

Nativity Associate Pastor Call Committee Update

In July 2026, the Nativity Call Committee received several names/profiles from the Minneapolis Area Synod of possible candidates for our open Associate Pastor position. After a series of initial interviews, the committee moved forward with three final candidates, conducting additional interviews, viewing available preaching/worship leading examples online, and checking references.

As part of the call process, early committee discussions focused on the details of the call we hoped to extend. We identified top gifts for ministry deemed most important for Nativity and used these to guide our discernment for the best candidate.

These are our top five focus gifts:

- Helping people develop their spiritual life
- Building a sense of community among the people with whom they work
- Being an effective communicator
- Bringing joy and good humor to relationships
- Being able to share leadership and work in a team

Additionally, we identified two major areas of ministry for which our new Associate Pastor will be responsible: Children, Youth & Family ministry and Public/Outreach ministry. These leadership areas will be in addition to the traditional pastoral responsibilities of leading worship, preaching regularly, and providing pastoral care. As we considered candidates, we looked for expertise in all of these areas of ministry.

Highlights from conversations with our recommended candidate:

In a discussion about confirmation, the candidate explained that youth are going through a difficult, stressful coming-of-age period. As they teach the youth of their current congregation, they make a point to work with kids as they are **now**, rather than treating childhood only as a passing precursor to being an adult. We see this as evidence of deep interest and support of helping others, especially youth, **develop their spiritual life**.

Intentionally, the candidate expressed a desire to work together, in fact, working at the **speed of relationship**. Clearly they intend to embed themselves into the fabric of Nativity, and

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Intentionally, the candidate expressed a desire to work together, in fact, working at the **speed of relationship**. Clearly they intend to embed themselves into the fabric of Nativity, and

bring a strong background in working with all generations. In the long term, they aspire to put down roots at Nativity.

The candidate was thoughtful, forthright, authentic and honest in all communications and interviews with the Call Committee. We viewed past worship and sermons led and delivered by the candidate and are pleased with their **style, delivery and theological message.**

The Call Committee agreed that the candidate brought joy to the entire interview process and our discussions with them. In addition to their pastoral experience, we appreciated their time in a retail service organization, managing a high-volume coffee shop. This experience led to a deeper understanding of how to connect with lots of different people as they traveled for a myriad of reasons. The candidate approached this work with a **sense of humor and empathy.**

The candidate described the church as an “intergenerational hub” that provides a unique opportunity for people of all ages to learn from and teach one another. They went on to say how much they enjoy the ability of a pastor to both participate in and guide those opportunities. The candidate cited the innovation and creativity seen in collaboration that’s not achievable without it, as well as the ability of a leader to **make people feel heard and supported.**

The candidate had the chance to live out that stated support this past winter. At their current

congregation, they led efforts to support their surrounding community during Operation Metro Surge, building on existing relationships with other immediate community partners. The candidate also spoke of ongoing collaborations with their congregation and their local school district.

Throughout the interviews, the candidate demonstrated the emotional intelligence and practical experience that the Call Committee agreed was a priority in an incoming Associate Pastor role. **We wholeheartedly endorse them as an excellent fit for Nativity’s excellent staff.**

Next Step

Congragational Meeting & Vote
October 3-4 | After All Worship Hours

The congregation will have a chance to hear directly from the candidate via video at the special congregational meeting following all worship hours on October 3 & 4. The Call Committee will present additional information at that time and answer questions from the congregation.

After the presentation and discussion, per the Nativity constitution, voting members will cast written ballots. No proxy or absentee voting will be allowed.

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