

Report of the Lead Pastor for January 2020

Rev. Dr. Jack M. Horner

February 11, 2020

Baptisms: none

Funerals: Joyce DeVeter 1/21/20

Weddings: Maxwell Schertzer/Claudia Murphy 1/25/20

Congregational Meeting

I think our annual congregational meeting went well. Thank you to the kitchen crew who provided a nice lunch.

Staff

This month I have been conducting staff reviews with the emphasis on updating their job descriptions for A&P. We have a very dedicated and excellent staff who are open to changes and doing what is necessary to grow this ministry.

Staffing percentage to budget

Some questions came up in Finance Committee about our staffing size through the years. Paul Henzel was very helpful in giving me a breakdown of full-time equivalents over the last eight years.

Year	Pastoral	Program	Support	Total
2013	4.25	4.25	6.85	15.35
2014	4.25	4.5	6.35	15.1
2015	3.5	4.0	6.35	13.85
2016	3.5	4.0	6.35	13.85
2017	3.5	4.25	6.35	14.1
2018	3.7	4.25	6.35	14.3
2019	3.0	4.0	6.60	13.6
2020	3.0	4.25	4.6+cleaning service	11.85

As you can see our staffing totals have not really gone up over the years. If anything, we are down a little. As you would expect salary and benefits have risen.

Continuing Education

Linda and I are attending ELCA Senior Pastor Conference, May 4-7th in Pompano Beach, FL. The main presenter is Carey Nieuwhof, pastor, blogger, podcaster, and leadership author. Linda is again leading the spouse breakout.

Your servant in Christ,

Pastor Jack Horner