

Self Study Question: Considering all of the ministry needs of our congregation, what arrangement* of Called Church Workers and/or other leadership would you recommend for our congregation - both at this point in time (short term), and for our future (long term), if you see them as different? Please also briefly explain WHY you have recommended your arrangement.

(Note: This is an attempt to tally and summarize the answers; however it would be good for each member to go through and read all of the responses as there are many individual comments that give a deeper insight and/or a unique thought to the topic being discussed.

SHORT TERM Leadership Positions:

add Pastor Harvala full time (with youth & education responsibilities) / xxxxx xxxxx xx (see Note 1)

DCE / xxxxx x

DCE Intern / xx

another full time pastor & DCE / xx

add another full time pastor / xx

part time DCE role person/assistant (paid) / xx

add one part time pastor / x

DCE intern and add hours for Pastor Harvala / x

Youth minister or DCE / x

Vicar / x

an "excited individual" working with youth of all ages / x

full time youth minister / x

youth leaders / x

help for pastors with home visits & new people / x

help for Pastor Jahnke / x

An Elder to oversee the youth / x

volunteer for the role of DCE / x

volunteers to help with Young Adult & Singles ministries / x

parents with children volunteering for children & youth ministries / x (see Note 3)

willing lay people (volunteers or possibly paid) for all needs short term / x

worship leader for Contemporary Christian Music / x (see Note 2)

pastors should equip lay persons to help with the ministry / x

whatever Pastor Jahnke recommends / x

Note 1: I see a need for both someone dedicated specifically to the youth & education (another DCE type of person), AND also the adding of pastoral help as there are many areas of responsibility that fall to a Pastor. There are only so many hours in a day - and one pastor can't possibly do all that is needed for a congregation of our size (and working to re-engage the many young adults who have strayed away). It would be nice if we could afford both - and it may well be that our congregation can't afford not to have both. It would be great if Pastor Harvala would be open to receiving a call to be full time. Perhaps he could also oversee the youth & education in the short term - with the plan to bring another DCE in again in the future.

Note 2: Worship music leader for contemporary music. We need to stay with the Divine service and LCMS teachings through God's Word, but that doesn't mean that we need to commit to hymns written from the 1500s to the 1950s.

Note 3: It has been nice having a DCE over the years, but I don't think that is our greatest need. I think we have come to rely heavily on the DCE to keep our youth but with out adults involved it's not going to happen. Times have changed. Parents were much more involved in days gone by.

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LONG TERM Leadership Positions:

DCE / xxxxx xxxx

two pastors and a DCE or Family Life person / xxxxx

at least 1 ½ pastors and a DCE / xxxx

two full time pastors with one covering youth & education / xxxx

two pastors / xxx

more youth ministry leaders / xx

two full time pastors and a part time youth worker / x

two full time pastors with one overseeing alternate worship and a DCE / x

two full time pastors and a DCE or Vicar / x

add Pastor Harvala to work also with youth / x

strong youth minister or DCE / x

more music leaders / x

DCE or called worker to work with youth and music in worship services / x

what can we afford? / x

need to get our financial situation under control first / x

focus on the short term and the re-evaluate / x

go to part time Administrator / x

ask Pastor Jahnke what he recommends / x

marketing person / x