

Report of the Pastor
Zion Lutheran Church
December 2021

- 1) **Divine Drama:** I'm very happy with good, consistent attendance. We will jump into the meat of the biblical narrative after the holidays. So there's still time to sign up if you haven't. As part of your leadership calling, I really want to see every councilmember taking The Divine Drama for your own continued discipleship and to further equip you for leadership in our congregation

2) **Worship stuff:**

- a) I meet with our musicians monthly to plan songs and music for our services. We are continuing to find our groove as to what works best for both services as they are very different and style.
- b) Details for **Christmas Eve** services got resolved with me and Our Head Organist, are set for **3:30 and 5 PM Christmas Eve**, same Candlelight Service with Holy Communion for both. **12/26 Service will be a Service of Carol and Readings, traditional for the 1st Sunday after Xmas, 9:30 AM.**
- c) Advent midweek service enjoyed good attendance. Thanks to Cadynce German and Saundra Anderson for helping with the Readers Theater presentations on "Mary".
- d) What a wonderful moment to share with the Staneks as we welcomed them into membership and celebrated with them Bryan's Baptism into Jesus' death and resurrection.

3) **Staff Stuff:**

- a) Saundra and I are continuing to work out our rotation for things like children's chapel and Sunday children's messages, as well as bulletin planning.
- b) Reviews of Staff, Staff Job Descriptions and Job Manuals will commence, and completed by 01/30/2022. Steps will include:
 - i. Staff fill out self-review questionnaire, as well as give initial feedback/suggestions on their Job Descriptions/Manuals
 - ii. EC, in teams of 2, divide up staff persons to meet and do their reviews with
 - iii. 2022 Goals for building on strengths and growing edge growth established
 - iv. Communication Covenant signed as part of review process

4) Timeline of Phase Two: The Mission Study Small Groups.

- a) **Monday, January 24, 2022, I plan to have a group of Mission Study Small Group facilitators trained and ready to go.** I would greatly appreciate your help and suggestions as to who these people would be, so I can contact them and make arrangements to train. I have my own ideas already, having gotten acquainted with the congregation now,
 - i. I would like to have this piece completed before the end of this month. To spread the wealth, I think it would be best for these group leaders to be non-council members; however depending on who responds positively to the invitation, I may ask council members also to help with this task.
 - ii. I plan to present to the congregation a Powerpoint presentation of Phase II: Discernment and Mission Goals between services, **Sunday Jan. 16, 2022, in the Fellowship Hall.**
 - b) **February- April 2021: Launch of the small groups.** For best group dynamics, these will be groups of 6 to 12 participants. I figure out the number of groups to offer based on regular worshipping attendance, which I have been informed that ranges 80-120. This will mean 7 to 10 groups offered.
 - i. If these groups can happen in person, then it will be up to the group facilitators whether to offer them at church or host them in their homes. Zoom options are also available, per the Group Facilitators.
 - ii. If more groups need to be offered, we will do so. I want everyone to have as much opportunity to participate as possible.
 - c) **April 2021 Review and Powerpoint Presentation Preparation:** as these groups have their conversations, group facilitators will record the responses and send them to me. I will collate them together. At the conclusion of these groups I will send the Council and the group leaders full text of the raw responses. I will ask you to pick out 3 to 5 things that jump out at you from each group or responses.
 - d) **May 22, 2022 (or earlier):** I will present a PowerPoint presentation summary of the mission study groups either in person or on zoom or both.
- 5) **May-August 2022. The Call Committee, in consultation with Pr. Renee, begin work on the MSP. Upon consensus of the summary, this mission study will be used as a resource for your Call Committee** to begin work on the MSP. There are mission questions as part of the MSPF, and candidates are going to want to see that congregations have taken the time to do their talking with God and each other discerning and conversing towards defining exciting compelling mission goals.
- 6) **September 2022-????? 2023. Phase 3 The Interview Process is launched.**

7) Some things to keep in mind:

- a) Every interim setting is different, and this process and projected (and I stress *projected*) timeline takes on a life of its own. It may be shorter than we think to our pleasant surprise, or it will take longer than we wish.
 - i. The interview stage is all dependent on the given # of candidates at any given time, and who are a potential match for the Mission Goals of ZLC.
 - ii. Pastors are in mobility year-round, so do not fret about missing the “strike-while-the-iron-is-hot” times (Spring-fall).
 - iii. The Interview Phases lasts typically several-12 months or more, depending on matching candidates available and successful interviews.
- b) Every interim process, no matter the state of health of, and sense of mission in a congregation, is a wonderful gift and opportunity to step back and look at the big picture of strengths to celebrate, challenges and opportunities to embrace, and Mission Goals to name.
- c) Please know that while I am going to proceed expediently on my part, I’m also going to make sure that we take the time necessary for this process to be a success, with the goal to Zion Lutheran Church into the best place of strength possible with clearly defined Mission Goals for the next chapter of ministry, in order to interview qualified, excited, and exciting candidates. *This is the core part of the process that will truly set the table for the interview phase and for your coming chapter of ministry.* Let’s make it count, folks! This process will not be rushed.
- d) Please understand that this process is for my benefit as well. As responses come in from the groups, I will gain a deeper understanding of what the pulse of the congregation is in all these matters, towards helping inform what I, for my part, will be recommending. Please note also that I will not attend these Mission Study Groups, as I do not want my presence to influence how participants will respond.
- e) We are a team in this process namely myself, the Council, the congregation and the Synod; not to mention the good Lord. We always need to keep in mind that God has a huge stake in this process too, and is why we as leaders need to be in continued prayer, seeking God’s guidance and will through this whole interim process.
- f) Any questions, thoughts, or ideas? Please don’t hesitate to contact me

8) Gone times:

- a) 12/25/2021-01/04/2022 Home for the holidays
 - i. Ann Fortin, LCM-NSU, will preach and is authorized to preside
- b) (Tentative) 07/14/2022—08/01/2022 Summer vacation back home

Respectfully submitted,

Mark P Galbraith

Intentional Interim Pastor