

LINDA J. HEADRICK

33484 Alvarado Niles Road
Union City, California 94587

Attorney at Law

Telephone 510/ 324-8567

Facsimile 510/ 324-8568

E-Mail LJHeadrick@aol.com

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The Rev. Dale Sollom-Brotherton
New Beginnings Consulting
7911 Castilian Road
Dublin CA 94568

Re: Healthy Start

Dear Dale,

Let me express my thanks to you for working with us to build a solid base for our relationship with our new pastor. As you know, the Rev. Barbara Caine was called as Pastor of Holy Redeemer Lutheran Church of Newark, CA and officially began her ministry with us in June of 2005. I served on Holy Redeemer's Call Committee, and then the Mutual Ministry Committee, and in that role participated in New Beginning's Healthy Start program for Holy Redeemer.

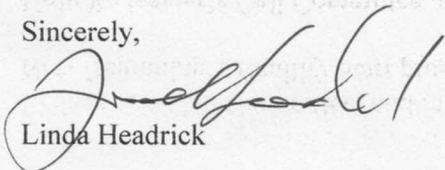
Holy Redeemer's Call Committee, along with other members of the congregation, invested a great deal of time, energy, and prayer in preparing the Mission Profile which was used in the Call Process. It was obvious from the mobility papers of all the candidates we interviewed that they also invested substantial time, thought, and prayer in the process. But, for me, the statements we made to one another in the call process documents, interviews, and meetings before the new minister's first day in the church office made up only half of what goes into someone actually becoming the pastor of the church.

The Healthy Start program provided the framework and facilitation for our new pastor and congregational leaders to complete the crucial second half of the call process – learning to work with one another, beginning to see the real gifts God has given to us in one another, and identifying some of the inevitable challenges inherent in the relationships of our pastor and congregants. Your organizational expertise and objective observations helped us to accomplish much more than we would have by trying to follow a written guide. You helped us uncover assumptions we were making about one another and showed us ways to analyze how we really do (or do not do) things within our congregation, so that our new pastor and the lay leaders now have a better understanding of where and how the ministry should be strengthened and expanded.

Healthy Start is a logical and necessary extension of the call process for every church that is intentional about helping its professional and lay leaders work well together for ministry in the congregational setting.

Thank you again for working with us. May God bless all of your efforts!

Sincerely,



Linda Headrick