

To the members of Immanuel Lutheran Church and School,

I would like to share with you some of the leadership and committee conversations that have been going on about our vacancy pastor role. Pastor Dan Ritter will be stepping down as the designated vacancy pastor, but will still be meeting for Bible Study on Tuesdays and will offer preaching on Sundays when needed.

It is with much thanks and praise to God that I offer my gratitude to Pastor Dan Ritter for his leadership and counsel this past year and a half. His leadership has been a spark to a great spiritual fire at Immanuel.

The call committee and many other Boards have been meeting to discuss pastoral leadership roles. Last week the call committee and the school board met with President Rockey from the Florida-Georgia District for about an hour to discuss the best vacancy options for Immanuel. At the end of the meeting the conclusion and recommendation is not to call a Vacancy Pastor, but instead tap into the local resources we have in Tampa Bay and in our own congregation. I asked the Board of Elders and Church Council to vote to approve or not approve Rev. David Haara to be a contracted Vacancy Pastor for Immanuel. There were no objections to this and one council member did not vote.

The contract will go into effect August 1, 2023 pending your input as a congregation. This takes me to the point of writing this letter to you; If you have any objections or wish to share your thoughts to this vacancy contract, please share your thoughts to Church Council c/o Scott Wilcox at WeCare@GodsoLoved.org.

The outline of the vacancy contract shall be:

- Effective August 1, 2023.
- Estimated 30 hour work week.
- Three (3) Sundays preaching.
- 30 day notice of termination from either party or until we have an installed Senior Pastor.
- Agreeable salary with mileage based on a 30 hour work week.
- The Contract will give Pastor David Haara Senior Pastor Authority and will have supervisor duties over the principal and associate pastor and church staff.
- The Vacancy Senior Pastor will work with the Associate Pastor to plan and implement services, Bible Studies, Pastor care concerns, hospital visits, and shut-ins.
- The Vacancy Senior Pastor will work with the school principal as administrative support.
- Agreeable administrative duties as assigned by the Church Council as needed per the ILCS constitution and bylaws.
- The majority of the ministry work shall be to support the school.

The final draft of the vacancy contract will come from the District office and will have final approval from the District. I hope this letter answers some of your questions and provides clarity. Finally, I ask that you continue to pray for our church leaders, our Pastors, our members, and our school families.

Peace in Christ to you and your family,

Scott Wilcox
Congregation President
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