Rev. Randolph H. Raasch

FIRST IMMANUEL
lutheran church
CEDARBURG, WISCONSIN

W67 N622 Evergreen Blvd.
Cedarburg, WI 53012-1848
262.377.6610
rraasch@fils.org

My lengthy association with Ross allows me to provide an honest opinion of his ability to provide counsel and training in leadership. Ross has worked with me and with many others in a number of situations.

When our congregation decided that Policy Based Governance was the best organizational structure for our situation, Ross guided us through the process of transition. As a member of our congregation he served as the president, so he has hands-on experience from the perspective of board governance. Ross was the executive director Association of Lutheran Secondary Schools, which provides him with practical experience from the operational side of governance.

As the board chairman of the South Wisconsin District of the Lutheran Church—Missouri Synod, I felt the need to update and tidy up the board policy manual. I called Ross to handle the task. He did so by listening to our leadership to our locate our problems, determine our needs and offering us working solutions.

Ross asked me to participate with him in a presentation to a congregation interested in the function of policy based governance and the possibility of its use in their ministry. I was able to stand back and watch as Ross determined the strengths and weaknesses of that congregation and then provide meaningful input concerning a governance best suited to their needs and based on their skill set.

As our congregation moves forward we will continue to engage Ross as our consultant, assisting us to be best positioned to carry out the mission and ministry that the Lord of the Church entrusts to us.

Rev. Randolph H. Raasch
Senior Pastor