

This tool is to encourage conversation about the ministry of pastor and people over the last year. Discuss the four basic ministry areas (based on the ELCA Model Constitution) and the overall ratings and record what exceeds constitutional provisions, meets constitutional provisions, and what changes are desired.

## 1. Understanding of ministry

**Pastor demonstrates a clear understanding of responsibilities in this area (ELCA Model Constitution C9.03)**

### **Preaching: comments:**

Pastor Diane preaches messages that lead us to the foot of the cross. They contain a little bit of law and a whole lot of the gospel and grace. I find that they are easy to listen to. The messages apply to my life today and are relevant. I enjoy the congregational inter-action. Her messages bring life to my faith walk. Her core is grounded in the scripture and so are her messages.

awesome sermons

great sermons

great sermons understandable and meaningful

Would like to hear more personal stories - hers or others - Don't feel we have gotten to know her as a person - only as an administrator. Want to hear more "good news" and less law.

What "exceeds . . . provisions" mean? What is the criteria?

Pastor Diane has a strong faith and her positiveness and joy about her faith show through in her sermons. She makes us think and see our blessings

sermons are meaningful, relevant to life, delivered wonderfully, tied to lessons/gospel

sometimes speech is too rapid

Pastor Diane clearly demonstrates responsibilities as defined in C9.03 and exceeds in most.

dedicated, speaks to the people, engaging.

pastor calls us to follow Jesus and profess our faith in her sermons. She helps us to know what we need to do - whether we do it or not is up to us.

### **Administering the sacraments: comments:**

Pastor Diane has witnessed to me the importance of the sacraments. In Adult Ed we discussed these gifts of grace and all summer long we heard in her messages the gift of the "bread of life" . Pastor Diane makes the sacraments available to all. She has witnessed to me that there is nothing that I can do but receive the gift from GOD, His grace and His love for me.

fine, same as anywhere else I've worshipped

acolytes could be more involved in communion. Use Now the Feast and Celebration periodically

Pastor Diane takes this very seriously and is thorough in administering the sacraments.

I think that administering the sacraments is done by the way of the church and there is no good, better, best - there just IS.

***Council members demonstrate a clear understanding of their responsibilities in this area (C12.04)***

I don't recall who the council members are and don't have my bulletin with me, but I know Kurt. And I know that everyone I meet who is a pillar of St. Peter is similar to Kurt so I'll answer these questions according to that knowledge.

should not vote - evaluate because on council

**stating the congregation's mission, conducting long-range planning, and evaluating the council's activities: *comments:***

I believe that we have a better idea of what God is calling us to do. I think that the faithful leadership of Pastor Diane and Kurt Zempel have had a major part in that area. Pastor Diane has brought many awesome resources for us to use in order to help us define our collaborative mission.

Excellent work - very dedicated - very hard working

strong leadership skills

Other than maintaining the activities of respective teams I don't see any long range planning or evaluation taking place. The council has not really been involved with evaluating any information from MET, MAT or Unique Team.

especially Ruth H

some areas are operational and met, some are really working on improving, some really need work on FIB.

we have a dedicated group of council members who strive to meet St. Peter's spiritual needs.

she is excellent at leadership and teaching - we are so lucky to have both in this wonderful woman.

**maintaining supportive relationships with the pastor and staff: *comments:***

SPL does a very good job in this area on the surface, but I believe we as teams and leaders need to do a better job supporting each others ministry. We need to get rid of the pigeon hole mentality. Pastor Diane and Carrie do a very good job keeping everyone focused on why we do what we do and for WHO. I feel very supported by Pastor Diane, Carrie and fellow council members.

very close relationship

as far as I know at this time

Without knowing anything different my experience leads me to think it is meets provisions my personal experience would help that in time listening and seeking would be more important than reacting.

this can always and should always be a work in progress. Some are better at communicating

There is a positive interaction between Pastor and Council

difficult to gauge from members perspective externally appear to be supportive and on the same page.

she ensures that we all get along while getting her teaching/preaching done.

**assisting in or providing for annual evaluation of pastor and staff ministries: *comments:***

Council has passed the evaluations on to Mutual Ministry and the newly established personnel team

never done before - great idea council!

this is a work in progress which needs to be developed and implemented.

other than this form the council does very little in this regard.

doing it this year for Pastor, need to do for Carrie and Custodian

we are completing this via the MET Team and this evaluation from Mutual Ministry.

as documented confirmed here.

have no idea

this year is the 1st I've seen it. Doesn't mean it hasn't happened.

**• modeling a faithful lifestyle: *comments:***

At SPL, our current leadership and Pastor hold each of us accountable to being faithful in study and prayer. This is carried out in all council meeting. Pastor Diane leads each council meeting with prayer and study... not just a brief devotion but a lesson with some substance.

very down to earth

Very good use of synod resources - active in Sheboygan community - exercises, studies, prays.

New focus - good change

I believe council members do this.

she is a true believer - works hard and follows the laws and gospel - much better than we do.

***The climate or culture of the congregation encourages members to use their gifts for ministry in the congregation and community:***  
***comments:***

SPL is good at allowing people to use their gifts... but one area where we can do better is by helping members recognize their gifts and how they can be used in the congregation. I feel we can do a better job at making people feel we need them and their gifts.

a little hard hitting

Pastor encourages to use their gifts

Personally speaking, I think the current atmosphere is leaning towards procedural, not "free flowing." Do we ask ourselves; do we promote or hinder ideas from congregation members?

there is room for improvement to foster an inclusive without reservation sense of community

People need to be asked, not through the VV, to participate. Do the members know all of our ministries. People need to be mentored, when people join they need to be plugged in.

this is improving gradually

Our climate here at St. Peter is changing a lot - for the better - for us, for the church and our community, thank goodness for Pastor Diane.

for the most part. The opportunities and encouragement are there, and the desire from council is there. Not much participation outside of a small group.

## **2. Caring for the congregation**

***Pastor demonstrates a clear understanding of responsibilities in this area (C9.03 and C9.12)***

Demonstrates clear understanding? Does this mean actually does what is in C9.03 and C9.12? I'm confused about this wording but I assume that throughout this document demonstrates clear understanding is synonymous with does what they are required to do by the constitution. Note I have no knowledge of C9.03 before discipline of council members.

**conducting worship: *comments:***

Pastor Diane leads a life of worship and it is transparent on Sunday mornings. She is faithful to the Lutheran liturgy. Pastor Diane is passionate about worship. She is always inviting and reminding everyone she sees during the week "see you at worship". Worship is not an option. I am learning through her that worship is not all about me and what I get out of the service but worship is a time for praise and thanking God for all he does in our lives.

worship tends to be too long - too many long announcements

a little slower speech would be good

What would constitute "exceeds . . . Provisions?"

pastor conducts worship in a skilled manner

like commitment to maximize openness? (Can't read handwriting)

Pastor Diane has her own methods for the people who assist in Sunday worship - they are printed and easy to follow.

**providing pastoral care *comments:***

Pastor Diane is always there when you need her. She is approachable to all ages. She makes it a priority to attend important family events. She makes herself available to all members and non members in times of need. She has made personal visits with over 170 families. She is very good at meeting people where they are at in their faith journey. She is awesome at just checking in. As a Life guide, I see first hand how Pastor Diane cares for our youth. She is interested in their lives and has made herself available at anytime to help them. I see the kids growing in the faith every Wednesday.

excellent

previous pastor didn't do many hospital visits.

limited exposure on our part - pastoral visit appreciated concern and support for my mother

What would constitute "exceeds . . . Provisions?"

Pastor Diane is quick to visit, pray with, console and listen to our family of faith when anyone needs her attention

as far as I know

Pastor Diane is quick to meet pastoral care needs of congregational members.

good commitment to shut ins and sick

have no experience here with her.

**offering instruction and services for confirmation and marriage, visiting the sick, and conducting funerals: *comments:***

As a guide in confirmation, Pastor Diane meets the students where they are at. First and foremost her agenda is to make sure that the students know that they are loved by God and he is always with them. She also instructs the students on the faith statement that each of them will be affirming when they are confirmed. She allows for space for our student to question their faith. From a marriage service and counseling, I can say that Pastor Diane was 100% engaged in Christa and John's wedding. Both John and Christa enjoyed the premarital counseling they had with Pastor Diane. They felt very comfortable talking to her.

limited exposure on our part - one confirmation

What would constitute "exceeds . . . Provisions?"

She was so willing to help my son Paul/Doreen with their pre-marital counseling and wedding ceremony. She was also willing to help with the possibility of Emily's 1st communion.

Pastor Diane does this

I have no experience with her here

**·supervising the congregation's ministries and organizations: *comments:***

Pastor Diane gives 100% to the ministries at SPL and organizations within the Sheboygan Area. She is very good at keeping us on task and faithful to our mission. I was part of the MET process and it was her energy and focus that helped us complete this task in a very short time. The work we did was quality work. SLP MET document was praised by the Synod Staff. The MET document is a document that is measurable and attainable.

limited exposure on our part - mutual ministry, ed, youth

she is not only willing to supervise with ministries and organizations, she will in attendance, meeting and greeting people who attend these functions

?

Pastor is a very energetic person who looks continually for ways to improve.

at times wants to take over and control.

very involved in inner workings yet doesn't micromanage.

she is always busy, she brings our church to the forefront in the ministries and organizations that we are involved in - she is an asset to us when she is inside and outside our church - A HUGE ASSET. She IS a bit acerbic w/talking to us at times.

**supporting and developing lay leaders: *comments:***

As a leader at SPL I feel very supported by Pastor Diane. She gives prompt and clear direction. She is a listener and she always encourages us to give God our best... not just get by.

not sure if there is an intentional organized development program

This is an area where St. Peter needs help. The council has been experiencing spiritual development. Is there a way to spread this farther to encourages new leaders?

Without understanding the how it is difficult to provide an informed opinion.

Pastor frequently offers ideas, articles, books, and discussion that helps develop laity skills.

this is just her way, but sometimes a bit over done. Not acquainted with this.

supportive (very much so) development needs work

first time we have had Sunday school teacher training since I started (4 yrs)

**•keeping accurate records on baptisms, confirmations, marriages, burials, communicants, and membership:  
(to be answered by the council, pastor and parish administrator only)**

I am confident that everything is in order and SPL. Pastor Diane and Carrie are a good team.

the only communication tool that I have seen is the Pastor's monthly report to council. How can an informed response be made without understanding the process in the office. I can only assume that accurate records are being kept.

along with the parish administrator, this task is completed.

**submitting statistics to the synod annually: (to be answered by the council, pastor and parish administrator only)    *comments:***

Carrie and Pastor Diane have completed this activity. The results are on the ELCA website.

Typically this is seen by council almost after the fact. This should be reviewed by council before they are sent in.

this is done to the best of my knowledge,

***Council members demonstrate a clear understanding of their responsibilities in this area (C12.04)***

**•seeking to involve all members of the congregation in congregational life:    *comments:***

I think we try to involve all members. Pastor Diane is always encouraging us to invite and ask other people.

intentional effort to be inclusive

always feels like members are warmly encouraged to be involved. Made to feel valuable and made to feel that whatever talents they have can be used from giving children's messages, to buying bread for communion, to donation mittens for the mitten tree :-)

as a council how hard do we really work at this or plan to accomplish this.

maybe calls could be made to congregation members to get more involved -works for WELCA

the council seeks to do this but has not been successful. Intentional in our inviting of members to participate. Broadening our scope of members to participate. Inclusive instead of exclusive.

council does seek involved members, it is something we can improve on however.

yes she most certainly does - and also non-members

I think they try, but since not many congregation initiate service, those few that do are most often tapped.

**•overseeing the administration of the congregation:   *comments:***

not sure

SPL is blessed faithful leadership who love God and their congregation. The Executive Team and Pastor Diane provide good communication. They keep all of us on task.

Kurt as done a fantastic job

active communication

Don't feel I have adequate knowledge to answer

?

what needs to get done, does.

not sure

**•handling the congregation's financial and property matters:   *comments:***

We are bless to have an Executive Team, Finance Team, and Treasurer to help us through this area. They take their job very seriously and try to do what is best for SPL and the community. The B and G team is trying to take care of the property matter in a prompt manner. This is the faith home for all members.

Pam's doing a wonderful job!

Treasurer & Building and Grounds have been very well handled

inclusive effort

my impression is that we pretty much maintain but not long or short term plan. Is there a coordinated effort with other teams.

seems fine from what I see reported in the bulletin but I don't have personal knowledge of how finances are managed.

I think we have excellent teams for this year.

concerned and involved

no idea

B&G - great job!

**ensuring that provisions of the constitution are carried out: *comments:***

Pastor Diane and Kurt Zempel are well versed on our constitution and hold the council and congregation to abide by this document.

constitution has been brought in as appropriate

?

the president is knowledgeable, other council members are less so.

I am sure she does, but have no clear idea

**submitting a comprehensive report at the annual meeting: *comments:***

Written reports by all leadership are submitted monthly , minutes are published in the Vision Voice, and annual meeting reports are through and complete.

between written and verbal presentations

again, this appears to be done but I don't have personal knowledge as I've not attended an annual meeting.

this meets expectations.

no idea, but lets us know what is going on through our monthly newsletter

***The climate or culture of the congregation encourages members to assume responsibilities and leadership roles and follow through on their commitments:***

We have work in this area, we have a good core group that is willing to do the work, but they will be needing rest and we will need to recruit new leadership.

No matter how much we try there is still a lack of good communication.

some people don't follow through on their responsibilities

intentional effort to do so

YES

Personally speaking, I think the is shifting towards "rules and regulations" rather than encouragement and free flowing of ideas for ministry in many instances we continue to do things the way we always have.

I hope with the implementation of the MET we are moving that way. Right now it is confusing who is in charge of what. The "power structure" of the past has challenged who are the leaders of the ministries. How will they become the leaders? can anyone join? When do they meet?

This needs to keep improving.

engages and encourages

yes, yes, yes - does this very well

to a point. Many feel that the few that do are enough.

### 3. Taking Christ's mission into the world

#### **Pastor demonstrates a clear understanding of responsibilities in this area (C9.03)**

**·speaking for poor and oppressed people, calling for justice, and proclaiming God's love for the world, promoting the Kingdom of God:**

**comments:**

Pastor Diane is always working on the behalf of the have-nots. She also encourages the congregation to open their hearts to the cause and encourages action. Her everyday witness to me is to be more understanding and loving to all people I meet daily. Sometimes this may not be comfortable but we are called to do so.

promoting participation in speaking and doing for the poor and oppressed

what constitutes exceeds . . . Provisions? Adequate at best and we could all be doing more and should be doing more!

pastor is avid in this

yes

adult VBS was fantastic!

**·encouraging qualified individuals to consider ordained or rostered lay ministry: *comments***

? (2)

use of young adults during service - good job!

no knowledge

don't know

I would hope this would happen but have no way of really knowing.

not sure

Pastor Diane does this actively

has not been there long enough yet.

do not know

don't know whether a situation has come up.

**•distributing information about the ELCA and its ministry: *comments:***

Pastor Diane is always sharing with members and leadership articles, videos about what is going on in the ELCA. She is involved at the Synod and cluster level.

this is not the pastors responsibility alone. We must all share that role. I don't think we do a very good job of this.

a thorough explanation for the congregation on the last national synod assembly

not sure

Pastor Diane sees that this is done promptly

yes - let's us know what is going on - verbally and written word

Pastor seems to love education and using it to help St. P. grow.

**encouraging the congregation to support the synod and churchwide organization: *comments:***

Many attempts and invites have been offered by Pastor Diane, but not sure if the congregation is acting on the invitations.

Why doesn't the SPLC website have links to the GMS or greater church. There could also be links to El Salvador, SCIO, Bridgeway, others?

Pastor Diane participates at the local and national level.

yes

***Council members demonstrate a clear understanding of their responsibilities in this area (C12.04)***

**encouraging partnership with the synod and ELCA and the use of ELCA resources: *comments:***

I do not think we use the resources available. We are good at reinventing the wheel or do what we always did. We need to improve in this area.

intentional effort to incorporate greater church

we are having informative, interesting studies taking place presently and scheduled for the future.

don't have enough info to answer

I don't think that most council members are aware of the wealth of information at the GMS or the ELCA (Greater church) website. I know that I should spend more time researching this.

SPLC in the past has had a negative view of the ELCA. Hopefully this is changing. In the past there was a feeling of what does the ELCA do for us. The council needs to purposefully supports the ELCA and their missions and the GMS. They have wonderful resources.

this could be stronger

do not know

don't know. Have not seen in context.

***Members of the congregation are willing to actively participate and invite others to***

**• worship and other ministry opportunities:    *comments:***

I think the membership is willing to participate. They(we) are willing to try new things. I think an understanding of what is worship will need to be taught over the next year. It is not all about what we get ... it is about praising and thanking God.

asking for choir and Emmaus and no volunteers

outside the church - some people don't get involved

need to continue intentional effort to connect members (new and less active) with activities

only a few members actually do this.

pastor is working on us to become more inviting

members not all involved, though everyone has their own commitments which limits

yes

just a few. Most are happy to show up on Sunday, that's it.

**• serve non-members in the name of Christ:    *comments:***

I believe SPL does an ok job... St. Peter Cafe and Emmaus meal participation is a start. As the Unique team has found out in their work, we need to be more intentional with building relationships with each other and in our neighborhood.

reaching out and inviting people to church

outreach has been a good focus and concentration of energy area

Does the question mean outreach, social justice issues? If that is correct then I would think there is much more to do.

many of our members are active in non-church activities

Only a few members do this.

could do better

always open

most definitely

definitely! St. Peter Café!

• **carry out the work of Jesus Christ in the world today:** *comments:*

We have work to do in the "spreading the Gospel" . Not sure if we are real comfortable talking about our faith in our daily walk.

what does that mean, and do we carry that out today I would suspect that we have a ways to go.

international, US and local presence

Some do more than others, but most try in their own way.

most definitely

#### 4. Mutual ministry

**Pastor demonstrates a clear understanding of responsibilities in this area.**

• **supervising staff members:** (to be answered by the council only) *comments:*

I believe Pastor Diane does very well in this area. Dan Stiebs and Carrie Zempel appear to be getting support and guidance from Pastor Diane. They all seem like a good team.

considering we have limited staff I would still say meets. I think it is possible to become enamored with performance that we become non-chalant about it.

great relationship between pastor, staff and council

Pastor is respectful to staff.

**communicating well with the council: *comments:***

Pastor Diane is very good at communicating, I have received emails, phone calls and one on one conversations. She engages with all council members. She is honest and has the best interest in the congregation in mind in all she does. She is willing to go out on a limb and challenge our ways and thinking. She has a way of getting us to think outside of the box. I have served various teams with four pastors and Pastor Diane has been the best directing and leading the council to do God's work.

not sure

council meetings are way too long.

we could do better

given technology today it is meets. What would constitute exceeds . . . Provisions.

since I am not a member of the council I don't feel knowledgeable to answer this question.

a more and better form of communicating must be worked out. A written report ready for each council meeting.

limited exposure to communication base upon pastor's report to council

is this to be answered by council only too? No personal knowledge.

pastor is an honest and open communicator with council.

I think so but do not know

from what I gather from reading minutes

**•caring for our mutual life together in ways that create a positive climate: *comments:***

Pastor Diane is a very caring and loving person. When ask how she would help us heal... she said, " I will love you". Everyday she shows how much she loves us as a congregation. She encourages us to grow in faith and community. She loves this congregation and she loves God. I see that in her at every gathering. She loves her profession and she wants to be the best pastor ... we all gain because of this work ethic and love of her calling. She gives SPL and GOD 100% of herself.

we are working on this

must find ways to convey a mutual life together

lots of energy positive attitude no feeling of discouragement

is this to be answered by council only too? No personal knowledge.

This is not easy here at St. Peter, pastor is working hard to develop a positive climate.

yes, most definitely - she has improved the climate at St. Peter tremendously

Pr. Isn't "warm and fuzzy" and doesn't sugar coat, but genuinely cares. I know she'd be there for me.

***Council members demonstrate a clear understanding of their responsibilities in this area***

**•communicating well with the pastor:   *comments:***

Pastor Diane welcomes all communication. She is open to receiving phone calls, visits and emails. She is very prompt at responding. I find Pastor Diane very easy to talk to from a committee chair doing committee work or a member who is growing in faith.

Kurt has done and is doing a great job!

no exposure to this

seems so but I may not have enough info to be sure

?

The president does the best, but the rest of us do ok.

believe so

for the most part.

**•caring for our mutual life together in ways that create a positive climate:   *comments:***

WE are trying to care for each other in a positive climate. Pastor Diane has lead some awesome council discussion on creating a good atmosphere for all members. "What If" series, Personal Mission statement dialog, etc.

I think we have to ask ourselves; could we do more, could I do more?

we should work toward unity in the congregation

have seen a greater intentional concerted effort towards such a climate

from what I've seen, yes

there is a positive energy between council members

as far as I can tell.

***The climate or culture of the congregation encourages members to care for one another and for our mutual life together in ways that create a positive climate.***

Intentional dialog has been part of Pastor Diane ministry here at SPL so far... We do care about each other on the surface but we need go deeper and learn to trust each other.

We do a pretty good job but this area can always use improvement.

The congregation needs to work on coming together

mutual ministry calls for scanning to look for problem area then addressing them before they become big problems. There are areas that need to be addressed.

our effort (personal) not as good as should be.

YES! Wonderful climate or culture - always very impressed with congregation's positive climate and care for our lives together as a church family.

there continue to be cliques that sometimes become negative energy for the congregation.

mostly!!

## 5. Overall ratings

**much better than pre pastor Diane.**

**Overall, *the pastor* is functioning effectively:    *comments:***

Pastor Diane is effectively touching the lives of all members and non members she comes in contact with. She has made a huge difference in my faith walk. I see Christ in all she does and says. She also challenges me to grow in my relationship with God. She also creates a hunger in me to spend more time reading my bible. Bible Study is awesome because she is passionate about it

Pastor Diane is definitely a keeper!

No other pastors I have known has done home visits.

I don't believe the pastor is exceeding constitutional provisions but what would constitute exceeds?

Pastor Diane has done an exceptional job. She has revitalized the congregation.

Pastor knows everyone's name and remembers visits. Yes - don't make wait - HIRE HER NOW!

The pastor has encouraged the congregation to welcome and invite new members and slowly we will again regain more members to do more for those in need.

very impressed

Pastor Diane has a very strong faith and love of Christ. She has the leadership qualities to be an excellent servant to and shepherd to us all.

I think Pastor Diane is doing well.

yes - we have a plan, we are all learning about Lutheranism (ELCA and other) and the Bible - love it.

**Overall, *the congregation council* is functioning effectively:    *comments:***

I think that we are on the edge of doing real ministry. We were group of many functions but without a common direction. Pastor Diane has and is assisting in helping us with this direction. I feel her leadership over the past 14 months have kept us focused and in the right direction.

Kurt is a significant factor and congratulate all council. We have come a long way - council things never done before

I would like to thank Kurt and all the council members for the time and effort spent in guiding, encouraging, and loving St. Peter and all of us by the great job they're doing.

seems so, but don't feel I have adequate personal knowledge

I'm STILL waiting to hear the (secret? Confidential?) results of the CHRISTUS report regarding the unjustly maligned Pastor Rod Nordby.

The congregation is at a much better place than a year ago, but still can improve.

would only suggest more mentoring from current council to next council coming on board.

Yes - we know what is going on, sometimes too much reading - but it is ever too much when it has to do with religion

**Overall, *our congregation* is functioning effectively:    *comments:***

The comment under the congregational council would apply to this area as well. I would like to add that Pastor Diane has intentionally visited over 160 families at SPL and she has listened to the highs and lows of each member. Without breaking the trust of the members she has brought out a positive change in the congregation. She is willing deal with the tough issues and always has the best interest of the congregation in mind.

we still need to get more people in church who haven't been here for a while.

people don't seem united, and there are cliques.

there's always room for improvement

I sure think so!

If we consider the ministry taking place today, and factor out the MET, MAT, Unique teams the ministry really hasn't changed that much. A comment could be made that it is not as effective because outreach and fellowship/cats have not been redesigned.

I would like to see members of our congregation practice more of Luke 6:31 and Matthew 7:12. If this happened I believe ALL of us would be better for us and closer to God as well.

yes, I think so, but we should still strive to become better.

Pastor Diane is healthy for and received well by our congregation. She is a good fit and we are blessed to have her. Functioning effectively? Slow recovery in number of members previously lost. Congregation that previously active has left or are tired. new members need to be encouraged to step forward and be mentored.

so much better - we have more programs and more participation, it seems like we are having more young people also - Halleluja!!!