

**Report of the Pastor**  
**Zion Lutheran Church**  
**February 2022**

- 1) **Divine Drama:** I'm very happy with good, consistent attendance. We are deep into the meat of the biblical narrative after the holidays.
- 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) For the Midweek Lenten services, I'm planning on using, for the message, a "Readers Theater" series called "The Temptations of Jesus", utilizing (if available, local talent/theater students from NU).
- 3) **Confirmation Classes** continues and it seems to be a positive experience thus far. I'm using a curriculum I've used before, called "Re:form", published by Augsburg Fortress.
- 4) **Pastoral Care:** Hospital, Shut-in and other visits are happening as I am made aware of them.  
**Richard Andersons funeral is 02/26/2022 here at Zion.**
- 5) **Staff Stuff:**
  - a) Sandra 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 concluded on Feb. 2<sup>nd</sup>, and it was a very positive, enlightening experience. A good template was established for future reviews processes.
- 6) ***Save the Date!!! Sunday, April 24, Bishop Constanze Hagmaier, South Dakota Synod-ELCA, will be with us and preach at both services. I think it would be great to have a "Meet-the Bishop" forum between services, and a lunch served by the Council afterward's.***

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

- a) **February- April 2021: Launch of the small groups:**
  - i. **Mission Study Groups are launched, and 12 are being offered.**
  - ii. **I've been very pleased with the responses I've seen so far.**
  - iii. If more groups need to be offered, we will do so. I want everyone to have as much opportunity to participate as possible.
- b) **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.
- c) **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.

**8) 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.

**9) September 2022-????? 2023. Phase 3 The Interview Process is launched.**

**10) 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

**11) Gone times:**

- a) (Tentative) 07/14/2022—08/01/2022 Summer vacation back home

Respectfully submitted,

Mark P Galbraith

Intentional Interim Pastor