



EVANGELICAL FELLOWSHIP CHURCH

An Evangelical Covenant Church of Canada

“We strive to follow, love & share Jesus by being a community of care”

SENIOR PASTOR INFORMATION NIGHT

Special Congregation Information Meeting dealing with Pastor Contracts

September 7, 2022 (7:00 p.m.)

Present: Kevin Lehmann, Sieghard Wanke, Terry Neumann, Ingrid Ettrich, Mike Ettrich, Dorothee Hauf, Natasha Ettrich, Simon Winkelmann, Rudi Winkelmann, Melissa Wood, Ian Wood, Monika Kosheiff, Ingrid Maier, Paul Maier, Evelyn Sather, Les Sather, Margaret Drachenberg, Elli Fries, Gordan Gray, Becki Kehler, Kelvin Kehler, Marlene Vass

1. OPENING PRAYER

Church Council Chair Simon Winkelmann called the meeting to order shortly after 7:00 pm and opened the meeting in prayer.

2. AGENDA

Simon outlined the purpose of the meeting and the information that would be presented and discussed.

3. DISCUSSION

A. Pastoral Search Committee's Work

- The members of the Pastoral Search Committee are Mike Ettrich, Ian Wood, and Simon Winkelmann. As well, Karin Fech served on the interview panel.
- Mike Ettrich and Ian Wood provided a brief synopsis of EFC's pastoral search process from its beginnings in June 2021 and including the following significant activities and milestones: soliciting feedback from the congregation regarding the qualities they want to see in their next Senior Pastor, the creation of the Senior Pastor job description and job posting, advertising the Senior Pastor position, the 9 applications that were received, the interview process, and finally the committee's recommendation to Church Council to invite Pastor Manfred Boller to candidate for the Senior Pastor position. Candidating took place on July 17 and September 4.

B. Senior Pastor Position

- Simon presented the first ballot question, which deals with whether or not to offer Pastor Manfred a continuing contract as EFC's next Senior Pastor.
- Simon talked about the Search Committee's and Church Council's observations regarding Pastor Manfred's characteristics and strengths and how compatible they are with EFC and how well his gifts and experience align with and would help support EFC's vision and goals.
- Pastor Manfred has a passion for mentorship, discipleship, and relationship/community building. He has background in street ministry and being a connections pastor. He is action oriented, a good story teller and a good teacher & preacher.
- Pastor Manfred is a good choice to help fulfil our strategic vision.

C. Amending Pastor Jesse's Contract

- Simon presented the second ballot question, which deals with revising Pastor Jesse's current term contract to a continuing contract to match ECCC and EFC Constitution requirements.
- Simon discussed Jesse's many strengths, his growth during the time he's been with EFC & his great potential. Pastor Jesse was a member of the Constitution Committee, worked on the Church Council Handbook and helped shape Council policies and processes, helped streamline Council meetings, and assisted with strategic planning. As well, Pastor Jesse has much enthusiasm & love for EFC. Simon noted all of the pastoral visitations Pastor Jesse has been engaging in, most recently with Helga and Ego Wachholz, among others. Simon noted that pastoral visits are one of Pastor Jesse's favourite activities at EFC.
- Pastor Jesse has also already done much to build relationships between EFC and the Queen Alexandra neighbourhood and the Old Strathcona district and engaging in various outreach activities that have been having positive results. These outreach activities are closely aligned with and support EFC's goals and vision.
- As well, Pastor Jesse and Pastor Manfred would be a good team. They get along well and have similar strengths that can help us achieve EFC's goals.

D. EFC's Strategic Goals

- Simon stated EFC's mission statement: "We strive to follow, love & Share Jesus by being a community of care." Our goal as a church is work toward having greater involvement in our local community and engaging in community outreach.
- Pastor Jesse and Pastor Manfred would be a good a team that would build us up to reach our local community, bring new ideas, fulfil where we believe God is guiding us. Through achieving those goals, EFC will hopefully also experience revitalization and growth.
- Simon clarified that the pastors cannot achieve EFC's goals and vision by themselves—nor should we require them to do all of the work of the church alone and without support from the congregation. The entire church needs to work together to achieve our goals and vision and God's plan for EFC.

E. Pastoral Contracts

- Simon provided a brief overview of how contracts are governed by the Constitution. Pastor contracts are now continuing/on-going; the congregation no longer votes every few years on short-term contract extensions.
- Mike stated that according to the revised EFC Constitution (and ECCC's Model Constitution), pastors are voted in (offered a contract) by a majority of 2/3 of voters, and pastors can be voted out (have their contract terminated) by a majority of 2/3 of voters if they fail to meet the expectation of the congregation.
- Simon reminded everyone how divisive and destructive pastor contract votes have been in EFC's past and that not having to vote on pastor contracts every few years fosters greater harmony within the church and encourages reconciliation.
- Simon stated that EFC will soon have a new annual pastoral review process that will have input from the Church Council as well as the congregation.

4. CONGREGATION Q&A

- Some congregants stated they would like the contracts to include a strict dress code for pastors. Supporters of this idea expressed that pastors represent the church to the outside community and should try to make a good impression by always wearing a suit and tie. Others thought that pastors having formal attire shows respect to the congregation and God.
- Others spoke out against a dress code because it might make the pastors seem less approachable to newcomers. Others said that having a dress code is an old-fashioned notion that is no longer valued as much as it was in the past, including by the people outside the church that EFC hopes to reach

out to and bring into a relationship with Christ. Most young people/potential new church members are looking for a church that is informal, welcoming and comfortable.

- There was a discussion about the requirement in the revised constitution for a pastor to be voted in by 2/3 of the voters (approximately 66%). An opinion was expressed that although a pastor needs just over 66% to be offered a contract, the pastor should reject a contract offer if less than 90% of the congregation voted in favour of offering the contract. One would expect a prospective pastor to prayerfully consider whether God is calling them to our church if there isn't a large majority. However, Council would follow the constitution.
- Congregants wondered whether the church has the funds to support two pastors. Council confirmed that the church is able to support two full-time pastors at this time. It is hoped that the efforts of the two pastors, working together and along with the congregation, would allow us to achieve our goals and vision and would eventually increase the membership and thereby increase offerings.
- Some congregants hoped that the pastor contracts would include a requirement for pastors to visit congregants, including those who are unable to attend church in person. Mike confirmed that the job description, which is included in the pastor contract, has wording to that effect.

5. VOTING PROCEDURE

- A Voting Committee was established: Melissa Wood, Les Sather, Terry Neumann, and Ian Wood.
- Simon summarized the voting procedure outlined in the constitution. He talked about members in good standing, proxy forms and how they work, spoiled ballots, ballot distribution & collection, and keeping the ballot box secure until everyone has had a chance to vote.
- Voting will take place on September 7, 11 and 14. Simon asked people to request their ballots only on the day they intend to cast the ballots. Ballots cannot be taken home and cast on another voting day. Simon explained that a ballot that was accidentally spoiled can be taken to the Voting Committee and exchanged for a fresh ballot.

6. DISTRIBUTE BALLOTS & COLLECT VOTES

- Each member in good standing who has already made up their mind about how they will vote will be given two ballots: one regarding offering Pastor Manfred a contract and one regarding amending Pastor Jesse's contract. Their names will be crossed out on the membership list to show they have voted.
- Members who present a completed proxy form will be given two additional ballots. The name of the member who completed the proxy form will also have their names crossed out on the membership list to show their proxy has voted on their behalf.
- The Voting Committee is charged with keeping the ballot box secure after the meeting and until the last vote is cast on September 14.

7. COUNT BALLOTS & ANNOUNCEMENT (SEPTEMBER 14, 2022 ONLY)

- The Voting Committee will count the ballots on September 14 and announce the results of each of the two ballots to the Council Chair.

8. COMMUNITY TIME

- Coffee and cake were provided during voting and for fellowship afterwards.

9. ADJOURNMENT

- The meeting adjourned around 8:00 pm.