



Special Congregational Meeting

September 23, 2018

**Purpose: To vote on calling Pastor
Reginald Klindworth to be Senior Pastor
of Crown of Glory Lutheran Church**



Senior Pastor Call Meeting September 23, 2018

Agenda:

- Establishing a Quorum
- Review of Call Process to Date
 - Advisory Committee recommendations
 - Call Committee recommendations
 - ELCA Minneapolis Area Synod Review
- Ministry Site Profile Recap
- Open Discussion
- Voting Process
- Next Steps
- Adjourn

**Congregational Meeting – Vote on
Call Committee Recommendation**



Establishing a Quorum

- Constitution requires 50 members minimum to establish a quorum
- Sign in on provided Roster sheets
 - Receive a preprinted ballot
 - Voting members are confirmed members
 - Such confirmed members, during the current or preceding calendar year, shall have made a contribution of record to this congregation



Senior Pastor Call Process Advisory Committee

- Formed in response to various congregation communications (E-blast, bulletin, verbal)
- Seventeen members- representing broad cross-section of congregation
- Discussed, debated and shared current CoG strengths and opportunities
- Identified vision and goals for CoG and pastors and desired pastor attributes/priorities
- Reviewed inputs from other members (received via email, verbal communications)
- Team and members at large expressed desire to elevate Pastor Reggie to Sr. Pastor role
- Sought Synod Guidance – advised on Call Committee process
- Team’s output formed basis of draft Ministry Site Profile (MSP)

Overwhelming Majority recommended formation of abbreviated Call Committee and to consider Pastor Reggie Klindworth as Sr. Pastor.
Council Approved



Senior Pastor Call Process Advisory Committee Members

- **Bob Chinnock**
- **Steve Clay**
- **Scott Firman**
- **Laura Hauck**
- **Burt Johnson**
- **Gail Lawler**
- **Mary Leopold**
- **Bob Lindall**

- **Kate Peterson**
- **Lori Robinson**
- **Doug Sayles**
- **Rachel Berg Scherer**
- **Jodi Sei**
- **Chuck Sween**
- **Grant Taylor**
- **Sherri Taylor**
- **Steve Tinker**

Committee input was key to development of Ministry Site Profile.
Thank you Advisory Committee!



Senior Pastor Call Process Call Committee

- Eight members volunteered – representing cross-section of congregation
- Reviewed Inputs from Advisory Committee (represented in Draft MSP)
- Discussed, debated and shared visions and goals and desired pastor attributes
- Finalized the Ministry Site Profile
- Developed comprehensive list of interview questions
- Interviewed Pastor Reggie on vision, direction and future of CoG
- Assessed and documented interview

**Call Committee Unanimously Recommended
Pastor Reggie Klindworth to Senior Pastor**

Council Approved bringing recommendation to Congregational Vote



Senior Pastor Call Meeting Call Committee Members

- Harold Cook
- Robyn David
- Steve Mangen
- Sara Rekow
- Lori Robinson
- Rachel Berg Scherer
- Steve Tinker
- Sherri Eriksrud

Thank you Call Committee!



ELCA Minneapolis Area Synod Guidance and Review

- Pastor Craig Pederson, Assistant to the Bishop acted as primary liaison to CoG for the transition process
 - Conveyed ELCA process and guidance during process
 - **Ministry Site Profile** is required document
 - Congregations with multiple pastors can/should define (split) roles based on talents
 - Provided options, including the opportunity to utilize an accelerated Call Committee process for Senior Pastor
 - Provided guidance on interim pastor options

Call Letter will be finalized following the congregational vote



Ministry Site Profile

Gifts for Ministry*

Top Priority

- Help people develop their spiritual life
- Help others develop their leadership abilities and skills for ministry
- Be an effective communicator
- Work regularly in the development of stewardship growth
- Be effective in working with youth

*Categories selected from Synod MSP

Five *Top Priority* and Five *Very Helpful* Categories Are Required



Ministry Site Profile Gifts for Ministry*

Very Helpful

- Help people understand and act upon issues of social justice
- Build a sense of community among the people with whom he/she works
- Be an effective teacher
- Be able to share leadership and work in a team
- Be creative and innovative about his or her tasks

*Categories selected from Synod MSP

Five *Top Priority* and Five *Very Helpful* Categories Are Required



Ministry Site Profile Recap

Mutual Expectations

Five Primary areas of focus for Senior Pastor during first year in this ministry

- Grow membership- welcome, appreciate and provide programming for diverse demographic community
- Promote and grow stewardship through fresh, innovative approaches
- Encourage and set a tone of volunteerism of time and talents
- Continue to build and expand children and youth programs
- Lead enlightened and meaningful worship services

Interview delved into Pastor Reggie's planned approaches



Ministry Site Profile Recap

Mutual Expectations

Five ways the congregation will support and encourage this Senior Pastor in first year

- Enthusiastic support of new leadership and willingness to embrace change
- Demonstrate and model willingness to step up for a variety of volunteer opportunities within the congregation and in the community
- Strong Council, Finance, and Human Resource Committee support, engagement, guidance and coaching
- Provide sufficient staffing and encourage cohesive teamwork and communication with members and the community
- Respect, open lines of communication, and appreciation

Respectfully Request Congregational Commitment



Senior Pastor Call Meeting September 23, 2018

**Open Discussion:
Questions
Comments**



Senior Pastor Vote

Call for Vote

Our Constitution requires a two-thirds majority ballot vote of the members present and voting to affirm the calling of a new pastor.

Thank you for participating in this important process !



Associate Pastor Plan

- Council has approved concurrently seeking an Interim Pastor
- Requested Synod to identify interim associate candidates
 - 30 hours/wk from Oct. 1- May 31
 - Desired responsibilities/attributes conveyed to Synod
- Subset of Call Committee to interview and recommend interim associate pastor candidate(s)
- New Associate Pastor Call Committee will be formed in October
- Watch for communications on Associate Pastor Call Committee



Adjourn

Thank You!