

## Executive Summary

The Congregation of St. Andrew's Lutheran Church seeks to build on its strong commitment to...

- ...**Worship** by adding a second more casual and contemporary worship service, and by increasing the presence youth participation.
- ...**Mission** by strengthen its intergenerational mission by developing a local focus to match our Pine Ridge and Tanzanian ministry, being more intentional in welcoming and personal invitation, and developing more "entry point" groups.
- ...**Faith Family** by renewing our commitment to bringing people of all ages in our congregation together, staffing to aid in our commitment, and providing Sunday School space and programming to meet the needs of the congregation.

For the Congregation of St. Andrew's Lutheran Church to achieve is commitment to worship, mission, and Faith Family, facility upgrades may be needed to provide...

- ...**Safe and unobstructed accessibility to people to all essential areas.**
- ...**Gathering spaces.**
- ...**Welcoming environment.**
- ...**For future generations of the church.**

For St. Andrew's Lutheran Church to achieve our goals, we need an assertive pastor who is an initiator, a communicator, an organizer, and an administrator who can...

- ...**Empower the laity** to move forward as one to achieve the goals of its Five-Year Vision.
- ...**Be a Theologian** who can teach the Word and challenge the congregation when needed.
- ...**Be a Community Builder** who can identify and connect with needs of the local community.

The pastor must be an enthusiastic leader who is...

- ...**A person of integrity and lives the faith.**
- ...**An innovator and a visionary, but relational.**
- ...**Patient and approach things with a sense of humor.**