Divine Redeemer Church and School

Board of Directors Meetings - April 18, 2021

Executive Pastor Candidate

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
8. Preaching acumen for traditional and contemporary worship services

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 conversations
* Round two – 4 pastor in depth discussions

Results:

The Executive Pastor Call Committee unanimously recommended Pastor Nathan Meador to the Board of Directors and Voters of DRLC. A voters meeting was held **February 14, 2021** where a vote was taken by the congregation. While Pastor Meador received the majority of the votes, he was just short of the required 60% needed to extend a call. The Call Committee reviewed the other round two candidates, conducted pastor meet and great sessions in March 2021 and are presenting the following pastors to the Board of Directors and voters of the congregation for consideration:

1. Pastor Greg Hovland
2. Pastor Jason Zobel
3. Pastor Nathan Meador
4. Pastor Seth Flick

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Executive Pastor Candidate - Pastor Greg Hovland

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Summary:

The Call Committee recommends Pastor Greg Hovland as one of the candidates for consideration. He currently serves in a senior pastor role at St. John’s in Portage, WI and has 24 years of pastoral experience since graduating from the seminary. He has built strong working relationships with the congregation, currently serves a dual role as Senior Pastor AND Interim school Principal, and has built close relationship with the school staff in this role as well as the church staff. He has contemporary and traditional services held on multiple days of the week. Further details are below.

Background:

Pastor Greg Hovland was born and raised in Ashland WI. Hovland completed his:

* Bachelor’s degree at Concordia Wisconsin 1993
* Completed seminary with his MDiv at Concordia, St Louis 1997

Ministry:

* Senior Pastor at St John’s in Portage, WI August 2015 to Present
* Pastor at Our Savior’s in Green Bay, WI January 2009 to August 2015
* Pastor at Messiah in La Crescent, MN March 2002 to December 2008
* Pastor at St. Peter/St. Paul in Vernon Center/Amboy, MN April 1997 to March 2002

Personal:

Pastor Greg and his wife Stephanie, from Hillsboro, WI and a grade 1-8 school teacher, have two adult children Elisebeth and Katherine.

* Elisebeth First grade teacher in California
* Katherine lives in Cedarburg, WI

Pastor Greg is a seasoned executive Pastor who has experience to draw upon and appears to possess the skill set that DR is seeking in its Executive Pastor. As a person who volunteered to take on the school Principals role, it is apparent that he is not afraid of hard work. He seems very measured in his approach and does not go in his own direction. He has proper understanding of gathering information to determine the direction that a church needs to go, and how the staff is a critical component of that process. Pastor Hovland is a very good shepherd and a Pastor with whom congregants feel comfortable approaching.

He is very organized church leader and accomplishes things in a timely manner. He sees the "big" picture and is able to break the vision into smaller items in order for others to understand and accomplish the project at hand. Greg has demonstrated experience with oversight of larger, complex organizations, previously served as interim administrator in a high school, and presently at current Lutheran Day School, as well as Board member of a prior Lutheran school. Because Pastor Greg is an accomplished, focused leader, he understands the need to slow down, ask questions and gather others input. His style is that of a delegator to incorporate the people around him to get things accomplished; comfortable being the decision maker.

His personality lends itself well to DR's Policy Based Governance as he can get things accomplished faster than by a committee governance model. Pastor Greg does not have direct experience with Policy Based governance however feels he can learn it quickly. He has strong administrative capabilities and has strong skills in analysis, is consistent in his management style and is a steady, action-oriented leader. He keeps the end objective in mind and is future oriented. St. Johns has a strong traditional worship program and some contemporary services.

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Executive Pastor Candidate - Pastor Jason Zobel

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Summary:

The Call Committee recommends Pastor Jason Zobel as one of the candidates for consideration. He currently serves in a senior pastor role at Mount Olive in Madison, WI and has 24 years of pastoral experience since graduating from the seminary. Following graduation, he was assigned to plant a church as his first call, and after successfully establishing that church subsequently asked to stabilize a troubled church, which has grown and is his current church. Pastor Jason has demonstrated the importance of building strong community and church relationships. He has built the need for a Lutheran school on the west side of Madison, and has established the staff to start this school mission.

Background:

Pastor Jason was born and raised in Cedar Rapids, IA. Zobel completed his:

* Bachelor’s degree at Concordia Wisconsin 1993
* Completed seminary with his MDiv at Concordia, St Louis 1997

Ministry:

* Senior Pastor at Mt. Olive in Madison, WI August 2009 to Present
* Pastor at Shepherd of Peace in Braidwood, IL June 1997 to August 2009

Personal:

Pastor Jason and his wife Laurel, from Milwaukee, WI and a teacher and parochial school child care professional, have three adult children Andrew and Lauren.

* Andrew is completing his seminary work this May 2021
* Lauren a nurse and lives in Southeast Wisconsin
* Rebecca is studying Early Childhood at Concordia University-Wisconsin

Pastor Jason is a "people" person. His strength is building relationships using his gift of conversation. He likes to get to know people outside of the congregation, in the community where the church is in order to become embedded into the community. He is a builder. Hands-on leadership of planting a new church in Braidwood, IL and turning around a troubled church in Madison, WI in a challenging environment – has a strong drive for results. He also took on campus ministry at UW Madison at the request of District President John Wille.

Pastor Jason scored the highest in 18–28-year-old attraction due to his experience with the UW campus chapel ministry. Relates very well to the 18–28-year old's and has excellent contemporary skills - being a drummer in his church’s praise band. He is currently starting a day school at Mt. Olive. It was delayed one year due to COVID. Limited exposure to Policy Based Governance as Mt. Olive uses different governance model but believes he will catch on quickly.

Pastor Jason is very passionate about preaching the gospel wherever and in the appropriate adaptive style to connect with his target audience. Jason can relate to old and young congregants. He has limited large congregation administrative experience with larger church and school staffs. He would use his people skills to bridge this gap. Pastor Jason seems to be very interested in the senior pastor position and will certainly come in and get to work immediately. Pastor Jason wants to see the church thriving and welcomes a challenge. He lacks experience in leading a day school although he seems excited about that prospect as a strong supporter of Lutheran education.

If Pastor Jason’s name sounds familiar, it is because Divine Redeemer extended a divine call to him to fill the Associate Pastor of Outreach position in 2018, but he returned the call as he currently serves in a Senior Pastor Position.

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Executive Pastor Candidate - Pastor Nathan Meador

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Summary:

The Call Committee recommends Pastor Nathan Meador as one of the candidates for consideration. He currently serves in a senior pastor role at St. John’s in Plymouth, WI and has 25 years of pastoral experience since graduating from the seminary. He has built strong working relationships with the congregation, school staff and church staff. He has contemporary and traditional services held on multiple days of the week. Further details are below.

Background:

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

* Senior Pastor at St John’s in Plymouth, WI June 2009 to Present
* Pastor at Zion in Staunton, Illinois August 2003 to June 2009
* Pastor at Zion in Aniwa, WI July 1998 to August 2003
* Pastor at Trinity / Zion in Sheldon/Gilman, WI June 1996 to July 1998
* Synod - Assistant Coordinator of Stewardship – 2013 to Present
* 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 adult children Andrew, Bethany, and Joseph. In his spare time Pastor Nathan referees high school sports including football and basketball.

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

Pastor Nathan is a genuine, wise, intuitive, articulate, humble, and 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.

At St. John’s, he is currently responsible for the overall strong leadership of pastors, church staff and has built an effective working relationship with the school principal. He is a 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 possibilities of "what if" and builds toward the health of the congregation while basing all his actions on biblical teachings. Pastor Nathan understands the financial workings of the congregation as he completed the sale of St John’s retreat property and building to clear debt from books. During his 12 years at St. John’s Pastor Nathan has balanced the budget while expanding resources available to the ministries of the church and school.

A significant skill of Pastor Nathan is the 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. Pastor Nathan is able to admit when he erred and takes action to correct his wrong. He is a big picture thinker and has notable stewardship experience (wrote a book about it). He is aligned with the Synod as he is the Assistant Coordinator of Stewardship for the LCMS 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.

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Executive Pastor Candidate - Pastor Seth Flick

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Summary:

Pastor Seth Flick is a well-rounded Associate Pastor at Divine Redeemer Lutheran Church and has 10 years of pastoral experience since graduating from the seminary. He excels in contemporary sermon delivery as well as conducting traditional worship. He connects very well with the congregational members and staff. He is highly organized with a caring and compassionate demeanor. While a gifted preacher and teacher, Pastor Seth has limited experience in executive leadership and administrative roles.

Background:

Pastor Seth was born and raised in Racine, WI. Flick completed his:

* Bachelor’s degree at Concordia Wisconsin 2003
* Completed seminary with his MDiv at Concordia, St Louis 2011

Ministry:

* Associate Pastor at Divine Redeemer in Hartland, WI July 2015 to Present
* Associate Pastor at Immanuel in Riverside, CA July 2011 to July 2015

Personal:

Pastor Seth and his wife Melinda, from Rolla, MO, a BA in Social Work from CUW, have five children living at home: Noah, Micah, Elijah, Judah and Luca.

Pastor Seth is an outgoing person. His strength is building relationships using his gift of conversation.

He brings existing knowledge of how DR school & church operate. He has established relationships with church and school staff, and church members. He has a strong interest in and has helped to develop a well-received contemporary worship program at Divine Redeemer. Pastor Seth continues to be active and visible in the Lutheran Day School and chapel. He has also demonstrated an ability to be very relatable to the youth & 18–28-year-olds.

Pastor Seth has a gift for preaching and continues to build his knowledge of the scriptures through independent and formal study. Pastor Seth has not had exposure to managing a larger organization, and the operational duties (administrative, budgeting, staff management, strategic planning and visioning skills this position requires) related to executive level positions.

He has a strong desire to continue on the pastor development track with a goal of becoming a senior pastor. Pastor Seth is currently working on his Doctorate of Divinity degree, and also acts as an Adjunct Professor for an online Lutheran seminary in Canada.

Pastor Seth has demonstrated strong intellect and adaptability in his prescribed pastoral duties. Work/life balance is an important value to him, which is admirable. Time management and quality of family life are potential challenges, balancing a young active family and the demands of a large congregation and school.