

Updated April 2019

## The Process Timeline

Our search for a new Lead Pastor involves a clear and well thought through process. Developed by NL Moore and implemented by the Governing Board of Open Door, we are currently working through this process that we believe God will use for us to find our next Lead Pastor.

- **In March 2018**, we started the process by asking the people of Open Door to participate in a "Congregational Assessment". We were highly encouraged when 876 people chose to respond!
- **On April 29, 2018** the results of the Congregational Assessment were presented to the congregation and a two-page Executive Summary was made available. Copies of the two-page summary are available at the Welcome Kiosk before and after services.
- **Following the Congregational Assessment**, the people of Open Door were invited to participate in focus groups designed to hear their hopes and dreams for our faith community. Again, we were extremely encouraged that approximately 260 people participated in 19 focus groups and individual interviews. This totaled more that 25 hours of "listening to the voice" of the church as expressed through its people.
- **On June 17, 2018** Nancy Moore presented a "Findings and Recommendations Report" based on the congregational assessment results and the feedback from the focus groups. A copy of the two-page Executive Summary that was presented is available at the Welcome Kiosk before and after services. An audio file of the presentation is available by following the link below.  
[Audio from June 17](#)
- **On July 15, 2018** in response to the Findings and Recommendation Report given the Gov. Board of Elders by NL Moore, Dave Fredrickson, Board Chairperson, shared an update with the congregation. A significant part of the update that day was the announcement and introduction of [Gregg Bergman](#) as our Interim Staff Pastor. Gregg will be working with the Lead Team, Staff, and Elders to accomplish some of the Elder's recommendations for the next three to six months. For more detailed information on this update, please refer to the two links below.  
[Gregg Bergman Bio](#)  
[Audio from July 15](#)
- **On August 5, 2018** as part of an ongoing effort to keep the people of Open Door informed, Dave Fredrickson gave an update from the Gov. Board of Elders. This update included how our desire to be generous impacted a financial decision we recently made. Also addressed was our continued discernment regarding the recommendations from our consultant. To listen to the audio from this update, simply follow the link below.  
[Audio from August 5](#)

- **On August 15, 2018** we held our Annual Meeting. It was a night of significant updates and encouragement from the staff, Pastor Dave, and the Governing Board. If you were not able to attend the Annual Meeting, we encourage you to listen to the audio recording from the night.  
[Audio from Annual Meeting](#)
- **On August 26, 2018** our Pastor of Prayer Ministries, Peggy Lang, shared with us the importance of prayer during this time of transition, and also invited us to some upcoming prayer opportunities. Please take a few minutes to listen to Peggy's important words at this time in the life of our church.  
[Audio from August 26](#)
- **On September 16, 2018** Gov. Board Elder, Ben Monseth, gave an update followed by a special announcement from pastor Al Schuck. After Al's announcement that he would be leaving Open Door's staff and serving as Executive Director at [Beyond Our Door Global](#), pastor David Johnson shared a few words. We highly encourage you to listen to these audio recordings if you were not able to attend.  
[Audio from Elder Update](#)  
[Words from David Johnson](#)
- **On November 18, 2018** Gov. Board Chairperson, Dave Fredrickson, gave an important update regarding the search process. That day, Taylor Bongard and Kati Beasley were also commissioned as new Associate Pastors for our congregation by David Johnson and the Governing Board of Elders. NL Moore and Associates have worked with the Search Team to present a completed "Candidate profile" to the board and will officially begin the search for our next Lead Pastor in December.  
[Audio from Nov 18 Elder Update](#)
- **On November 25, 2018** We said goodbye to David & Bonnie Johnson, as we celebrated their ministry at Open Door and their new season of ministry and rest.  
[Video from Nov 25 David & Bonnie Johnson Celebration](#)
- **On Dec 16, 2018** Ben Monseth updated the congregation that the board has approved an Opportunity Profile for the position of Lead Pastor of Open Door. Our consultants have begun the active search process and are currently making this Profile available to pastors. Ben also mentioned that Steve Pukal's scheduled time on the board has ended, and we have been very blessed to have had Steve serve for such a long time on our board. Thank you, Steve!
- **On Jan 6, 2019** Dave Fredrickson gave an update from the Governing Board that the [Opportunity Snapshot](#) is ready for viewing. He also mentioned that Gregg Bergmann has agreed to stay on with us as Interim Staff Pastor through June 2019 and maybe even a little longer. We think that Gregg's presence could be a valuable overlap and hand off to a new Lead Pastor.  
[Audio from Jan 6 Elder Update](#)

- **On Feb 17, 2019** Search Team Chair, Doug Lang, gave an update on our search process for our next Lead Pastor. Our search consultant, NL Moore, continues to speak with candidates on our behalf narrowing down her list of more than 470 contacts with the goal of presenting about five candidates to the Search Team in early April. From there the Search Team will begin the interview process with each of these candidates. We are excited about the work that is being done and ask that you continue to pray with us in each step of the process. Doug also announced the addition of Jason Close and Wayne Thyren to our Search Team, giving the group a well-rounded blend of strengths and perspectives as they prepare for the interview process.

[Audio from Feb 17 Search Team Update](#)

- **On Apr 3, 2019** NL Moore and Associates presented the Search Team with four potential candidates for consideration. The next step is to begin a series of interviews over the next few weeks. We are asking for continued prayer for the Search Team and their families as they begin this new work.