

Senior Pastor Call Committee  
Process Update  
April 2021

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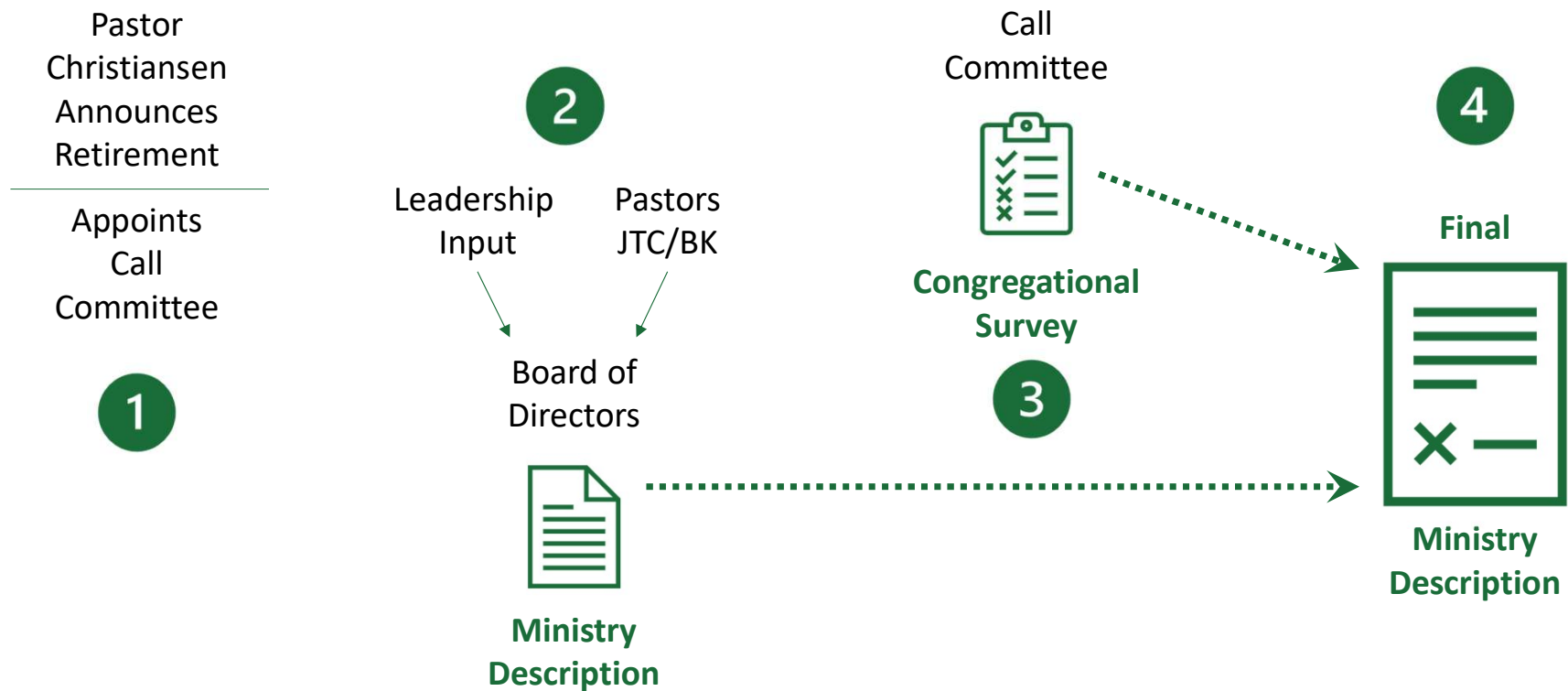
# Process Review Agenda

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*“How we got here, where we’re going”*

- Opening prayer
- Initiation of the call process
- Preparation and information gathering
- Candidate review activities
- Current status
- Next steps and possibilities

# Early Activities



# Constants

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- Prayerful approach by the call committee, individually and as group, asking for the Spirit's guidance as servants of the congregation
- Prayerful support from the congregation and staff
- Focus on the Ministry Description as the guide
- Challenging discussions within the committee
- Unanimous agreement on next steps at each decision point

# Call Committee Presence Online

- Under “Resources” on the Webster Gardens website
- Includes current and historical updates
- 9/11/2020 update contains the Ministry Description
- Current information includes links to Pastor Dave McGinley’s podcasts and one of his worship videos

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CALL PROCESS

Senior Pastor Call Process

**Current Call Committee Update 4/15/21:**

**Sr. Pastor Call Process Meeting :** The Senior Pastor call committee invites the congregation to an update on the call process on Sunday, April 25 at 11 am in Friendship Hall. At this meeting, the committee will share where they are in the process, the key steps it took to get to this point, and a general timeline for the future. The committee will also share feedback received to date and address questions submitted about the process. Time will also be set aside for additional questions about the process. Please continue to pray for discernment as the Holy Spirit guides our congregation in this vital process.

**About the Candidate Visit:** Pastor Dave McGinley visited Webster Gardens on April 8-10. He currently serves as the lead pastor at Trinity Galewood, a branch of a multi-site church located in various Chicago communities. When Pastor Dave accepted the call to Trinity, it was to plant a church. He started with an empty building, and through his leadership and the grace of God the church has developed thriving programs and a strong presence in the community. From involvement with the local elementary school to hosting legal aid clinics, the church seeks to serve the community and share the Gospel. Trinity Galewood has sponsored events such as Financial Peace University, a forum on racial justice, and a college leadership institute to help young adults grow as church leaders. Before entering the seminary, Pastor Dave was a DCE, serving in that role for 6 years. While at the seminary, he was a fieldworker at Webster Gardens and has many fond memories of our congregation. He has been at his current congregation for 5 years. The McGinleys have three children (ages 6, 8, and 10).

Podcasts: <https://www.tlc4u.org/messages-from-trinity-galewood/speaker/p/10437/dave-mcginley>  
Worship Video: <https://www.youtube.com/watch?v=yw489GMIP4o>

Previous Updates:

Previous Update Posted: 4/13/2021	↓
Previous Update Posted: 3/29/21	↓
Previous Update Posted: 3/8/2021	↓
Previous Update Posted: 2/19/2021	↓
Previous Update Posted: 1/23/2021	↓
Previous Update Posted: 12/13/2020	↓
Previous Update Posted: 10/26/2020	↓
Previous Update Posted 9/11/2020	↓
Previous Update Posted: 8/12/2020	↓

# Reviewing Nominations

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- An initial list of candidates was compiled based on congregational nominations
- Working with the district, the list was further refined based on candidate availability and additional district suggestions
- In all, over **40 candidates** were nominated and the majority of those came from the congregation
- The committee reviewed multiple sermons from each candidate, as well as podcasts if any were available

*Congregational Survey*

*98% cited*

*“Inspirational Preaching”*

*as a top priority*

# Reviewing Nominations

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- Approximately 15 candidates were selected for further consideration
- Many of those, for various reasons, were not callable or chose not to be considered
- Call committee did a deep dive on each of the remaining candidates
  - Detailed discussions of district-provided PIFs (Pastor Information Form)
  - More sermons
  - Zoom interviews
  - More sermons
  - Follow-up Zoom interviews (with PBK and Lance Witcher, Board President)

# Call Process Unique Items

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- Wealth of online material for review
- Extended notice of Pastor's retirement
- Pastoral candidate availability
- And one other thing...



## What We Did...

### DIFFERENTLY

- Committee meetings all virtual meetings until April '21
- Extra time on the congregational survey and its impact on the Ministry Description
- Watched a few (!) sermons online
- Sought counsel from other congregations & district leadership
- Produced several video updates
- Collected feedback in many ways

### THE SAME

- Prayed; asked you to pray as well
- Trusted and continuously reminded ourselves of the Divine Call
- No pre-conceived outcome; i.e., remain Spirit-lead
- Listened
- Made sure the Ministry Description was the last word on any decision
- Followed the district's process

# Current Status

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- Brought in Pastor Dave McGinley and his wife, Gretchen, for an on-site visit recently

## Brief Bio

- Three children (10,8,6)
- Associate Pastor/Site Pastor at Trinity-Galewood, one of four Trinity Lisle sites
- Trinity overall is a much larger congregation with multiple sites and a shared support staff

## Visit Overview – Thurs/Fri

- Met with:
  - Pastors individually, multiple times throughout
  - Full church staff
  - Board members and call committee
  - Former and current WG pastoral members
  - Small group ministry leaders
- Participated in town hall and smaller ministry session, with meet & greet afterwards
- Interviewed Dave's current Senior Pastor

- The call committee, the Board's Personnel Committee, and staff are all in discussions internally and with Pastor Dave as we all seek clarity from the Spirit on the potential for a Divine Call
- We graciously ask for your continued prayers in support of the process and those involved, and encourage your continued feedback to the committee

# Where We're Headed

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- If the call committee decides to recommend Pastor Dave, the process proceeds as follows:
  - 1) **Call committee recommends to the Board of Directors that the congregation extend a call to Pastor Dave McGinley to serve as our next Senior Pastor.**
  - 2) **The Board of Directors reviews that recommendation and votes to accept or reject the recommendation of the call committee.**
  - 3) **If accepted, the Personnel Committee, Pastoral Staff and the call committee, in consultation with the Board, will put together a complete package to present to the congregation, including a transition plan from Pastor Christiansen to the new Senior Pastor.**
  - 4) **A congregational meeting will be held to review the candidate and the congregation will vote whether to issue the Divine Call.**
- If the call committee decides not to recommend Pastor Dave to the Board, Pastor Dave declines to proceed, the Board does not send the recommendation to the congregation, the congregation does not approve the Board's recommendation, or he declines the call after it is issued, the call committee will reset, restarting the process by seeking new nominations for the call committee to consider

# Process Questions from the Congregation

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Q: Will there be a second candidate visiting?

A: Not at this time. The call committee feels blessed to have been overwhelmingly led by the Spirit to bring in Pastor Dave McGinley as the only candidate of those nominated to adequately fit our Ministry Description and congregational needs into the future.

Should the call committee have to restart the process, we would again seek to find a candidate or candidates we believe had the potential to meet our Senior Pastor needs.

# Process Questions from the Congregation

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Q: Was the candidate I recommended considered?

A: Yes, all candidates were given equal consideration in the process. As we mentioned before, some candidates were very high on our list but for various reasons were unavailable for or declined to participate in our call process.

# Process Questions from the Congregation

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Q: How did you collect information from the congregation?

A: As you can imagine, we leaned heavily on technology combined with excellent support from the staff. At each point, we have been mindful of members who may not have access to technology and have made other paths available to them. For example, for the congregational survey we had paper copies available in the office and sent postcards to those without email addresses or who were not active on email.

# Process Questions from the Congregation

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Q: How have you/are you factoring in the feedback from the congregation?

A: The call committee early on established a platform to collect and review all comments received from members, whether by email, personal conversation, phone, or otherwise. Every bit of feedback is known and considered by each member of the committee.

When we receive indirect feedback (“many people said to me” or “I heard...”), we ask those members to encourage their sources to provide direct feedback to the call committee so that we do not misinterpret that feedback second-hand.

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# QUESTIONS / COMMENTS



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THE LUTHERAN CHURCH OF  
WEBSTER  GARDENS

## **Purpose**

To serve the congregation by providing primary leadership for the ministry of the Lutheran Church of Webster Gardens (LCWG). The Senior Pastor serves as a spiritual leader, visionary, and administrator while also empowering, training, and equipping other staff and lay leaders toward faith development and service to others in the name of Jesus Christ.

**Our Mission:** TOGETHER we will develop generous disciples who Know & Enjoy God in Worship, Read & Reflect on Scripture, and Serve & Share the Gospel.

## **Ministry Responsibilities**

- Senior Ministry Leader: Uses intelligence, creativity, and humility to provide spiritual and clear visionary leadership for the LCWG to achieve its mission, setting specific goals and developing strategic plans; fosters healthy relationships and a healthy culture within the staff, Board of Directors, and congregation; resolves conflict; maintains personal growth.
- Staff Leader: Casts a clear vision for staff, igniting passion; allows staff the freedom to be self-directed while holding staff accountable to specific goals and strategies; assists in staff development; models servant leadership.
- Primary Preacher: Relates to all generations; clearly proclaims the Gospel, incorporating scriptural depth with practical Biblical application; maintains an understanding of the current culture.
- Ministry Overseer: Ensures all aspects of worship, education, business administration, and pastoral care are implemented effectively by staff and lay leaders, fostering spiritual growth across all life stages of members; promotes outreach to and service in the local community; supports mission fields beyond our walls; ensures technology is leveraged to support ministry objectives; helps address challenges that may impede ministry objectives; coordinates with and supports our investment in Lutheran education.

## Desired Qualifications and Characteristics

- A member in good standing on the clergy roster of The Lutheran Church—Missouri Synod.
- Parish ministry experience—preferably in a healthy, growing, large congregation with multiple staff.
- Deep spiritual faith, evidenced by a selfless attitude that seeks God first in every area of life including a healthy family life.
- Enthusiastic desire to reach all with the Good News.
- Experience with and appreciation for multiple styles of worship.
- Initiator and achiever comfortable leading in our current culture.
- Team player with excellent communication and interpersonal skills.
- Outgoing and friendly, confident and transparent, down-to-earth.
- Great influencer, inspiring, sociable, people-oriented, trusting, poised.

## Accountability

- The Senior Pastor is accountable to the congregation, the Board of Directors, and those he leads.

# Excerpt from Bylaws (for reference)

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## ARTICLE VII – CALLING and CONTRACTING of PASTORS and PROFESSIONAL STAFF

- A. **Call Committee** In the event of a vacancy in the Pastoral Office, or in any other full time called position or in the event that a new full time called position is to be filled, the Senior Pastor in charge of Staffing shall appoint a Call Committee. This committee shall search for, locate, review and evaluate candidates for the full time called staff position and make a recommendation to (and if approved by the Board), then the Congregation regarding filling such called position.
- B. **Nominations** Once the call committee has reached a decision regarding the recommended candidate(s) for the Pastoral Office, or other full time called staff position, the recommendation shall be submitted by the Call Committee to a Congregational Meeting for consideration. The Call Committee may choose to submit only one candidate for consideration to the Congregation. Prior to submitting the candidate's name(s) to the Congregational Meeting, the Board of Directors shall ensure that a list of the name(s) of the candidate(s) to be considered, along with a comprehensive Position Description, and the candidate's key qualifications, have been appropriately posted and communicated to the Congregation in all worship services at least one week immediately preceding the Congregational Meeting.
- C. **Elections** At a Congregational meeting properly convened to consider the extending of a call in accordance with these By-Laws, the Call Committee shall submit the name or names or qualified candidate(s) to the Congregation for its consideration. In the event such nomination(s) is made and duly seconded by another voting member, the individual(s) so nominated shall be considered a candidate(s) for election to the position(s) to be filled. The election(s) shall proceed by secret ballot and shall continue until one candidate for each position to be filled has been chosen by a two-thirds (2/3) majority of the members present and voting in the election to fill each position, whereupon such candidate(s) shall be deemed elected. If at all possible, the election shall be declared unanimous by a motion to elect the selected candidate by acclamation.