

## **St. Paul's Des Peres Senior Pastor Call Process – July 2025 Update**

The Call Committee at St. Paul's has resumed its weekly Tuesday evening meetings, following the recent identification of 32 new names to prayerfully consider as candidates for our next senior pastor. We invite you to keep the committee, St. Paul's, and the man who will be our next pastor in your prayers during this important time of discernment. The committee continues to meet every week and is committed to approaching this work with care and faithfulness. *Find Call committee updates, timelines, and congregational resources on our website [Member Portal](#).*

## **St. Paul's Des Peres Senior Pastor Call Process – March 2025 Update**

With Pastor Thomas announcing his planned retirement in January of 2024, St. Paul's began the process to call a new Senior Pastor in early 2024. A call committee was recommended by St. Paul's Church Council, and approved by St. Paul's Voters at a Voters meeting in March of 2024. This Committee consists of a broad cross-section of church members, men and women of varying ages and backgrounds.

Missouri District president Lee Hagan met with the Committee in March 2024 to provide guidance, counsel, and prayerful encouragement. A few weeks later the Committee met with Rev. Peter Kirby to receive an outline of the Call process, and to assist with planning a survey of members. Rev. Kirby works for the Missouri District as the Executive Director of Congregational Services; he is also a member at St. Paul's.

The Committee reviewed St. Paul's bylaws as it relates to the Senior Pastor Call process. The authority to fill a called position rests with the Voters. The bylaws define how the Call Committee is formed, how nominations are to occur, and details related to the Voters meeting to approve issuing a Call.

The Call Committee met in April 2024 to develop a survey of St. Paul's members, to get a sense of priorities of our church, and the skills and gifts that our members feel our Senior Pastor needs. The survey was sent to church members in May of 2024. We received 381 responses; the results indicated that the most critical skills we are seeking are leadership, preaching, teaching, and administration. St. Paul's Board of Elders reviewed the survey results to develop an updated job description for our Senior Pastor.

We gathered nominations of pastors from St. Paul's members over a several week window in June 2024. These names were submitted to the Missouri District Office in July 2024. The

district reviewed each submission, and contacted pastors to determine their openness to a Call.

After this review, the Missouri District office sent to St. Paul's a list of 38 candidates for the Call Committee to consider in September 2024. The District provides two documents for each candidate: a Personal Information Form (PIF), which provides detailed background on the pastor's theological views and work experience; and a Self Evaluation Tool (SET), which is a bio with background on the pastor, his family, and his career.

The Committee reviewed the information from these 38 candidates. After several meetings, the group ranked the candidates to select the strongest candidates for initial interviews. In October, we interviewed the eight semi-finalists to interview by video.

The Committee identified five candidates who stood out in video interviews; two candidates dropped out due to family issues, which left us with three candidates.

Each pastor visited with us in person over a three day window in late January and early February of 2025. They each had dinner Monday evening with several Elders. On Tuesday, the candidates were on campus, meeting with pastoral staff, church staff, and school staff. On Tuesday evening, the candidates had dinner with the Call Committee and their spouses. On Wednesday morning, they had breakfast with the Committee chair Desmond Kittelson and the congregation president Mark Cannon.

After the in person visits, the Call Committee met in mid February 2025 to assess our progress and to consider whether we were ready to recommend a candidate to the congregation. After much discussion, it was evident that each candidate had many excellent strengths, but none of them stood out as the right candidates to present to the congregation.

The Committee will continue its work, gathering new nominations from church members and the Missouri district. We are confident that God will lead us to the right man to serve as the next Senior Pastor of St. Paul's.