**Pastor Karen**

**Feedback (One Year +)**

This is feedback both from the Call Committee as well as from unsolicited congregation members that have given feedback to us.

**Working Well:**

* Sermons are relevant and like that they can be accessed on-line
* Nice singing voice
* Music at 1st services has improved!!!
* Use of social media and visual aids during sermons works well
* Like that you are out in the Narthex talking with congregation/youth after services.
* Very good with the youth. Like that the children are involved in the services.
* New Sunday school routine is very good – very interactive. Rotational idea is good. Having the 9th graders helping to teach and mentor is a good change.
* Like the inter-congregational and Youth cross generational focus
* Like how you are getting “new” people involved in the committees

**Opportunities:**

* Sermons are too long. Our longest standing Pastor had sermons 5-9 minutes. While this may be too short, we are used to and understand sermons that are direct and to the point. Maybe 10-12 minutes would be a middle ground?
* Are you doing too much too fast? Concerned about burn-out.
* Communication: Changes/new ideas are good with strong communication.
  + When the Sacrament of Communion was changed to intinction, there was not an understanding of the reason for the change and/or that the congregation was considered. Committees were not aware of the change or part of the decision and feeling unneeded.
  + Summer many are on vacations (not as regular) and miss communications
  + Congregation members were not comfortable approaching you with thoughts on why something had changed.
  + Sunday school changes could have been explain to the congregation….we all care about major changes to LCR…..good ideas should be shared.

**Shared Responsibility:** What can the Call Committee do to help in any/all of these areas?