



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 Our Savior Lutheran, a local Raleigh congregation, as a missional outreach to serve an expanding community in the Cary, NC area. This missional focus led Resurrection to plant Holy Cross, Hope, and Jordan Lutheran Churches in the Triangle Area and continues to be a defining characteristic of our congregation.

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

Resurrection follows and is committed to the basic doctrines of the LCMS and our commitment is detailed in the church's constitution. We follow the practices of Lutheran worship with some details described later in this document.

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 and inerrant 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 and supporting members with individual passions for ministries such as those listed in Question 7. Some ministries are led by staff, but most are initiated and led by member volunteers. Our partner 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 connecting all members. There is also a desire for a stronger focus on small group opportunities with the goal of increasing a sense of belonging, including an interest in a specific program for young couples and singles in the 20-35 age group. Our Sunday School, adult education programs, and confirmation programs need strengthening. Another area is more direct local outreach to our neighbors and outreach to the various ethnic groups which we have in this area and are under-represented within our congregation.

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 Schools
- Uganda Mission Projects
- New church plantings – Hope, Holy Cross, and Jordan Lutheran Churches
- Camp Agape (a local ELCA camp that we partner with and support)



- 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
- ResJobHelp
- Life Team Group
- Without Boundaries
- Others

As an example, some details are listed of the Life Team:

- Resurrection Service Project - home repair/maintenance assistance for the elderly, infirmed, and others in need.
- Foster Children support - provide drawstring bags with comfort items and Christian messages used by social workers when children are removed from their homes.
- Annual fundraiser for Gateway Pregnancy Center which serves women and men facing unplanned pregnancies.
- Promote Life Sunday in January via workshops and guest speakers

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 (Sunday 8:00 and 10:30). The Saturday evening service is a blended service with variations on the liturgy. The blended service (Saturday evening, which began as a response to member requests) and the contemporary service (Sunday morning 10:45, which began as an outreach ministry to the community) 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.

We currently have two temporary Licensed Lay Deacons who provide communion during hospital and shut-in visits. We also have one member who has a temporary ministry license, who is serving in all official duties as a pastor at Resurrection during this time.



c. The Charismatic / Renewal Movement

Resurrection has had 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

Communion Assistants

Other (Church Council, Altar Guild, Worship Leader, Stephen Ministry, Shepherding Program, other)

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 Ministry program is an example of using the lay people to minister to the congregation. Many members (in a variety of ways, tasks both large and small) 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 Pastors also are responsible for building and equipping members to be disciples inside and outside of the church.

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

The advantages are to allow those with different spiritual gifts to partner together in ministry. 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.

The traditional services (8 a.m. and 10:30 a.m.) pull from standard liturgies, but other sources are used for the blended Saturday service (6 p.m. Saturday) and the Praise and Worship service (10:45 a.m.) as mentioned in Item 8 above. We do not write new liturgies for any of our services. The Saturday evening service sometimes uses the (French) Taize style of worship.

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 currently uses a pouring chalice to distribute to individual cups.

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

Worship assistants, 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

Confirmation instruction begins in the 5th grade and after this they may receive communion if they so desire. 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. This statement is in the bulletin and is announced from the altar by the pastor. Visitors or members are encouraged to talk with the pastors if they have questions.

- j. Inter-Lutheran relationships

Resurrection does some joint activities within Circuit 13 West every year, including jointly hosting an annual seminar with seminary professors. We have participated in youth retreats, Via de Cristo, 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, and Urban Ministries 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 pastors' continuing education. For a senior pastor it is \$2,400.00 per year with carry-over capability if not used in one year. Extra is designated sometimes for special conferences and training. A paid sabbatical is provided every 10 years.

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

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

_____ parsonage

 X 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 completed the initial phase of a capital fund campaign in July 2018 to raise funds for K-8th school scholarship fund, for debt reduction, capital improvement funds, and for mission outreach. The goal was to raise a total of \$1.7 million and that total has been pledged over a 3-year period.

18. Use of this Self Evaluation Tool:

a. Who prepared the answers to this document?

The Resurrection Call Committee prepared the answers with a congregational poll providing input.

b. Was the Mission and Ministry Facilitator consulted?

This document is reviewed by the District 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 profile has been shared with the congregation, staff, and vacancy pastor. Input and comments have been received. Some information was developed through a survey of the congregation.

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

A survey of the congregation was done in December 2018 for specific questions (results attached).

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: January 28, 2019



Section Two
Demographics

1. Your Mission and Ministry Facilitator 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:	540	623	662
Baptized membership:	2163	1975	1863
Communicant membership:	1615	1432	1305
School-age children in membership:	746	666	721
Sunday School attendance:	34	Not Available	
Sunday Adult Bible class:	85	Not Available	
Bible Class (mid-week) attendance:	71	76	35
Total budget for current expense:	\$1,396,955	\$1,276,910	\$1,132,075

The falloff in attendance is noted and it may indicate a loss of engagement, possibly a failure to meet the needs of our members, and an opportunity for increased membership through additional outreach. We started a Shepherding Program in 2017 to connect with members who are attending less frequently, with the goals of understanding their change in attendance and encouraging them to increase engagement. We are also tracking attendance trends to identify patterns and look into additional measures.

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, 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. The area is often ranked as one of the top places to live in work in the nation in various surveys.

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 and military personnel who work at Fort Bragg in nearby Fayetteville.

There are the three large universities mentioned in the Cary Demographics above and several smaller colleges including three that are historically 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. Wake County schools are ranked as one of the top public school districts in the state. The local community college (Wake Technical Community College) is also one of the top community colleges. 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. Home schooling is also popular in the area.

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 greater metropolitan area (Research Triangle). There are "pockets" of lower income, more ethnically diverse areas in the Cary, Holly Springs, and Apex areas. The average age of the area is 35.5 years old and the average of Resurrection is 39 years old.



Most of the new members are transplants from another area and since this area has grown fast and there have been many people from other states move into this area.

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 in the range given below.

Housing:

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

Salary: For a pastor with 10 to 30 years of experience we plan for salary plus housing to be in the range of \$102,821. to \$127,125.

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 adjustment to the level shown in the SED call manual. The cost of living regional adjustment is 10.5%. In addition, mileage is reimbursed at a rate of \$0.545 and conferences for the pastor are paid by line item in church budget. Also, 100% of a Called Person's children's tuition is paid if they attend Resurrection Lutheran School.

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. We recently completed our Next 40 drive which is described in Section I, Item 17.



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 1970's interest began for a church in the Cary area with Our Savior in Raleigh supporting the effort. In 1976, 7.2 acres were purchased for \$50,000 and in 1978 the 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, the first church building was started and the following year the first services were held in the new building. A preschool was approved and begun.

As Resurrection grew, more space was needed. In 1991, new facilities at the current location were completed and included a 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, Rev. Elliot Robertson, was called in 1993. Since then, Resurrection has had a senior pastor and an associate pastor on staff.

After the sudden death of Pastor Paul Kibler, Pastor Krause served for 6 months as an interim pastor before Pastor Mark Drenkler was called to be the Senior Pastor of Resurrection in 2005. Our most recent Associate Pastor was Pastor Dave Schleusener, who began at Resurrection in 2005 and served until he took a call with the U.S. Navy in 2017. 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. Starting about 2000, Resurrection has had a retired pastor on the staff working part-time as an Assistant to the Pastors. There have been two different retired pastors in this position.

Another big step was the decision to add elementary and middle schools, which was done in phases over many years. Two separate building expansions resulted in the school facilities and the Family Life Center that we have today.

As the church grew so did the staff. There have been several Directors of Christian Education and at one time 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 - Cambodia
3. Mark & Megan Mantey - Uganda

Pastor Trump and Mark and Megan Mantey were members of our congregation.



RLC members have participated in many mission projects, both in North Carolina and around the world. 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 to 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
6. Ministry of presence through recurring visits to the same communities

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. Some members grew up in the LCMS tradition, some in the ELCA tradition, some from other protestant or Catholic traditions, and others from no or little formal faith backgrounds. 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 focus of the pastors is on proclaiming and teaching the Word and administering the Sacraments. This ministry involves a partnership with the Associate Pastor, staff, and laity leaders of the congregation.

A detailed Job Description is attached.

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

a. The leadership

The Senior and Associate Pastors work with staff and laity toward the goals of developing people into maturing followers of Jesus and spreading the word into the community. The Pastors will partner together on outreach ministries (“reaching out”) and in-reach ministries (“building up”).

Outreach ministries include being a part of the local community, bringing in new members, considering opportunities for church planting, and supporting regional and international ministries. In-reach ministries include adult education, worship, and congregational growth.

The Senior Pastor will manage staff and work with the Director of Operations 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 Senior Pastor is ultimately responsible for the Church and staff.

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 Word of God and the Confessions of the Lutheran Church. The congregation strives to build each other up 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 approximately 15% of the budget, and the remaining supports staff and internal ministries. This percentage indicates our congregation’s dedication to and focus on outreach. This does not include



any of the individual support for the missionaries listed in Section 4 Item 1 which goes through the LCMS Mission program or individual support for other LCMS ministries.

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	Men's ministry
Bible classes	Celebration Singers
Confirmation classes	Rainbow Choir
Sonshine Singers	Resurrection Brass
Resurrection Lutheran Women	Jubilee Bells
Middle school youth	Sanctuary Choir
High school youth	Scrap booking
Hand bells	Reign!
Seniors Bible Study	Mom's Group
Active and Retired Military	Building One Another up in Prayer
Emmaus Way Walking Group	Life after Divorce
Life Team Group	Via De Cristo
Parents with Young Children	Prayer Shawl
Womens' book clubs	Womens' quilting
Ministry to the Blind	Coffee House
Bagel Bunch	

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 men's 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. We do not currently track total program attendance numbers or trends.

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 of 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.



One example is Operation InAsMuch, during which 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. Another example is the Ministry for the Blind, where members regularly share the Gospel, pray with, offer transportation, and share a meal with participants. 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?

In July 2017, RLC hired a Connections Coordinator to help build and nurture community within church membership, to connect with guests, to assist in new member classes, and to help integrate new members into the life of the congregation.

Our Connections Coordinator has established several layers of “touch points” to welcome and connect with guests. Greeters are present at the entryway of every Sunday service to welcome members and guests. They are instructed to guide guests to the Welcome Information Tables in the narthex and Family Life Center lobby to obtain a guest packet and other information of interest, or greeters may provide a packet to guests directly upon personal introduction. Guests are encouraged at all services to provide us with their contact information in the sharing of Fellowship Pads. Members are encouraged during worship services to greet and introduce themselves to each other, and especially to those they do not know. A 15-minute fellowship time has recently been established for members to gather twice monthly -- in between services and before the Sunday School hour -- in the fellowship hall. It is our observation that those attending Sunday School classes, in the fellowship hall, specifically, are most inclined to participate.

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 Q10 above as well.) Once we receive a guest’s contact information, we place them in a database to receive the monthly newsletter, special service promotional announcements, and invitations to Discover Resurrection Luncheons (for those interested in learning more about RLC), and for Discover Resurrection new member classes and Saturday seminars. Our Connections Coordinator contacts those desiring a call and writes personal welcome notes to each guest. If emails are provided, she maintains contact with guests intermittently by providing information and personal invitations pertinent to guest demographic, if known (i.e., children’s and youth activities, serving interests, etc.). RLC volunteers create and deliver welcome bags to guests who live in the area. Drivers report back to our Connections Coordinator with any additional information obtained from personal visits for future contacts. In addition to the activities of the greeting team, our Connections Coordinator also greets guests and introduces them to members at various services and at other gatherings.



Guests who attend new member classes complete a Spiritual Gift Inventory to identify areas of greatest strength and learn how they can use these gifts in service to their Lord at RLC. Our Connections Coordinator works with each individual and connects them with ministry leaders, and other members in the areas of interest where they are most likely to serve, learn and grow. New members are also paired with Fellowship Partners during their first year at RLC to build relationships, share experiences in study, service and fellowship, and to help them feel at home and cared for at RLC.

New members are received during worship with a special welcome and song, and the congregation is invited to attend a cookie reception to welcome them following worship. Mini biographies and photos of new members are posted on the RLC Family Photo Board and included in the monthly newsletter.

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

In the last 5 years Resurrection averaged less than one adult baptism 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's focus on Word and Sacrament ministry aims to build up members (inward growth) who then hunger for increased participation in Word and Sacrament and additionally hunger to reach others (outreach) to build and sustain them as well. As a whole our members tend to share their outreach as signs of inward growth (Christian action) rather than talking about the heart changes that the Spirit is causing (Apostolic action). This is an area in which we can improve.

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?

Our congregation as a whole works together to grow the kingdom but encouraging members in their individual prayer for their witness and conversion of others has been less of a focus. However, our education and youth programs are growing and sustaining the faith of our children. The schools reach into the community, which has led to new membership at Resurrection. The church plants (the most recent being 10 years ago) have been one of the biggest intentional efforts Resurrection has made to grow the Kingdom. Resurrection also has invited other ethnic congregations to use our facilities and currently Emmanuel Ethiopian Church and Mekane Yesus share our facilities.



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

Our vision is for the Church of God to be more than our building, more than the people attending services and doing outreach within our immediate community.

We do this by teaching and developing our members to plant and water the Good News of Christ to their families, neighbors, communities, and missions around the world so others believe, trust, and call on the name of the Lord. By the development of various ministries, Resurrection and its members have established support for our visions and implement our vision through our community and beyond.

Attachments:

- Resurrection Budget
- Senior Pastor Job Description
- Resurrection Cary 2017 Demographics
- Resurrection Cary 2017 Quadrennium Constitution
- 12-12-2018 Survey Results

