

## Term Review for Conference Minister

The Board of Directors asked 35 persons who had been directly involved in some capacity with Doug Luginbill to complete a survey about his work as conference minister. We received 27 responses, a bit short of 80 percent. The responses were overwhelmingly positive as shared in this sample of comments:

--Doug has been strongly supportive of us elders . . . in the transition to CDC as well as during the time of transition without a pastor in leadership.

--Doug has a wonderful, non-anxious presence. He's a lovely human. I've been impressed by how he can both be fully present in whatever space he's in and at the same time be very efficient with answering questions and emails.

--Doug has a positive outlook and presents a hopeful direction for the future.

--Doug has been an excellent resource, listening ear, and wise counselor during our congregation's pastoral leadership.

Respondents did express concern about his being able to minister to the entire conference in light of its large geographical footprint and a fear that he might burn out.

The Board appreciates the solid support of persons in the Central District for Doug's work with them as congregations, as pastors, as lay leaders. In that spirit, we commend him to you and recommend that you affirm him for another term of three years as Conference Minister for the Central District Conference. With that affirmation, we ask your prayers for him as he serves this call.

Arman Habegger  
For the Board of Directors

April 2019