

# Temple Talk

Bill Fuller, Congregation Chairman

September 24, 2021

About four years ago, the congregation voted to create two new staff positions—Office Administrator and Assistant DCE. As time has passed, circumstances have changed, and the positions have evolved. Because of COVID, we have developed online services and activities and now, starting Sunday 26 September, live broadcast of Sunday worship over the Internet. The retirement of Phylliss Draheim as music director has left a void to be filled in music ministry and, now that we are emerging from the pandemic, there is a felt need to renew our outreach efforts to bring lapsed members home to Faith and to reach out to those who do not yet know our Lord.

Many members have indicated that they believe these positions have matured and that it is now time to make these Called Staff positions. Also, by changing the position status from contract to called, we will be indicating our commitment to these ministries for the long-haul. To that end, the Board of Elders recommended that the Church Council authorize a Call Committee to be formed to develop formal job descriptions and to identify candidates for these Divine Calls. In response to that recommendation, the Church Council directed that a Call Committee be formed. This committee consists of James Sanborn (Chairman), Pastors Pohland and Crowe, Mary Menzel and Adam Thane. They are currently working with Adam Perez and Austin Angerman to develop the position descriptions.

Once the position descriptions are completed, the voters will have an opportunity to vote whether, or not, these called positions should be created. If the voters decide to proceed, the committee will submit candidate names to the voters for a vote to call the candidates to these ministries. It is likely that a special called Voters Assembly will be scheduled for January 2022 to make these decisions.

After providing the above information to those in attendance at last Sunday's worship services, the pastors and I received several questions regarding the effect

this action will have on Adam and Austin. I would like to address those questions here. First, Adam and Austin have been kept fully informed of these developments and are participating in the position description process. They have been critical assets throughout the last two years as the world has changed and have worked many, many additional hours attempting to make our modified worship, music, outreach, and youth ministries as effective and responsive as possible. They have been a blessing to Faith and their efforts have not gone unnoticed. I am sure both will be compelling candidates for the positions.

A formal call is not to be taken lightly. We Lutherans believe that God calls His servants. The congregation is but the means that He uses to exercise His will. Procedurally, formal call searches must be published to the District and Synod. Either of these church bodies may suggest candidates to us for consideration. Additionally, qualified church workers throughout the synod may contact us to express their interest in receiving a call. **Nevertheless, it is the Voters Assembly of the calling congregation that decides who to call.** I am convinced that after careful deliberation and sincere prayer, the congregation will be guided by the Holy Spirit to the right answer.

Finally, this is a process-in-motion. There is time to contact the call committee members if you have inputs that would be useful to them as they work to develop these job descriptions and I know they would like to hear from you (sooner rather than later).