

IMMANUEL
PRESBYTERIAN CHURCH
transforming tradition

*"In life and in death
we belong to God."*

We have been called
to belong to the
body of Christ
and to seek God's purposes
in this place.
Immanuel Presbyterian
Church is
our home, where we grow
and welcome all;
our community, where we
care for one another and
serve others.
We promise
to worship regularly,
to learn openly,
to give generously,
to live together in the unity
of the Spirit
as a congregation of the
Presbyterian Church (USA)
and to share the work of
mission and ministry . . .
transforming tradition in the
church and in the world.

*This covenant was written
and adopted by the Session
for Immanuel's 175th
Anniversary as an
expression of what
it means to be a member of
Immanuel Presbyterian
Church.*

TOWER CHIMES

October 2019

"LIFE TOGETHER: MISSION MATTERS" Sundays in October following worship in the Upper Room

October 6 - Convergence Resource Center
October 13 - Young Adult Volunteer (YAV) service
October 20 - Interchange Food Pantry
October 27 - Cathedral Center Shelter

*"We will attend to human need in both congregation and world,
address the issues of our time in dialogue with our faith,
and affirm the love and teachings of Jesus Christ through our mission."
from Immanuel's Mission Statement*

These words articulate a primary commitment to our life together, the congregation's call to attend to human need, not only in our congregation but in the world around us. Immanuel's Mission Committee nurtures this "attention to human need" by guiding both the time and talents of Immanuel members and friends *and* the financial gifts of the congregation to respond to needs in the local community, country, and world. Mission matters at Immanuel Presbyterian Church!

In October, the Mission Committee will host three local organizations, supported by Immanuel's mission budget and served by Immanuel volunteers, to interpret their important work with those in need in our community. Immanuel members and friends who are involved in this work will share a few words about why it is important and meaningful to them to serve. These presentations are also a response to learnings from last year's Congregational Assessment Tool and the desire to support "outreach ministries that provide direct services" and to "strengthen the process by which members are called and equipped for ministry."

On October 13, Immanuel members Jeff and Susan Teerink will offer a report on their experience visiting Zambia this summer to see their daughter and Immanuel Young Adult Volunteer (YAV) Emily Teerink.

The Mission Committee

Sue Rennane, chair; Leslie Davis, Donna Faw, Connie Goggin, John Hein, Dave Klehm, Allyson Nemec, Jim Schleif, Scott Silet, Bobbi Timberlake, William Welburn

FALL CLEANUP DAY
Saturday, October 5
9:00 a.m. until noon

All are invited to help with the Landscaping Committee's fall cleanup day on Saturday, October 5 from 9:00 a.m. until noon. Indicate your interest on the Sunday morning sign-up sheet in the Parlor or contact Leslie Smart (fourmennme@sbcglobl.net) for more information. If you have gardening tools, gloves, etc. please bring them along. Come for a few hours or plan to stay all morning!

PROSPECTIVE MEMBER DINNER
Sunday evening, October 20 at 5:00

Have you been visiting Immanuel Church and wondered what it might mean to become a member? Join us for our next Prospective Member Dinner on Sunday evening, October 20 from 5:00 until 8:30. This is an excellent opportunity to learn more about the worship life, educational programs, and mission opportunities at Immanuel. A delicious supper will be served by Immanuel members and participants will have the chance to get to know one another and the church better.

If you, or someone you know, might enjoy this opportunity to consider membership at Immanuel Church, please contact Mr. Ater in the church office (414-276-4757).

CARE PACKAGES
FOR YOUNG ADULTS AND STUDENTS

As part of their ministry of support and care, the Board of Deacons will assemble packages for eighteen Immanuel Church young adults and students on Tuesday evening, October 1. A longtime tradition of the board, the deacons recently broadened their outreach from traditional undergraduate students to include young adults serving and studying abroad and those engaged closer to home in specialized training and service programs. The packages will include school supplies, snacks, and an encouraging note from their Immanuel Church family.

If you know a young adult who might have missed our list or you know of another Immanuel member who is away from home or serving in the military who might appreciate a note or package, please contact Mr. Ater in the church office (robertater@immanuelwi.org, 414-276-4757).

CATHEDRAL CENTER SHELTER
for Women and Families
October 11- 13

Milwaukee's Cathedral Center Shelter, located at Kilbourn and Van Buren Streets, provides emergency shelter and case management services for women and families who are homeless or experiencing a housing crisis. The shelter is open 365 days a year, serving up to 32 single women and eight families per night. Volunteers from churches and other organizations throughout the area provide hospitality and a simple meal for shelter guests each evening.

For many years, volunteers from Immanuel Church have enjoyed being part of this important ministry in our community. Our next opportunity to volunteer is October 11-13. Volunteers spend about two hours (from 6:00 until 8:00 p.m.) greeting guests, providing a light evening meal, making lunches for the following day, and simply offering a friendly presence. Both men and women are encouraged to volunteer, and children may volunteer with a parent or other adult. In addition to making a difference in the community, this volunteer opportunity is a great way to get to know other Immanuel members and friends. [Sign-up online](#), in the Parlor on Sunday mornings during coffee hour or contact Ms. Penington in the church office (ipc@immanuelwi.org, 414-276-4757). Questions about volunteering? Contact Mr. Ater (robertater@immanuelwi.org).

PRESBYTERIAN DISASTER ASSISTANCE
Hurricane Dorian & Tropical Storm Esmeralda

Presbyterian Disaster Assistance (PDA) invites support for those affected by Hurricane Dorian and Tropical Storm Esmeralda. PDA has delivered immediate aid to those impacted by these storms in the Bahamas, along the Atlantic coast of the United States, and Texas. As assessments and needs are clarified, assistance will continue to be offered.

Contributions to these efforts may be made through the church; make checks payable to Immanuel Presbyterian Church, indicating "PDA" in the memo line and we will forward. Or, you may give directly to Presbyterian Disaster Assistance at 800-872-3283 or pcusa.org/pda.

The Sacrament of Baptism
 will be celebrated on
 Reformation Sunday, October 27 and
 during the Season of Advent.
 Please speak with one of the ministers
 if you desire to profess your faith
 or present a child for baptism.

**GOING FORWARD:
The Human Resources Committee Revises Staffing Design;
Session Unanimously Approves;
Congregation Hears Report on September 22 and 29**

Using the systematic process of Situation Appraisal and Decision Analysis and guided by Dr. Deborah Anderson, an education professional certified in leading this process, the Human Resources Committee has completed a long and comprehensive study of the staffing needs. The goal has been “to determine the staffing model that will equip the pastoral, program, administrative, and building staff to best fulfill the mission of Immanuel Presbyterian Church.” Congregational mission priorities, data from last fall’s Congregational Assessment Tool (“CAT”), time studies by all current full-time employees, local demographics, national church membership trends, local demographics, financial sustainability, retirement timelines, clergy employment and placement patterns – all of that and more went into the mix. Revisions to our staffing pattern were presented to the elders, deacons, and trustees at their annual Leadership Dinner on September 10. The proposal was unanimously approved by the Session on September 17. Then, on two Sunday mornings, September 22 and 29, the Human Resources Committee reviewed its extensive process and discussed the revisions.

The committee considered fifteen different models, with full-time equivalencies ranging from 4.67 to 7.17; ordained positions ranged from 2 to 4. Full-time versus part-time positions for administrative and facilities staff were considered. The data drove a decision to move forward with 1 pastor, 2 associate pastors (membership and mission/ Christian education for all ages and congregational life as the focus of ministry areas); one full time financial and facilities administrator and one full time program administrator. The new faces in the design will be the custodian-groundskeeper and the second associate pastor.

A change previously approved by the Session is in the area of custodial and grounds keeping work. That position will continue to be part-time, but will be separated from Sunday building duties. The position description has been posted on several employment sites. If you know of someone who may be qualified, refer to our web site www.immanuelwi.org. Our personnel policy precludes hiring members of the church for permanent positions. Sunday duties for opening and closing the building, turning on lighting, sound, and temperature systems, etc. will be assumed on a trial-basis by a team of volunteers who will be trained to be familiar with building procedures.

There is a temporary vacancy in the pastoral staff following the Rev. Jean Dow’s retirement. “Plan A” was to have an Interim for Christian Education and Congregational Life. That position remains unfilled. “Plan B” has responsibilities for our ministries in local and global mission and Christian education for children and youth temporarily assumed by Dr. Block and Mr. Ater. On occasion, guest preachers will share in worship leadership.

The members of the Human Resources Committee are

Sharon Rose, Elder and Chair; Debbie Anderson, Jill Fahr, Sara Hein, Leigh Joost, Kate Lewis, David Plank, Victor Plantinga, Jeff Teerink, and John Turner

**Who will we elect to serve on the
ASSOCIATE PASTOR NOMINATING COMMITTEE?**

In addition to identifying and inviting persons to serve as elders, deacons, and trustees, this year’s Church Nominating Committee will present to the congregation the names of seven members to serve on a search committee for a new associate pastor (“Associate Pastor Nominating Committee,” or “APNC”).

In Presbyterian polity, a nominating (search) committee to seek a new pastor is elected by the congregation. A congregational meeting to elect the APNC will be called by the Session in October.

Go to the “[This Week @ Immanuel](http://www.immanuelwi.org)” section of the Immanuel homepage (www.immanuelwi.org) to make suggestions for their consideration by September 30, or use the paper form (available at presentations on September 22 and 29).

The *Book of Order* of the Presbyterian Church (USA) states that a search committee “shall be representative of the whole congregation” (G-2.0802). Members who serve on the APNC should have a commitment to the mission of Immanuel Church, especially in its ministries of education with children, youth and adults. They will need to have available time for the search process, which will take at least eight months.

The members of the 2019-20 Church Nominating Committee are:

Elders David Crum and David Plank;

Deacon, Justin Meyer; Trustee, John Hein;

Members-at-large: Kathleen Burchby, Debbie Gillard, Elise Pennington, Kate Perry, Jon Richards

Catch the Vision!

Stewardship for 2020

Stewardship Sunday is November 17.

We will dedicate our pledges for 2020 on Thanksgiving Sunday, November 24.

The Stewardship Committee: Audra Brennan, chair; Steve Carlton, Janet Christiaansen, Spencer Frank, Kristi Leswing, Jim Schleif, Virginia Schwartz, Brian Schwellinger, Carol Tsao, John Turner

The Budget Formation Task Force (elders and trustees) will receive budget requests, project fixed costs, and craft a budget for the consideration of the Session and the Board of Trustees at their October meetings. A proposed budget will be shared with the congregation on Sunday, November 10.

"LARRY UNDER THE BRIDGE" MINISTRY **Sunday, October 20**

On Sunday, October 20, Immanuel volunteers will prepare lunches for "Larry Under the Bridge," a food and encouragement ministry to the homeless in Milwaukee's Bay View neighborhood, sponsored by Tippecanoe Presbyterian Church. Bagged lunches are delivered to several Southside campsites every Sunday and Monday throughout the year. [Sign up online](#), or on Sunday in the Parlor, if you would like to contribute sandwich ingredients, dessert, or fruit for these lunches - or if you would like to assist with preparation. You may also donate: toilet paper, socks, bug spray, and sunscreen. Thank you!



LUNCH BUNCH: Bring a Taste of Home **To University Christian Ministries** **Wednesday, October 23**

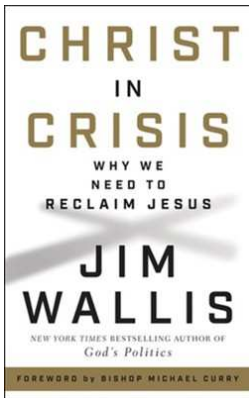
Help spread the warmth and hospitality of this congregation to UWM's students by volunteering to bring lunch and conversation to the University Christian Ministries (UCM) "Lunch Bunch" program. UCM is the cooperative Protestant campus ministry to the University of Wisconsin-Milwaukee.

UCM's oldest and most popular program, "Lunch Bunch" serves over 100 students who gather at UCM every Wednesday from 12:00 p.m. until 1:30 p.m. for fellowship and food. The success of this program is attributed to the Milwaukee area churches who support "Lunch Bunch" by offering time, volunteers, and a meal to make the event possible.

Immanuel has been volunteering at "Lunch Bunch" since 2003 and will be assisting once again on October 23. If you are able to provide part of the meal, or would like to help serve, [sign up online](#) or contact Sue Rennane (262-242-1508, srennane@gmail.com) or Mr. Ater in the church office (414-276-4757, robertater@immanuelwi.org).

NEWS FROM THE PEWS

- Baptized** Vivian Terese Lochemes, infant daughter of Dave and Molly Lochemes, September 15.
- Moved** Judith Rauh
Blaine Wesselowski



JIM WALLIS BOOK TOUR EVENT
Wednesday, October 16 at 7:00 p.m.
Christ in Crisis: Why We Need to Reclaim Jesus

Practical theologian, pastor, and bestselling author Jim Wallis, will make a stop at Immanuel this month on a book tour introducing *Christ in Crisis: Why We Need to Reclaim Jesus*. Co-hosted with Boswell Book Company, the event is free and open to the public. Copies of the book will be available at the event or in advance from Boswell (book released on September 24). Event registration and book reservations at: <https://jimwallismke.bpt.me/> Flyers were included in last month's issue of the *Tower Chimes* and are available on the Great Hall tables on Sunday mornings.

Through his writing, Wallis hopes to offer a path to spiritual healing and solidarity, aimed to mend the divide separating Americans by addressing questions of power, truth, fear, and discipleship. His writing applies lessons from the biblical stories to contemporary issues like race, immigration, and political discourse. Childcare is available; please request by October 9 (contact Amy Penington in the church office ipc@immanuelwi.org; 414-276-4757).

SPECIAL BEHIND-THE-SCENES PRESBYTERY TOUR
America's Black Holocaust Museum
Sunday, October 13 + 2:00 pm - 4:00 pm
401 W. North Avenue, Milwaukee, WI 53212



Presbyterian members and friends from throughout Milwaukee are invited for a sneak peek into America's Black Holocaust Museum (ABHM) before it reopens to the public. Reggie Jackson, ABHM's Head Griot (Storyteller), will provide an-depth presentation and answer questions on the museum's history and mission of promoting racial repair, healing, and reconciliation. Mr. Jackson will then lead a tour of the museum. Sign-up in the Parlor on Sunday mornings or contact Ms. Penington in the church office (ipc@immanuelwi.org; 414-276-4757).

THERE WILL BE MORE LIGHT!
Sanctuary lighting repair planned for October

The recessed LED lights in the Sanctuary were disconnected several months ago by the trustees after an issue was discovered with the way the lights were installed during the recent renovation and updates. Berghammer Construction Company, Roman Electric Company, Ring and Duchateau, the chair of Immanuel's Building Committee, Trustee Vance Werner, David Plank, and Rob Ater worked together on a solution that rectifies a faulty retrofitting at no cost to the church for the replacements. The new fixtures will be installed later this month.

REV. ATER AND IMMANUEL CHURCH MARK FIFTEEN YEARS

The Rev. Robert W. Ater was installed to ministry at Immanuel Presbyterian Church on October 10, 2004. He filled a newly-created position with a focus on membership growth. The Associate Pastor Nominating Committee was Tom Neubauer and Leigh Joost, co-chairs; Mike Arnold (now residing in California), Sara Hein, Jon Olson, Susan Teerink, and the late Rhoda Sherwood.

The congregation will mark the occasion on Sunday, October 13 with a special coffee hour, and members of the 2004 search committee and the current Human Resources Committee will enjoy a celebration brunch later that day.

RETURN SERVICE REQUESTED

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The deadline for the November issue of the *Tower Chimes* is October 28. Please send newsletter contributions to Ms Penington.

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TRICK-OR-TREAT
FOR UNICEF

UNICEF VOUCHERS

October 20 and 27

“Trick or Treat for UNICEF” has, for over 60 years, given children in this country an opportunity to learn about their peers around the world who are truly in need. And, it has offered them an opportunity to make a difference by providing these children with nutritious food to eat, clean water to drink, protection against disease, and the chance to go to school.

Again this year, members of Immanuel Church will be able to support this effort through the purchase of UNICEF vouchers, which can be given to trick-or-treaters instead of (or in addition to) something sweet to eat. Americans now spend more than \$7 billion every year on costumes and decorations and candy, making Halloween the second largest commercial holiday of the year. These vouchers offer a response to this excess, while “treating” the children of the world to things they need every day. Still a bargain at 4/\$1.00, vouchers will be available during coffee hour on Sundays, October 20 and 27.

A MONTH OF SUNDAYS

OCTOBER 2019

October 6

27th Sunday in Ordinary Time

World Communion Sunday

Sacrament of Holy Communion

- 8:45 Child Care for infants & toddlers - *Nursery*
- 8:55 Choir rehearsal
- 10:00 Morning Worship; Dr. Block preaching
- 11:00 Church School for Preschool - Grade 6 - *Peaceable Kingdom*
- 11:10 Coffee in the Church Parlor
- 11:20 Life Together: Mission Matters - Convergence Resource Center - *Upper Room*

October 13

28th Sunday in Ordinary Time

- 8:45 Child Care for infants & toddlers - *Nursery*
- 8:55 Choir rehearsal
- 10:00 Morning Worship; Mr. Ater preaching
- 10:30 Church School - *Peaceable Kingdom*
- 11:00 Special Coffee Hour celebrating Mr. Ater's 15th anniversary at Immanuel Church - *Parlor*
- 11:20 Life Together: Mission Matters - YAV (Volunteer) Program - *Upper Room*

October 20

29th Sunday in Ordinary Time

- 8:45 Child Care for infants & toddlers - *Nursery*
- 8:55 Choir rehearsal
- 10:00 Morning Worship; Dr. Block preaching
- 10:30 Church School - *Peaceable Kingdom*
- 11:10 Coffee in the Church Parlor
- 11:15 Larry Under the Bridge - *Upper Room Kitchen*
- 11:20 Life Together Mission Matters: Interchange Food Pantry - *Upper Room*
- 5:00 Prospective Member Dinner - *Parlor & Upper Room*
- 8:00 Meeting of the Session to receive new members - *Parlor*

October 27

30th Sunday in Ordinary Time

Reformation Sunday

Sacrament of Baptism, Reception of New Members

- 8:45 Child Care for infants & toddlers - *Nursery*
- 8:55 Choir rehearsal
- 10:00 Morning Worship; Dr. Block preaching
- 10:30 Church School for Preschool - Grade 6 - *Peaceable Kingdom*
- 11:10 Coffee in the Church Parlor
- 11:20 Life Together Mission Matters: Cathedral Center Shelter - *Upper Room*