

LCR Annual Compensation Review

Name: John Anderson
Title: Lead Pastor

Hire Date: 9/9/2023

Review for 2023:

- While you are still in the “honeymoon” period, still you have already made a positive impact for our church. Keep doing what you are doing. Your strengths are fitting very well with our needs.
- You bring so much energy and enthusiasm to church. You spread love and joy throughout the congregation and live by the words that you share with us on Sundays.
- The congregation appreciates when you occasionally sing with the band. Sharing your musical talents in this way is great!
- Sunday school teachers and children appreciate when you stop to say “hi” and see what they are doing.
- You genuinely welcome everyone to church and are an excellent example of showing care for others and welcoming to all.
- We find the sermons very good and relatable.

Additional Opportunities for 2024:

- Continue to listen to what has been happening and how we have built Resurrection, but make sure you bring your ideas to the conversations.
- Continue to share where you have talents and can assist – we do not know everything about you and are enjoying learning where you excel and can drive the organization forward.
- Help us to make sure we try things and celebrate successes but also learn from failures.
- Watch and be aware of potential “burn out” before it gets to that point. Communicate with Executive Council so we can find ways to help. Recognize it is okay to say “no” or “not at this time” to good ideas. Help guide Council to do the same.
- Work with the Executive Council on selecting goals for 2024 and beyond. These goals should be both internal church community as well as the external to the broader community.

Compensation:

	2024	2023 (Contract)
Base and Housing	\$73,310	\$69,820
2024 represents 10 years of experience and follows ELCA guidelines for base compensation and housing.		

All benefits remain at original offer % or amount. Once Incremental Healthcare Premium reimbursement is determined, a full compensation document will be provided for 2024.

Communicated and reviewed on _____ (date)

John Anderson _____ Tony Baumgardt _____

Dawn Jacobson _____