

Introducing Pastor Kathleen Lotz

On November 13th, 2020, the Call Committee received a Rostered Minister Profile (RMP) for Pastor Kathleen Lotz from Bishop's representative Pastor Ostrem, along with his assessment of Kathleen's match with Memorial Lutheran. Between then and January 24th, the Call Committee was involved in interviewing Pastor Kathleen, and doing our own assessment of how well she fit Memorial's needs.



That process included

- an initial zoom interview
- an in-person meeting with Pr. Kathleen and her husband Josh
- developing questions to ask references, and contacting each of her references

Each of those major steps in the process was followed by a Call Committee meeting (or meetings) to discuss our findings and compare our reactions to those findings.

From the beginning of the process, the Call Committee's reaction to Pastor Kathleen has been unanimously positive. What follows is information about Pr. Kathleen to help you decide how to vote during the February 21st congregational meeting.

Background Information for Pastor Kathleen Lotz

Pr. Kathleen is married to Josh Lotz (pronounced with a long o). They have two sons, Theodore, age 2, and Oliver, age 4. She holds the following degrees, and has had the following work experience

Bachelor of Arts	Music Therapy from Arizona State University	2008
Children's Worker	Holy Trinity Sunningdale, Berkshire, United Kingdom	2010-2012
Music Therapist	St Luke's Behavioral Health Center, Arizona	2013-2015
Teaching Parish Student	Shepherd of the Hills Lutheran Church Berkley, CA	2015-2017
Seminary Intern	Lord of Life Lutheran Church, Arizona	2017-2018
Master of Divinity in Theology	Pacific Lutheran Seminar, Berkeley, CA	2018
Associate Pastor	Current church, Arizona	2018-present

Pr. Kathleen's skills and talents compared to Memorial's "Wish List"

When the Call Committee prepared the Ministry Site Profile (MSP) for Memorial Lutheran, we were asked to select our top 5 ministry tasks from a list of 40 possibilities, and from a different list of 25, our 5 top priority gifts for ministry and 5 very helpful gifts for ministry. For brevity, I'll simply refer to the combined list of 15 that we selected as Memorial's wish list.

Pr. Kathleen was asked to list her top five areas of expertise, and her top five areas of strength from similar lists on her Rostered Minister Profile. In addition, a confidential reference was asked to select 5 best gifts, and five good gifts that Pr. Kathleen possesses. Underlined items indicate matches with Pr. Kathleen's assessment of her own strengths, or her confidential reference's assessment of Kathleen's strengths with Memorial's Wish List.

Memorial Lutheran's Wish List

Top five Ministry Tasks

Innovation/Creativity
Recruit and equip leaders
Youth and Family ministry
Building a sense of community
Preaching/Worship

Gifts for Ministry Top Priority

Help others develop leadership skills
Be an effective communicator
Be able to share leadership with team
Have talents in Music/Arts/Writing
Effective in working with youth

Gifts for Ministry (Very Helpful)

Help people develop their spiritual life
Be an effective teacher
Be skilled in planning and leading programs
Deal effectively with conflict
Bring joy and good humor to relationships

Pastor Ostrem likes to see at least 3 matches between what a church lists in their MSP ("Wish List") and what the candidate lists in their RMP. Comparing Memorial's wish list with Pastor Kathleen's RMP and the confidential reference's assessment, there are 12 matches.

References' Assessment of Pr. Kathleen

Pr. Kathleen's list of references included: an ELCA pastor, a lay person from her current ministry setting, a lay person who is not from her current ministry setting, and a supervisor/colleague (also an ELCA pastor). All references provided by Pastor Kathleen were contacted, and each was asked the same set of questions, as well as an open-ended question to allow them to add anything else they thought pertinent. The references were uniformly very positive.

Excerpts from Reference Comments

"She has a very welcoming, warm presence. People are simply comfortable around her."

"She engages the youth in the services"

"Very poised and capable"

"She makes time for everyone and her messages are powerful. "

"She relates well to all members, young and old"

“She is an accomplished cellist”

“She has composed a Creation Liturgy and an Advent liturgy that we still use.”

“She understands how music can heal and the important role that music plays in worship.”

“She’ll be excellent at pulling people in and using their talents.”

“She is a great listener and people want to talk to her because of her openness.”

“She is young, but ready to be the lead pastor.”

“Overall, I’d say that you would be calling a tremendously gifted pastor were you to offer Kathleen a call.”

On January 24th, the Call Committee voted unanimously to recommend Pr. Kathleen to the Church Council for a call as Memorial Lutheran’s next pastor. On January 26th, all members of the Call Committee met with the Church Council to brief them on our findings. Following a somewhat lengthy briefing from the Committee, and questions from the Council, the Council voted unanimously to recommend Pr. Kathleen to the congregation for a call as our next pastor.

On February 4 the Church Council met and calculated a recommended compensation package for Pastor Kathleen. The compensation package includes salary, housing allowance, retirement, health, life and disability insurance. The bishop of this synod requires all new calls to meet or exceed the Minimum Compensation Guidelines approved each year at Synod Assembly. The proposed compensation meets this requirement with salary commiserate with Pastor Kathleen’s years of experience.