



Martin Luther Church The Next Chapter

Pastor Transition Process



The Next Chapter

What will be the process
for moving this Congregation
forward in finding our next
pastor?



The Next Chapter

- Meet with ELCA Central States Synod
 - Church Council met January 25 with Pastor Janice Kibler
 - Discussed the process
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The Next Chapter

- Meet with ELCA Central States Synod
 - Accept an Intentional Interim Pastor
 - Complete Five Developmental Tasks
 - Accept a Call Process Minister
 - Form a Call Committee
 - Select Candidates for Interview
 - Interviews
 - Call New Pastor
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The Next Chapter

- Accept an Intentional Interim Pastor
 - CSS has Identified an Interim Pastor
 - Interim Pastor may be Available in May
 - Supply Pastor Required in April
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The Next Chapter

- Goals of the Intentional Interim Pastor
 - to maintain the vitality of our congregation
 - to examine the history of the congregation and work through the transitional emotions that usually follow the departure of a pastor
 - to reinforce the ministry of the laity
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The Next Chapter

- Goals of the Intentional Interim Pastor
 - to clarify the mission of our congregation
 - to minister in the context of special needs of our congregation
 - to subscribe to and follow the constitution and bylaws of the ELCA, the Central States Synod, and this congregation
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The Next Chapter

- Goals of the Intentional Interim Pastor
 - to emphasize fellowship and reconciliation with one another
 - to strengthen our ties with the Central States Synod and the Evangelical Lutheran Church in America
 - to increase the potential for a fruitful ministry with a regularly-called pastor
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The Next Chapter

- Our Obligation to the Interim Pastor
 - Compensation
 - Salary, Housing, Benefits – Based on tenure about what we are providing now
 - Paid Vacation – 1 week per quarter
 - Car Allowance – mileage at IRS rate
 - Business Expenses – same as current
 - Continuing Education – 1 day per mo plus \$/day
 - Transition Support – 2 weeks salary and benefits
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The Next Chapter

- Complete Five Developmental Tasks
 - Coming to Terms with the Congregation History
 - Discovering a New Identity
 - Managing Leadership Shifts
 - Renewing Linkages with the CSS and ELCA
 - Congregational Commitment to New Leadership and Directions
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The Next Chapter

- Accept a Call Process Minister
 - Works with the Call Committee
 - Assists with Completing the Congregational Mission Profile
 - Acts As A Consultant Through The Call Process
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The Next Chapter

- Form a Call Committee
 - Completes the Congregational Mission Profile
 - Submits Profile to Congregation Council for Approval. Then to CSS
 - Reviews Candidate's Material Provided by CSS
 - Conducts Interviews
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The Next Chapter

- Form a Call Committee
 - Invites Candidate for Visit
 - Offers a Compensation Package Approved by the Council to the Candidate
 - Recommends the Candidate to the Council
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The Next Chapter

- Call New Pastor
 - Council Notifies CSS and Issues Letter of Call
 - Pastor Visits Congregation
 - Congregation Votes to Call Candidate at Special Congregation Meeting
 - Candidate Accepts Call
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The Next Chapter Timeline

6 – 18 Mo

3 - 6 Mo

- Jan 08 Meeting with Pastor Kibler
- March 08 Pastor Chris Retirement
- April 08 Supply Pastor

Interim Pastorate

Call Process

New Pastor Begins



The Next Chapter

- Future Considerations
 - Cost of Call Process
 - Interview Costs
 - Travel, Lodging
 - Hiring Costs
 - Travel, Lodging
 - Moving
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The Next Chapter

- What Part Will YOU Play?
 - Prayer Partner
 - Input for Development Tasks
 - Call Committee
 - Welcoming Committee
 - Stewardship (time, talents, treasures)
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The Next Chapter

- Comments, Questions, Concerns
 - Reflect on the information presented today
 - Pray for Understanding and Guidance
 - Submit comments and questions to Council members
 - The Congregation Council will review and provide responses
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The Next Chapter

The ~~End~~ Beginning

