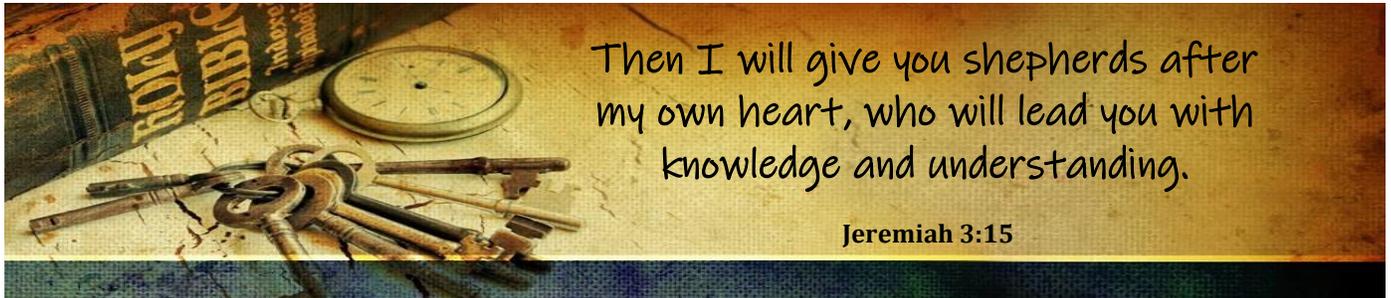


RESURRECTION & LIFE LUTHERAN CHURCH

PASTOR OPTIONS FEEDBACK - JULY 31, 2019



Over the course of 5 ministry meetings in July, 151 members provided feedback on our ministries and pastor options. On August 11, a Voters Meeting will be held to decide whether to call a third pastor. Please review the feedback summary below in preparation for that meeting.

TWO vs. THREE PASTORS FEEDBACK

Based on the feedback from our ministry meetings, there is the member view of having 2 pastors or 3 pastors:

- 2 Pastors = **11 members (7%)**
- Undecided = **7 members (5%)**
- 3 Pastors = **101 members (67%)**
- Undetermined = **32 members (21%)**

TWO PASTORS FEEDBACK:

- Finances don't support calling 3rd pastor right now. Continue to encourage growth in giving so that the situation looks better next year to make a call.
- Emphasis on membership/lay-lead involvement – revisit pastor discussion next year
- Concerned that we will take away a pastor from another church in need (shortage across the synod already, can we get by with two)

THREE PASTORS FEEDBACK:

- Very much concerned with the pastor burn out with the number of ministries and members we have. There should be a ratio similar to school teachers (teacher per grade; number of members per pastor). In our case 1 pastor per 300 members. Considering we have a dual campus, school, and growing congregation, this ratio may actually be light.
- Even though many expressed the desire to help out pastors, there is an understanding that there are only so much lay members could do. Shut in do prefer to be met with by their pastors, counseling is so important to be done by the pastors. We want to focus more on youth, and really encourage the pastors to have that face time. Sure, we could get by with 2 pastors if we are only talking about the Sunday duties, but there is so much more than Sundays!
- We have grown over the years because we have had 3 pastors, which enabled us to do more outreach and connection. We don't want to lose that. Many expressed that we have many ministries and don't want to give up what we have going.
Need to focus on raising funds to achieve third pastor, rather than always trying to cut money if we go with third pastor

PASTOR ROLES AND RESPONSIBILITIES OPTIONS

The general feedback below is from across the individual groups. There was not a clear-cut choice between the options, and there was also discussion on a possible third option which was a combination of the two options listed on the forms.

Option: Two Pastors Only

- There were no specific responsibilities which were identified to be eliminated if only two pastors; however, it was communicated that approximately 6 of the responsibilities in the list would need to be removed or greatly reduced.

Option A: Three Pastors – Dedicated Pastor at each campus, with 3rd Pastor being “Connecting” role

- Many preferred to have a personal relationship with their pastor on a weekly basis, meaning they want to see their pastor weekly. It is important to members that they know the pastor and the pastor knows them. In a time of critical or thankfulness when you want to reach out to a pastor, you want it to be the pastor you see every week. So many preferred to have the specific pastor at a specific campus.
- Some expressed concern that this option further the divide between the two sites; however, connecting pastor may help with unity focus

Option B: Three Pastors – Rotation between campus, with one of the pastors being “Coordinating” role

- Easier to take pastor gifts and assign responsibilities based on those gifts
- Rotating pastors between campuses keeps members from choosing which site based on which pastor they want which isn't healthy from an overview congregation.
- Rotating pastors help reduce gap in know members from entire congregation, especially if there is a future vacancy that happens. Important for Pastors to get to know all members across the congregation.
- Option B allows pastors to focus on ministry and helps us focus on one church, two location in terms of unity.

Other Options

- There were various members that proposed alternative option which was a hybrid of A & B. This option would have a pastor assigned to each campus to maintain a constant face at each location; the 3rd pastor would be a senior lead pastor on the administration side to help with oversight (and not just financial/operations, but spiritual leadership...oversight in the various programs/studies/communications, assimilation.)
- There was also discussion to leave the individual responsibilities somewhat flexible to allow for adjustments depending on the gifts of any new 3rd pastor.

Thank you to all members who provided feedback! We have been blessed over the years with wonderful pastors. Please keep our Pastor decisions in your prayers.

In Christ Alone,

Daryl Schultz

Resurrection & Life Lutheran President