

2010 snapshots in a bit of a random order:

- La Senda – ff. Jesus' heart attack in late 2009, I intervened and helped raise funds to bring in Antonio as interim. I'm assisting La Senda to make it to self sufficiently, this is a very difficult endeavor that concerns me greatly. It's so hard to do this 1,000 miles away while also bridging cross cultural challenges.
- Hispanic Ministry in Belmont etc. Transitioned Antonio P. to Belmont ff. the exit of Felix Valdez, led efforts in funding this; I work with the Steering Team and Classis in providing leadership but I also play a role in fund raising and communication within the Classis.
- Provided some coaching to 1st Sully leaders, reconciling staffing changes, coaching Wayne S.
- Played wonderful role walking with the Ramsey consistory and Search Team, leveraging Perry D. as new pastor
- Played happy role walking with the Hope Parkersburg consistory and esp. Search Team and bringing in Leighton Seys
- Ff. the failed and super stressful attempt to bring the Hardeman's to New Life, worked with the Consistory to bring in SIM Jim Van Zetten (and rule out other candidates); developing list of candidates once search resumes
- Installed John H. at RCP in late 2009, then had to immediately intervene ff. his resignation (in essence, I served as their Interim and Moderator until Steve MVW was able to help out). Helped them develop Job Description and Congregational Profile. Worked especially hard with all kinds of land mines and challenges and make the way for the Hardeman's to take the call.
- When Suzanne V. pulled out as next pastor of Celebrate in May (everyone thought she would become their next pastor – incl. Suzanne), I was called on to immediately begin to work with Ad Board and newly constituted Search Team that had never done this before. Assisted these leaders via retreat and meetings to develop their needs, priorities, Congregational Survey, and the development of the Job Description and Congregational Plan. Working in the recruitment of candidating pastors. The search is now in the 2nd phase
- I had been leading the effort in terms of the Classis partnership with MDRC & Westview merging, but things broke down and MDRC had to pull out causing new and immediate challenges: Develop Interim priorities and Job Description, recruitment, and selection of an Interim; assisted the Search Team that had never done this before and had much anxiety; coached staff; recruitment of pastoral candidates. They are keyed in on two pastors, if this fails, then we'll call a time out and assess what God might be saying. Leveraged Classis to provide a \$125,000 grant for parking and renovation, as well as \$35,000 for the Search Process and future staffing needs
- Intervened with Bridgeway, assisting in severance for Eric I. and transition of Bob D. I am working with remnant for a Fresh Start, led effort to develop the New Congregational Plan, formation of the Steering Team (they rock!), recruitment of pastoral candidates...
- Worked so hard to prevent the closure of HG; but in the end, I failed in my attempt to help Erik pull through, closed church in Dec. This was a gut wrenchingly difficult assignment working with all parties - the Steering Team, CMT, RCP, HG leaders, Erik's coach, and of course Erik. The closure of HG and Bridgeway have been a real blow!

- Led Otley retreat where significant conflict was identified, immediately began to intervene when Vance E. accepted a call, intervening with the Consistory and Search Team, helped them to see need for a SIM, assisted in the recruitment and hiring of SIM's and eventually- Roger Grandia
- Provided coaching and resources to 1st Prairie City and 1st Aplington consistories, search teams, and moderators. Assisted in recruitment of candidates
- Assisted in the transitions of Todd R. to Bethany, Jon N. to MDRC, Mike W. to Wellsburg
- Assisted Stout in difficult times for Dave V. as he had to care for Sally, coached their mission team
- Assisted CHCC in the development of their 2nd campus, provided encouragement to Kent and team to sharpen their plan, expand funding, think big. The next step is to assist in the recruitment of a planting.
- Intervened at 1st Evansdale, Grace, and Dumont through some challenges
- Reformed the DSM Pastor Network with Tony V., recreating Pella Network with Ray T., and Parkersburg Network with Mike B.
- Helping Mike B. as next Pres. of Classis PP to design and roll out a 5 year Revitalization Plan for the Classis, helped form Ad Hoc Team including Dave D. and Perry D. in the design and measurement outcomes.
- Helped Classis C-IA evaluate its structure to see if it is working or needs amending, will lead team to identify and implement a modified structure
- Partnering with John, Dale, Ken, Rodger, Art in the design and roll of Redeveloper model, will help Westview and New Life implement learning's in a modified way moving forward
- Coaching to PP-CPC to identify priorities and funding for the Hispanic Ministry, BOH, and the Bridge
- Serve on BOH Steering Team, provide coaching to Kevin V.
- Intensive coaching to C-IA CMT helping them through challenges and opportunities (closing the Journey, Bridgeway, HG, La Senda, Ankeny, Ames, Steering Team and CMT Job Descriptions, work hand in hand with Mark S. – new treasurer)
- Assisting CR&SC of both Classes to function in proactive ways (vs. reactive ways), expand and score card, design plans for equipping pastors, consistories, and congregations
- Provided resources to Steve H., John W., and Paul S. in progress of the Way in Newton
- Walked with Mike V. and the Ridge to adopt Ames as multiplying site
- Provide coaching and resources to both PP and C-IA Exec. Comm.
- Visited Western Seminary in recruitment of students to the Synod
- Attendance at Large Church Pastors Network
- Let go of Cathy, made adjustments

Personally:

- Our Margarita church closed. Very sad!
- Celebrated 50th B-Day for Jan and me, and our 30th Anniversary, very gratifying!
- Joshua's wedding
- Designed their itinerary for Josh and Jenn's honeymoon in Europe
- Got to know and love little Max, Jenn's son
- Did our taxes for the 1st time in 30 years of marriage
- Passed our colonoscopy tests
- Discovered lack of function of thyroid
- Had to go on insulin which is a very good thing, should have done this years ago

2011:

- Jan. 10 – 17, we'll be in Los Cabos.
- Jan. 18-25 – ff. COSE: will be visiting Rockhills, La Senda, and moderate RCP consistory.
- Feb. – Joining the Peer Coaching Learning Community; Lord willing, baby Aislin will be born, Classis C-IA
- Mar. – Jan and I will spend a few days in AZ and catch a couple of Cubs spring training games, hopefully knocking off another bucket list item, Classis PP
- Apr. – a big two days for our Synod, the Exponential event in FL.
- May – Coach Training
- July – perhaps Rocky?
- Oct. – Cruise to Israel
- Design Sabbatical
- Coached relationship with George Bullard
- Better exercise, glucose control, weight management

