



VOLUME 1, ISSUE 2

OCTOBER 2021

A publication focused on the journey ahead for
Good Shepherd Lutheran Church, Woodstock, GA

Meet your Good Shepherd Lutheran Church Call Committee

Name: Bill Alderfer

Years at GSLC: 33

years

**Service(s) Typically
attend:** 10:45 AM

Personal History:

- Retired 13 years
- Married to Paulette for 54 years
- 2 daughters
- 6 grandchildren



- Currently live in Canton, GA for 20+ years

Church Involvement:

- Usher – 10:45 AM
- Habitat for Humanity
- Kitchen Staff for meal events
- High School Youth Mission Trip Chaperone
- Charter Organization Rep for Boy Scout 6410

Brief statements on what you bring to the Call Committee

- As a long time member, I want to support the congregation, the council and GSLC with making the best choice for our Call for Pastor.
- Desire to help the council drive Good Shepherd forward to the next stage in its evolution and grow the membership
- I have always been a member of the congregation and now I want to be part of Good Shepherds leadership and help with the church's growth.

Church Involvement:

- Praise Team
- Bible Study
- Mutual Ministry (Synod)
- Call Committee

Brief statements on what you bring to the Call Committee

- Age and different Good Shepherd life experiences
- I've held different positions on committees of the synod and GSLC

Name: Marc A
Duclos

Years at GSLC: 20

**Service(s) Typically
attend:** 10:45 AM

Personal History:

- Born in Manchester, NH
- Married to Kathleen Duclos for 29 years
- 2 children - Nicholas and Delaney Duclos



**Visit page four for the
17 steps involved in
calling a new pastor
for Good Shepherd
Lutheran Church.**

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Council Highlights

September, 2021

- A policy on memorial gifts was approved.
- There were several information items from the Facilities and Maintenance committee: upgrading of the network and associated technology is moving forward; the parking lot was sealed/painted; a new copier was installed in the office
- Council discussed the committee to be appointed for calling a permanent pastor.

Accolades:

- Thanks to all the members of Caring for Creation for their support and work in the Garden of Grace.
- Thanks to those who are working on upgrading the church's network.

Call Committee

Next Steps

- **October 2:** The Call Committee and the Congregation Council meet for training in the process that will be used for interviews with congregation members in order to receive input from them.
- **October 14:** Pastor Jonathan Hemphill, assistant to Bishop Strickland of the ELCA's Southeastern Synod, meets with the Call Committee to review the call process, provide advice, and answer questions.
- **Mid-October - November:** Interviews with congregation members begin.

Meet your Good Shepherd Lutheran Church Call Committee

Name: Sebastian Escamilla

Years at GSLC: 7 years

Service(s) Typically attend: 10:45

Personal History:



- I am a journalism major at Kennesaw State University, with plans to commission into the US Navy as a Public Affairs Officer.
- I came to Good Shepherd in the 5th grade.
- I volunteer my time to help my old NJROTC Unit with their teams.

Church Involvement:

- I was involved in FX3 and Confirmation here at Good Shepherd.
- I attend Sunday School.
- I was the Youth Representative on council last year.
- I was on the Faith formation committee

Brief statements on what you bring to the Call Committee

- I bring relation to the youth of our congregation.
- I give the youth of the church a voice in the choice of a new pastor.
- I want to help the church find a pastor that appeals to the youth.

Name: Misty Hauswirth

Years at GSLC: 6 years

Service(s) Typically attend: 10:45

Personal History:

I was born and raised in Texas.



Grew up an athlete doing triathlons, swimming and diving.

I've had many jobs as a retail clerk, waitress, bus driver, and currently am a Bus Attendant for Cherokee County School District.

I'm a mother to 3 amazing boys and have been married for 18 years.

Church Involvement:

- I did my catechism at the Grace Lutheran Church, in Montgomery Texas.
- There was a time when I helped my grandparents clean and set up the church for Sunday.
- I enjoy being involved with Vacation Bible School when I can.
- I was once apart of the Choir and hope to be again.

Brief statements on what you bring to the Call Committee

- I bring a perspective from a wife and mother.
- I'm a 40 something year old female who has been with the church for 6 years.
- My job allows me to see all the growth and different environments in the county.

Meet your Good Shepherd Lutheran Church Call Committee

Name: Trina Hutchison

Years at GSLC: 25 years

Service(s) Typically attend: 10:45 AM

Personal History:

- I grew up in Myrtle Beach, SC. and graduated from College of Charleston.
- I moved to Chicago and married my husband Eric in 1992.
- We moved to Cherokee County in 1996.
- We have 3 wonderful children; ages 23, 21 and 12.
- I work for the Cherokee County School District as a High School Bookkeeper.



Church Involvement:

- Personnel Committee
- FX3 Teacher
- Communion Assistant/Usher/Lay Reader
- Mutual Ministry/Previous Outreach Committee Co-Chair
- Sunday School Volunteer Director/Sunday School Teacher/VBS Leader/Previous Mission Trip Chaperone

Brief statements on what you bring to the Call Committee

- I am honored and humbled to serve on this committee. My heart is with GSLC and I want a strong future for our congregation.
- My experience within the Mutual Ministry and Personnel Committees gives me a unique perspective into the operation side of the church that supplements my experience as a worshiping member.
- The youth programs within our church are very important to me and I feel they should be a big part of the conversation as it relates to where GSLC is and where we want to be. Having one son in Confirmation now and having our two oldest children grow up in this church, we know first hand the value of these programs. I hope to bring my personal experiences with youth to this committee.
- I will prayerfully consider the needs of all people in our congregation. I hope to listen, learn and be guided by the Holy Spirit in the work ahead.

Name: Mike McCoy

Years at GSLC: 28

Service(s) Typically attend: varies, lately I go to 8:30 AM service

Personal History:

- Moved from Houston, Texas in 1992
- Have three kids, Penny (42), Chuck (33), and Pete (22), and four grandkids (7-15)
- Employed by Georgia Tech as integration systems analyst



Church Involvement:

- Served in various roles over the years, including congregational president 1994-1995
- Along with others, developed and participated in the 6:00 PM service
- Teach high school Sunday School
- Serve on the Caring for Creation Committee

Brief statements on what you bring to the Call Committee

- I bring a respect for current institutions, but a vision for more progressive and diverse options for worship life and congregational experiences.



Trust in the LORD with all your heart,
and do not rely on your own insight.
In all your ways acknowledge him,
and he will make straight your
paths.

Proverbs 3:5-6

17 Steps in Calling a Pastor

The 17 steps in the call process are owned by different leaders of the congregation and are to be completed in a specific order.

Congregation Council Steps

1. Council receives a letter of resignation from pastor.
2. The pastor and the congregation council complete all financial and administrative obligations to one another.
3. An exit interview may be conducted.
4. A farewell event for the departing pastor and family is held.
5. The office of the bishop meets with the congregation council to provide an introduction to the call process. (This step may occur earlier.)
6. The bishop appoints an interim pastor in consultation with the Congregation Council.
7. The interim pastor is installed by a member of the bishop's staff.
8. A transition team may be appointed to advise the interim pastor.

Call Committee Steps

9. The call committee is elected by the congregation or appointed by the congregation council.
10. The call committee develops the Ministry Site Profile (MSP).
11. Upon receipt of the completed Ministry Site Profile, the office of the bishop prayerfully reviews the MSP and discerns candidates to recommend to the congregation.
12. The office of the bishop meets with the call committee to recommend candidates and to discuss procedures for interviewing and evaluating candidates.
13. The call committee interviews candidates and recommends one candidate to the congregation council.

Congregation Council and Congregation Steps

14. The congregation council interviews the candidate and recommends the candidate to the congregation.
15. The congregation votes to extend a call to the candidate. The candidate accepts the call.
16. The congregation bids farewell to the interim pastor. (This step may occur earlier.)
17. The new pastor begins service in the congregation and is installed by the office of the bishop

THE INTERIM JOURNEY - Frequently Asked Questions

Frequently Asked Questions

How long will it take to call a rostered minister?

The length of the process depends on a number of factors:

- ♦ time to address grief or sometimes conflict related to the last pastor's leaving,
- ♦ time to respond to any critical challenges that may be facing the congregation,
- ♦ time to study demographic changes, trends, and challenges in the congregation's community,
- ♦ time to identify changes, trends, challenges, opportunities, resources, in the congregation,
- ♦ time to clarify the congregation's purpose, mission, goals, and needs for pastoral leadership,
- ♦ time to write the congregation's ministry site profile, receive feedback from the office of the bishop, and have the profile approved by the congregation council,
- ♦ time for the office of the bishop to identify candidates suitable to

the congregation's needs, contact the candidates and references, and decide on a list of candidates to recommend,

- ♦ time for the call committee to interview candidates and to select one candidate to recommend to the congregation council,
- ♦ time for the congregation council to interview the candidate and to call a congregation meeting, and
- ♦ time for the pastor to accept the call and arrive on site.

What are the sources of candidates recommended by the office of bishop?

Sources for candidates include:

- ♦ pastors identified by the office of the bishop as well suited for a congregation's needs who are approached by the office of the bishop and asked to consider a call to the congregation,
- ♦ pastors of the Southeastern Synod who have made themselves available for call consulting the office

THE INTERIM JOURNEY- Frequently Asked Questions

- ♦ of the bishop and completing their rostered minister profile,
- ♦ pastors of other ELCA synods who have asked that their rostered minister profile be shared with congregations in the Southeastern Synod,
- ♦ recent seminary graduates who have been assigned to the Southeastern Synod and are awaiting their first call,
- ♦ pastors suggested by members of the congregation (The office of the bishop must assure the availability and suitability of these pastors through conversation with the bishop of the synod where the pastor is currently rostered before the candidate can be considered for call by the congregation), and
- ♦ in unusual circumstances, ordained ministers of ecumenical partner churches (Episcopal Church, United Methodist Church, Presbyterian Church USA, United Church of Christ, Reformed Church in America, and Moravian Church) who have received the approval of their church body for appointment to extended service.

Will there be candidates willing to talk with our call committee?

The answer is almost always, “Yes, indeed.” In situations needing a pastor or deacon with particular training or experience, situations where compensation is below synod guidelines, or in part-time situations there may be fewer candidates to consider; however, the Holy Spirit is often surprisingly able to bring gifts and needs together.

How much do we pay a rostered minister?

Each year, the Southeastern Synod Assembly approves compensation guidelines. <https://www.elca-ses.org/compensation-guidelines> The guidelines provide benchmarks for what congregations consider fair and adequate compensation and benefits in light of a pastor’s experience, education, complexity of call, and context. They are a guide to conversation between rostered ministers and congregations. If compensation is below guidelines, the number of candidates willing to consider being called to the congregation may be limited. If a congregation’s salary and benefits are far below guidelines, a part-time call or a partnership with another

congregation should be considered.

Can we invite candidates to preach in our congregation on a Sunday morning?

No. If a candidate is invited to preach in a congregation, the congregation members’ experience of one worship service and one sermon may displace the call committee’s careful and prayerful evaluation of the candidate and the committee’s presentation to the congregation of the candidate’s gifts for leading the congregation in all aspects of its ministry. There may be online audio and/or video sermons available. The call committee may also travel to the candidate’s congregation or to a neutral site to hear him or her preach. When a pastor being considered is not presently serving a congregation, the office of the bishop can assist in setting up a location where the call committee may experience the pastor preaching and leading worship.

Should spouses of call committee members accompany the call committee when visiting a candidate?

No. The members of the call committee were elected by the congregation or appointed by the council and they should be responsible for their work. It is important for the call committee to maintain confidentiality in regard to candidates.

Should the congregation plan for expenses related to the work of the call committee?

Yes. Expect to reimburse call committee members for mileage and expenses for any out of town travel. Expect to provide for travel, meals, and lodging for candidates invited to come to the congregation for interviews. The congregation council may designate a portion of the remainder of the previous pastor’s compensation package be used for call committee expenses.

Should there be alternate members of the call committee?

We do not recommend having alternate members; however, if alternates are elected or appointed, they should attend all meetings of the call committee and have voice, but not vote,

THE INTERIM JOURNEY - Frequently Asked Questions

unless a regular member of the committee finds it necessary to relinquish his or her position.

What if things don't go as planned?

What if the congregation council does not adopt the call committee's nomination?

First, the call committee and the congregation council should see whether they have a common understanding of the congregation's mission priorities and the gifts and abilities they are seeking in a pastor. The call committee may request the office of the bishop to contact one of the candidates who was not recommended to the congregation council to determine whether the candidate is still interested in being considered or the call committee may request a new set of recommendations from the office of the bishop.

What if the call is not approved by the congregation?

If the congregation does not elect the candidate recommended by the congregation council, it may be advisable to put the call process on hold and to learn why the congregation is reluctant to accept the council's recommendation. The office of the bishop will consult with the congregation to see what steps might be helpful to the congregation.

What if the call is declined by the pastor?

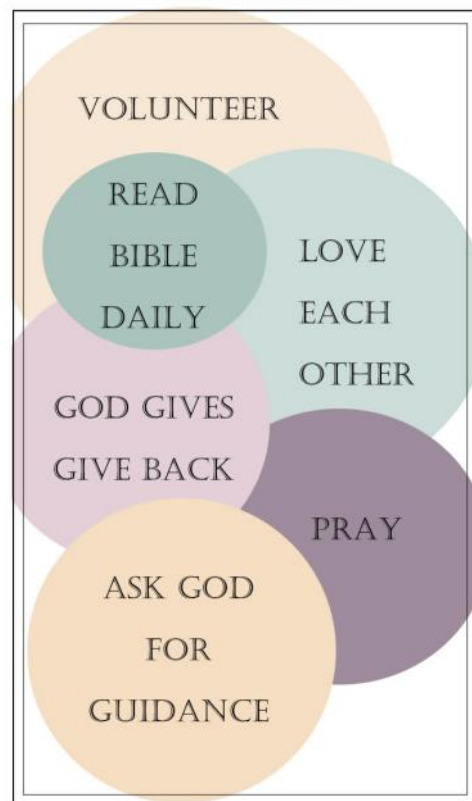
The office of the bishop will obtain a candid explanation from the candidate for declining the call. The congregation council should evaluate whether the congregation's portrayal of itself and the call opportunity as described in the MSP are accurate. The congregation council may appoint a new call committee or nominate a new call committee to be elected by the congregation. After consultation with the call committee, the office of the bishop will recommend new candidates for call.

ALL ARE WELCOME



FAITH

As God has given to us,
we give to God.



Your Gifts at Work

Visit our website at:

Gslutheran.org

Thanks Be To God!