

**ROSEAU EVANGELICAL COVENANT CHURCH**  
**Congregational Meeting**  
**December 2, 2015**

In Attendance: Mark and Cindy Tangen, Steve and Mary Huglen, Amy Carlson, Rachel Krahn, Jon and Jill Helgeson, Bryan and Misty Lundbohm, Robert Brinkman, Ann Marie Haaby, Leroy and Karlene Mattson, Scott and Kelly Kofstad, Tim Kofstad, Marlin and Londa Olson, Pastor Joe and Julie Elick, Randy and Milly Prachar, Vicki Batten, David and Sheila Brinkman, Todd and Sonya Peterson, Thor Didrikson, Nathan and Brenda Acker, Tony and Traci Fichter, Gregg and Pam Iverson, Sanford and Colleen Klamar, Kathy Brandt, Shelly Melby, Jan Carr, Darrin and Juli Smedsmo, Wade and Mary Beth Hruba, Glen and Glenda Johnson, Dave and Joan Anderson, Don and Elna Kofstad, Don and Doris Miller, Bob and Karen Granitz, Bob and Naomi Ruud, Roger and RuthAnn Helgeson, Gary and Karen Markstrom, Duane and Linda Espe, Sheldon and Val Espe, Richard Mattson, Rob and Pastor Kecia Stroot, Reilly Stroot

Jan Carr called the meeting to order.

Nathan Acker opened the meeting with scripture and prayer.

**Randy Prachar introduced all the members of the Pastoral Search Committee:**

Jan Carr, Todd Peterson, Linda Espe, Don Miller, Jill Helgeson, Mary Huglen, and Bryan Lundbohm.

**Randy then gave a recap of the Pastoral Search Committee:**

They met in August. It was decided that they would look at more than one candidate to do their due diligence for the church and the Senior Pastor position. They submitted a profile to Mark Stromberg, the Superintendent of the NW Conference, regarding our church and the position. Each profile is about 8-14 pages long. They wanted 5 new names to review. Mark gave the committee 12 names, which was then reduced back down to 5 names pretty quickly. After reviewing each profile and discussing the six remaining candidates (including Pastor Steve Hoffer), the Pastoral Search Committee unanimously felt that Pastor Steve was the best. He has a Masters in Ministry Practice at Bethel. After doing some investigating, there is a pathway to ordination in the Covenant Church with Pastor Steve's experience and education. They checked references, and he has experience in about every aspect of church service. Mark Stromberg sent a nine-point email stating reasons that he was supportive of Pastor Steve even though he is not typically supportive of an interim pastor stepping up to become the permanent pastor.

Tony Fichter, representing the Pastoral Relations Committee, stated that some of the duties of the PRC include the Human Resources function of the church, such as completing reviews of the staff. They also deal with any grievances or issues that may arise, or is brought to their

attention. Given this role, they just completed a 360 Review of Pastor Steve. This involved getting feedback from all four boards, the Leadership Council, the PRC, and each of their corresponding members, and the staff. They had 18 responses to the questions asked of each person. These responses included answering 54 questions in 12 different categories. On a scale of 1 to 7, Pastor Steve scored a 5.7 out of 7 possible points, which shows that he has strong support.

He scored a 5.2 in Vision and Organizational Management, and 6.4 in Spiritual Leadership.

Randy then stated that they offered two different Question and Answer sessions, plus any individual requests to meet with Pastor Steve were available if desired.

Jan asked for a motion. Duane Espe made the motion to call Pastor Steve Hoffer as our permanent Senior Pastor. Steve Huglen seconded the motion.

**Discussion followed:**

Roger stated that the Deacon Board has two applications for new membership and 13 more signed up for the New Membership Class.

Wade Hruby asked if there were any limitations to serve as Pastor if not ordained. The ordination process is a benefit and a blessing from the Covenant, but he would not be limited in any pastoral functions.

Rachel Krahn asked if there are any differences in what the Covenant believes and Pastor Steve's beliefs that would limit him in his service. Pastor Steve spoke with Mark Stromberg personally regarding denomination differences and any conflicting beliefs. Mark Stromberg recommended Steve.

Pastor Joe stated that Ordination in the Covenant denomination acknowledges and affirms the call to being a pastor, and that he felt it's a deeply moving experience.

Don Miller shared a story, and affirmed that Pastor Steve is a really good fit.

The Ballots were passed out. All members voted and handed in their ballots. Darrin Smedsmo and Mary Beth Hruby counted the ballots.

There were 68 members present and 68 yes votes to call Pastor Steve as our permanent Senior Pastor. It was unanimous.

Jan will call Pastor Steve to offer the position, and will announce on Sunday if he has answered the call. There will be some kind of formal event, Installation Service Sunday, coming in January.

Pastor Joe closed in prayer.

The meeting was adjourned.

Respectfully submitted,

*Sheila Brinkman*