

Staffing Consultation Update

As some of you are aware, on May 19-21, 2008 Dr. Kent Hunter of Church Doctor Ministries was at Central to assess the staffing at Central and bring us recommendations for how to best staff for the growth we have experienced and continue to anticipate.

The entire cost of this consultation, the follow-up Staff/Council two-day retreat, and subsequent staff training have been generously funded by Thrivent Financial for Lutherans (75%) and the Central Lutheran Foundation (25%). We are very grateful for the grants provided by both of these mission-supporting bodies.

In the Report shared with our program staff (Pastors Hoyme and Wollman; Laura McIlquham Deacon; Ken Schmidt; Pam Moran, and Stephanie Albright) and with our Church Council, Dr. Hunter wrote:

Central Lutheran has grown to a place where it is taking on new forms as a larger church that it has been in the past. It also is a congregation that has had an increase in enthusiasm and excitement. The church seems to be at a very good place right now. As with every growth stage, there are new challenges.

At this point, the church has grown to a place where staffing questions are being asked about whether the staff is most efficient and effective in its present size and status. The consultation included a review of information received involving communication devices for the church. It included a review of spiritual gifts, the "Five Dysfunctions of a Team," and "Philosophy of Ministry." Both pastors participated in a conflict management survey and the entire staff also participated in a "Ministry Styles" profile.

In addition, Dr. Hunter interviewed each of the staff members and conducted an exit interview, with the senior pastor, Rick Hoyme.

Also, before the onsite visit, the church participated in a "Church Vitality Profile Analysis" of the congregation. This report is

available to all in the church office or on our church's website (central-lutheran.org). The Church Vitality Profile showed Central to be a congregation with High Growth Potential with the measurements ranging from 'Low Growth Probability' on one extreme to 'High Growth Probability' on the other. Central's rating was just under the 'High Growth Probability,' which is extremely high for a main line denomination congregation in the mid-west.

In the Report, which we received in July, Dr. Hunter made some general observations and recommendations, such as:

- I recommend the church thank God for its staff.
- I recommend the staff and the church recognize that as a church changes, the staff must be rearranged on a regular basis.
- The church has grown and has reached an awkward size regarding staff. It is not somewhat understaffed, but could be staffed better. Changes and additional staff hours are needed.

Considering the recommendations from Dr. Hunter, and considering the possibilities as we look at staffing our church for continued growth and health, subsequent Council meetings have set aside time for further discussion. Any conversations about specific persons or positions are being treated as confidential out of respect for the persons and positions, but as the Council moves forward and staffing possibilities are firmed up, the congregation will be updated.

Respectfully submitted,

The Central Lutheran Council
Pastor Rick Hoyme
Pastor Mike Wollman