

## **Questions and Answers from April 2019 Associate Pastor Meetings**

**How quickly will we find an AP? Are there immediate needs to be addressed that would cause us to get looking sooner? Are the needs farther out/longer ahead that we can take more time in looking?**

Our goal is to match up a new pastor's gifts with our short term and longer term needs. The process could possibly take a while, but the search would start right after approval by the congregation.

**How long did it take to find Pastor Bob? And is Pastor Bob retiring?**

Pastor Bob was available when the need arose for a pastor at PLBC (fairly quickly). There is no indication of any near-term plans of retirement.

**Are there statistics available that show the number of pastors/staff needed to support a congregation of our size?**

If there are, we presently do not have numbers. Will take some time to research the answer.

**Will the AP report to the pastor or the elders?**

The AP will report to the Elder Board (including PB).

**Will AP be part of Elder Board?**

This will be discussed by the elders and a change to the constitution as needed.

**What are PB's current responsibilities and how will that change with AP on board?**

PB's responsibilities right now include everything. The Elder Board will need to review PB's job description and delineate the objectives for each pastor, however, we clearly want the AP to be accountable to the specific areas described in the proposal.

**Will AP be in the pulpit?**

Yes, as part of the interview process. Then on occasion once hired, like when Pastor Bob is on vacation.

**Will we review the progress?**

Yes, progress would be reviewed against measurable performance goals that will be defined.

**How will the AP be assimilated into the congregation?**

Partially through the call process by having the AP spend time with the congregation through activities, home meetings, maybe even overnight stays. Once on board, a clear 'on-boarding' path will be defined and followed.

**Are we looking exclusively at CLB (Church of the Lutheran Brethren) as source for Associate Pastor?**

Would be our first priority, but could broaden our search outside of Synodical sources if necessary and if candidate is thoroughly vetted theologically.

**Does the current PLBC constitution indicate pastor requirements? Are there requirements of synod?**

The current constitution specifies that the pastor and elders must be male. It does not specify that the pastor be from LB Seminary.

**Is Dave Martin in consideration?**

Not likely for this position since it would be about 3 years until he has completed his degree.

**Would the AP we hire move into Sr. Pastor position when Pastor Bob retires?**

Many factors to consider. The AP may have a tenure of 4-5 years based on current trends. The AP may not have all the spiritual gifts we would need in a senior pastor.

**Would the skill set of a new, young hire have the ability to achieve the goals we are setting?**

Very likely he would because of the internship process at seminary that gives them applied experience. Also, some people currently in seminary are pursuing a second career (in 30s, 40s).

**Could we use “rental/church” house for AP?**

Not included in current AP plans since Church House is currently a work in progress.

**Is there office space for the AP?**

Yes, there are options, such as the office space currently used by the Treasurer next to Julie’s office.

**When will giving start? Will we be ‘paying it forward’, i.e., collecting and banking money before the AP is hired?**

As reported, some giving has already taken place since the 2017 annual meeting. If the congregation approves the AP Proposal at our May 4, 2019 meeting, then we encourage people to begin giving. The AP costs will be in our 2019-2020 fiscal budget, if approved by the congregation, along with the matching fund commitment.

**Will we have to continue to mark the funds as for the AP?**

Yes, at least until the 3 years are up, so can account for the matching gift.

**How can we designate our funds for the AP?**

Several ways. Use the pew envelope to designate your regular gift and your designated AP gift. Write the amount of your designated gift into the memo line of your check. Provide an extra designated AP gift once a month in addition to your regular giving. We are looking into on-line giving as an option.

**How will the accounting for the AP designated fund be managed?**

Council and the Treasurer will manage that for PLBC using best practice accounting principles.

**What happens if we have 30 new families join and their giving is not marked as designated for the AP? Will that money be used toward the AP?**

Generally, yes, because the contributions are what is received to meet the budget. The matching funds should be met based on the giving of our current congregation.

**We will need to continue to provide additional funding for the AP?**

We believe that giving will grow as more people come to faith, join the church and begin supporting the work. Although growth is expected, the \$30,000 matching funds will eventually end and we’ll need to fill the gap.

**Will there be a 3 year contract with the AP?**

No. Not intended to have a multi-year contract.

**If we cannot sustain funding after 3 years, what will happen?**

We are assuming successful financial support for AP for the long term, but if financial support is not there, or if AP performance is not a good fit, then there would need to be an honest conversation with the AP.

**Will the AP be receiving a raise after year 1, year 2, etc & how will that be considered in the budget?**

Each year's budget will consider the raise, the amount and the ability to meet the increase.

**Comments:**

*It would be interesting to know the current PLBC demographics and the effect on financing.*

*Need to capture excitement if AP will be approved. Emphasis of "we're growing" – something we can get teeth into.*

*We need a young AP, just out of seminary, who would be relatable to young families and singles.*

*A young AP would need to bring excitement to congregation.*

*Parking will need to be addressed.*

*Would like to see more young adults involved at the church. Maybe a program could be developed?*