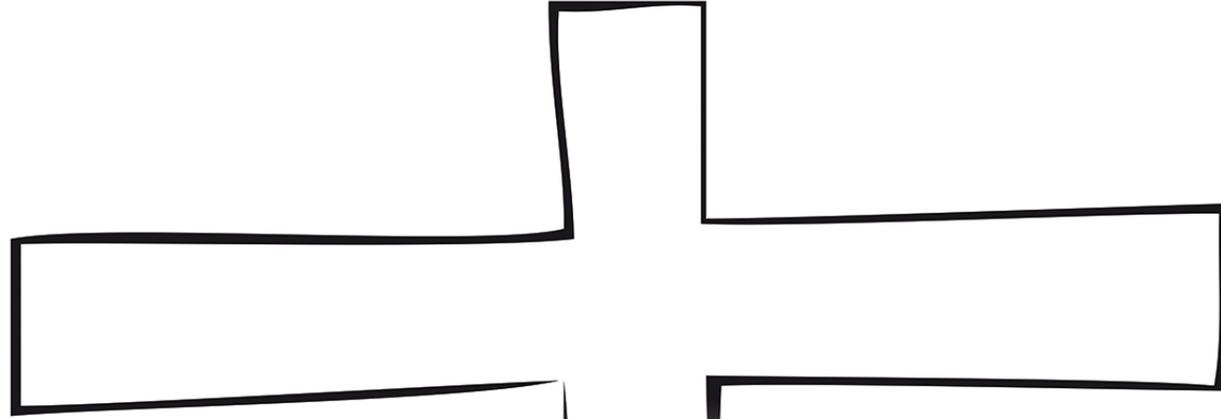


Called to Be



*Do not conform to the
pattern of this world,
but be transformed
by the renewing of
your mind.*



Romans 12:2

Survey Results

and

Financial Information

Call Committee's work

- At the November, 2017 voters' meeting, the congregation voted to form a call committee to consider whether God is calling us to extend another call to Pastor Clark.
- Pastor Clark's current call:
 - Three year call beginning in August, 2015 to serve as Associate Pastor of Outreach and Teaching
 - His salary of \$45,000 (plus benefits) came from various sources including:
 - Congregational giving (\$5,000 as was his salary before this call—this is the only part that came out of the regular budget until 2018))
 - Special donations
 - Pastor Borger's donation of \$15,000/year from his salary

Survey

1. How long have you been worshipping at St. Peter?
2. What blessings have you experienced with two pastors?
3. How have you been supported in your walk with Jesus by our outreach/teaching pastor?
4. Has having a second pastor at St. Peter engaged you differently in God's work?
How?
5. Are we engaging the community more with the help of a second pastor?

6. How would it impact your Christian walk or the work that God has given us at St. Peter without a second pastor?
7. What is your biggest concern if St. Peter extends the call?
8. Do you have any suggestions for addressing that concern?
9. Can you provide additional support if the call is extended and accepted?
10. If so, what kind? Prayer, time, financial or other?

Survey Results

- How long have we worshipped?
 - We had responses from people who have worshipped for one year to over 50 years.
 - The average was 17 years.

The committee considered this a good sampling of members of St. Peter.

Survey Results

- What blessings have you experienced with two pastors?
 - The most common answers were:
 - Variety of theological perspectives
 - Availability of pastoral care
 - Diversity of sermon style and content; diversity in teaching styles
 - A few representative responses:
 - Each pastor brings his own strengths, and those are different. This difference allows for a broader scope of ministry.
 - Two points of view sometimes, new energy at church, new people, continued preaching of the Gospel.
 - Variety of sermons and the non-stop activities to stay involved with God's work.
 - They're a team that works well together.
 - SPLC is blessed to actually have three pastors. Each one is unique in their ministry to us. And I feel they compliment each other. I personally have benefitted from each of their lessons of our cross, our God, life and confirmation of our blessings.

Survey Results

- How have you been supported in your walk with Jesus by our outreach/teaching pastor?
 - 23 positive responses regarding the support from Pastor Clark
 - Equipping for outreach
 - Challenging, fresh, and thoughtful insights
 - Representative responses:
 - His enthusiasm for touching the lives and forming relationships in our community helps bring others along.
 - Relevant topics have been addressed with the congregation and community through life tree.
 - PC actively listens to our needs.

Survey Results

- Has having a second pastor at St. Peter engaged you differently in God's work? How?
 - 21 yes/3 no
 - Creating new opportunities
 - Representative responses
 - I'm more aware of community needs and opportunities to serve
 - I'm more involved in the church community
 - Opening my mind to ways and opportunities and reminding me of my calling as a son of God.

Survey Results

- Are we engaging the community more with the help of a second pastor?
 - 26 out of 26 said that we are engaging the community more with the help of a second pastor.
 - We are more visible and engaged with the community.
 - Representative Responses
 - We are more “cutting edge”.
 - Yes, via Lifetree, more regular outreach to Elm/Emmons, making connections with Hope Ministries, AmeriServ for suicide prevention and further development of outreach event for the community such as the East egg hunt and St. Nick party.
 - We have formed partnerships that would not be possible without a second pastor to do the legwork and make new contacts.

Survey Results

- How would it impact your Christian walk or the work that God has given us at St. Peter without a second pastor?
 - Overall consensus was that our outreach would suffer.
 - Representative Responses
 - I do not think a single pastor could sustain the administrative aspects of the church, plan worship, visit sick and shut-ins and continue to foster outreach effort we have begun in our community.
 - The congregation would be far less involved beyond our walls: PB would be far more stressed and stretched.
 - Outreach and teaching would be substantially less effective as volunteers/lay people would take on these responsibilities.

Survey Results

- What is your biggest concern if St. Peter extends the call?
 - 17 out of 26 cite finances/money
 - Representative Responses
 - Can the congregation support the call financially?
 - Financial but we have been growing in size as a community of faith and God has given us so many resources to draw upon. He will help us figure this out.
 - I have a much bigger concern if we don't. Way less community involvement and much less growth especially young families.
 - Full congregational support and funding.
 - I have NO concerns about extending the call.

Survey Results

- Do you have any suggestions for addressing that concern?
 - We received many ideas for addressing concerns
 - Representative responses
 - Left up finances in prayer.
 - Explicitly commit to goals.
 - Help show contributions and what we've done with a second pastor.
 - Raise or get funds committed.
 - Break down the numbers to the household level.
 - Not really, just trust in God.
 - Only alternative are everyone giving more.

Survey Results

- Can you provide additional support if the call is extended and accepted?
 - 23 out of 26 said they could provide additional support.

Survey Results

- If so, what kind? Prayer, time, financial or other?
 - 22 out of 25 said prayer support
 - 18 out of 25 said additional financial support
 - 13 out of 25 said additional time

Financial Information

- **Cold, hard facts** 😊
 - We currently have two pastors to whom we pay salaries and benefits.
 - In 2017, we had more income than expenses and were able to pay the HVAC debt off and zero out the prior years deficiencies.
 - PC's salary per his call documents is \$45,000. This calendar year, the congregation gave him a raise to \$47,000. His salary and benefits is \$61,519.
 - \$7,000 of his salary comes out of the general fund. The rest comes from special funds and pledged amounts.
 - The capital campaign is officially completed.
 - This calendar year, we are currently carrying a surplus over budgeted amounts as well as actual expenses.

Cost for a second pastor

- It is St. Peter's policy and values to honor our called workers by paying them a salary consistent with the synodical guidelines.
- At present, PC's salary is below synodical guidelines.
- If St. Peter was to pay him at 100% of synodical guidelines*, the cost would be (figured at 2018 rates):

Salary:		\$59,451
Retirement:		\$ 5,172
Disability:	\$ 1,338	
Health Insurance:	<u>\$ 9,372</u>	
		\$75,333*

*This was figures using 5 years of experience and having a doctorate for which guidelines give a \$5,000 increase.

*Typically, synodical guidelines have a 3% increase per year, which would increase this number to \$77,145 for 2019.

Where would that money come from?

- Possible sources of funds:
 - General fund
 - Specific pledges
 - Special funds
 - Other fund-raising efforts (port-a-pit, reviving the rummage sale, etc.)

Call Committee's Request

- Have faith and believe!
- Pray!
- ““ I know the plans I have for you’, declares the Lord, ‘plans to prosper you and not to harm you, plans to give you hope and a future.’”
Jeremiah 29:11.
- “Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is—his good, pleasing and perfect will.” Romans 12:2.