

## **SPECIAL VOTERS MEETING**

At the request of the Executive Pastor Call Committee, the Board of Directors is announcing that a special Voters Meeting will be held on Sunday, Feb. 14<sup>th</sup> at 11:45 AM in the gym. The purpose of this meeting is to seek the approval of the voters assembly to extend a Divine Call to Rev. Nathan Meador to serve as our next executive pastor following the retirement of our current executive, Pastor Jeff Schubert at the end of this coming August.

Pastor Meador is currently serving as the Executive Pastor at St. John's Lutheran Church in Plymouth, WI where he has been since 2009. We pray for God's continued wisdom and guidance in this most important decision.

Details of the Executive Pastor Call Committee's due diligence in accordance with our constitution in seeking the best possible candidate and the man of God's choosing for this important calling are provided here. In addition to requesting your attendance at this meeting, the Board of Directors asks that you would study the information and prayerfully seek God's will for our church.

May "His" will be done!

Yours in Christ,

David P Wangerin

President, Divine Redeemer Board of Directors

# Divine Redeemer Church and School

## Board of Directors Meetings - January 18, 2021

### Executive Pastor Candidate - Pastor Nathan Meador

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January 2020, the DRLC Board of Directors directed the Executive Pastor call committee to form and commence their search to replace Executive Pastor Jeff Schubert who is retiring in August 2021.

Executive Pastor Call Committee members:

1. **Brian Kramer** – Chairperson; Budgeting, conflict resolution
2. **Beth Hynes** – School families; Youth attraction and school
3. **Chris Irish** – High school perspective; Church and service planning, traditional & contemporary
4. **Gary Peppel** – Board Member; Governance, policy and strategic planning
5. **Janet Bahr** – Ex-Officio member (non-voting); People relationships, school
6. **John Uttech** – Elder Liaison; Worship styles and discipleship

The Board of Directors reviewed and approved the Executive Pastor job description. The *core areas* of the description are listed below and served as the core criteria for the pastor that God has already chosen. There are numerous duties of the executive pastor position that are elevated from an associate pastor.

1. Administrative leadership, budgeting, policy management
2. Team leadership and building and staff development
3. Vision and strategic planning
4. Conflict resolution skills with staff and congregants
5. Building the 18 to 28 year-old ministry
6. Traditional and contemporary worship experience and skill
7. Experience with primary and secondary school

Request for pastor candidate nominations from DRLC congregation & South Wisconsin District Office (March 2020)

- 20 total nominations
  - 12 District office
  - 8 DRLC congregational members
- Round one – 8 pastor initial phone conversation
- Round two – 4 pastor in depth discussions

#### Results:

The Executive Pastor Call Committee unanimously recommends Pastor Nathan Meador to the Board of Directors and Voters of DRLC.

#### Background:

Pastor Nathan Meador was born and raised in Highland, Illinois. Meador completed his:

- Bachelor's degree at Concordia Wisconsin 1992
- Completed seminary with his MDiv at Concordia St Louis 1996
- Earned his Doctorate of Ministry at Concordia St Louis 2017

### Ministry:

1. Senior Pastor at St John's in Plymouth, WI June 2009 to Present
2. Pastor at Zion in Staunton, Illinois August 2003 to June 2009
3. Pastor at Zion in Aniwa, WI July 1998 to August 2003
4. Pastor at Trinity / Zion in Sheldon/Gilman, WI June 1996 to July 1998
5. Synod - Assistant Coordinator of Stewardship – 2013 to Present
6. Chaplain/Firefighter – Staunton Volunteer Fire Department - 2016 to Present

### Personal:

Pastor Nathan and his wife Jill, from Beaver Dam, WI and a school teacher, have three children Andrew 18, Bethany 21 and Joseph 25. In his spare time Pastor Nathan referees high school sports including football and basketball.

- Joseph 25 – Director of Bands, Concordia Preparatory School (formerly Baltimore Lutheran), Baltimore, MD
- Bethany 21 at Concordia WI graduating in spring
- Andrew 18 graduating from Sheboygan Lutheran in spring

Pastor Nathan is a genuine, wise, intuitive, articulate, humble, funny person. He has a thirst for learning, has the demonstrated ability to mentor staff, strong in stewardship, and able to relate various ideas to different types of people.

Pastor Nathan is currently the Senior Pastor at St. John's in Plymouth, WI. He is responsible for the overall strong leadership of pastors, church staff and has built effective working relationship with the school principal. Strong supporter of parochial schools.

Pastor Nathan has the passion and experience to guide DRLC to the next level in its spiritual growth and development. He understands and sees the near and far term possibilities of "what if" and builds toward the health of the congregation while basing all his actions on biblical teachings. Understands the financials working of the congregation as he has completed the sale of St John's retreat property and building to clear debt from books.

A significant skill of pastor Nathan is ability to assess his team's strengths and weaknesses and put them in positions to succeed. He is a believer in building around strengths, and staffing the weaknesses. He has experience at St Johns with policy-based governance. He fully develops ideas and solutions and brings those complete ideas to his staff as well as the Board. St John's and Pastor Nathan perform both traditional and contemporary worship styles. He is more comfortable with traditional, however participates and supports contemporary worship, ensuring it is biblically based.

Regarding his interaction with his staff. He comes across as humble and able to admit when he erred and takes action to correct his wrong. He is a big picture thinker and has notable stewardship experience - he even wrote a book about it!

He is aligned with the Synod in St Louis as well as the South Wisconsin District and President Wille. He is the Assistant Coordinator of Stewardship and travels 5 to 8 times per year on his off day to other congregations to speak about stewardship. He also writes monthly articles on the topic.

*An open letter to the congregation from Pastor Seth Flick*

Grace mercy and peace to you, brothers and sisters of Divine Redeemer,

What a tumultuous time we live in today! Unfortunately, there are many indications that this disorder will not stop merely because we flipped the page on our calendar year. There may be changes politically that bring chaos. There are changes in society that have brought rebellion. However, the changes that occur within churches should be done in a completely different manner. The way we handle changes and transitions as Christ's body illustrates that we are different from this world. We are called to stand out as agents of Christ's peace and fraternal love in the midst of chaos. It is in these key differences that the Scriptures say we are able to bear witness to the grace of Jesus to our community and world. This is the sentiment Jesus is communicating in John 13:35: "By this all people will know that you are my disciples, if you have love for one another."

I have recently met with The Executive Committee of the Board of Directors and a member of the Call Committee. In this meeting, which was conducted with the utmost Christian respect and compassion, I was informed that I will NOT be the candidate whom the Call Committee will recommend to the Voters. I make no assumptions about your desire to see who the next Senior Pastor will be for Divine Redeemer. I do know that each of us has a desire for this process to be a peaceful transition to bring forward the best possible candidate that the Holy Spirit will use you, dear congregation, to identify and Call.

I commend the Call Committee's diligence, as they have deliberately and prayerfully worked through the typical Call process. In doing so, they believe that they have found another pastor who has more experience in several Executive areas as well as a skill set that could serve our Church and School faithfully. I am voluntarily and humbly writing this note to appeal to you, my friends and family at DR, that we would continue, peacefully and prayerfully, to seek God's wisdom as we evaluate our next steps in leadership for our congregation.

As we navigate this transition please know that your pastors will continue to work thoroughly to preach God's Law and Gospel, to administer the Sacraments, to teach and lead in the very best ways that we are able with the result that we use our gifts to serve you.

In Christ's grace,

Pastor Seth