

## Associate Pastor Call Committee Update

Sunday, March 5, 2023

Good morning,

My name is Monte Johnson and it is my privilege to provide you with an update on our progress in calling an Associate Pastor to be part of Immanuel Lutheran Church.



Called to care. Sent to serve.

This work actually began in December, when about a dozen members of our congregation, under the leadership of Church Council Vice President, Julie Maes, met several times to consider what skills, characteristics, and passions would be important to look for in our new pastor. These "Associate Pastor Visioning Sessions" as they were called, yielded vital information that was used to update and customize our [Ministry Site Profile](#) (MSP) that is a key document in the search process. The Ministry Site Profile contains detailed information about our Church, our congregation, our values, our priorities, and our community. I would strongly encourage you to read our [MSP](#). It provides an interesting overview of who we are as a Church.

Creating the Visioning Group, before creating a Call Committee, meant that an even larger cross section of our Congregation was able to provide input and be part of this work. And, having put in the effort to nearly complete our MSP ahead of forming a Call Committee meant we were further ahead in the Call process.

In January, after the congregation voted at the Annual Meeting to add a part time Associate Pastor, a Call Committee, made up of 7 members of the congregation and Pastor Paul, was formed. That group has already met twice and will hold its third meeting today, March 5.

The initial meeting of the Call Committee included Pastor Craig Pederson, an Assistant to the Bishop at the Minneapolis Area Synod of the ELCA Office, who walked us through an overview of the Call process. He informed us that our Ministry Site Profile (that the Visioning Team had helped to develop) will be used by his team and shared with potential candidates for our position. It is their window into our Church, a kind of first impression!

Our second meeting was spent updating and revising the Associate Pastor Ministry Description - a job description which reflects the desired characteristics and qualifications of the associate pastor and is aligned with the responsibilities he or she will be given as part of the Immanuel staff. This too will be shared with and carefully considered by candidates who may be interested in Immanuel.

Our meeting today will focus on building a list of interview questions and talking points that the Committee will use when we begin to interview potential candidates, probably sometime in late March or early April.

We anticipate that the Synod Office will soon begin to provide us with resumes of candidates whose gifts, talents, and interest fit our needs and we will get to work considering and screening those this

month. The timeline for completing this work and getting to the point of calling a new associate pastor is uncertain, but likely to take several months. I will keep you updated along the way.

As we continue this important work, there are two things that I would ask of you all:

First, there is an opportunity for members of our congregation to **nominate pastors that you know and/or think may be interested** in our associate pastor role. You can find all Call Committee updates, including a link to the "[Associate Pastor Nomination Form](https://www.immanuel.us/about/leadership-teams)," on our website: <https://www.immanuel.us/about/leadership-teams>

**All nominations must be received by Sunday, March 19, 2023.** Please bring the form to Kari Totall's mailbox in the church office or email to Kari at [tkjentotall@aol.com](mailto:tkjentotall@aol.com). We will forward all recommendations to the Minneapolis Area Synod Staff for consideration.

Second, **please continue to pray for the members of the Call Committee** who are Kari Totall, Kim Rathjen, Allison Ranallo, Sharon Peterson, Blake Sipek, Wendy Wurscher, Grace Held, Pastor Paul, and me. Pray that the Holy Spirit will be at work in our Call Committee, be present through all facets of this process, and lead the person to us who will love and serve this Congregation.

Let me conclude this update with words from Ephesians 3:20-21 that are resonating with me in the midst of this work - *"Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen."*

Thank you!

Monte Johnson  
On Behalf of the Call Committee