

Divine Shepherd Lutheran Church

Call Committee

Meeting Minutes

Date: October 29, 2007

Attendees: Susan Bauer, Tim Durham, Pete Eiden, Jack Frohloff, Darin Kleb, Gary Krichau, Dean Raabe, Gaye Lynn Schaffart, Jerry Schomers, Todd Strubbe, Joel Wichman, Pastor Werling

Absent: Cathy Greenwald

1. MINUTES

1.1. Pastor Werling began the meeting with two readings:

1.1.1. The first was from Colossians 1:15-20 regarding the supremacy of Christ.

¹⁵He is the image of the invisible God, the firstborn over all creation. ¹⁶For by him all things were created: things in heaven and on earth, visible and invisible, whether thrones or powers or rulers or authorities; all things were created by him and for him. ¹⁷He is before all things, and in him all things hold together. ¹⁸And he is the head of the body, the church; he is the beginning and the firstborn from among the dead, so that in everything he might have the supremacy. ¹⁹For God was pleased to have all his fullness dwell in him, ²⁰and through him to reconcile to himself all things, whether things on earth or things in heaven, by making peace through his blood, shed on the cross.

1.1.2. The second reading was from Luther describing how our work is to be done in accordance with God's plan – not the plans of men.

1.2. Pastor Werling led the call committee with a word of prayer.

1.3. Jerry Schomers presented seven documents for review by the call committee:

1.3.1. Guidelines for Assisting Congregations in Dealing with Pre-Call Interviews

1.3.2. Sample Interview Format for Congregations Interviewing Pastoral Candidates Before Extending a Call

1.3.3. Pre-Call Meeting Presentation given by President Sommerfeld on October 21, 2007 at Divine Shepherd Lutheran Church

1.3.4. Section 9, Anticipate Your Associate's Future, from Closing Out a Ministry at Retirement: Things to Consider, Ronald J. Kusel, Edition Feb. 2006 (distributed to Divine Shepherd Lutheran Church by President Sommerfeld, June 2006).

1.3.5. Sample Senior Pastor Ministry Description provided courtesy of Gloria Dei Lutheran Church, Houston, Texas

1.3.6. Divine Shepherd Lutheran Church document, Senior Pastor Qualifications – May 3, 2006

Divine Shepherd Lutheran Church

Call Committee

Meeting Minutes

- 1.3.7. Divine Shepherd Lutheran Church document, Focus Group Session, Strategic Objectives, October 2007
- 1.4. The call committee discussed the need to draft a document listing the qualifications to be used to consider pastoral candidates. It was agreed to:
 - 1.4.1. Use the Sample Senior Pastor Ministry Description as a guide.
 - 1.4.2. Incorporate content from the Divine Shepherd Lutheran Church document, Senior Pastor Qualifications – May 3, 2006.
 - 1.4.3. Incorporate content from the Divine Shepherd Lutheran Church document, Focus Group Session, Strategic Objectives, October 2007
 - 1.4.4. A subcommittee would draft the document with seven to ten days and provide a draft via email for review. The subcommittee members will be Susan Bauer, Tim Durham and Gary Krichau.
 - 1.4.5. The full committee will meet on November 10, 2007, at 9am for a working meeting to finalize a Divine Shepherd Lutheran Church Senior Pastor Ministry Description document.
- 1.5. The call committee discussed the past practice of Divine Shepherd Lutheran Church for previous call committees to present only one candidate to the congregation. There was discussion regarding the scriptural basis for this practice, the consequences of multiple candidates before the full congregation and the authority of the call committee to limit the number of candidates. The call committee agreed that if there were several qualified candidates, then the call committee would present them to the congregation. If there is only one, then only one will be presented.
- 1.6. There was discussion by the committee concerning the need to establish and communicate a target deadline for nominations. Pros and cons were discussed. Pastor Werling will discuss this with President Sommerfeld and report back to the call committee.
- 1.7. There was discussion regarding the importance of the communication of the activities of the call committee to the congregation. It was agreed that there must be transparency in all activities. Todd Strubbe asked that the call committee should consider the necessary elements for an effective communication plan to the congregation including the following:
 - 1.7.1. The use of short video clips to present the qualifications for the senior pastor being sought. Each member of the committee would be used to speak of a particular qualification. This could be presented over a number of weeks in much the same manner as the Forward in Mission videos, "What brought you to Divine Shepherd."

Divine Shepherd Lutheran Church

Call Committee

Meeting Minutes

- 1.7.2. Consider the best methods to be used to communicate activities with the staff.
- 1.7.3. Publication of meeting minutes on the Divine Shepherd Lutheran Church website.
- 1.8. Susan Bauer suggested that the call committee should ask for specific prayer requests of the congregation rather than more general prayers for the committee. It was agreed by the committee to ask the congregation to prayer for guidance as they finalize the Divine Shepherd Lutheran Church Senior Pastor Ministry Description.
- 1.9. Jerry Schomers asked the committee to consider a call committee chair and a call committee secretary. After discussion it was agreed that Todd Strubbe will be the chair and Gary Krichau will be the secretary.
- 1.10. Gary Krichau proposed that the call committee set aside a portion of the meeting time to a Bible study or devotional. The call committee agreed. Gary Krichau will pursue a Bible study that President Sommerfeld has in mind.
- 1.11. The meeting was adjourned.
- 1.12. Pastor Werling closed the meeting with prayer.

2. ACTION ITEMS

- 2.1. Review the seven documents provided by Jerry Schomers.
 - 2.1.1. Action taken from Minutes 1.3.
 - 2.1.2. Responsibility: Full call committee
 - 2.1.3. Due: November 10, 2007
- 2.2. Draft the Divine Shepherd Lutheran Church Senior Pastor Ministry Description.
 - 2.2.1. Action taken from Minutes 1.4.
 - 2.2.2. Responsibility: Susan Bauer, Tim Durham and Gary Krichau
 - 2.2.3. Due: November 8, 2007
- 2.3. Finalize the Divine Shepherd Lutheran Church Senior Pastor Ministry Description.
 - 2.3.1. Action taken from Minutes 1.4.
 - 2.3.2. Responsibility: Full call committee
 - 2.3.3. Due: November 10, 2007
- 2.4. Follow up discussion regarding nomination deadlines.

Divine Shepherd Lutheran Church

Call Committee

Meeting Minutes

2.4.1.Action taken from Minutes 1.6.

2.4.2.Responsibility: Full call committee and Pastor Werling

2.4.3.Due: November 10, 2007

2.5. Consider the necessary elements for a communication plan

2.5.1.Action taken from Minutes 1.7.

2.5.2.Responsibility: Full call committee

2.5.3.Due: November 10, 2007

2.6. Submit specific prayer request for call committee

2.6.1.Action taken from Minutes 1.8.

2.6.2.Responsibility: Gary Krichau

2.6.3.Due: November 1, 2007

2.7. Obtain Bible Study/devotional for call committee

2.7.1.Action taken from Minutes 1.10.

2.7.2.Responsibility: Gary Krichau

2.7.3.Due: November 10, 2007

3. CHANGES

3.1. For additions or changes to these meeting minutes, contact the call committee secretary.

4. SCHEDULED MEETINGS

4.1. Subcommittee to draft 2.2, November 3, 2007, 10am, at church.

4.2. Full call committee on Saturday, November 10, 2007, 9am, at church.