1. What were the compelling reasons that attracted you to accept the call to this congregation?

Pastor: It was time to go. Jane never liked La Crosse and couldn’t get a teaching position. Mike Andreason was the President and called Pastor a lot and took him to lunch twice and chasing him down. Worked on a contemporary worship in La Cross but not as

Congregation: Read what the congregation put together for the call committee. Good preaching ability.

1. How did your expectations of ministry here compare to the realities of your ministry here?
2. What things have given you the sense of greatest fulfillment? (With which things are you satisfied and pleased?)

Pastor: Leadership changed since starting. Council was much older and now they are younger. We have all new leadership now. Most everyone who is involved in the church has been part of Sunday school (teachers). Moved the Sunday school program to between service. He has had more adult baptisms. Many adults start coming because the children started attending youth night and like going and brought the adults eventually.

Congregation: Support of the youth, sermons relate to the children, use of technology to enhance the sermons. Biblical knowledge has been very special and touched many lives.

1. What things have given you the sense of greatest frustration? (With which things are you unsatisfied/dissatisfied or displeased?)

Pastor: Wonderful person (Kathy Andreason) took so much of the church activities because they were in her head due to a stroke. Saturday night worship needs to be changed to enhance the attendance. Need access to Green Bay road from our parking lot or at least signage.

Congregation: Advancement of media – only read from the screen verses saying it from memory, communion not focused on Pastor and more on the screen. Communication (staff and congregation) could have been improved, time at the office and in church, was disconnected from the members.

1. What do you consider as the strengths of the Congregation?

Pastor: Willingness to try new things and if it doesn’t work try again. Band was an example. There are many in the congregation that always very generous at this church.

Congregation: Willing workers. Large variety of ages yet fully support each other.

1. What do you consider the weaknesses of the Congregation?

Congregation: not good at the Time & Talent Survey. Need to coordinate music (three styles of music). Help with scheduling, licensing, liturgy. Separation of services but they support each other and mesh together well. Youth of our church who get confirmed while don’t participate in the program has been an issue for some here. We have a limited personal outreach. How do we invite and bring people to our congregation?

Bishop: LCR is one of the healthiest in Racine but the weaker one with relation to the greater global partnerships/cooperative ministries (Haiti and or missions like El Salvador). This should be one of our lead congregations within the Synod. LCR has a lot of gifts to offer with this.

1. What present areas of ministry and program do you think should be retained and continued?

Pastor and Congregation: Contemporary worship, Biblical center, strength of the youth program. Continue the Pet blessing as well as media and technology, etc.

1. What new areas of ministry and program do you think should be retained and continued?

Pastor: Retail and food folks can’t make the services – need Sunday evening or Thursday evening?

Congregation: Singles, divorced groups and/or evening Bible Study.

Bishop: Consider use of property (Site plan). Siebert foundation could be approached for grants. Consider dreaming (no ELCA presence south of Durand).

1. What do you think that the Congregation can do to strengthen and support the incoming Pastor?

Pastor: Be kind and welcoming. The new Pastor will need a place to stay/help. This congregation is 50 years old and have had 3 senior Pastors – this is a great example of the support of the congregation.

Congregation: Make clear of our needs and expectations (previous call was general). Support that Pastor’s can express issues before they become problems. Continue to support them on-going.

1. What would you like the Pastor to do to help the Congregation in the transition soon to take place

Pastor: The party was a great example.

Congregation: Letter to all of the congregation – strong future and why can’t perform Pastoral acts.

1. Are there any critical issues or ongoing concerns that should be addressed in the near future? Interim Pastor needs.

Pastor: Heating system, parking lot.