

*Updated August 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.

**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!

**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.

**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](#)

**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](#)

**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](#)

**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](#)

**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](#)

**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](#)

**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](#)

**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](#)

**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!

**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](#)

**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](#)

**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.

**Apr 14, 2019** The Governing Board held a meeting after the worship service to update the congregation on the following items.

- Lead Pastor Search: Our Search Team conducted video interviews with four candidates. They have invited two semifinalists to come onsite for further interviews and conversation at the end of April.
- Staff Update: Amanda Svensk has accepted the permanent position of Pastor of Next Generation. Members of staff, through their own prayerful discernment, have decided to step down from their staff positions during the past few months.
- MELA: Open Door has reached an agreement on an adjusted lease for the 2019-2020 school year with Minnesota Excellence in Learning Academy, who rents our space during the week.
- Financial Update: As we approach the close of our fiscal year at the end of June we have a \$400k deficit in our annual giving goal.
- Conversation with Pastor Dave Johnson: Members of the Elder Board and Pastor Dave gave additional insight into the spirit and desire behind our covenant with Pastor Dave to keep him tethered to Open Door while also making space for our congregation and new leadership. We heard an update from Pastor Dave on how God is moving already and bringing things to light for Dave and Bonnie's next season of ministry.
- Continue to Pray: for guidance for the Search Team and pastoral candidates and their families. Please join us in prayer as we ask for God's provision as well as an openness for each of us about the role He would have us play in giving of our finances, time and talents.

[Audio from Governing Board Update Apr 14, 2019](#)

*\*please note: there are five minutes of recording prior to the start of the meeting. The audio begins at 5:05.*

**June 5, 2019** An email was sent to the congregation from the Governing Board with an update. The Search Committee has brought back one of our lead pastor candidates for more interviews and conversation. These discussions took place in late May and the Search Committee will be meeting during the next week to determine next steps with this candidate. Members of our Operational (Ops) Taskforce continue to talk with the city of Maple Grove and are looking at different options for the ongoing bridge assessment the church is paying. We are seeing God at work here, but please continue to pray for wisdom and clarity. We are happy to announce that Gregg Bergman has agreed to stay on until December in his role of Interim Staff Pastor. Please pass along your thanks to Gregg and his wife Nancy who are giving their time to our church during this important season. Thank you for your prayers in this continued process to fill the role of Lead Pastor. *As always, we welcome your questions, feedback and things that God impresses upon your heart for Open Door. You can reach us at [governingboard@thedoor.org](mailto:governingboard@thedoor.org) or by chatting with us on Sundays in the Gathering Place (GP.)*

**June 13, 2019** An email was sent to the congregation from the Governing Board with an update. Thank you for your continued prayers in these areas and in many others. We are seeing God at work in our community!

- *Lead Pastor Search:* Our Search Team met this week and we are moving to the next stage of interviews with our candidate, talking with their references, visiting their church services and preparing for their return visit to Open Door, most likely in July.
- *Bridge Assessment:* Last week we offered an update on the ongoing talks with the city of Maple Grove regarding our bridge assessment. In the course of looking at our options an opportunity has emerged with a piece of land the church owns along Interstate 94 with a potential developer. Please keep praying for this process. We will provide specific details as negotiations transpire.
- *Scott Madison:* For almost 20 years, anyone who has walked into the Open Door sanctuary/big room has enjoyed the sights, sounds and creative leadership, work and ministry of Scott Madison. Scott has served Church of the Open Door well behind the scenes and on occasion, up front behind a bass guitar. We often recognize Scott for his facial hair whether it be a handle-bar mustache, groomed beard or possibly years ago – the clean-shaven look. No matter how or where he appears, Scott has supported, shepherded and helped lead and develop a strong, Spirit-filled experience for all of us on Sundays as well as in and through many other moments as a community. It is with immense gratitude that we bless Scott as he finishes his last week on staff at Open Door this week. We send Scott with appreciation for his service to Open Door and expectation for what is next.

**July 28, 2019** Governing Board update.

Our Search Team completed their final discernment last week and presented a unified recommendation of a candidate to the Board. The Board accepted this recommendation and last week presented an offer and call to our Lead Pastor candidate. Please be praying for our candidate and their family as they now prayerfully consider if God would have them accept this call. If they were to accept our offer the next step would be to host them for a "candidating weekend" and member vote.

We want to pass along a huge thank you to our Search Team. These incredible people have given their time and energy to this process for the last 12+ months. Like so many in our church during this

last year they stepped forward and said "yes" to giving and serving our community. Thank you, Search Team!

#### **August 18, 2019** Governing Board update

- *Lead Pastor Search:* Since offering the position of Lead Pastor to one candidate, the Governing Board has been in regular communication with the candidate and he has continued to communicate gratitude for the time and space to consider and pray. He is excited about Open Door and is earnestly and honestly seeking God through this. It has been beautiful to watch him make space to pray, wait, wrestle, and listen to what God has for him and for our church. We value and appreciate his heart, and that value has grown and been confirmed in the waiting and praying these past few weeks.  
Please continue to pray for the candidate and his family, specifically for the candidate's challenge of leaving some family behind should he accept the call to Open Door. Please continue to pray for his church home and family, that God would show them the right path to choose and would provide for all their needs and ours.
- *Possible land sale:* Conversations with the city of Maple Grove around the financial assessment for the Maple Grove Parkway bridge have led to some recent dialogue with a developer about an opportunity with a piece of land that the church owns alongside Interstate 94. There is interest in this land and the elders/Ops Task Force have been praying and conversing about this opportunity. More information will be made available at the Congregational Meeting on Sun, Aug 25, after the worship service.