

## Associate Pastor Needs Assessment

12/13/16

### **Current Situation:**

Pilgrim is truly a blessed church, with active leadership from our pastor, elders, council, parish board and many others. We are a healthy church that has maintained a fairly stable average membership and attendance for about 15 years.

### **Background:**

**PLBC Constitution Aim (Article III):** Our aim, in obedience to the Lord's command, is, by the preaching of the Word, personal witnessing, and the exercise of the gifts of grace, to win souls for Christ and to strengthen the believers and join with other congregations of the Church of the Lutheran Brethren in the ventures of faith that God gives us in missions and in Christian education.

**PLBC Mission Statement (By-Laws Article IV):** Our heart's desire and prayer for this church is that it shall continue to be a spiritual witness to the glory of God, to exalt the Lord Jesus Christ, to teach the Bible in truth and purity, and to bring lost souls to Christ, and that all the members shall always be faithful to the Articles of this Constitution.

### **Data:**

	<b>2010-2016</b>	<b>Growth</b>
<b>Average Membership</b>	179	About the same as 2002-2003
<b>Average Total Attendance</b>	210	About the same as 2002-2003
<b>Average Regular Giving</b>	\$237,000	Average annual growth of 2.4%

### **Research:**

- Over the past four years, our leadership has consulted with our Regional Pastor, Warren Geraghty; Reverend Ryan Nilson, pastor of Praise Christian Fellowship and church growth consultant; and others at the CLB headquarters.
- We learned that our plateau in membership and attendance is very typical for our size.
- We also learned that in order to grow past this size, we need to set priorities in several areas including, but not limited to:
  - Developing and implementing an assimilation strategy to move "guests" to a personal relationship with the Lord and active, long-term membership
  - Making deliberate choices as to what ministries to support
  - Training and developing ministry leaders
  - Developing and implementing an intentional small group strategy
  - Developing and implementing stewardship and volunteerism strategies
  - **HIRING A STAFF MEMBER TO MANAGE THE BULK OF THESE AREAS**

### **Solution:**

Add a full time Associate Pastor to the staff of PLBC. The areas identified above cannot be given adequate attention by a part time staff member or by adding on to current staffs' job responsibilities.

Adding a full time Associate Pastor with administrative gifts, and good people skills, will allow him to manage the day-to-day operations with ministry leader oversight of each of the above areas. It will allow Pastor Bob to remain focused on his senior pastor responsibilities. In addition, the elder board may be more available to concentrate on spiritual leadership, care, and strategic leadership, ensuring that our aim and mission at Pilgrim is being carried out.