



Appendix C

CONGREGATIONAL PROFILE

For use among congregations of the
Southeastern District, Lutheran Church - Missouri Synod

Greetings in Christ, the Lord of the Church!

Your congregation is about to embark on a process that will lead to the most important decision you as a congregation will make for years to come -- the calling of a new pastor. My experience with congregations in the call process is that they like to receive as much information as possible about the pastors on their call lists. If you have not been involved in a call process for several years, you will quickly find that we provide far more information than we did years ago. A call list today consists of a packet of information with several pages of information on each candidate. It is important information about attitudes, practices, theology, strengths and weaknesses.

It has also been my experience that congregations are not always sure what kind of information they should provide to the District President as he seeks to assist with the formation of a call list and to the new pastor as he considers a call. Some congregations go through elaborate self-study processes; other congregations give little consideration to what information might be important to the process.

The attached materials are designed to assist you with the preparation of a congregational profile, which has three uses:

1. To help the congregation understand itself and its unique call to ministry. (My recommendation, by the way, is that you not call for nominations from the congregation until you have completed the congregational profile and discussed it with the congregation.)
2. To help the District President understand the needs and opportunities of the congregation.
3. To help the pastor you have called evaluate how well his gifts match the congregation's needs and opportunities.

The profile consists of four sections:

- Basic questions . a Self Evaluation Tool for Congregations
- Demographics
- Finances
- Missional Information

During the call process you will be assisted by your Circuit Counselor and by your Regional Mission and Ministry Facilitator. The Circuit Counselor is the person who will assist you once you get into the actual calling process. The Mission and Ministry Facilitator, however, is the person best trained and experienced to assist you with the completion of a congregational profile. He has additional resources, which will enable you to address your specific needs. Please call upon him for help in completing this profile.

Above all, remember that God is at work in this process. He already knows who your next pastor should be. It is our job to discern His will through prayer and study of the Word. Use this important time to draw closer to Him as you seek His will. I will be keeping you in prayer, and seek to be of help to you in whatever way I can.

Section One

A Self Evaluation Tool for Congregations

A number of years ago, the Council of Presidents of the Lutheran Church—Missouri Synod began the practice of asking each pastor to fill out a Self Evaluation Tool (SET) describing his basic approach to ministry and his practice with regard to selected issues. Congregations have found this SET to be extremely helpful in evaluating the qualities of candidates for the pastoral office in their congregation. The instrument below is based on the pastoral SET. It is our hope that it will be a help in discerning the proper match between pastor and congregation.

Name of Congregation: Resurrection Lutheran Church

Address: 100 W. Lochmere Drive

City, State, Zip: Cary, NC 27518

1. What is your understanding of the mission of the church?

RLC Mission Statement: By grace through faith in Christ we reach out to all with His love and build each other up for service.

2. Why was your congregation founded? Why does it exist today?

Resurrection was founded by a local Raleigh congregation as a missional outreach to serve an expanding community in the Cary, NC area. This missional focus continues to be a defining characteristic of our congregation.

We exist today to build a growing Christian community, to be a community of Christians who are developing as disciples of Christ, and a community who will be a faithfully innovative congregation with a desire to serve locally and abroad.

3. Describe your commitment to the doctrine and practice of the Lutheran Church - Missouri Synod.

Resurrection follows and is committed to the doctrines of the LCMS and this commitment is detailed in our constitution. We follow the practices of Lutheran worship.

4. What are the chief priorities in your present ministry?

As described in the Resurrection Lutheran Church's Governance Policy Manual:

1. God's Grace

We believe we have a relationship with God only by receiving His undeserved favor in Christ and we seek to share that same message of grace with all people.

2. Biblically Based



We believe the Bible is the inspired Word of God which draws us to Christ our Savior and reveals to us how to confess, teach and live the Christian life.

3. Christ-centered Worship

We believe Christ gives His gifts to us through the spoken, written and sacramental Word and we respond with prayer, praise and thanksgiving.

4. Spiritual Growth

We believe God calls and equips us to grow as disciples of Christ.

5. Servant Minded

We believe we have all received God-given gifts and are compelled by Christ's love to serve Him by serving others.

6. Outreach Focused

We believe we have a mission that lies outside ourselves to share the good news of Jesus with all people through actions and with words.

7. Christian Relationships

We believe the Church is a community of believers gathered by the Spirit to live out our faith in Christ with one another.

8. Family Oriented

We believe the Church supports the Christian home as a key place for nurturing the faith.

5. Our congregation's strengths in ministry are . . .

One of the main strengths of Resurrection has been serving others with the love of Christ. This has occurred by empowering members to develop ministries such as the Coffee House for special needs adults, Without Borders for special needs children, the Uganda support ministry, and Appalachian Service Project. Our outreach ministries include our pre-school, our elementary and middle schools, and our school of music.

6. Areas in our ministry needing improvement are . . .

One area that needs improvement is the connection of new and existing members.

7. In what community outreach or service activities does your congregation participate?

- Operation in as Much
- PLM Families Together
- Coffee House
- Vacation Bible School
- PreSchool
- Elementary and Middle School
- Uganda Mission Projects
- New church plantings . Faith, Holy Cross, and Jordan Lutheran Churches
- Camp Agape
- Two other church groups using our facilities



- Disaster Relief
- Meals on Wheels
- Appalachian Service Project
- Christmas in July
- Trunk or Treat
- Ministry to the Blind

8. Briefly describe your congregational practice and/or preference toward the following:

a. *The Lutheran Hymnal / Lutheran Worship / Lutheran Book of Worship / Lutheran Service Book / Other*

Resurrection uses the Lutheran Service Book for the two traditional services. The Saturday evening service is a blended service with variations on the liturgy. The blended service and the contemporary service use portions of the liturgy from *CREATIVE WORSHIP for the Lutheran Parish* from Concordia Publishing House but the contemporary praise and worship service has used other sources as well. *With One Voice* is in our pew rack and used at the Saturday evening service and occasionally in the traditional services.

b. Pastoral services (weddings, funerals, visitation, etc.) to non-members, non-Lutherans. or the unchurched.

Resurrection has occasionally provided weddings and funerals for non-members and non-Lutherans. New member visitations are done by the laity. The Stephens Ministry provides contact and comfort for those in need such as sicknesses or deaths in the family.

c. The Charismatic / Renewal Movement

Resurrection has an occasional healing service but does not have a charismatic movement.

d. Woman suffrage/ service of women in the church

In our congregation women may serve as . . .

Voters

President

Board members

Vice President

Board chair

Elders

Lectors

Ushers



X Communion Assistants
Guild, and Readers)

 X Other (Church Council, Alter

- e. The place and participation of lay people in the life of the church. What is your understanding of the role of the laity in the congregation?

At Resurrection the laity is involved in much of the ministry. Just due to the wide extent of ministries, the pastors cannot be involved in all of them. Our Stephen Ministries is an example of using the lay people to minister to the congregation. Many members give their time and talent to the mission and ministry of the church.

9. What is your understanding of the role of the ordained ministry in the church?

The Pastors primary responsibilities are proclaiming the Word and administering the Sacraments. The Senior Pastor is the director of ministries and the chief visionary.

10. What are the advantages and disadvantages of multi-staff ministry? (Pastor - pastor, Pastor - DCE, Pastor - school staff, etc.)

The advantages are to share the ministries work load. The disadvantages are the sometimes lack of cohesiveness of the team.

11. Describe your feelings about the church's involvement in social ministries in the community.

Resurrection has always been significantly involved in social ministries in the community. These are generally carefully chosen to be ministries that fit in with our Christian beliefs.

12. Describe briefly your congregational practice or preference toward the following:

- a. Writing of ~~own~~ liturgies+or special services.

It is rare for the traditional services to not use standard liturgies, but other sources are used for the blended Saturday service and the Praise and Worship service as mentioned in Item 8 above.

- b. The frequency of the Lord's Supper

The Lord's Supper is offered every week at two or three of the four services.



c. The priority of the Lord's Supper in parish worship.

At Resurrection this is a high priority.

d. The use of common or individual cups.

Resurrection uses a pouring chalice to distribute to individual cups. We never use a common cup.

e. The use of lay people to assist in worship.

Worship assistances, readers, ushers, acolytes, children's message providers, altar guild, greeters, sound techs, and the choirs/special music groups assist with worship.

f. Do you have a Lutheran School or are you planning to start one? How do you understand the ministry of the Lutheran School?

The pre-school and elementary & middle school (K through 8) are important outreaches to the community. Resurrection also has a Music School which is another outreach.

g. An interview by a calling congregation before a call is issued.

Resurrection finds it important for the candidate, staff, and congregation to determine if a call is a good fit, so interviews are desired.

h. First communion: Before or after confirmation

Resurrection trains 5th graders and after instruction they receive communion. They are confirmed in the 8th grade after three years of additional instruction.

i. What is your communion policy with regard to those who are not members of your congregation?

We welcome to the Lord's Table those who are baptized and have been prepared to receive the Supper with the following beliefs:

- We are fallen and sinful people in need of God's forgiveness;
- Jesus Christ is the Savior from all sin, death and the power of the devil;
- That with His words "*given and shed for you for the forgiveness of sins*" we receive the Body and Blood of Jesus in, with and under the bread and wine;
- That through this gift the Holy spirit will strengthen faith in Christ and rule our lives to serve Him



If visitors have not been prepared to receive the Lord's Supper with this same statement of faith, we ask that they refrain from receiving communion, but are still welcome to the table to receive a blessing.

j. Inter-Lutheran relationships

Resurrection does some joint activities within Circuit 13 West every year. We participate in youth retreats (Teens Encounter Christ), Via de Christo, joint work development of Camp Agape, and disaster relief efforts with other Lutheran churches.

k. Inter-Christian relationships

Resurrection has supported Habitat for Humanity, Meals on Wheels, Western Wake Crisis Center, PLM Families Together, Urban Ministries, and Together in Mission along with other Christian churches in the area.

13. What provision in time and finances do you make for the pastor's continuing education?

Resurrection's budget always includes money for our pastor's continuing education. For an associate pastor it is between \$750 and \$1,200 each year and is allowed to accumulate if not used in one year. Extra is designated sometimes for special conferences and training.

14. How can the District / Synod assist you to have a more effective ministry?

The District / Synod can help by communicating effective activities and happenings around the District / Synod. More District support for start-up congregations and more Synod support for overseas missionaries would be helpful.

15. What strengths or ministries would you like to share with other congregations?

Resurrection can share our mission outreach ministries with others such as self-support pre-school, K through 8th school, our commitment to Uganda, multiple church plants, and missionary support for five field missionary families.

16. What provision for housing is offered to the pastor?

parsonage

housing allowance (included with salary and determined by pastor)

negotiable



17. Is there anything else in your present ministry that you would like to share that might be pertinent to a new pastor?

Resurrection will be starting a capital fund campaign in January 2018 to raise funds for K-8th school scholarship fund, for debt reduction, and for mission outreach.

18. Use of this Self Evaluation Tool:

a. Who prepared the answers to this document?

The Resurrection Calling Committee prepared the answers.

b. Was the Mission and Ministry Facilitator consulted?

This document is reviewed by Mission and Ministry Facilitator and his input is used to complete the document.

c. Was this information shared with and discussed by the congregation?

This information has been shared with the congregation, staff, and senior pastor. Input and comments have been received.

d. Was a congregational survey done? If so, attach results.

A survey of the congregation was not done.

e. Do you plan to share this information with the pastor you are calling?

This information will be shared with the pastor we are calling.

Date completed: Draft of June 13, 2017



Section Two
Demographics

1. Your Mission and Ministry Facilitator
2. r can provide you with a sheet giving the statistics you have submitted over the past ten years. Please bring this sheet up to date and attach to this document.

If these figures are not available, please complete the following:

	<u>Current</u>	<u>5 yrs. ago</u>	<u>10 yrs. ago</u>
Average attendance:	521	620	662
Baptized membership:	2070	1942	1820
Communicant membership:	1547	1382	1269
Sunday School enrollment:	799	983	795
Bible Class enrollment:	71	76	35
Total budget for current expense:	\$1,320,000	\$1,283,820	\$1,032,690

2. Your Mission and Ministry Facilitator can describe a community demographics survey available through the Lutheran Church Extension Fund. If you order that survey, please order an extra copy and have it sent to the facilitator.

If you do not order the survey, please describe your community giving attention to . . .

- Size of community:
- Economy:
- Racial composition:
- Growth projections:
- General description:

Two detailed reports are attached. The first is titled Resurrection Cary 2017 Demographics and the second is titled Resurrection Cary 2017 Quadrennium. These two reports provide a detailed analysis of the demographics of the entire area around Cary and an analysis of the religious and moral beliefs of that same area.

Below is a short summary of the Town of Cary.

Cary is the seventh-largest municipality in North Carolina. Cary is located almost entirely in Wake County, it is the second-largest municipality in that county and the third-largest municipality in The Triangle after Raleigh and Durham. The town's current population is estimated to be about 166,000 and was 135,234 as of the 2010 census (an increase of 22.7% since 2010), making it the seventh-largest municipality statewide.

In 2015 Cary had a low crime rate of 84 violent crimes per 100,000 residents. Charlotte, the largest city in North Carolina, had a violent crime rate of 648 violent crimes per 100,000 residents, almost 8 times higher than Cary.



Raleigh, Durham, and Chapel Hill make up the three primary metro areas of the Research Triangle metropolitan region. The regional nickname of "The Triangle" originated after the 1959 creation of the Research Triangle Park, primarily located in Durham County, four miles from downtown Durham. RTP is bordered on three sides by the city of Durham and is roughly midway between the cities of Raleigh and Chapel Hill, and the three major research universities of NC State University (Raleigh), Duke University (Durham), and UNC-Chapel Hill.

With the RTP, universities, hospitals, plus a growing number of high tech and financial institutions, the population in Cary is highly educated. There are a lot of engineers, scientists, and technical specialists living in the area.

There are the three large universities mentioned in the Cary Demographics above and several smaller colleges including three that were traditionally black colleges. The school district is a county wide district and has grown rapidly to keep up with the population growth in the area. Within the Wake County School District some of the top rated schools in the public school system are in Cary. There are also a growing number of charter schools in Wake County. The graduation rates are generally high for the Cary area high schools. For the elementary and middle schools, there are some that operate on a traditional time schedule where the children are off during the summer and some that operate on a year round basis where the children are in school for 9 weeks and off for 3 weeks.

Does your congregation reflect the general population of the community? Explain:

The congregation at Resurrection reflects the general population of Cary and the surrounding area reasonably well, but in terms of racial diversity we are not as diverse as the surrounding community.

What percentage of your membership lives within two miles of the church?

About 26% of the membership lives within two miles.



Section Three
Financial Information

1. Please provide a copy of your current budget and latest financial report.

Budget is attached.

2. What did you pay your last pastor?

Salary: Salary plus housing was \$91,800.

Housing:

3. What do you plan to pay your next pastor? Give a figure or a range.

Salary: For a pastor with 5 years of experience we plan for salary plus housing to be in the range of \$60,00 to \$69,800.

Housing:

4. Do you offer Concordia Plans Benefits? Describe coverage

We offer Concordia Plans Benefits: Select 1000, Choice 1500, and Choice 2000. Resurrection pays most of the Choice 2000 plan. The worker pays a little more for Choice 1500 and even a little higher for the Select 1000. If a pastor's family is not covered by other insurance they are included in the Concordia plan.

5. Compare your compensation figures with the SED guidelines in the call manual. If your figures fall short, do you think this will impact your ability to call a pastor?

Resurrection adds a regional adjustment and church size adjust to the level shown in the SED call manual. For 5 years SED=\$58,977 while RLC=\$60,000 - \$69,800

6. When was the last time you had an organized stewardship campaign directed primarily towards financial commitment? What kind of program did you use?

Our last structured stewardship program was in 2015 which concluded three years of Concentrated Stewardship Programs.



Section Four

Missional Information

1. If possible, attach a missional history of the congregation -- not just dates and names, but the story of significant attempts at mission and outreach.

In the early 1970s interest began for a church in the Cary area with Our Savior in Raleigh supporting the effort. In 1976 7.2 acres purchased for \$50,000 and in 1978 First services were held with Rev. Marvin Schedler as the first pastor. In 1980, Resurrection Lutheran Church became a member of LCMS. In 1983 with Rev. Paul Kibler as the second pastor at Resurrection the first church building was started and the following year the first services were held in the new building. A preschool was approved and began.

The church growth soon resulted in more space being needed. In 1991 new facilities at current location were completed and included sanctuary and pre-school building. With Pastor Kibler as the only clergy serving the church, the church grew until the congregation felt that additional clergy help was required. The first associate pastor was called in 1993. Since then Resurrection has had a senior pastor and an associate pastor on the staff.

After the sudden death of Pastor Paul Kibler, Pastor Mark Drenkler was called to be the Senior Pastor of Resurrection in 2005. Resurrection had several associate pastors prior to Pastor Dave becoming the associate pastor in 2005. The one year that Pastor Dave was deployed on active duty with the Navy in Africa, Resurrection had a vicar assigned from Concordia St. Louis to help with the congregation. Starting about 2000, Resurrection has had a retired pastor on the staff working part-time. There have been two different retired pastors in this position.

Another big step was the decision to add elementary and middle schools. Two separate expansions resulted in the school facilities and the Life Center that we have today.

As the church grew so did the staff. There have been several Directors of Christian Education and for a while Resurrection had a Deaconess. The administrative staff has also been increased. Today the paid staff (excluding the pre-school and elementary & middle school employees) is 17 with 6 full time employees including the pastors and 11 part time employees. The church is very thankful for the numerous servants who serve without pay to help support the activities and facilities at Resurrection.

Mission outreach beyond our area has been an important part of Resurrection's activities. Resurrection has supported LCMS missionaries for many years through the Together In Mission (TIM) program. Some of the supported missionaries have included:

1. Pastor Shauen Trump and his family - Kenya
2. Pastor J. P. Cima and his family - Vietnam
3. Mark & Megan Mantey - Uganda
4. Bill & Nicole Lohmeyer . Dominican Republic
5. David & Valerie Federwitz - Ghana

Over the last 17 years RLC members have gone to Camp Restore in New Orleans to help with hurricane repairs. Members have also joined Habitat Builds Teams (thru



Thrivent) to the Gulf Coast, to many Central American Countries (Guatemala, Nicaragua, El Salvador, Costa Rica, & Honduras), and to New Zealand. A few members have gone to Haiti to help with rebuilding following damage from hurricanes and earthquakes. A group of 5 members went to Bolivia to help with the construction of a new church building and work with the children at the church.

One member has been on LCMS Short Term Mission teams in Peru, India, and China. Prior 2010 LCMS had sent missionaries to Uganda to help in the development of a new Lutheran Church body. In 2010, Resurrection sent the Pastor and a layperson to Uganda to evaluate the development of a relationship with LCMU (Lutheran Church Mission Uganda). Starting in 2010 Resurrection has provided financial support for two Ugandan men studying in the Kenyan Lutheran Seminary.

Since 2011 Resurrection has sent 6 Short Term Mission teams (17 individuals) to two locations in Uganda. Resurrection has also raised funds that supported the construction of 2 boreholes (clean water) and 6 educational/church buildings in two villages, along with introducing water filters to a remote location of Uganda. Some of the short term team activities have included:

1. Provide Vacation Bible Schools
2. Support the showing of the Jesus Film in many villages
3. Help with the construction of the educational buildings
4. Provide for basic health care needs
5. Provide educational material for two Lutheran Schools

LCMU has recently changed its name to LCU (Lutheran Church Uganda) and is applying for partnership with LCMS.

In Section 1 Item 7 and in Item 7 in this section many of the outreach ministries of Resurrection are listed. Resurrection has always had leadership with a strong focus on reaching out beyond just our congregation.

2. If you have one, attach a copy of your mission statement or vision statement.

RLC Mission Statement: By grace through faith in Christ we reach out to all with His love and build each other up for service.

RLC Vision:

- 1) Resurrection Lutheran Church will be a growing Christian community as the Lord adds to His numbers those being saved.
- 2) Resurrection Lutheran Church will be a community of Christians who are developing as disciples of Christ, building one another up to be like Christ.
- 3) Resurrection Lutheran Church will be a faithfully innovative congregation, willing to try new ways and methods of ministry as we build upon the foundation of our core Lutheran beliefs.



3. If you have a list of your core values, please attach. If not, please complete the following statement:

Resurrection's core values are:

- **God's Grace**
We believe we have a relationship with God only by receiving His undeserved favor in Christ and we seek to share that same message of grace with all people.
- **Biblically Based**
We believe the Bible is the inspired Word of God which draws us to Christ our Savior and reveals to us how to confess, teach and live the Christian life.
- **Christ-centered Worship**
We believe Christ gives His gifts to us through the spoken, written and sacramental Word and we respond with prayer, praise and thanksgiving.
- **Spiritual Growth**
We believe God calls and equips us to grow as disciples of Christ.
- **Servant Minded**
We believe we have all received God-given gifts and are compelled by Christ's love to serve Him by serving others.
- **Outreach Focused**
We believe we have a mission that lies outside ourselves to share the good news of Jesus with all people through actions and with words.
- **Christian Relationships**
We believe the Church is a community of believers gathered by the Spirit to live out our faith in Christ with one another.
- **Family Oriented**
We believe the Church supports the Christian home as a key place for nurturing the faith.

Any pastor coming to serve this congregation should know the following things about us -- for good or for bad: (List things like %We are a conservative/ progressive/ traditional congregation.+ %We value diversity+ %We don't know how to handle conflict.+ %We like to fight.+ %We like variety in our worship.+ %We are very liturgical and want someone who can chant well.+etc.)

Resurrection is a diverse LCMS congregation with members who range from very traditional to somewhat progressive. We have a strong musical tradition and use a variety of music, choirs, and musical instruments for worship. We are flexible in the use of the talent we have, for example, if a pastor can chant we use that ability but if a pastor cannot chant then we do not ask him to chant.



4. What are the role expectations of the pastor?

The Associate Pastor focuses on adult education, worship, and congregational care as he addresses the in-reach ministries of the congregation. This includes oversight on the ministries that develop people into the maturing followers of Jesus. This ministry involves a partnership with Senior Pastor, staff and laity leaders of the congregation.

A detailed Job Description is available.

5. How does the congregation understand the role of the following for its ministry:

a. The leadership

The Senior Pastor is responsible for the day-to-day operation of the Church and staff. The Senior Pastor will have strategic oversight of any area that could impact the Church's welfare, financial health, and strategic focus/direction.

The overall responsibility of the Church Council is to provide a strong, powerful, and ethical pursuit of the congregation's mission.

b. The staff (paid or volunteer)

The staff functions are defined by job descriptions as they (along with volunteers) assist in caring for the congregation and ministry of Resurrection.

c. The membership of the congregation for its ministry?

The congregation is organized to carry on the work of Christ's Church. The congregation shall strive to make all decisions in accordance with the Work of God and the Confessions of the Lutheran Church. The congregation strives to build each other by grace through faith in Christ as we reach out to all with His love.

6. What percentage of the congregation's budget supports ministry to its own members and what percentage is used for missions, evangelism, outreach and ministries beyond its own membership? How does this relate to the stated mission and vision of the congregation?

Outreach and support that goes outside of Resurrection is 15% of the budget. This percentage indicates our congregation's dedication to and focus on outreach.

7. How many small groups meet regularly that provide opportunity for support and relationship building (not committees or boards, but things like prayer groups and fellowship groups)? How many different members of the congregations are involved in these groups? What process is in place to promote the formation of new small groups?

Some examples of various groups are:

Stephen Ministers	Resurrection Lutheran Men
Bible classes	Celebration Singers
Confirmation	Rainbow Choir
Son shine Singers	Resurrection Brass



Resurrection Lutheran Women	Jubilee Bells
Middle school youth	Sanctuary Choir
High school youth	Scrap booking
Hand bells	Reign!
Seniors Bible Study	Small Groups
Active and Retired Military	Building One Another up in Prayer
Emmaus Way Walking Group	Life after Divorce
Life Teen Group	Via De Christo
Parent with Young Children	Prayer Shawl
Womensbook club	Womensquilting
Ministry to the Blind	Coffee House

Many members are involved in these groups. A small group effort was initiated a few years ago and is still being promoted.

8. How many of the activities, programs and ministries of the congregation open to anyone, how many require that one be a member to participate? How are members encouraged to invite non-members to participate and how often do they extend invitations to friends, neighbors and associates? How many guests attend weekly on average? How many return within a month? What kind of follow-up is used for guests and for repeat guests?

Most groups are completely open to our neighbors outside the church. Members are encouraged to invite non-members to these groups. For example, the mens group has cards printed of future activities that can be handed out to both members and non-members to encourage them to come. This is an area in which we could improve.

9. In the social ministry programs and activities of the congregation how is there an intentional effort made to share the Gospel with the recipients if the congregation's ministry and how are relationships built between members of the congregation and the recipients? If it is not being done, what can be done to make this happen?

Resurrection supports many community ministries and our church participates in those organizations. Members of Resurrection are on the boards of some of these groups. During Operation Inasmuch, members are given a chance to learn about local outreach ministries while helping for a day, and are encouraged to continue the relationship with these ministries throughout the year. However, this is another area in which we could improve.

10. Where and when are hosts (greeters) introducing guests (visitors) to others both before and after the service and how long are they also active at the coffee hour? What percentage of the members understand and exercise their role to greet and meet with those they do not know and seek to build relationships with one another? What training and reminders are given to hosts and members in the pew to assist in welcoming guests?

Greeters are at the door for every service to welcome members as well as visitors. At Resurrection, all visitors receive a visitors package that is delivered to those who live locally. Visitors are greeted and asked to join for coffee. A new member breakfast is



provide where they can meet various leaders in the church and learn about the various ministries of the church. Resurrection has recently developed and filled a new position for a Connection Staff person to help connect new members with existing church members.

11. What kind of intentional efforts are made to assimilate new members and regular non-member attendees to make them feel needed and appreciated, using their gifts, talents and abilities in ministry, rather than trying to fit them into pre-defined roles within the congregation?

See answer to Item 10 above.

12. How many adult baptisms (conversions) has your congregation had on average for the past five years?

Resurrection has less than 5 adult baptisms per year.

13. What kind of life changes are taking place in the members of the congregation as a result of their participation in Word and Sacrament?

Resurrection has members going on missions and service projects which reflect the growing faith of our membership. This leads to more outreach both here and abroad to share the Good News to others. An enhanced calling has resulted in missionaries going to Uganda, adults and youth going on to the seminary, and support for those in mission.

14. What intentional efforts are being made to grow the kingdom? What is being done to encourage members to regularly pray for their witness and for the conversion of those around them?

The church plants have been one of the biggest effort Resurrection has made to grow the Kingdom. Resurrection also has allowed other ethnic congregations to use our facilities and currently Emmanuel Ethiopian Church and Mekane Yesus share our facilities. Our congregation as a whole works together to grow the kingdom but encouraging members in their individual witness has been less of a focus.

15. What is the vision for a growing, living congregation, sharing the Word of Life, reaping a harvest? Explain how this is taking place.

By the development of various ministries, Resurrection and its members have established support for our visions and show how our vision is being spread though our community and beyond. Item 7 above shows many of these ministries.

