives the rating very good in children's, youth, older adult and family ministry, assimilation of new members, lay worship, sick, shut-in, and home visitation. Pastor Niemeier receives the rating outstanding in teaching ability. Pastor Niemeier has received the specialized training and/or certification/experience in Conflict Resolution, Congregational Healing, Dissolution, and Evangelism. His worship style is noted to be traditional rigid, high liturgical flexible.

His district president writes, "Pastor Craig Niemeier has been serving since 1998 as a sole pastor. His wife is a computer programmer who has Spanish skills. Pastor Niemeier can serve in medium sized churches with Lutheran schools. He is best suited to serve as a sole pastor. He is a kind and gentle man, a good leader who takes initiative and makes things happen. He has a great personality, is excellent at personal relationships, has a good sense of humor, is a sensitive and empathetic man. He is highly regarded by the people of his parish and his peers. Review his SET to gain insight into the values, priorities, and approaches he takes toward ministry. He is evangelical in his theology and practice."

James Robinson of East Lansing, Michigan

In personal skills Pastor Robinson receives the rating very good in tact, patience, administration, team ministry, leadership, people skills, community involvement, conference and continuing education participation, use of computer and social media; as well as attitude toward Christian day school. Pastor Robinson receives the rating outstanding in cooperation, attitude toward synod and district.

In congregational ministries Pastor Robinson receives the rating very good in youth, young adult, singles, older adult, and family ministry, lay leadership development, personal witnessing, preaching content and

delivery, teaching ability, worship, music ministry, stewardship, and outreach/evangelism. Pastor Robinson receives the rating outstanding in sick, shut-in, outreach, and home visitation. Pastor Robinson has received the specialized experience in Conflict Resolution, Disaster Response, Counseling, and Police/Fire Chaplaincy. His worship style is noted to be traditional flexible, blended flexible, contemporary flexible.

His district president writes, “He is involved with campus ministry and is a talented communicator. He has a military background and a dedicated wife. James is very communicative and serves well as a loving pastor. He is a hard worker and works well in a team setting. He desires to serve the Lord in the best way possible.”

Timothy Wilcoxon of Carlinville, Illinois

In personal skills Pastor Wilcoxon receives the rating very good in tact, patience, leadership, people skills, personal grooming, conference and continuing education, attitude toward Christian day school, synod, and district.

In congregational ministries Pastor Wilcoxon receives the rating very good in children’s, older adult, and family ministry, ministry to the inactive, lay leadership development, personal witnessing, preaching content and delivery, teaching ability, worship, and stewardship. His worship style is noted to be traditional flexible, high liturgical flexible.

His district president writes, “Pastor Wilcoxon is a quiet, unassuming man who is an excellent pastor with his people. He has made good progress in stewardship with a congregation that has been less than enthusiastic in the past. He is growing in ministry skills. He loves his people and wants the best for them in Christ. He is involved with the preschool and always looking for ways to connect with young families and their children.”