



St. Pauls Pastoral Succession Plan

The following committees represent the primary components of the 2009-2010 Pastoral Succession Plan for St. Pauls United Church of Christ.

Together with St. Pauls members and friends, these committees shall strive to conduct a positive and inclusive transition, incorporating a thoughtful and deliberate approach to the tasks at hand while insuring appropriate care and concern for the Henry family and the future of St. Pauls United Church of Christ.

While the specific roles and responsibilities of these committees are well defined, there will be additional opportunities for members, friends and staff to participate throughout the coming year. Congregational involvement and communication will be essential to the success of our endeavors, so we invite you to join us as we begin to explore this next chapter in the life of St. Pauls United Church of Christ.

-St. Pauls Executive Committee

Church Profile Committee

Mission:

1. Facilitate congregational discussions
2. Lead internal and external scans of current church life
3. Host topical focus groups
4. Administer congregational survey
5. Assist in creating a Church Profile, including implications for St. Pauls future and pastoral leadership (Senior Pastor Profile)

Time: July 2009 ~ December 2009

Committee Members:

Rebecca Brown

Michael Cansfield

Ann Christophersen

Char Damron (Chair)

Richard Ferguson

Vicki Kendall

Kyle Mack

Lydia Murray

Jana O'Brien, *of counsel*

Steve Patton

Dana Peterson

Tim Reed (Co-Chair)

David Schmahl

Peg Wander

Church Profile Committee



Back Row:

Vicki Kendall, Char Damron, David Schmah, Jana O'Brien, Michael Cansfield, Ann Christophersen, Kyle Mack, Steve Patton

Seated:

Rebecca Brown, Peg Wander, Lydia Murray, Dana Peterson, Tim Reed

Absent:

Richard Ferguson

TLC Committee

Mission:

1. Provide support to Tom and Colleen throughout entire transition and beyond
2. Assist in financial, medical, housing and other retirement needs
3. Identify external and internal resources, professional consultants and volunteer recruitment
4. Serve as “*Principal Point of Contact*” and coordinate congregational assistance

Time: July 2009 ~ At Least 90 Days Beyond Retirement

Members:

Larry Damron
Beatrice Jaji
Karen Johnson

Cheryl Kuba
Carole Knuti, *of counsel*
Frank Mynard (Chair)

Marti Pechnyo, *of counsel*
Beverly Petrunich
Marcia Volk

TLC Committee



Back Row:

Marcia Volk, Beverly Petrunich, Larry Damron, Karen Johnson

Seated:

Beatrice Jaji, Frank Mynard

Absent:

Cheryl Kuba

Search Committee

Mission:

1. Accept charge from Church Council and Executive Committee based on the previously established Church Profile and Senior Pastor Profile
2. Manage advertisement of available position (local/CMA/national)
3. Accept applications, evaluate and research candidates
4. Identify and interview potential candidates
5. Conduct site visits if applicable
6. Present selected candidate to the congregation
7. Recommend candidate to the congregation for approval

Time: February 2010 ~ Until Candidate is Approved

Members:

To be Determined ~ Nominated by Church Council/Approved by Congregation

Legacy & Recognition Committee

Mission:

1. Coordinate and manage recognitions celebrating Tom and Colleen's contributions to St. Pauls
2. Manage legacy fund collections
3. Coordinate retirement celebrations and special events

Time: Fall 2009 ~ Retirement Date and Beyond

Members:

To be determined, volunteers welcomed
John Sanders, Chair



Executive Committee & Church Council

Mission:

1. Establish transition time frames and reevaluate as needed
2. Appoint committees that reflect the diversity and strengths of our congregation
3. Coordinate committee activities and facilitate communications among committees, council, and the congregation
4. Provide ongoing staff support and insure that staff members receive necessary guidance and care during the transition
5. Recommend Interim Pastor to serve during provisional period between Tom's retirement and the appointment of our next Senior Pastor
6. Explore pastoral structure options and finalize Church Profile and Senior Pastor Profile
7. Insure normal church activities

Time: May 2009 ~ Indefinitely



Executive Committee Members

Tom Henry	Pastor
Lorne Frank	President
Char Damron	Vice-President
Don Camp	Secretary
Frank Mynard	Treasurer
Vicki Kendall	Past-President
Ann Christophersen	At-Large Member
Brent Carstensen	At-Large Member
John Sanders	At-Large Member



Church Council Members

Lorne Frank	President
Char Damron	Vice-President
Don Camp	Secretary
Frank Mynard	Treasurer
Ryan Soard	Adult Education Committee Chair
David Baker	Communications Committee Chair
Jan Bail	Congregational Life Committee Chair
Dan Nitzsche	Facilities Committee Chair
Lynn Dykstra Davis	Worship Committee Chair
Tim Nowack	Outreach & Benevolence Committee Chair
John Sanders	Stewardship Committee Chair
Craig McCroskey	Youth Education Committee Chair
David Mussatt	Wider Church Relations Committee Chair
Brent Carstensen	At-Large Member
Ann Christophersen	At-Large Members
Doug Black	At-Large Member
Melanie Harris	At-Large Member
John Courtney	At-Large Member
Tom Henry	Senior Pastor
Avena Ward	Associate Pastor
Jeff Carlson	Associate Pastor
Sharon Phillips	Director of Youth & Family Education