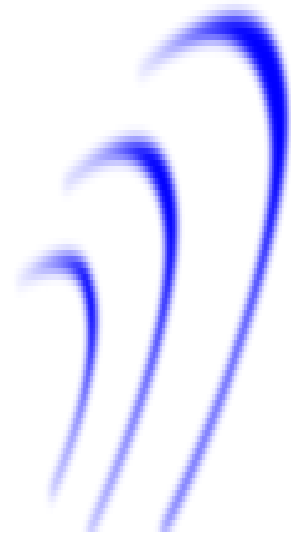
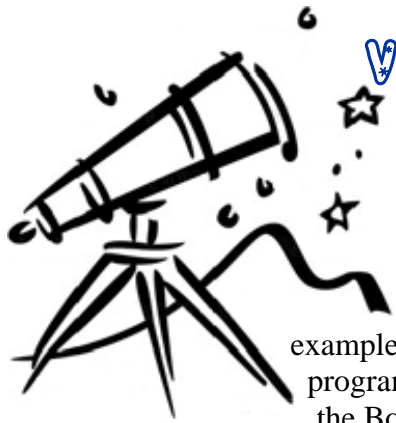

Gratitude, Grace, Giving

The
Ripple
Affect





VISIONS AND GOALS FOR GRACE

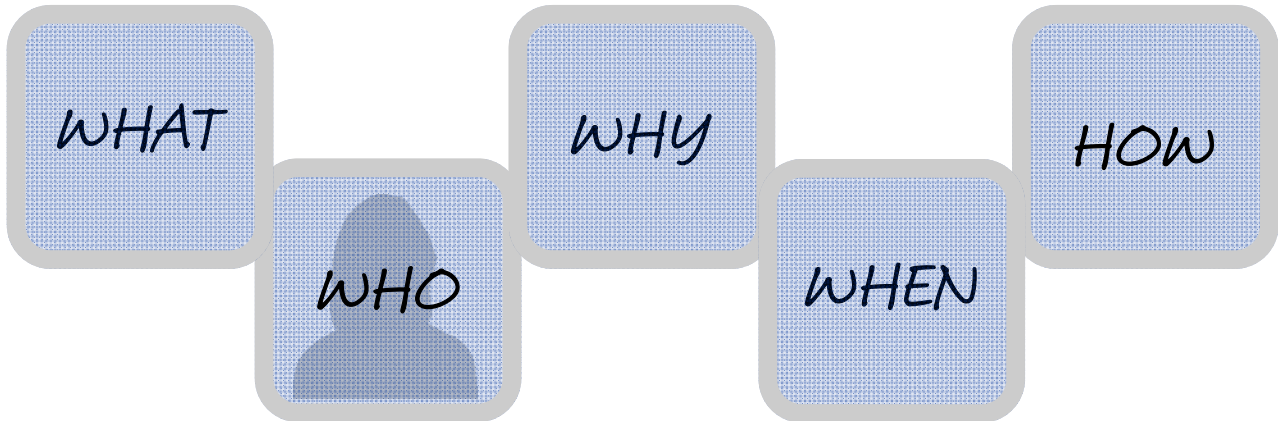
Grace is a place where mission and ministry happen because the people of Grace put their faith into action every day. This happens in our individual lives as well as when we work together as God's people.

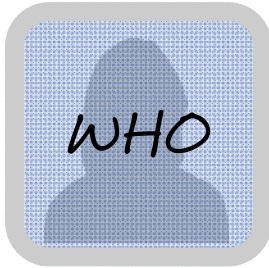
During this past year, there were many new ministries. For example, did you know that someone from Grace started a visitation program which uses music to minister to people? Or did you notice how the Board of Church in Society keeps one project after another in front of us so we are continually reaching out to people in need?

Calling an Associate Pastor

For a long time, this vision has been in front of us as we have imagined how a second Pastor would help us grow in faith and encourage us along the way. Now we are ready to have this as a real goal for 2010.

Here is a snapshot of answers to questions you might have about calling an Associate Pastor.





Can you imagine who our Associate Pastor might be?

It could be a man or a woman. It could be a young Pastor, fresh out of Seminary - - or a seasoned Pastor with years of experience in another congregation.

Whoever it is, because of their presence, more ministry will be done – as they. . .

- Bring a different set of talents to work with Boards and create new ministries.
- Add new insights into living the Christian life.
- Provide more Pastoral Care to a growing congregation.
- Allow for “additions” to Grace’s life, such as more adult education.

And make it possible for continuity when Pastor Kent is gone. (For example, there will still be Communion at every service.)

No matter WHO becomes the second Pastor at Grace, each of us will receive more support for the ministries with which we are involved. And that’s a good thing.



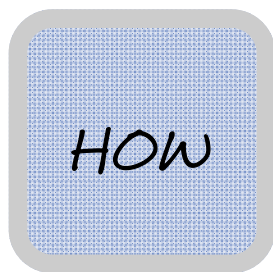
The benefits of a second Pastor

The best word to describe the benefits of calling an Associate Pastor is “more”. More ministry will be done. More Pastoral care will be given. More ideas will inspire us all. And more outreach can be accomplished.

Grace is a growing congregation, and we want to continue that growth. An Associate Pastor will encourage us in many ways. Here are some examples:

- More growth can happen as more time is invested in reaching out to our community with the Good News.
- More growth can happen as things like marriage classes, an on-line devotional, an on-line Bible Study, parenting classes and mid week Bible studies can be offered.
- More growth can happen as small groups bring us together.
- And more of us can be involved in things we care about as a second Pastor inspires and leads us.

Why does Grace want and need a second Pastor? Because more good things will happen for us and for the community.



The process of getting a second Pastor

The call process begins by working with the Bishop of our Synod, who will lead us in a self study so we can better understand our needs. Then, a Call Committee will be established. This group of Grace members will interview a number of Pastors to find one who is a good fit for us.

When a good match is found, the Call Committee comes to the Congregation to recommend we call that person as our Associate Pastor. The Congregation then votes on this proposal.

After a call is extended (sent) to this person, he/she has 30 days to decide whether or not they feel called to come here. They will consider whether or not God is calling them to serve in this place.

If they turn down the call, the Call Committee continues with interviews. If they accept the call, we welcome them to Grace soon afterwards. The whole process usually takes from 4-6 months.



WHEN

It depends on us!

It's as simple as this: when the Commitments we make (our pledges) match a budget which supports a second Pastor, we can start the process. In other words, this can happen as soon as there's enough money in the budget to support it.

Meeting this goal in 2010 comes down to us. As each of us grows in our giving, we will come closer to meeting this goal. We'll be encouraged to do our very best to stretch our giving so we can move ahead in calling a second Pastor.

The people of Grace have been consistently faithful in giving through the past year – THANK YOU! This has been a great benefit for everyone. Now, it is important that we do our very best to meet this next goal.

How much will this cost? It depends on when this person starts – halfway into the year – sooner – later?. It also depends on how many years of experience this person has, since we follow the Synod guidelines for salaries.

So, WHEN we call a second Pastor is tied directly to our response to this fall's Stewardship drive. To grow in our giving will be the challenge for each of us – but together, we will work towards the goal of calling a second Pastor. It's an exciting time to be part of Grace!

MORE MINISTRY GOALS

More new ministries continue to happen because the people of Grace are creative and energetic as they live out their faith.

One new ministry which will happen in 2010 is *“If The Shoe Fits”*. This will focus on collecting new tennis shoes and new socks for children and youth in need.

A second ministry, already in the works, is a **Mission Trip to Guatemala**. This will involve up to 30 people who will go to Guatemala to serve those who live on a garbage dump. It will include medical care as well as a VBS style outreach to the children. This mission will also include a “Ground Crew” – people who don’t travel, but who do tasks here at home to make sure the Mission Trip is effective.

Who knows what other ministries the people of Grace will dream about and establish? It sure makes our Church an interesting place to be, though – a place where we do things which matter in the world.

Thank you for all the ways you are involved in ministry each day – putting your faith to work. And thank you for accepting the challenges of meeting our next goals as we live out our faith together.

