

Dear Members of the family of Plattville Lutheran Church,

As we prepare to give thanks for Pastor Bret Reedy's faithful service of 37 years to our church and celebrate with him on his retirement from ministry here in September 2024, we are also beginning the process of calling a new pastor. Your church council has appointed the following church members to a Call Committee:

Carla Taylor Heidi Nelson Kim Hansen Jeff Gurley Orpha Bols Janelle Bols

The Northern IL Synod office has been informed of our impending need and the Council met with the Assistant to the Bishop last fall. They are working currently to recruit a student intern or locate an interim pastor to lead our ministry until the position can be filled. This "interim" time between called pastors is intentional, and intended to give the congregation time to reflect on the loss of Pastor Bret and to prayerfully await the fullness of God's plan for the future of our church. Our focus during the interim time is preparation for a new beginning.

Nationwide and across all denominations, there is a shortage of pastors to fill available ministry positions. We remain prayerfully sure that God is already at work in the heart of someone who will be called to be a part of this ministry, while keeping in mind that we also need to trust in his timing, and ask for patience as we await, following Pastor Bret's departure, the naming of potential candidates from the Synod whom we will interview and give the congregation an opportunity to meet before a congregational vote is held.

"For churches in transition, this time can be daunting as they deal with an uncertain future. Like Lent, it can feel like a time of intense waiting, but it can also be a sacred space as churches do the hard work of discerning who they are and who God is calling them to be. It's the already and the not yet... a time to connect who you have been with who you will be. Just as we have intentional practices for self-reflection and growth during the season of Lent, we can apply these same disciplines to the process of discernment for the call for a new minister. The darkness of uncertainty is not a cause for anxiety, but rather a time of opportunity for growth and re-visioning. We can learn to pause and reflect, just as we do during Lent. We can make the most of the opportunity for God to speak." - Anne Tambling, Center for Congregational Health

To assist the Council and Committee in decision-making through this process, we are presenting the following survey to gather attitudes and opinions of our members. Given the reality of the pastor shortage we may find that we need to be flexible and open to change, therefore questions 4-6 are theoretical in nature but will help to guide the Call Committee and Council as they work toward finding a candidate.

You can complete this anonymously or add your name. Surveys are available in printed form in the narthex, and online to download and complete linked on our Facebook page, and our website, and also attached to the April newsletter. If you need additional space for an answer please use the back side. We would like everyone to complete the survey individually, and return all surveys by Sunday, May 19. Comments will be confidential to the call committee and results shared only in aggregate.

We would appreciate everyone's input if you have some affiliation with the church even if you are not a member. Printed surveys are numbered only to gauge response rates. There are three pages of the survey related to the upcoming pastoral call process, and a few questions on another topic on the fourth.

We sincerely appreciate your thoughtful consideration of these questions, Thank You,

Call Committee Members

Digital version: Please download and complete the form, save and email to plc.vbs@yahoo.com

1. How are you affiliated with Plattville Lutheran Church?
 Baptized member Baptized and Confirmed Member Joined
 Other (Specify)

2. What is your age?
 Less than 25 25-40 40-60 60-80 Over 80

3. How do you attend services? (mark all that apply)
 In person regularly View services online routinely
 In person occasionally (once a month or less) View services online occasionally
 In person rarely (less than 4 times a year) View services online rarely
 Other

4. Would you support sharing a pastor with another congregation?
 Yes Maybe No
 Comments / conditions under which you would support this:

5. Would you support searching among Lutheran churches other than ELCA for a pastor?
 Yes – and I would support joining another Lutheran church body for the “right” pastor
 Yes – but only if that pastor is willing to become ELCA ordained
 Maybe – would depend on the candidate and the church body they are ordained in
 No

6. The ELCA is in full communion with the Episcopal Church, Moravian Church, Presbyterian Church (USA), Reformed Church in America, United Church of Christ, and the United Methodist Church. Would you support searching among one of these denominations for a pastor?
 Yes No

7. Do you have a preference when it comes to our next pastor's age range or gender? Please explain:

8. What do you believe would disqualify a candidate from serving in our church?

9. What do you think is the biggest obstacle our new pastor will need to overcome?

10. Are there old programs in our church you believe we should end?

11. Are there any new programs you would like to see implemented?

12. Are there any issues in the church currently that you would like to see addressed further?
13. What do you like about our current pastor?
14. Which of those qualities would you like to see carried over to our new pastor?
15. What don't you like about our current pastor?
16. What do you believe keeps people coming to our church?
17. Where do you believe our church can improve? (i.e., outreach, making visitors feel welcome, etc.)
18. Any additional comments?

The following three questions are taken directly from the Ministry Site Profile, which is a document the ELCA uses when congregations are seeking to call an ordained minister, to provide candidates with information about the church. The Call Committee will complete this profile in its entirety but would appreciate the entire congregation's input on these:

1. Experience level preferred for a new pastor:

1-3 years	4-9 years	10 -15 years	16- 20 years	21 + years	No preference
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2. Top Five Ministry Tasks

Please indicate what you believe are the five most critical tasks required of a new pastor at PLC .

<ul style="list-style-type: none"> Administration Community Organizing Evangelism/ Mission Innovation / Creativity Ministry in Daily Life Music / Worship / Arts Pastoral Care and Visitation Young Adult Ministry / Worship Self Care / Family Life Spiritual Formation / Direction Strategic Mission Planning Youth and Family Ministry 	<ul style="list-style-type: none"> Communications/ Media Counseling Building a Sense of Community Interpret Theology Ministry with Seniors Participant in the Larger Church Preaching Recruit and Equip Leaders Small Group Ministry Stewardship Teaching
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3. Gifts for Ministry

Please rank the top 10 gifts you believe are necessary for a pastor at PLC, in order of importance to you.

(Place a "1" next to the gift you feel is most essential and continue to 10)

- Help people develop their spiritual life.
- Help people understand and act upon issues of social justice.
- Provide care and nurture.
- Be active in visitation of members and non-members.
- Be effective in working with children.
- Build a sense of community among the people with whom he/she works.
- Help others develop their leadership abilities and skills for ministry.
- Be an effective administrator.
- Be an effective communicator.
- Be an effective teacher.
- Encourage support of the Church's wider mission.
- Work regularly in the development of stewardship growth.
- Be active in ecumenical relationships (with other churches in the community).
- Be effective in working with youth.
- Organize people for community action.
- Be skilled in planning and leading programs.
- Have a strong commitment and loyalty to the Lutheran Church.
- Understand and interpret the mission of the Church from a global perspective.
- Deal effectively with conflict.
- Bring joy and good humor to relationships.
- Be able to share leadership and work in a team.
- Be creative and innovative about his or her tasks.
- Be able to use technology and media.
- Appreciate cultural diversity in language and customs.
- Have talents in the areas of music, arts and writing.

Additionally, the church council has recently discussed the adoption of a service that would allow electronic giving to the church, and would appreciate your thoughts on this also. There are several options available to consider, and choosing a safe, secure system is our top priority.

1. Would you use a service that allowed for offerings to be made using a credit/debit card or electronic bank transfer?
YES NO

2. How would the availability of an electronic giving option change the amount of your yearly offerings?
INCREASE NO CHANGE DECREASE

3. Do you prefer to be able to direct portions of an offering to different funds, such as general, mission, building?
YES NO

Comments?