

August 6, 2018

To: Congregation Council, Prince of Peace Lutheran Church, Roseville, MN

From: Jennifer Duncan, Chair, Call Committee

Re: Report of the Call Committee for the position of Associate Pastor for Faith Formation

I am pleased to report the recommendation of the Call Committee of Rev. Elizabeth Hoium for the position of the Associate Pastor for Faith Formation at Prince of Peace Lutheran Church, Roseville, Minnesota.

The intent of this report is to inform our Congregation and Congregation Council of our process and support of our recommendation. As a part of this report, I have also included a letter from Pastor Betsy describing her experience, background and calling to ministry.

### **Philosophy**

It was important to the committee to be mindful and aware that the call process is a Spirit led process. All our meetings were opened and closed in gratitude for the gifts and guidance of God. Our intent was to be open to The Spirit and recognize the gifts and perspectives God has provided. We recognized the importance of communication amongst the committee and with the whole congregation as the process would allow. All committee members were aware of the importance of the discussions we had and the decisions we made as a committee.

My goal as committee chair was to provide an environment where all committee members felt comfortable and confident in sharing their views. It was also important to recognize that we were a committee representing our entire congregation, not just our own personal wants and needs. Most importantly, I wanted the committee to come to consensus at the conclusion of our discernment.

### **Process**

Each step in our process began and was surrounded in prayer. Our meetings began on April 8, 2018 with orientation by Saint Paul Area Synod representative Deacon Krista Lind. The dedication and commitment of the members has been evident in the more than 300 people hours we've spent together. Since our first meeting, each committee member has spent at least 50 hours working towards our final recommendation.

Our process consisted of four main steps: 1) Review, discussion and understanding of the Ministry Site Profile and position description 2) Creation of interview questions and format 3) Candidate interviews 4) Discernment.

- 1) The Ministry Site Profile provided the framework for all our work. It describes our church, our goals, and specifically the leader Prince of Peace is seeking. The Position Description provided more detail of the role we were seeking to fill. We spent a great deal of time working to better understand the wants and needs of our church so that we were able to match those needs with the qualifications, skills, experience and giftedness of the candidates. While the committee did this work, we also solicited candidate nominations from the congregation and the Synod worked to create a slate of candidates for us to consider.
- 2) Our interview format and questions were determined on the foundation of the Ministry Site Profile and the desire to gain a good understanding of candidate qualifications and personality.
- 3) The committee initially met and interviewed four potential candidates. Following this first round of interviews we met and discussed the candidates and how they were suited for ministry at Prince of Peace. We then created a few candidate specific questions to address topics raised in the initial interviews in addition to a general slate of questions designed for us to know the candidates more deeply. We met with three candidates for our second round of interviews. The meetings were opened with a Bible study on the topic of the candidates' choosing with the intended audience of a high school youth group. In addition to the committee interviews, we were able to view candidate supplied sermons, visit the candidates in their current context and contact references. Pastor Peter also had the opportunity to interview each of the candidates two times.
- 4) The committee's process of discernment centered on the identifying how each candidate had demonstrated experience in the following areas of the Ministry Site Profile:
  - a. Top Five Ministry Tasks
    - i. Recruit and Equip Leaders
    - ii. Youth and Family Ministry
    - iii. Children's Ministry
    - iv. Preaching/Worship Leadership
    - v. Christian Education
  - b. Gifts for Ministry – Top Priority
    - i. Be effective in working with children
    - ii. Be skilled in planning and leading programs
    - iii. Bring joy and good humor to relationships
    - iv. Be able to share leadership and work in a team
    - v. Be creative and innovative about his or her tasks
  - c. Gifts for Ministry – Very Helpful
    - i. Help people develop their spiritual life
    - ii. Build a sense of community among the people with whom he/she works
    - iii. Help others develop their leadership abilities and skills for ministry

- iv. Be an effective communicator
- v. Be an effective teacher

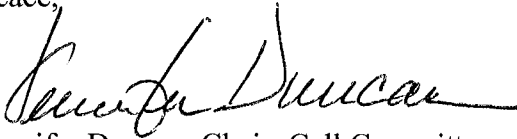
Pastor Betsy's overall experience and history clearly demonstrated to the call committee that she is well matched and suited for all these areas.

The final area of consideration was how Pastor Betsy would work with existing staff and our congregation. As a committee, we felt Pastor Betsy was the best match to complement Pastor Peter's personality and style.

In summary, the committee found Pastor Betsy Hoium to be well suited to be our Associate Pastor for Faith Formation. We found her to be strongly equipped on all essential duties, she has strong Biblical knowledge, she's demonstrated creative success and experience, has strong recruiting and equipping skills with volunteers, is thoughtful and passionate in the area of children and family ministry, has a strong desire to work collaboratively, has great tenacity, and is a learner and educator.

It is with great joy the call committee unanimously recommends Pastor Elizabeth Hoium to be the Associate Pastor for Faith Formation at Prince of Peace Lutheran Church!

Peace,



Jennifer Duncan, Chair, Call Committee  
Prince of Peace Lutheran Church

Call Committee members: Ryan Burke, Deb Cordes, Jim Josephson, Sarah Schreiner & Linda Wagner