

Redeemer Evangelical Free Church



**“A Passion for Jesus and a Compassion for Others
that results in our Serving and Sharing Christ”**

A Profile of Our Church June 2010

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The Mission of Redeemer Evangelical Free Church is ...

To be a loving community of believers where people come to know and worship Christ, becoming fully devoted followers who are committed to reaching others who do not yet know Him.

Our Motto is ...

A Passion for Jesus ... Compassion for Others ... Serving & Sharing Christ

Our Vision is ...

To become a church that is so passionate about Jesus and His gospel and so compassionate in how we treat our neighbors that many of them will give their hearts to the Lord and join us in serving others and bringing the gospel to our community and the world.

We will know when we are actually accomplishing this vision when we start giving birth to healthy churches throughout Southeast Wisconsin and around the world. In other words, we want to become a healthy momma that keeps giving birth to healthy church plants around Southeast Wisconsin and around the world.

What We Believe is ...

1. Scriptures, both Old and New Testaments, to be the inspired Word of God, without error in the original writings, the complete revelation of His will for the salvation of men and the Divine and final authority for Christian faith and life.
2. In one God, Creator of all things, infinitely perfect and eternally existing in three persons: Father, Son and Holy Spirit.
3. That Jesus Christ is true God and true man having been conceived of the Holy Spirit and born of the Virgin Mary. He died on the cross, a sacrifice for our sins according to the Scriptures. Further, He arose bodily from the dead, ascended into heaven, where at the right hand of the Majesty on High, He is now our High Priest and Advocate.
4. That the ministry of the Holy Spirit is to glorify the Lord Jesus Christ, and during this age to convict men, regenerate the believing sinner, indwell, guide, instruct and empower the believer for godly living and service.
5. That man was created in the image of God but fell into sin and is, therefore, lost and only through regeneration by the Holy Spirit can salvation and spiritual life be obtained.
6. That the shed blood of Jesus Christ and His resurrection provide the only ground for justification and salvation for all who believe, and only such as receive Jesus Christ are born of the Holy Spirit and, thus, become children of God.

7. That water baptism and the Lord's Supper are ordinances to be observed by the Church during the present age. They are, however, not to be regarded as means of salvation.
8. That the true Church is composed of all such persons who through saving faith in Jesus Christ have been regenerated by the Holy Spirit and are united together in the Body of Christ of which He is the Head.
9. That only those who are, thus, members of the true Church shall be eligible for membership in the local church.
10. That Jesus Christ is the Lord and Head of the Church and that every local church has the right under Christ to decide and govern its own affairs.
11. In the personal premillennial and imminent coming of our Lord Jesus Christ and that this "Blessed Hope" has a vital bearing on the personal life and service of the believer.
12. In the bodily resurrection of the dead; of the believer to everlasting blessedness and joy with the Lord; of the unbeliever to judgment and everlasting conscious punishment.

Our Core Values are ...

✠ Christ as the Head of the Church

We are committed to Christ being the Head of our church by:

- ❖ Seeking to discover how He is at work among us and then joining Him in that work.
- ❖ Understanding that God has given our church a blend of believers with certain passions, gifts, talents and personalities that makes us unique.
- ❖ Encouraging people to listen to the Holy Spirit and to follow Him in the ministry He has called them to do (whether that ministry presently exists or not).

[Ephesians 4:1-16; 1 Corinthians 12:1-11; Acts 13:1-3]

✠ Centrality of Scripture

We are committed to following Christ with all that we are and have by making biblical truth the basis for everything we say and do. And we do that by:

- ❖ Understanding that absolute truth exists and that Christ is the source of that truth. [John 14:6]
- ❖ Rejecting any authority that would be considered equal to or elevated above the Scriptures including any "personal revelation".
- ❖ Applying the approach to Scripture that emphasizes "unity in the essentials, charity in the non-essentials and in all things Jesus Christ."

[Galatians 2:20; Matthew 16:24-26; 2 Timothy 3:16-17; 2 Peter 1:20-21]

✠ Passionate Prayer

We are committed to prayer as the power that moves the hand of God changing the church and the life of the one who prays by:

- ❖ Providing for and encouraging corporate prayer.
- ❖ Making prayer a major part of every activity of the church body.
- ❖ Teaching people how to pray and develop their personal prayer life.

[Luke 6:12, John 15:7, Ephesians 6:18]

✝ **Intentional Disciplemaking**

We are committed to purposeful and passionate disciplemaking by:

- ❖ Leading people to a personal relationship with Christ
- ❖ Helping them to develop a passionate relationship with Jesus and compassionate relationships with their neighbors. [Mark 12:30-31]
- ❖ Encouraging them to grow in knowledge of God and His will [Colossians 1:9-10]
- ❖ Challenging them to walk in faith, live in obedience and bear fruit through loving accountability.
- ❖ Providing them opportunities to discover their spiritual gifts and put them to use.
- ❖ Identifying, training and equipping leaders that God has given to His church.
- ❖ Showing them how to be empowered by the Holy Spirit

✝ **Mission Driven**

We believe God desires a personal relationship with every individual. We are committed to the Great Commission as given by Christ in the New Testament by:

- ❖ Equipping people for personal and lifestyle evangelism [1 Peter 3:15].
- ❖ Witnessing personally and corporately through acts of love and the truth of the Gospel to reach people for Christ.
- ❖ Supporting church plants and missionaries, both here and abroad.
- ❖ Training and sending missionaries to reach others for Christ. [Romans 10:15]

[Matthew 28:18-20, Acts 1:8]

✝ **Lifestyle Worship**

We are committed to the reality that God is worthy of worship through our total devotion by:

- ❖ Creating a dynamic atmosphere in corporate worship that motivates us to glorify God and bring Him pleasure.
- ❖ Living our lives daily in total submission and obedience to His revealed will.

✝ **Caring Community**

We are committed to developing caring and compassionate relationships that seek to meet the needs of people by:

- ❖ Helping them with all aspects of their needs whether they are physical, emotional, spiritual or relational.
- ❖ Making the effort to reach out to others that are different than we are as the Lord leads and provides.
- ❖ Encouraging our people to exercise hospitality, seeking to be open and available, especially to newcomers.
- ❖ Appreciating and valuing the uniqueness in each person, their gifting and talents, their personality and passions, especially when they are different from “our own”.
- ❖ Developing a greater level of transparency with fellow believers.[2 Corinthians 1:3-7; John 13:34-35; 1 Peter 1:22; 1 Corinthians 12:1-11; Revelation 7:9]

✝ **Faithful Stewardship**

We are committed to personal and corporate stewardship by:

- ❖ Giving sacrificially and cheerfully of the first fruits of our time, talents and money. [2 Corinthians 9:6-7]
- ❖ Using the facilities God has given us as a tool for the furtherance of His Kingdom.
- ❖ Balancing wisely in our budgeting process the needs of Ministry, Missions and Facility.

Our Pastors and Staff



Bob Bartelme – Associate Pastor of Discipleship & Outreach

Pastor Bob, his wife Natalie, and two children, Joshua and Lindsay, joined the staff in January of 2006. Bob has served as both a church planter and associate pastor in two previous churches in Minnesota. Born and raised a “cheesehead,” he has returned to his roots and brought with him a passion for seeing people come to Jesus and developing a deep relationship with Him. Bob is a graduate of the University of Wisconsin in Madison with a BA in Communication Arts. He also received a Masters of Divinity from Trinity International University in Deerfield, Illinois. Bob provides leadership for the Outreach and Discipleship and is a resource for Evangelism, Missions, Small Groups and Prayer Ministries.



Gwen Brown – Administrative Assistant

Gwen has been serving as our Administrative Assistant since June of 1994. She spent 20 years serving in our Student Ministries and now serves as a small group leader with her husband Mike. Gwen provides assistance to the pastoral staff and ministry leaders as well as maintains the regular office duties, website, supplies and equipment. She also coordinates the church calendar and facility use and serves as the church treasurer.



Peter Schmidtkofer – Senior Pastor

Pastor Pete became our senior pastor in June of 2003. He is married to Carol and they have three grown children. He has had previous experience with rural and small town churches along with a suburban church that reached an increasingly urban neighborhood. He has had a variety of secular work experiences before he sensed the call of God to full time pastoral ministry. He was once a hired hand on a farm, a factory worker, a pilot in the Air Force and a carpenter. He received his bachelor's degree in psychology at the University of Wisconsin at Superior in 1973. He began his first full time ministry in 1984 after graduating from Denver Seminary (M.Div.). He has a passion to see people reach the full potential that God intended for them. In addition to being the senior pastor, he is a resource for our Adult Bible Fellowships and Men's Ministries.



Chris Stukenberg – Associate Pastor of Students

Pastor Chris joined the Redeemer staff in February of 2008. He married Heidi in 2005 and they have two children, Eden and Dylan, born in 2007 and 2010 respectively. Previously he has served as a youth pastor and student/college intern at two churches in he and Heidi's hometown, Freeport, IL. He is a graduate from Moody Bible Institute with a Bachelor's of Science in Biblical Studies and is currently pursuing his Master of Divinity from Trinity International University (Deerfield). He passionately works to see students begin to lead in ministry and to acquire the skills to help the church long term. He currently oversees children's ministries, student ministries and college ministries.

Our Philosophy of Ministry is ...

Our philosophy of ministry is to decentralize control of individual ministries and encourage them to rely upon the Holy Spirit to help them make the decisions that directly affect their ministry. Our goal is to maximize ministry and minimize bureaucracy. The old saying states that “clear boundaries help to make good neighbors” is true not only of farming but also of ministry. We have established clear boundaries for individual ministries and then set people free within those boundaries.

We use our mission statement, core values and our vision of where God is leading us to help all levels of leadership know the direction we are being called. In addition we have church policy and a budget that help us to clarify those boundaries. So when a ministry team plans or makes a decision we trust that they will keep these boundaries in mind, not as a way of stifling ministry but setting them free to do ministry.

We operate under an oversight board system. The Elder Board is the keeper of the boundaries and the big picture. As they seek the Lord's guidance they help determine who we are and where God is leading us. They in turn pass the oversight of day to day ministry to the paid staff through the senior pastor. The paid staff is responsible for equipping and encouraging ministry leaders to do what God has led them and their teams to do.

Our History

- 1940** Ebenezer Evangelical Free Church began a Sunday School at the home of Mr. And Mrs. Karl Walle in Greenfield. It became known as the Greenfield Bible Mission.
- 1941** Work began on the first structure, a basement chapel at S. 87th and Warnimont. Several years later the upper church sanctuary was finished.
- 1954** The completed building was dedicated and named Greenfield Evangelical Free Church.
- 1975** Desire to relocate prompted discussions with Grace United Methodist Church at 78th and Howard. Redeemer sold its building and shared worship facilities with Grace. Sunday morning attendance was 120.
- 1976** Redeemer purchased the land and building from the United Methodist Conference. A number of members from the Grace congregation joined Redeemer Church at that time.
- 1981** The Lord blessed the expanded congregation with growth and a new sanctuary was built. Sunday morning attendance was 210.
- 1989** Planning began for additional educational space. It was decided to sequence the building in two phases. Sunday attendance was 400.
- 1994** The first phase, an addition of almost 8,000 square feet, was dedicated. The next phase was envisioned to contain additional educational space and a gymnasium/all purpose area for youth and outreach activities.
- 2002** In April we dedicated our recent building expansion. The addition has created many new classrooms for infants, children and youth as well as a Newcomer's room and a library.

Former Solo or Senior Pastors

The first pastor called by Redeemer was **Rev. Richard O. Knutson**. He was followed by Oscar Jacobson.

Oscar Jacobson (1960-1965)

Rev. Jacobson was a career missionary with the Christian and Missionary Alliance. He returned to the field to meet a need there in response to a call from his mission.

Paul Thompson (1966-1970)

Pastor Thompson came to Redeemer having pastored an EFCA church in Polk City, Iowa. He left in response to a call to pastor another EFCA church in Libertyville, Illinois.

Ronald Graf (1971-1978)

Pastor Graf pastored an EFCA church in Ord, Nebraska before coming to Redeemer. He left in response to a call to pastor an EFCA church in Ohio.

Paul Forsythe (1978-1987)

During Pastor Paul Forsythe's nine year ministry the church witnessed steady growth in attendance and membership. In 1987, the Forsythes accepted a call to pastor Grace EFC of Mesa, Arizona. Paul felt his gifting lay primarily in church planting and nurturing a small congregation. He left behind fond friends.

Paul Bryers (1987-1996)

Growth continued under the preaching and teaching ministries of Pastor Bryers. During his pastorate there was a decentralization of ministry in which more decisions were made at the ministry level; three plants were started with Redeemer support: Stonebridge, Cornerstone, and Parkview; involvement in a number of short-term mission projects including a project to Brazil. Redeemer sponsored a Brazilian national so he could attend TEDS. At the 1996 EFC National Conference, Paul was approached to serve as director of a church planting effort in Ontario Province. After much prayer he accepted. His resignation in August 1996 was greeted with great sorrow. More than 35% of his total support was pledged from Redeemer.

Lee K. Iseley (12/97-3/02)

During Pastor Lee Iseley's four-year ministry the church continued to grow in attendance and membership; a significant building program began in response to increased attendance.; participation in short-term missions continued, with groups traveling to Mexico and India; and there was a centralization of ministry in which more decisions were made at the senior pastor level. Lee left in response to a call to a ministry at American Missionary Fellowship, where he serves as Executive Director of this US-based mission focused on unreached America.

Former Associate and Assistant Pastoral Staff

Mark Steele (1985-1991)

Mark was the first associate pastor of Redeemer, hired in response to increasing attendance. Mark worked primarily in the areas of CE and worship. In 1991, Mark felt a call to church planting and started Stonebridge EFC in northwest suburban Milwaukee. Redeemer sent out part of its congregation as part of Mark's core group and gave financial help to Stonebridge including continuing to pay a portion of Mark's salary during the early years of the plant. Mark has since moved on to an associate position at Sheboygan Evangelical Free Church.

Vern Ross (1990-1991)

Vern Ross is a native of Milwaukee who served as half time CE Director in 1990-91 while finishing his M.Div. at TEDS. Vern left Redeemer to start an inner city church, Cornerstone Ministries. Redeemer provided financial support as well as several families as part of Vern's core group.

Rick Smith (1989-1998)

Redeemer brought Rick Smith on staff in 1989 as part-time youth Director and as a full-time Youth Pastor in 1993. Rick directed a vibrant youth program (grades 7-12) which was marked by active witnessing. In 1998 he felt called to complete his seminary degree and pastor full-time. He is currently pastoring a church in Illinois.

Paul Clemente (1998-2004)

Paul Clemente started on staff as a ministry intern in March of 1998. He was called as an Assistant Pastor six months later. While serving at Redeemer he oversaw Adult Ministries, including Small Groups, Men's Ministries and Women's Ministries. He also resourced Evangelism and Missions. He left in September 2004 to pastor an EFCA district church plant aimed at the Filipino-American population of the greater Milwaukee area. We provide some of Paul's financial support.

Gary Anderson (1999-2006)

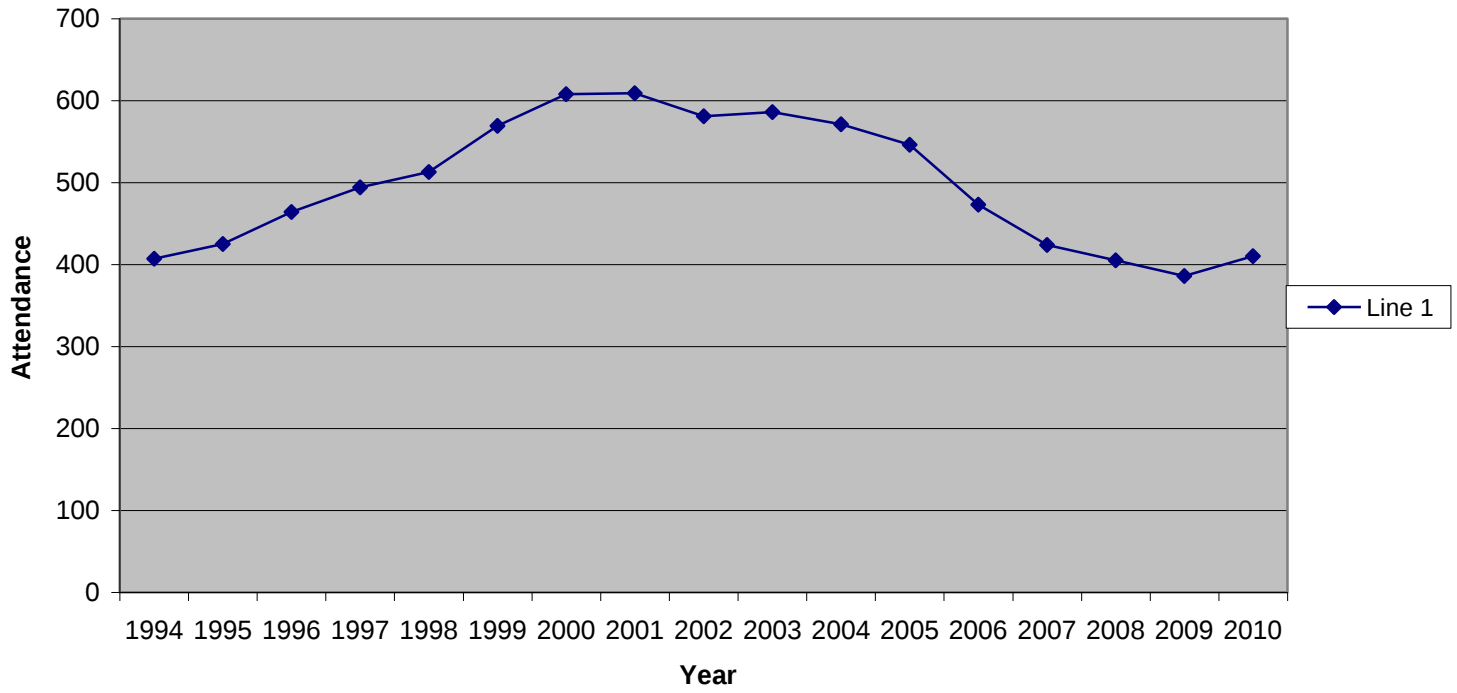
Gary became our youth pastor in August of 1999. He was responsible for ministries to the Junior High, Senior High, and College Age students. Before Bob Bartelme came he also resourced our Missions Oversight Team. He left in August 2006 to serve as the Youth Pastor of a church in Ventura, California.

Grant Anderson (1991-2010)

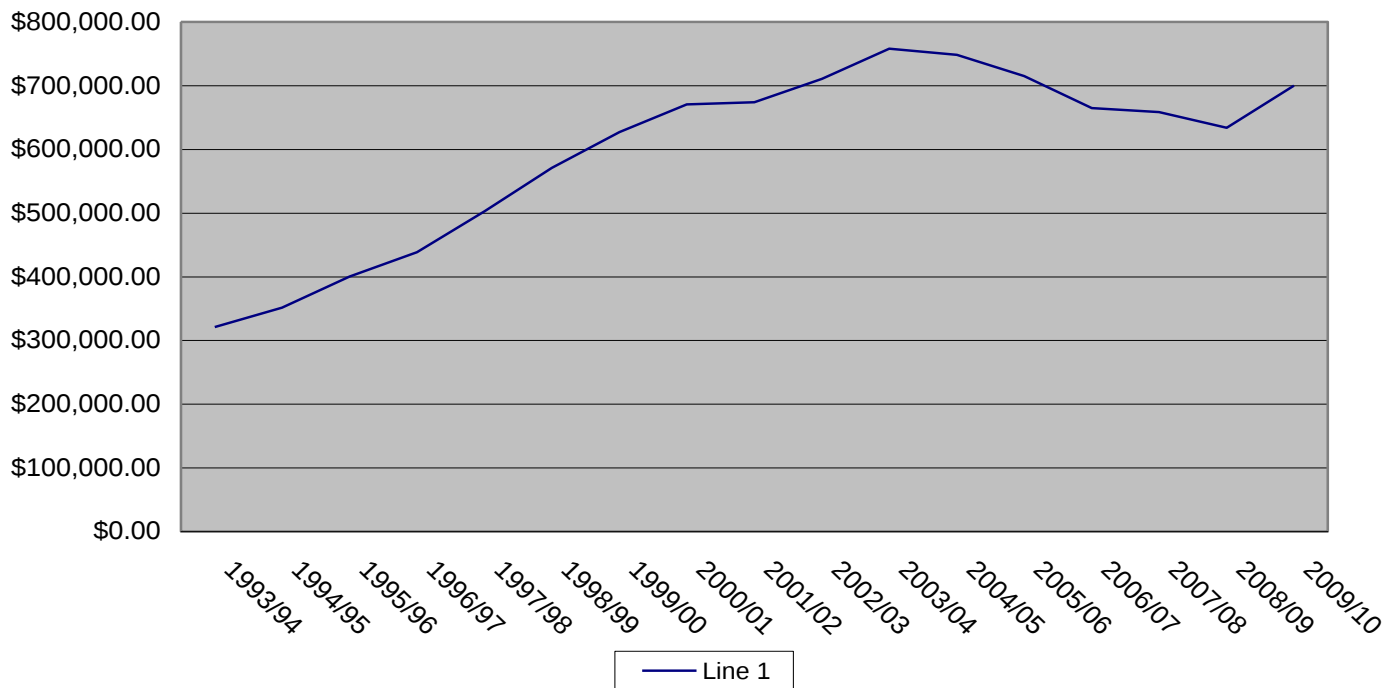
Pastor Grant joined the staff in April of 1991. Over the years he has given leadership to Children's Ministries, Adult Bible Fellowships, Visitation, Caring Ministries, Worship Ministries and been involved on worship teams and choir. He is leaving Redeemer to retire in Buchanan, GA with his wife Judy.

Our Attendance and Giving Patterns

Average Attendance



General Fund Offerings





Redeemer Evangelical Free Church

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Position Description for the Associate Pastor of Children & Families

A. Mission: Provide pastoral leadership and vision to our children's and families' ministries that will help our church reach children with the good news of Jesus Christ. In conjunction with lay leaders he will help develop, facilitate and coordinate ministries that will lead children to Jesus and help them to begin their journey of faith toward full maturity. Of equal importance is the mission to help the families of Redeemer become places of spiritual health and love.

B. Qualifications:

1. This person must demonstrate a life of moral and ethical purity that reflects the qualifications of an Elder found in 1 Timothy 3 and Titus 1.
2. He must have a passion for helping parents and children's ministry workers fulfill the Great Commission and the Great Commandment through ministry efforts to children and their families.
3. A minimum of a Masters degree or a bachelor's degree with equivalent training is required. In addition he must be the father of multiple children with a demonstrated ability to lead his household well, or a demonstrated ability of working with families who have multiple children.
4. This person must be in full agreement with the doctrinal statement of the EFCA and the mission, vision and values of our church and become a member in good standing in the church.
5. He needs to possess leadership and administrative skills to include working with and through others and a willingness to work cooperatively with other staff and ministries.
6. This person must be committed to and capable of recruiting, training and empowering the lay leaders under his oversight to accomplish the ministry God has called them to do.
7. He must possess spiritual gifts, personality and talents appropriate for this area of ministry.

C. Main Responsibilities:

1. To work with the Children's Ministry Team (CMT) to develop and maintain effective and safe ministries for children that provide the opportunity to receive Jesus as their Savior and to develop a passion to serve Him.
2. To work with the Family Ministry Team (FMT) to develop and maintain effective ministries and materials for parents that will encourage and train them to be ministers of Christ to their children.
3. To work with the Special Events Team (SET) to develop fun, safe and compelling events that will attract children and their families to Christ and Redeemer.
4. Coordinate activities with the above teams that will foster and teach healthy parenting behavior and family relationships. The goal is to communicate the love of Christ and develop the family as a cornerstone of faith for both individuals and the church.

5. Participate in other duties outside of specifically assigned areas of ministry as assigned by the senior pastor.

D. Specific Responsibilities:

1. Help the CMT with:
 - a. Recruitment, training and supervision of volunteers.
 - b. Encouraging the children of our church to become willing servants in the church and developing opportunities for service that is appropriate to their level of development.
2. Working with the FMT to:
 - a. Develop family enrichment activities that encourage interaction within the individual family as well as with other families and the church as a whole.
 - b. Develop educational and mentoring opportunities for parents that will encourage effective parenting skills through all the stages of childhood development.
 - c. To work in concert with the Pastor of Discipleship to develop discipleship opportunities for the personal spiritual growth of the parents.
3. Utilize all prudent measures to screen all applicants for ministry to insure the safety of our children.
4. Supervise the organization of activities and coordinate schedules to minimize conflicts.
5. Working with the appropriate ministry leaders to help facilitate the selection of curriculum and materials for all aspects of the ministry.
6. Identify and develop present and future leaders for the ministry.
7. Responsible for the oversight of supplies and materials.
8. Provide pastoral counseling and other supportive resources for those who need it.
9. Provide multiple opportunities each year for multi-generational activities for the whole church body that will help to build up the larger community of faith.

E. Relationships

1. Reports to the Senior Pastor for all areas of ministry and pastoral conduct.
2. In our structure only the Senior Pastor is a member of the Elder Board but it is fully recognized that our Pastors are elders and are accountable to the Elder Board as such. Therefore they will be expected to make regular reports to the Elder Board.

F. Hours and Compensation:

1. This is a full time position requiring 50-55 hours per week.
2. Compensation will be based on education and experience. Benefits are available to all full time staff and include health & dental insurance, medical flex plan and life & disability insurance.

NOTE: For general information on our church check out our web site at www.redeemerefc.com.