

Questions and Answers concerning calling Pastor Tran

Q: Why wasn't more information given about calling Pastor Tran prior to the Feb. meeting?

A: The Elders made a mistake. We had meetings with Pastor Tran, members of "his congregation" and with a leader from King of Glory. These sessions so impressed us that we saw an opportunity to follow the Great Commission, to grow Reformation and to better serve our community. This opportunity seemed to better serve our mission than to enter into a business relationship between "us and them." It seemed so obvious to us that we failed to recognize others had not shared these same experiences.

Q: Will the 11:00 am service become a joint worship service between the English & Vietnamese language services?

A: No! The worship services will remain as they are. Pastor Russ will lead and preach at the English language services. Pastor Tran will lead and preach at the Vietnamese language service.

Q: Why call Pastor Tran as a pastor and not simply rent space?

A: Neither the Elders nor the members of Pastor Tran's congregation are interested in a landlord/tenant arrangement. The members of Pastor Tran's congregation are Lutherans. They were members of King of Glory Lutheran Church. They like being members of a church and not merely tenants.

Q: What is Pastor Tran's training? How did he become a Lutheran pastor?

A: See reference from Pastor Ken Caudill (attached)

Q: What is Pastor Tran's background? What leadership positions has he held?

A: See Pastor Tran's bio (attached)

Q: What will his job description be?

A: See Covenant (attached)

Q: What is his salary? How will his salary be paid?

A: See Covenant (attached)

Q: What is the elders' vision for the Vietnamese language ministry?

A: The older Vietnamese immigrants have a bond of ownership and belonging. They feel comfortable in worshipping God in their native language and this strengthens their Christian faith. The younger Vietnamese-Americans are blending into the membership of Reformation and become full participants in worship and activities at Reformation and in its support. In addition, we hope that future pastors, missionaries, and church leaders will arise from these young people. We are very aware that the Lutheran Church in America is growing older. We believe this young community will add health and vitality to the future of the Lutheran Church. See reference letter from Yutaka Kishino (attached).

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Q: What community are we trying to reach?

A: We want to reach the people who live within this community. We believe effective outreach will lead to a congregation that reflects the demographics of its community. For this church to be primarily Caucasian or Vietnamese would be to fail at outreach. We must strive to reach the people in this community.

Q: How will members of Pastor's Trans congregation become members of RLC?

A: They will join just like any other person (through a membership class). Both Pastor Russ and Pastor Tran will lead the class. Luther's Small Catechism (in Vietnamese) will be the main teaching tool.

Q: What was the Vietnamese language experience at King of Glory?

A: See reference letter by Rod Anderson (attached)

Q: How has the Vietnamese Congregation contributed (financial) to RLC in the past 6 months?

A: Members of the Vietnamese congregation have given of their time and treasure to support RLC with no assurance that they would be received as members of RLC or have a long-term relationship with RLC. Areas in which they have contributed are as follows:

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| • Attended work days | Stucco the kitchen wall (\$1400) |
| • Contributed \$1000 to landscape fund | Contributed \$300 for Easter flowers |
| • Donated banner for dedication service | Donated flowers for dedication service |
| • Allowed RLC to use chairs and tables | Tutoring school has brought in \$500 to RLC |

We know that members of RLC have greatly contributed their time in these areas. We as members do this out of love for God and love for our congregation. We anticipate that if as guests the Vietnamese community contributed as much as they have (without being asked), there will be much greater participation in the future as these guests become members.

Q: How will calling Pastor Tran add to/relieve the current staff's workload?

A: The church secretary may receive additional phone calls. Vietnamese language calls are directed to Pastor Tran's personal cell phone. Pastor Tran will continue independently to publish Vietnamese language material (bulletins, letters, flyers, etc). On the other hand, Pastor Tran is a servant. He helps wherever there is a need. When the church needed sandbags, he entered the water with Pastor Russ and placed sandbags in the necessary spots. Pastor Tran also helps Pastor Russ set up and take down tables and chairs.

Q: Will Pastor Tran support RLC's decision regarding church affiliation?

A: Yes! Pastor Tran is willing to stay in the ELCA (with like minded brothers and sisters) as well as move to another Lutheran body. His main desire is to stay Lutheran.

Q: What does Pastor Tran like most about the Lutheran Church?

A: In his words, "I like the doctrine of faith alone, salvation by grace alone, and that doctrine comes from the Word alone. I also like the rituals in the worship service."