

Resurrection Annual Staff Performance Review

Name: John Anderson
Title: Co-Pastor

Hire Date: 9/9/2023

Review for 2024:

Clearly your year has been OUTSTANDING. The review could stop there but here are added highlights:

- You are truly a gift to our church and our community alike. Your energy, enthusiasm, faith and love for all is inspiring and welcoming to all you meet. You are the spiritual leader we were looking for and needed. This is evident by the unbelievable increase in membership/service attendance.
- Your encouragement for outreach, service projects, and leading initiatives that benefit local charities/those in need, have strengthened our relationship with the Racine community and showcased our church's commitment to service.
- Your sermons are exceptional! Each week you inspire, teach, and build our faith. Continue to take the time you need to focus on your sermons, the time is well spent and appreciated. Developing and delivering excellent sermons is a skill that not many pastors have and one that brings new members and keeps current members coming to service. You clearly have this skill. Your sermons encourage deeper faith as well as going out to do the work of Jesus once leaving service. You are helping all of us to be better disciples.
- You consistently and genuinely welcome everyone to church and help all to feel safe and welcome at Resurrection.
- Your ability to show forgiveness, kindness, and compassion is exceptional. You are a true example for all. Many have expressed how approachable and down-to-earth you are which creates a safe place for all to seek counsel.
- When there is conflict, which happens in every organization, you address the situation head-on and seek and amicable resolution wherever possible. This is also a gift that many do not have.
- Your gift in music is such an important and appreciated bonus to all that attend service. You enhance the band which together creates a more impactful and meaningful service.
- Continue doing status reports. We do read them and appreciate them. With two pastors, it is even more important for Council to understand what each pastor is doing and responsible for.

Additional Opportunities for 2025:

- Continue to work with Ryan, as needed, to integrate him into Resurrection and Racine. As time continues, find the ways to "let go" and let him excel in his own way for his own objectives. Working as true co-pastors is a skill set that you both need to continue to develop, given the newness of this opportunity. Successful co-pastoring can only come over time and with purposeful dedication. Clearly you both have the ability and desire to excel at this.
- Continue to "dream" and bring your ideas to Council and push back where you see us going in a different direction. Keep in mind, not everyone will always align with you. Debate at council allows us to get to a better place and helps to drive alignment of everyone's dreams.
- An area to watch is following through with commitments. Your energy and desire to drive new exciting things is perfect, but combining that with a congregation (adults and youth) that also have lots of ideas, can become too much and can create disappointment. Setting realistic expectations for yourself and for others is important, no matter how good an idea is. Let Council help with priorities especially if the ideas are bigger or core complex. Also, possibly taking advantage of the wonderful and willing volunteers of Resurrection could help. Things may not happen to your timeframe and/or entirely desired outcome but it can drive those volunteers to feel more a part of the church and enhance their faith.
- While we have observed steps you have taken towards managing this by "meeting hours" and minimizing "stop-by chats", there is still concern of potential "burn out". The addition of Pastor Ryan should be helping once he is fully acclimated into Resurrection's processes, etc. but continue to be aware and address the balance between work and family time. Executive Council can help with ideas on how to address this area.

Compensation:

	2025	2024
Base and Housing	\$76,164	\$73,310 (excludes one time additional compensation)
2025 represents 11 years of experience and follows ELCA guidelines for base compensation and housing.		

Communicated and reviewed on _____ (date)

John Anderson _____

Tony Baumgardt _____

Dawn Jacobson _____