

Interview Excerpts:

Segments of Interview with Elders & Pastor Moberg on 5/23/18. This represents a small section of the questions we felt may be helpful as you consider Pastor Moberg's candidacy.

I. How do your gifts align with what you know about the strengths and opportunities for growth at HRC?

I have 9 years of experience working with congregations dealing with varying levels of conflict, but by God's grace we can deal with the issues and God does really good work in tough times. I have not seen anything that leads me to believe that God could not use me in Hingham. I have a lot of ministerial friends in area, and it is a nice geography fit for my family as well.

II. Can you tell us about how you would transition into working with a new church staff? Specifically, what expectations would you have for our staff?

I would ask for transparency, candor, and a respect which flows in both directions. Other than that I would just want to get to know them and have them know me.

III. What is your approach in navigating existing systems and structures while also considering areas which may require change?

I believe in testing the functionality of systems and looking at goals to see if systems are able to get us to those goals. I don't want to be like the Boy Scout who came home bloody because the elderly lady didn't want to go across the street.

IV. Do you and Tina have specific areas of interest that would be helpful for us to know so we could be intentional in ensuring you feel loved and welcome should we come together in an interim relationship?

My passions are in the pulpit and in staff relationships. I love developing leaders and teaching leadership skills. Something I have done in the past was to create a leadership course which met one Saturday a month during the school year. Normally I would do 7 of the classes choosing a different theme each month. I developed case studies and used those to facilitate discussion. The classes imparted skills to leaders and equipped them to step into leadership roles when the time was right. I would have as many people as my kitchen table would hold. That was twelve in Wausau and eight in Marshfield. What I found was that it not only deepened the so-called "leadership bench" but also gave a chance to get to know members and how they worked together. This has always been a co-ed thing because significant roles are necessary with women and men serving together. I would typically look to those who had not been through a similar process before. I have also enjoyed teaching an orientation / membership class which goes over doctrine, who we are, why we do what we do, and the way we do it. Tina enjoys working 1-1 with women. As we prepare to leave Wausau her schedule is busy with women who want to simply spend time with her. She is a tremendous asset to my ministry. We also enjoy bicycling and swimming for exercise.

Reference Check Summary:

The following section contains a general overview of some of the common themes revealed during our contact with references for Pastor Moberg:

I. What are Pastor Moberg's strongest gifts in ministry?

- Strong in networking and bringing groups together
 - A. Organized multiple honor flights
 - B. Lead local prayer networks
- Wonderful with people - shepherd's heart
- Gift of administration and leadership
- Wonderful family man. He and his wife Tina have a strong marriage which provides a great example for others.
- Ken comes with a wide range of experiences from starting a church which grew to over 500 under his ministry. He then took a leadership role in the denomination and was later invited back to that church and it continued to grow.
- Served as chairman of board for IPM
- He lives less than an hour from his current interim placement yet he chose to live in Marshfield (location of church he is serving) rather than commute. This says a lot about his desire to connect and invest in the community he serves.
- Getting to know people in the congregation is real strength
- Great communicator of the word
- Wife Tina is a blessing
- Well-loved and accepted by our church
- Works well with people - out there amongst people
- People know him as authentic trustworthy.

II. Our process in pursuing denomination change away from the RCA has resulted in division and a need for healing. How is Pastor Moberg equipped to handle challenging situations within a church family?

- He oversaw over 100+ churches in the Evangelical Free Forest Lake District
 - In that role he had to literally "put churches back together" after moral failures from senior leadership in congregations in the district.
 - Has worked with deeply conflicted leadership teams in congregations bringing them together.
 - He is a gifted negotiator and man of principle.
 - Where there was tension Ken would walk right into those situations, take that person out to lunch, try to listen to that person. He would move toward those kinds of things - not away from them. He has faced issues similar to your challenges in his denominational leadership role.
 - If there was ever a time when an individual felt like offended or confronted, Ken reached out to that individual and was able to resolve things very well.

III. Discuss Pastor Moberg's ability to lead staff / mentor / lead consistory.

- During his church plant he mentored and grew the group to 5-6 paid staff members

- I believe he has his doctorate in organizational leadership
- He meets regularly with worship and youth pastor and IPM heavily supports that work.
- He does have his hands on needs of staff.
- Met weekly with chairman of elders.
- He will speak to issues that need to be addressed.
- He has a great team approach with elders.
- He brings his input to situations but lets elders make decisions.
- Very approachable, he listens and relates well.

IV. How would you describe Pastor Moberg's leadership style?

- More collaborative, definitely not authoritative
- Good sense of direction in helping teams advance around objectives
- Approaches things as a team - he enjoys working with elders, vetting ideas, and then he will go after goal with team
 - Several examples were provided
- Has helped church by modeling a process of connections for how we bring new visitors to our church and then moving them into membership - lots of gifts and wisdom that way.
- Work ethic is real strength - "no question about that."
- He has helped us be more forward-thinking about our building and what may need to be done there.