

TOWN HALL MEETING FEEDBACK

January - 2009

SENIOR PASTOR

- Pastor Rick will continue to serve as Senior Pastor which will include pastoral care, e.g. hospital visitation, grief ministry, counseling etc.
- Will Pastor Rick be doing funerals?
Yes.

CARING MINISTER

- It is the intention of the Church Council that the Caring Minister be a retired ordained Lutheran pastor.

NEW POSITIONS

- The new positions of Children's Minister, Executive Assistant, Office Secretary and Office Assistant will each be posted in accordance with our Personnel Policy. The Job Descriptions are currently being refined by a newly formed Human Resources team and will be available when the positions are posted.

EXECUTIVE ASSISTANT

- See "New Positions" above

OFFICE

- The Human Resources Team and the Church Council will look at office coverage, continuity and best use of our resources to provide service to the congregation and community.

YOUTH MINISTER

- There will be a Congregational Meeting in March or April when we will be required to approve a Letter of Call to Ken Schmidt, our current Youth Worker, to serve Central as an Associate in Ministry.

CHILDREN'S MINISTER

- See "New Positions" above

BUDGET

- We have adequate office space and equipment for the positions proposed for 2009. Future positions will require flexibility in office space that is currently available.
- Projected salary ranges will be approved through the 2009 budget. Current office personnel will receive a 3% increase in pay for 2009, consistent with the other paid staff. New position salary parameters have been determined by accessing a church staff national data base for our local region and our congregation's size and denomination. Final salaries will be determined by the Human Resources team and the Church Council.
- All salary and benefit parameters for the 2009 proposed budget create a total budget that is less than the total 2008 budget.

INTRODUCTION OF NEW STAFF

- We anticipate a very intentional process to make our new staff available to the congregation to begin the building of relationships with as many people as possible, as quickly as possible.

HUMAN RESOURCES

- The Church Council is creating a Human Resource Team of three persons with experience in this area which will have two primary responsibilities:
 - to refine the Job Descriptions for all program staff for approval by the Council
 - to establish an evaluation process for all staff members

FUTURE STAFFING

- The Church Council will establish a priority for the future staffing needs.
- The congregation will be provided with a three year forecasted budget to project needs and how we will address their funding.