FIRST INTERVIEW FOR PASTOR JOHN ANDERSON

8/1/23

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| Interviewer | Question | Candidate Comments |
| Steve | Let’s start with why you are searching for an opportunity and why do you feel called to explore and interview at Resurrection?  Why looking for new opportunity now and why interested in interviewing at LCR at this time | Deep ties to Racine-Kenosha, current church MSP didn’t match his goals, wants him and family to be in a diverse community  Liked LCR community as intern at LCR |
| Kristin | Now we would like to go down the path of asking you some questions about what you have done in your past that will translate to LCR; As you discuss these, we would like you to provide the circumstance that lead you down that particular path and what, if anything you would have changed. What have you experienced over the last few years as a pastor that you feel would transition into a role of head pastor at LCR. |  |
| Steve | Telling us about a NEW ministry/program you started at your current church (current/past) What were the circumstances that lead you to believe that starting that program were needed and how successful was the program? We would like to specifically know if you have started or been active in youth programs | Grief group, men’s ministry |
| Kristin | And… about a ministry/program you had to cut – What were the circumstances that lead you to believe it was necessary to cut the program and if you could do it over again how would you have structured it differently? | Had to re-direct Sunday school/confirmation/youth ministry leader approach (I cant remember why) , two services to one |
| Steve | Think about previous circumstances where you believe you have made a significant impact, where it be a prior church or current church or other leadership role. | Church attendance and giving, LCR neighborhood camp  Believes in ‘power of invitation’ |
| Kristin | We have members that are home bound or sick that haven’t had contact with a Pastor for some time. How have you addressed home bound or sick members in your current churc? | Yes, visits as much as needed. Has done a lot of funerals this year and does funerals for people that have no church. Believes church’s obligation to go to people who can’t gather |
| Steve | How can you, as a pastor, lead LCR to reach one of our goals, that being to create a sense of community among its members? How have you done this in your current congregations or other programs you have lead? | Leading programs, reinstituting programs that had gone dormant, bubbly personality, creating different programs, malleable liturgy |
| Kristin | Speaking of sense of community, COVID 19 reduced our congregation in attendance and giving. Did you see this happened in your current/past church and if so what are you doing to address this situation and how might you think of this at LCR? | Yes, has increased attendance about 200% |
| Steve | How do you counsel a troubled or grieving congregation member? | Not by saying “it has to be this way” but helping to understand the grief |
| Kristin | Conflict is a natural part of most groups Can you share an example of where conflict existed in your current church/group – what were the circumstances and how did you resolve this? | Moved from two services to one, replaced longstanding council leadership |
| Steve | how would others describe your leadership style and would this differ from how you would describe it? If so, how? | Collaborative, easy-going |
| Kristin | We would like to understand how you navigate the many priorities of being a pastor; how have you balanced your time between your responsibilities of the church, community and personal life? (we are looking for collaboration and delegation) | Believes he has good time blocking and flexibility of schedule |
| Steve | Let’s talk a bit about you personally; we all have strengths and development opportunities. What have you been told, or reflected upon, as to your strengths as a pastor and areas of further development; and of those, how are you continuing down that journey of development? | Strengths: speaking, music, people follow him, personable, active listening  Opportunities: Communication, perceiving possible conflict |
| Kristin | How have you grown in your pastoral journey during your time at your current church. What have you learned during this time that maybe is different than what you anticipated being a pastor of a congregation? | Learning to communicate better, understand how others might respond to his actions, ramifications of his decisions, giving better direction   * Not same person LCR knew before, worried about LCR expectations |
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| Steve | We are going to wrap up on our end and open it up to you to ask any of us here in the room/video any questions you may have about LCR, how we have changed since your internship, our priorities, our community etc. |  |
| DEEPER DIVE for JOHN | PROVIDE ANY ADDITIONAL COMMENTS OR EXAMPLES OF HOW YOU HAVE PERFORMED IN YOUR CURRENT ROLE AS PASTOR |  |
|  | Provide an example of how your sermons connect with modern day situations | He doesn’t follow ELCA lectionary, preaches on context of community and what is happening locally |
|  | How have you partnered with others in the church to grow various programs; ie. Music, Sunday school, Bible studies, etc. | Was unable to partner with local churches in current, partnered to create summer camp progam at LCR |