

## Pastoral Transition: A Roadmap for the Months Ahead

On November 4<sup>th</sup>, Pastor Steve will be retiring after 33 years of faithful service to Trinity. We give thanks for his dedication to this ministry over these many years. Many of you may be wondering about the process that lies ahead. Though there are many details that are yet to be determined, below is a basic outline of some steps we expect to take in the coming months.

**Status of Pastor Paul & Deacon Joanne:** The calls of Pastor Paul and Deacon Joanne are coterminous. This means that when Pastor Steve retires on November 4<sup>th</sup>, both of these calls will also end, at least in how they were previously established. However, both Joanne and Pastor Paul have expressed to council that they would be happy to continue serving during the interim period, should Trinity so desire. Council is working with Bishop Narum on an interim contract scenario that would allow them to continue to serve during this transition period.

**Interim Pastor:** It takes time to complete all the steps that will lead to calling a new Senior Pastor. Rarely do churches complete these steps in less than six to twelve months, or longer. Because of this, many congregations contract with an *Interim Lead Pastor* who can help the ministry move forward in the time in between the former pastor leaving and the new pastor starting. Church council is in discussions with Bishop Narum in hopes of following a similar model.

**Council & Call Committee:** In the coming months Trinity leadership will likely engage with the congregation in discernment about what kind of pastor Trinity is looking for. Following this discernment process, leadership will write a Ministry Site Profile (MSP). The MSP is a document that allows churches to describe their ministry and the qualities they seek in a pastor. Also in the coming months, Trinity will need to constitute a call committee, through a congregational meeting. After all the above steps are completed, (which usually takes several months), the call committee will be responsible for reviewing applicants and interviewing candidates.

So, to summarize, Trinity has a strong leadership team working with Bishop Narum through a solid transition process. And though there are obviously many unknowns ahead, we can be confident that Trinity's future is bright and that God's Spirit will be with us every step of the way.

In the meantime, please hold our church and our leadership in prayer and feel free to reach out to your council leadership if you have any questions.

Yours in Christ,

Jim Lewis, Council President