



ADVENT LUTHERAN CHURCH

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A New Way of Being Advent Lutheran Church

Well, it's finally happened. Because of God's grace and your faithfulness through the Grace-Filled Future journey, we now have the program staff we need in place to begin working toward the expanded goals we have been hoping and dreaming about for many years.

Based on some of the things I learned while I was on sabbatical, and also based on the gifts, talents, and skills of our current staff team members, with Council's unanimous, enthusiastic support, we have reorganized the staff team at Advent to make the most effective use of every person on the team.

I'm going to give you a brief summary of these new job descriptions beginning with those that have changed most significantly and working toward those that are relatively unchanged.

Director of Operations

Ashley Drake-Poe

Ashley will now be a full-time member of our staff team and she will be responsible for the entire business side of the ministry of Advent. We will no longer have an Executive Pastor. If you have any questions, concerns, or ideas relating to how Advent runs financially, logistically, etc., Ashley is the one who can help you.

Lead Pastor of Melbourne Beach Campus and Pastoral Care

Pastor Rick Funk

Everything I studied and observed during my sabbatical made it clear that, for a multi-site ministry to be effective, each site needs a lead pastor. Pastor Rick will still be leading our Pastoral Care ministry for the whole congregation, but his entire focus other than these responsibilities will be energizing the mission at Melbourne Beach and bringing growth and effective outreach to our ministry there. You will still see him preach at our Suntree Campus on occasion and those in Melbourne Beach will see Pastor Jeremy and I preach, but Pastor Rick will be the primary driver of the ministry in Melbourne Beach.

Pastor of Mission, Outreach, and Administration

Pastor Jeremy Freye

Pastor Jeremy will still be focused on evangelism, community engagement activities, communications, stewardship, and outreach (as before) but he will be the liaison to our administrative staff and will provide Ashley with her primary connection to the program staff. Pastor Jeremy will also mentor our Director of Youth and Family Ministry.

Senior Pastor

Pastor Dave Jahn

I will continue as your Senior Pastor and will oversee our ministry of worship as well as taking responsibility for developing discipleship ministries congregation-wide, paying particular attention to keeping all of our ministries focused on the vision to which God has called us. I will also provide oversight to the Lead Pastor – Melbourne Beach Campus, the Pastor for Mission, Outreach, and Administration, the Director of Youth and Family Ministry, the Suntree Campus Choir Director and 11am organist, and the Contemporary Music Leader.

Of course, all of our pastors will be involved in Word and Sacrament Ministry; preaching, teaching, and leading worship.

Director of Youth and Family Ministry

Joy Gemmer

Joy will be responsible for developing and overseeing our ministries to children, youth, and families. Because of the expansive scope of this job, she will be recruiting and empowering volunteers to do much of the “hands on” work. Although she loves and looks forward to spending time with the children and youth, she cannot do it all by herself, and will be counting on volunteers to step up and work alongside her to make this ministry thrive at both campuses.

Pastors’ Assistant

Lynda Herrman

The Pastor’s Assistant is responsible for supporting the pastoral staff in the performance of their duties including calendar management, correspondence, speaking engagements, and travel. She is the primary contact person for the pastors on all matters requiring their attention (for example, weddings, funerals, and other faith-milestone events). She also is responsible for keeping the information regarding Advent members, friends, and regular attenders up to date. As the “face of Advent” on Sunday mornings at our Suntree Campus, she can provide or help you find most of the answers you need.

Administrative Assistant: Melbourne Beach Campus

Jennifer Mitz

Jennifer is the “face of Advent” on our Melbourne Beach Campus on Monday, Wednesday and Friday during normal business hours. She answers the phone, helps with secretarial duties for both congregational and preschool activities, and takes on other duties as needed.

An important change in how we will go forward together

Please note that the people listed above are the only members of our staff whose job it is to receive information from the congregation and take action on that information.

Because several of our other staff members are also members of our congregation, it is all too easy to approach them during worship times and ask them a question about their area of responsibility or to perform some task or check on a project. I am asking you to please refrain from doing that.

Other members of our staff receive their direction and prioritized task lists from those on the staff who are supervising them. It puts them in a very awkward position when people attempt to put them to work (just as they were hoping to enjoy a morning of worship and fellowship).

We don’t think about it this way, but when everyone in the congregation feels free to ask a staff member to do something, it can quickly make that staff member feel like they have 600 bosses. Our staff members are all caring and kind people, and they hate to say “please talk to Ashley”, or “I’m here to worship today. Could you please call the office about that tomorrow?” so we are asking you to be sensitive and not put them in that situation. Thank you!

We are already seeing positive results from this new way of being Advent! Thank you for your enthusiastic support and your help as we go through this change and continue to serve God together.

Serving with you,

A handwritten signature in black ink that reads "Pastor Dave". The signature is written in a cursive, flowing style.