

Messiah Lutheran Church

October 15, 2020; 6:00pm

Pastor's Report

Rev. Chuck Harris

I am spending this week in Seaside, Oregon with Kirsten and Ken. It is a bit of a working vacation: good to get away and enjoy the beach but also keep up on what is going on at Messiah and catch up on some work projects. This report will be short and to the point!

Adult Faith Formation opportunities are beginning. See the options on the website.

Building a Culture of Generosity program has had a great start! Many thanks to the Finance / Stewardship Team for all the work they have put into this project.

Pastor Rebecca Shjerven will be preaching at Messiah this coming Sunday. She is our guide through the call process, and I thought did a great job outlining the steps we need to take to call an Associate Pastor. She provided some ideas on how we can unfold a good and faithful process. Based upon her comments, I've created some draft role guidelines for us to consider as we move forward.

My initial thoughts on guidelines for our roles in the call process follows. We can expand and edit as we move forward, but I wanted to capture some initial ideas our conversation with Pr. Shjerven sparked for me:

- **Congregation**
 - a) receives candidate's name, recommended by Call Committee, and presented by the Church Council
 - b) votes on extending a call
 - c) votes on a compensation package
- **Council**
 - a) holds joint meeting with Call Committee regarding primary candidate
 - b) observes strict confidentiality
 - c) meets candidate recommended by Call Committee
 - d) has conversation with candidate, not an interview
 - e) presents candidate to congregation with Call Committee
- **Transition Team**
 - a) appointed by Church Council
 - b) oversees congregational self-study
 - c) utilizes Faith Formation Task Force document as foundation
 - d) invites wide participation
 - e) determines gifts and experiences needed for the position
 - f) what is Messiah's unique identity?
 - g) prepares MSP for submission to ELCA
 - h) overcommunicates with congregation
- **Call Committee**
 - a) appointed by Church Council
 - b) observes strict confidentiality
 - c) 6 members with 1 alternate
 - d) representative of congregation

- e) follows newly updated Call Committee handbook from synod
- f) interviews candidate(s)
- g) overcommunicates process to congregation
- **Senior Pastor**
 - a) observes strict confidentiality
 - b) sits in on Call Committee interviews, no voice, and no vote
 - c) meets one-on-one with candidates for conversation
 - d) determines whether self and candidate can work in Messiah ministry together
 - e) has veto not vote in Call Committee recommendation process
- **Church Staff**
 - a) observes strict confidentiality
 - b) meet and greet with primary candidate for time of conversation
 - c) conversation with Senior Pastor

Again, the above list captures my notes from our meeting with Pastor Shjerven. I would suggest that it be talked about, edited, and then approved as a general guide to expectations in the process.