

## Resurrection Annual Staff Performance Review

**Name:** Pastor Ryan Gerlach  
**Title:** Co-Pastor

**Hire Date:** 9/5/2024

### Review for 2024:

- It was very quick to see that you are a wonderful pastor and a true blessing to Resurrection. In this short time you have brought added inspiration, energy, and excitement to our church community. You clearly have a passion for ministry that shines on Sundays, with members, and our community and throughout all you meet. Our membership/service attendance continues to increase since you arrived which is the result of Pastor John, yourself and how well you complement each other.
- While we recognize that the first few months were difficult working both here as well as in Florida, we appreciated your commitment and focus that was demonstrated. You have quickly acclimated into our church, formed strong relationships with members and our community. We are very happy to have you and your family here with us and are excited by all the possibilities that are to come.
- Your ability to lead with grace, love and joy was witnessed early on as we got to know you better. Where we had some slight reservations on how well a co-pastor situation would work, you and Pastor John quickly eliminated all stress on that concern. This can only be done by both of you working well together, respecting each other's different skills and aligning on where and how together we will drive future change for the better.
- You bring exceptional gifts in innovation and technology which are skill sets that we needed. Continue to push us into new ways of delivering the message of Jesus and reaching new people and the "un-churched" both within and outside of our immediate community.
- We also realize that our church is not organized the same as maybe most other churches have in your past. Still you have shown you are eager to learn and grow with us and within our structure. Your adaptability in this is both needed and appreciated.
- 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 are doing and responsible for.

### Additional Opportunities for 2025:

- Continue to work with Pastor John, as needed, to fully integrate into Resurrection and Racine. As time continues, find the ways to "let go" and establish your own focus and areas of ministry. Throughout the year, review the objectives that were identified on your MSP and work to ensure these are a focus. Working as true co-pastors is a skill set that you both need to continue to develop given the newness of this opportunity. This can only come over time and dedication but clearly you both have the ability and desire to excel at this.
- Know you are loved and accepted as an important and needed addition to our church. Relax, be confident, and be yourself. You are awesome.
- Continue to bring your ideas to Council and push back if you don't agree. Keep in mind, not everyone will always align with you. Debate at council gets us to a better place and helps to drive alignment for all.

### Compensation:

|                  | 2025     | 2024     |
|------------------|----------|----------|
| Base and Housing | \$73,310 | \$73,310 |

This is reflective of the fact that the first 3 or more months have been a transition period based on learning, and acclimating into Resurrection on the Racine community. Having Ryan and his family now in Racine our expectations is that 2025 will be an exceptional year.

Communicated and reviewed on \_\_\_\_\_ (date)

Pastor Ryan Gerlach \_\_\_\_\_

Tony Baumgardt \_\_\_\_\_

Dawn Jacobson \_\_\_\_\_