

Written Comments
CLC Survey #2
Pastoral Characteristics

#44 Provide additional comments in the space below:

- I'd like another pastor with the same compassion for people like Pastor Scott has
- CLC does not participate in ELCA or Synod activities "God's Work Our Hands, National Youth Gathering, Lutherdale, Special Sundays, LSS. Present pastors do not want controversy. Pastors avoid conflict, conflict moves outside CLC. No dialog on social issues, ELCA social statements are not shared. Do we need a second pastor? Do we need a third pastor? And why? Children not present in traditional services. Be child centered but don't try and change anything. Pastor Paula and her committees maintain control. Paula's kitchen does not need another pastor. Pastor Paula and committees do not want outside input.
- A youth pastor would be a great addition. A young fresh face with new ideas.
- Would love a more effective Sunday School program.
- I think Pastor Paula should be made the Senior Pastor and I hope the reason she is not is because of discrimination.
- Do not want this pastor to be cooking in the kitchen. OK with continuing the meals. Join with other congregations especially Covenant Lutheran for local ministries eg. Poverty, drugs etc. Introduce new ministries and programs, and encourage us to increase our giving to fund them.
- Many of the pastoral characteristics listed on this sheet are definitely important for any pastor. However, let's be more realistic and face up to our pastoral situation. Pastor Paula is a very dynamic woman who is extremely talented and gifted in many areas, but you have to realize she is getting older and may not be capable in future years to be as actively involved with everything. Your selection committee needs to find an experienced, younger pastor who can give an outstanding sermon involving real life relating to Scriptures, appeal to the younger and older members of the congregation. This person needs to be extremely intelligent, rather jovial, and laid back to a certain extent. Yes, you have a big challenge to find someone who can be compatible with Pastor Paula and yet be able to step up to the plate when it is time to lead our church. After the arrival of Pastor Paula and Pastor Scott our church came to life! Let us continue this path into the future. You have a big challenge finding the right individual.
- I believe the pastors should have latitude to minister in a way that is comfortable to them with a direction or focus. They should be encouraged to use their strengths and grow too. We are living now in the 21st century. There can be a nod to the traditions, but I believe the pastor needs to recognize the need to be open and helpful to the congregation with its current day to day problems. I see no problem in using Facebook, or other media to connect with youth, shut-ins, or others, but we shouldn't make it a doctrine. I don't believe "fire and brimstone" sermons or talk have any place in modern ministry. I only believe it fosters guilt and alienation. People want a welcoming, comforting place for fellowship and to learn Jesus' lessons in a more cohesive atmosphere. It's about teaching love and not who or what to hate. We see too much of that today and it is so easily learned. Thank you.

- We need someone who can keep up with Paula.
- Good strong sermon delivery.
- CLC does a wonderful job with youth and I want that to continue.
- I would like to see the next pastor have a strong focus on the youth and the future of the church.
- The responsibilities of Pastor Paula and the new co-pastor should be clearly spelled out. Paula has done the majority for so long. It is time for new ideas for our youth, the right co-pastor will bring that, but will Paula allow it to change? The questions about the meals...CLC does so much cooking for our members but I remember a time when we cooked for the community like the Our Daily Bread meal. Should a pastor be cooking? The youth programs are CLC's strength, we must find a co-pastor to continue that.
- The next co-pastor needs to foremost display love in everything they do.
- The camaraderie between Pastor Paula and Pastor Scott will be extremely difficult to replace; however, it can be found in other ways. Finding a pastor who compliments and fills in the gaps with Paula will be very beneficial. There is a gap left when those who are confirmed get busy and do not feel a draw to return. Energize a service for this "instant gratification" generation.
- As part of this evaluation, I feel that a part time youth pastor would be ideal. I'm not sure that one person can truly be able to work with young, teenagers and seniors. Each age group has different needs and wants for their faith journey. I also feel that the new pastor should be able to participate in planning events, they should be relying more on the members of the congregation to execute these plans instead of executing the plans themselves. Encourage many members within the congregation to put their skills to use instead of always relying on the same individuals all the time. Their focus should be on the whole congregation and not just organizing the actual activity/meal/outing.
- It is important to be able to work with Pastor Paula as a team. I would like them to cross over with all ages and take turns with the sermons. I would like a male so we have one female and one male pastor so we have each perspective. There are quite a few Lutheran churches in town, and what stood out to our family is the kindness and open mindedness of all people. I grew up as a pastor's kid and I appreciate a middle to slightly liberal view of life. It is not our place to judge others.
- Pastor Paula like to be the chief cook and bottle washer, but the new pastor should not be asked to do the same. Unless they really want to. Thanks.
- The next pastor needs to be able to work with our current pastor. Good skills in communication and need to be engaged with all people is important. You cannot escape politics, but you need to tread lightly. Always good to provoke deeper thought and understanding vs conveying any judgement. I never thought this was an issue and it should not be in the future. Our youth program is quite good but discipline and boundaries on behavior could be better. I will mostly miss the closeness I felt to Pastor Scott. He always conveyed compassion and would say something heartfelt that was personal to me during communion, usually what I needed to hear, like "you are a good mom". I hope we have someone who I can grow close to again.

- I don't think we should think solely in terms of complementing Pastor Paula's skills. While they would be of value, we should also think long term for the best fit for the congregation even if some of their skill-set overlaps with Pastor Paula's.
- I hope the new pastor will enjoy and appreciate visiting shut-ins and sick individuals as Pastor Paula has done. The visits mean so much to the elderly.
- Having someone who cares is the most important thing.
- The next pastor should have a laid back personality.
- Staying up to date on current technology may help in engaging younger families.
- Basically super human to do everything efficiently, politically correct, with a smile and get along with everyone.
- It will be difficult to replace Pastor Scott.
- It is vital to bring in someone who is able to keep people engaged in worship at church and in life. A person who will understand the importance of growth in congregation and Spiritual growth. Someone who can see the great things about our church and takes ownership to quickly feel right at home. A person who considers being a part of CLC a true blessing.
- Not being a native to this community I have experienced the reality that those who weren't born here are outsiders. "Old Stoughton" tends to cling to their traditions, beliefs, and friendships while alienating those who don't fit their mold. I think we need to do a better job of embracing different people, cultures and mindsets to help our community grow. Not everyone is Norwegian! I appreciate Pastor Paula and Scott being more open minded than the pastors in the church when I was growing up.(NEW 5/31/18.