

Transition Process

Rocky Mountain Synod

Our Expressions

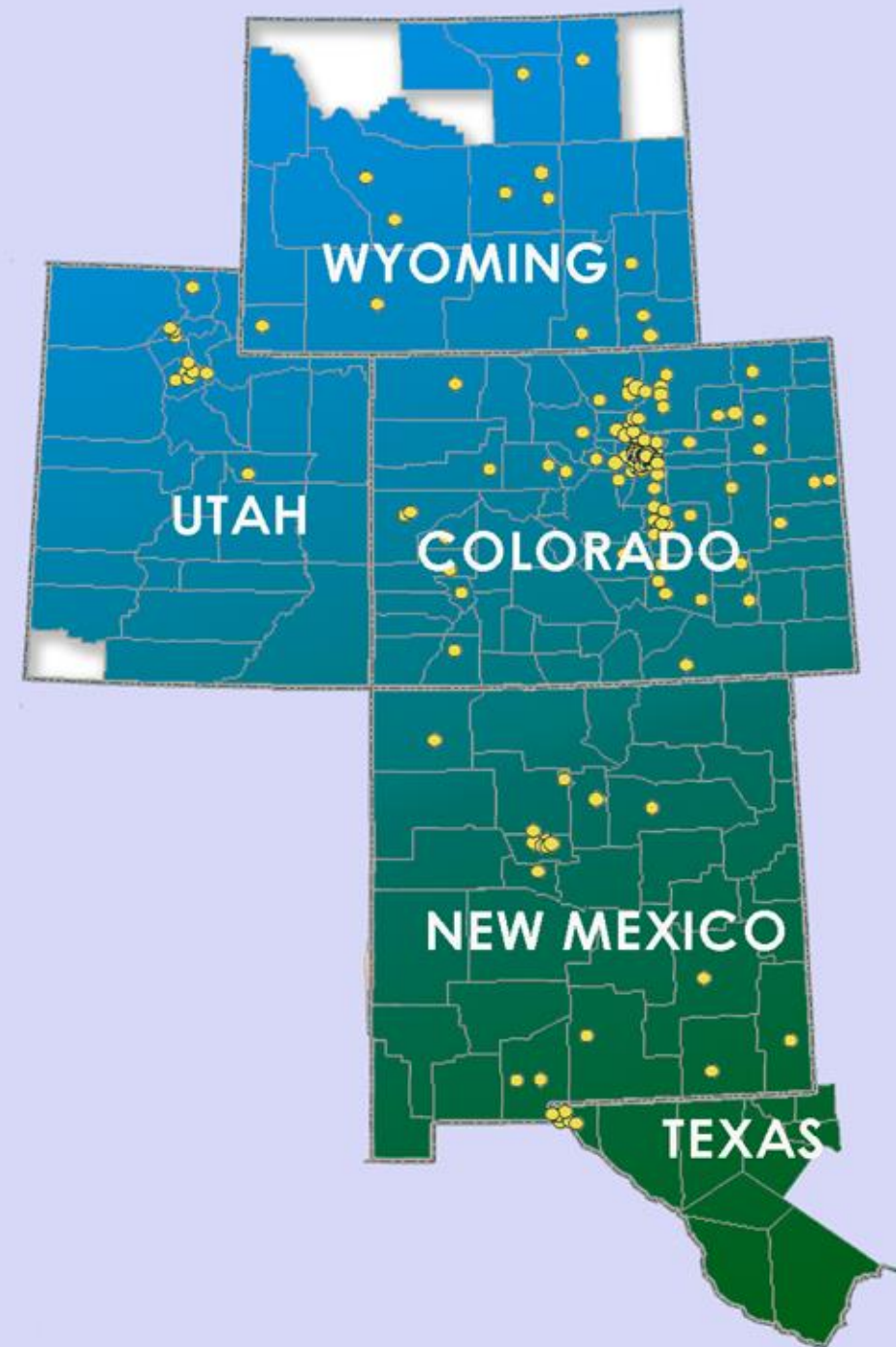
- ▶ ELCA
 - ▶ 9,300 congregations
- ▶ Synods
 - ▶ 65 synods
- ▶ Congregations
 - ▶ All Types and Sizes



Evangelical Lutheran Church in America
God's work. Our hands.

Rocky Mountain Synod

- ▶ RMS
 - ▶ 150 Congregations
 - ▶ 5 States
 - ▶ Geographically largest synod in lower 48

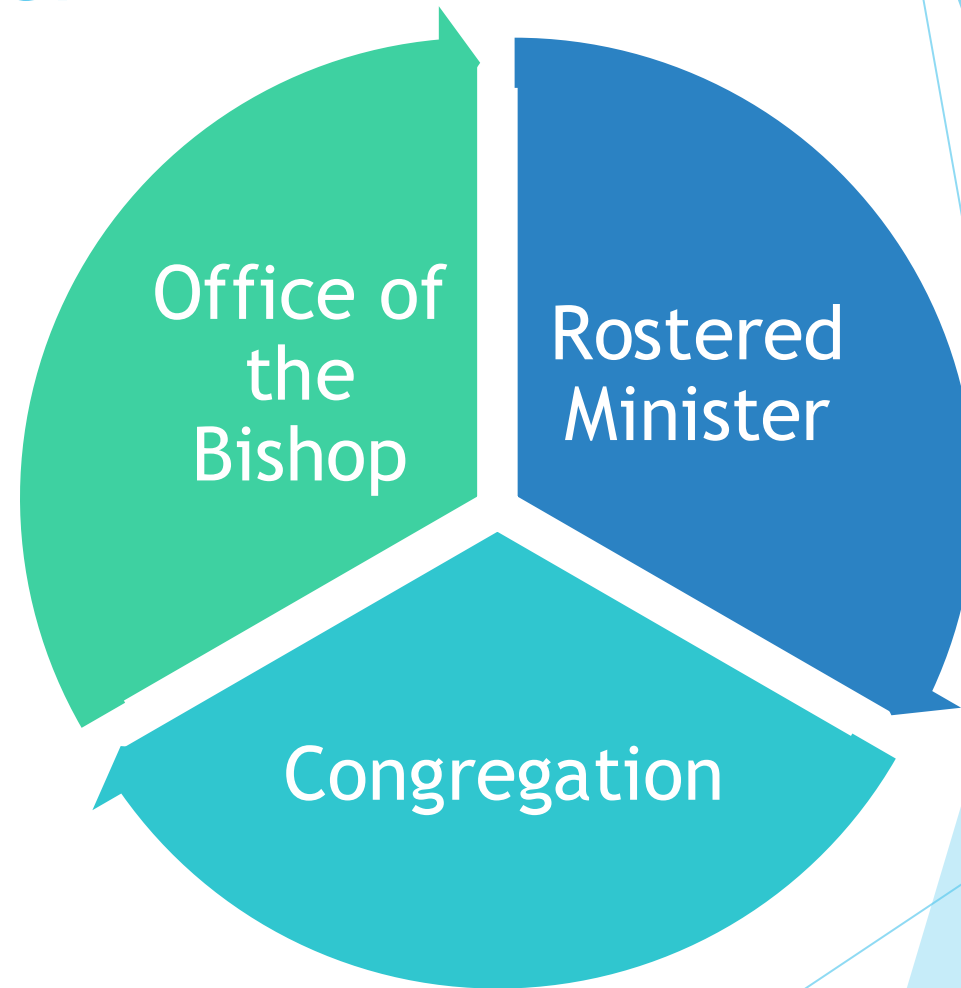


The Transition Lingo

- ▶ Transition Coach
- ▶ MSP
- ▶ RMP
- ▶ Synod Minister for Transitions and Healthy Ministries
- ▶ Candidate
- ▶ Settled Pastor/Deacon
- ▶ Interim Deacon/Pastor

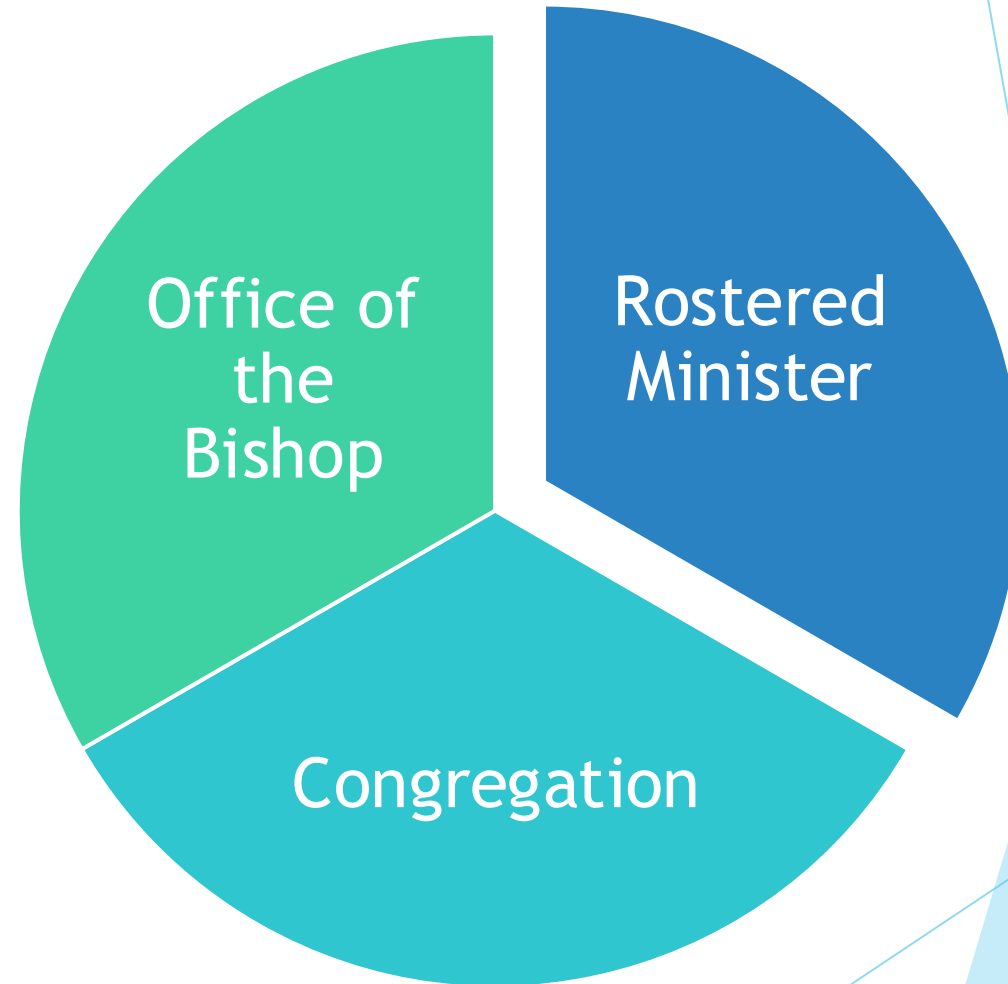
How We Work Together

- ▶ Partnership
- ▶ Accountability
- ▶ Support
- ▶ Interdependence
- ▶ For the sake of God's kingdom on earth
- ▶ We are the embodiment of Jesus for each other and the world



In Times of Transition

- ▶ In a transition of a rostered minister, the Office of the Bishop and congregation work together for the healthy calling of a new rostered minister



Transition Process

- ▶ The big view of transition is:
 - ▶ Deepening Group Discernment
 - ▶ Shaping Institutional Memory
 - ▶ Clarifying Purpose
 - ▶ Engaging Emergence

These ideas come from Susan Beaumont in *How to Lead When You Don't Know Where You Are Going*

Goals of Transition

Goal 1

- Discover new identity and deepened purpose

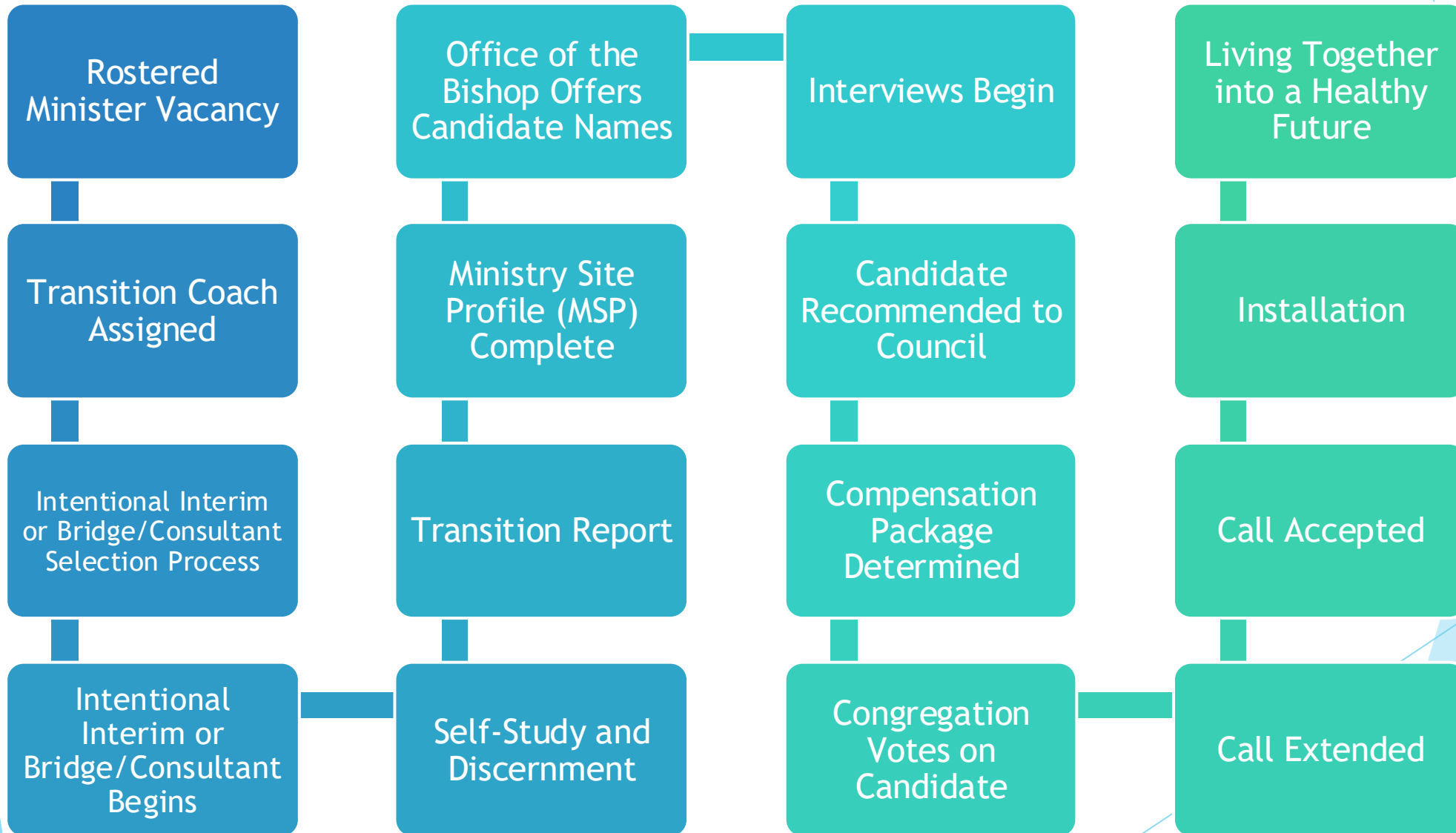
Goal 2

- A healthy relationship with the new rostered minister

Intentional Transition

- ▶ Using the transition process is beneficial for the long-run
- ▶ Allows for reflection
- ▶ Creativity
- ▶ Wonder
- ▶ Patience in God's presence
- ▶ Building resiliency
- ▶ A sense of self
- ▶ A sense of community
- ▶ Intentionality is contagious
- ▶ Lowers anxiety
- ▶ Inhibits being reactionary
- ▶ Is healthy for systems and individuals

The Big Picture



The Three Teams of Transition

▶ Transition Team

- ▶ Community building
- ▶ Self-study
- ▶ Articulate new vision
- ▶ Assess, organize the structures of congregation
- ▶ Write Transition Report

▶ Council

- ▶ Be mirrors for other teams
- ▶ Continue the governance of the church
- ▶ Keep teams on track
- ▶ Encourage, support, pray

▶ Call Committee

- ▶ Complete MSP, using Self-Study and Transition Report
- ▶ Research, explore candidates
- ▶ Interview potential candidates
- ▶ Recommend best candidate for your site to Council

What is an Intentional Interim?

- ▶ A pastor or deacon specifically trained to do interim ministry
- ▶ Not a place-holder
- ▶ Someone with gifts to shepherd the congregation through uncertainty in a healthy way
- ▶ Someone able to ask good questions, listen well, who promotes vulnerable conversation for the sake of the future

What is a Bridge Pastor?

- ▶ Leads worship and provides pastoral care as needed until the next pastor is called.
- ▶ Contracts with the Council.
- ▶ This is a part-time position.

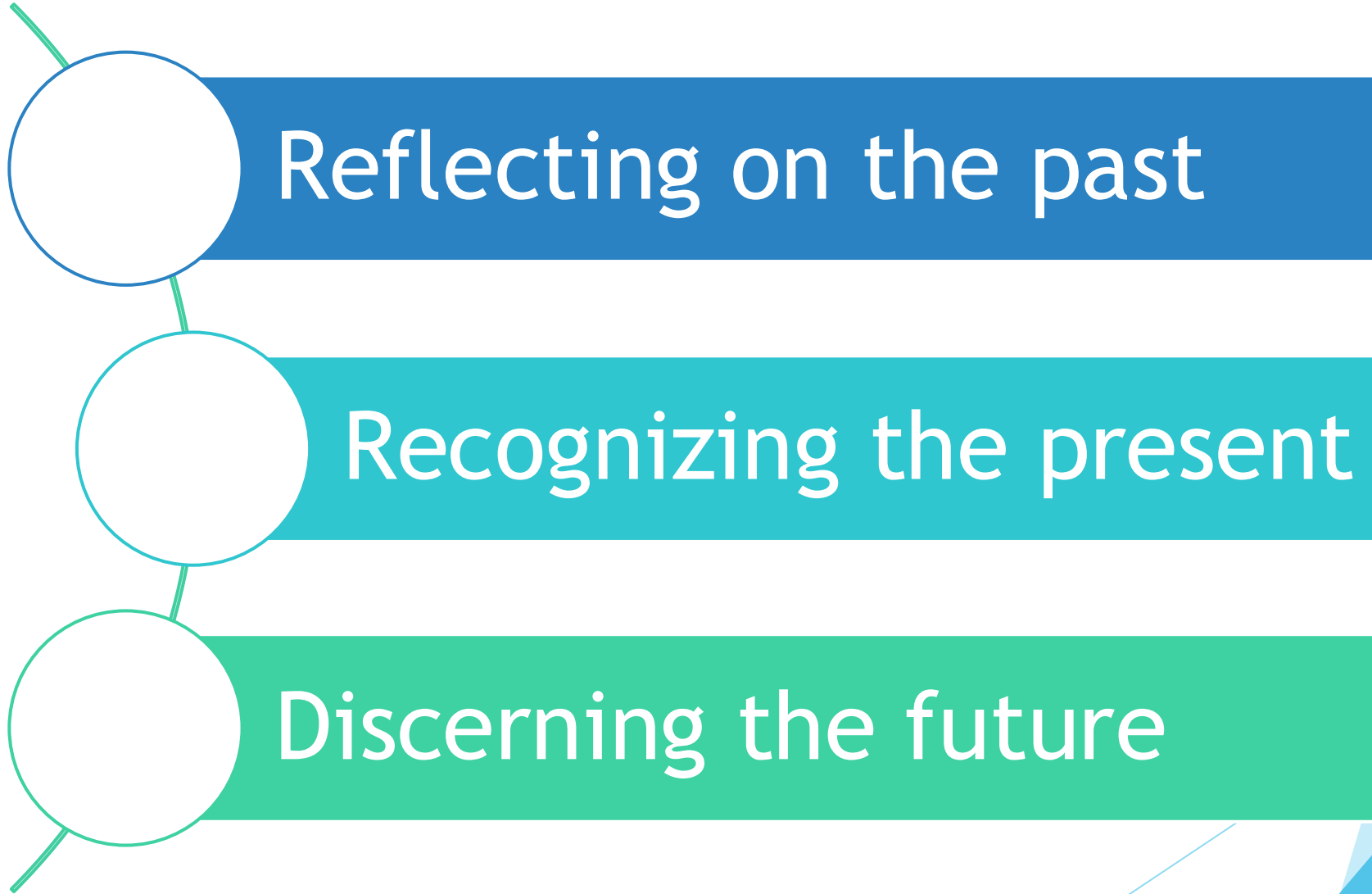
What is a Transition Consultant?

- When an Intentional Interim is not available, Bishop may suggest contracting with a Transition Consultant for a Fee.
- The Transition Consultant works with the Transition Team to complete a Transition Report to be used in the creation of the Ministry Site Profile.
- The Transition Consultant is not on site. Most meetings with the Transition Team are through video conferences (like ZOOM). The Transition Consultant will make a pre-determined number of on site visits.

Intentional Interim Process

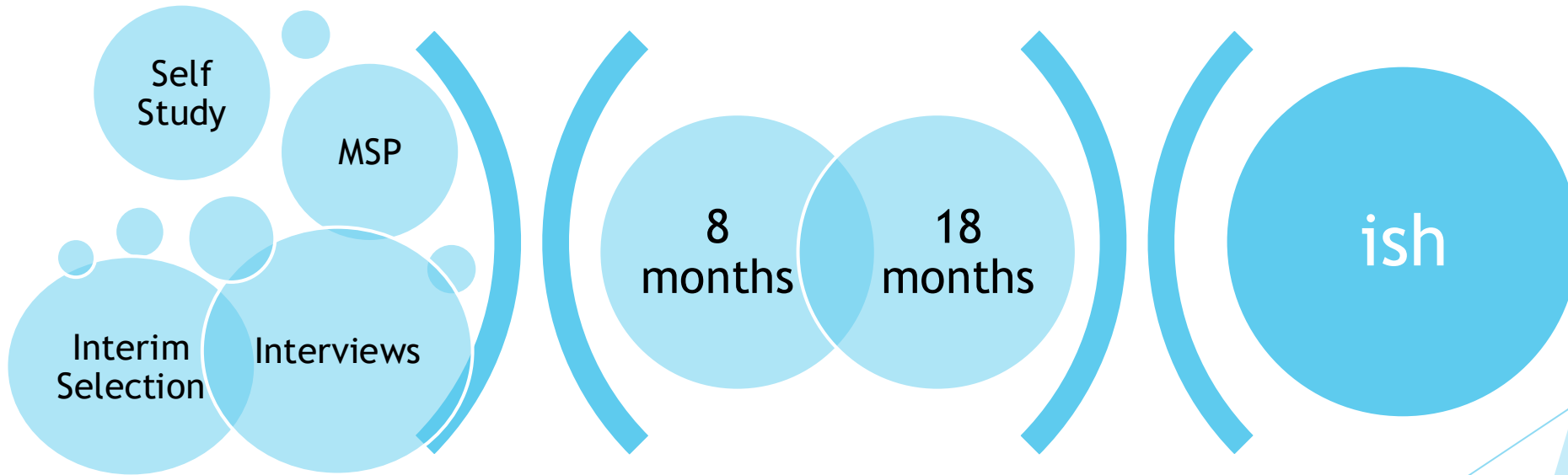
- ▶ One or more interim candidates are recommended
- ▶ Candidates are interviewed
- ▶ Council chooses an interim, negotiating time frame and compensation; Synod Council issues Letter of Call
- ▶ Interim starts 2-4 weeks after selection
- ▶ Interim guides the congregation in the transition process
- ▶ Interim engages in life of the congregation

Self Study



The Time Question

- ▶ How long is this all going to take?



The Call Committee and Call Process

- ▶ Overview
 - ▶ Form Call Committee
 - ▶ Complete Ministry Site Profile (MSP)
 - ▶ Tri-Transition Meeting
 - ▶ Candidates Identified
 - ▶ Candidate Names Provided
 - ▶ Call Committee Recommends to Council
 - ▶ Call Approved
 - ▶ Call Accepted
 - ▶ Documents Completed

So What Do We Do?



And What Else Do We Do?

- ▶ Complete the MSP using information from the self-study and Transition Report
- ▶ Engage in relationship-building as you wait for candidate names
- ▶ Study the Transition Manual
- ▶ Research candidates
- ▶ Interview candidates
- ▶ Recommend to Council the candidate who best fits the congregation's vision and future

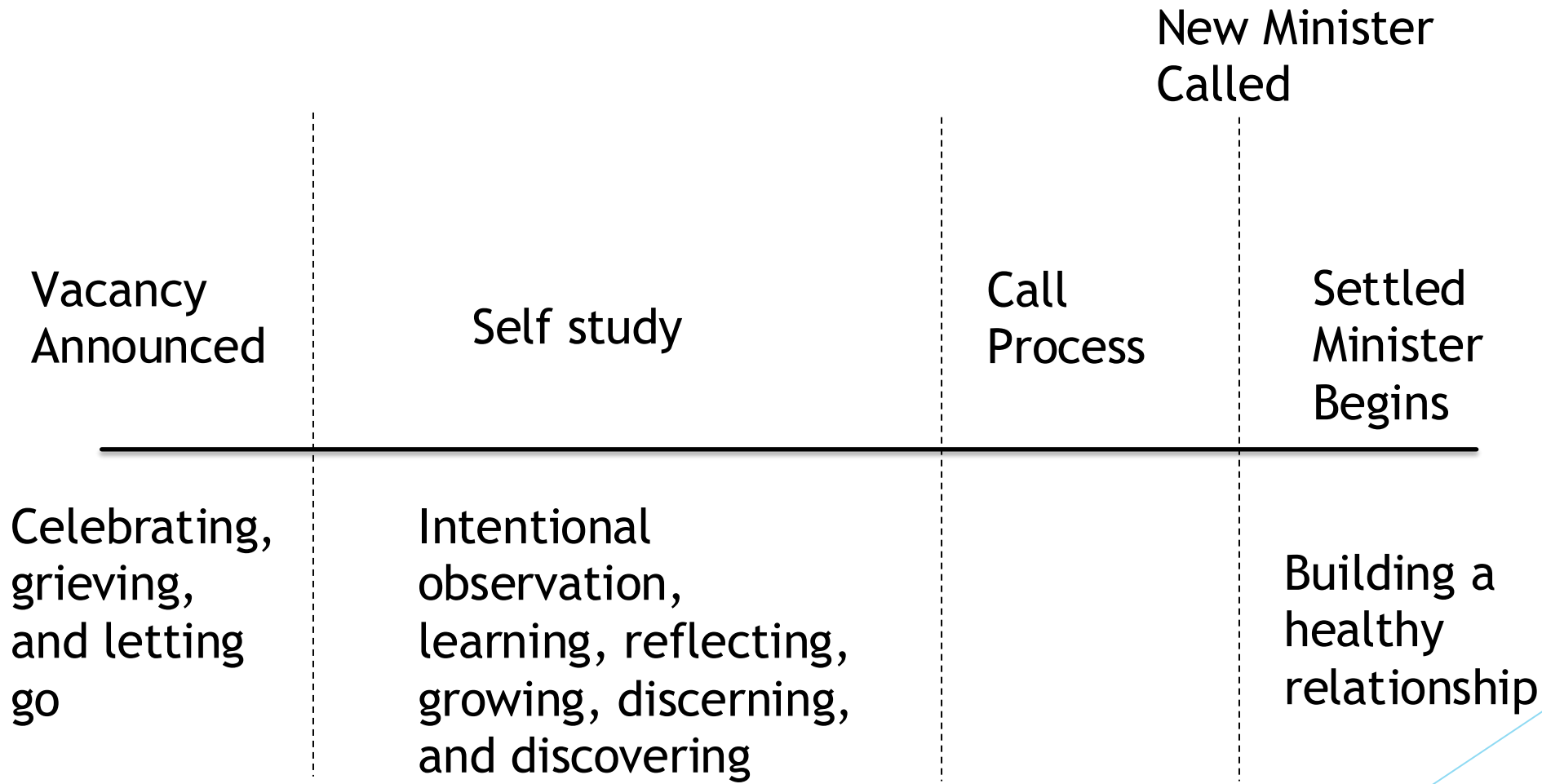
Candidates

- ▶ Congregations complete Ministry Site Profiles (MSP)
- ▶ Candidates complete Rostered Minister Profiles (RMP)
- ▶ 1-3 candidate names are offered at the same time
- ▶ The Call Committee looks through their RMPs
- ▶ Conduct first interview with all candidates; release the names of those you don't want to continue with
- ▶ If you need more names, ask.
- ▶ Continue the interview process with candidates

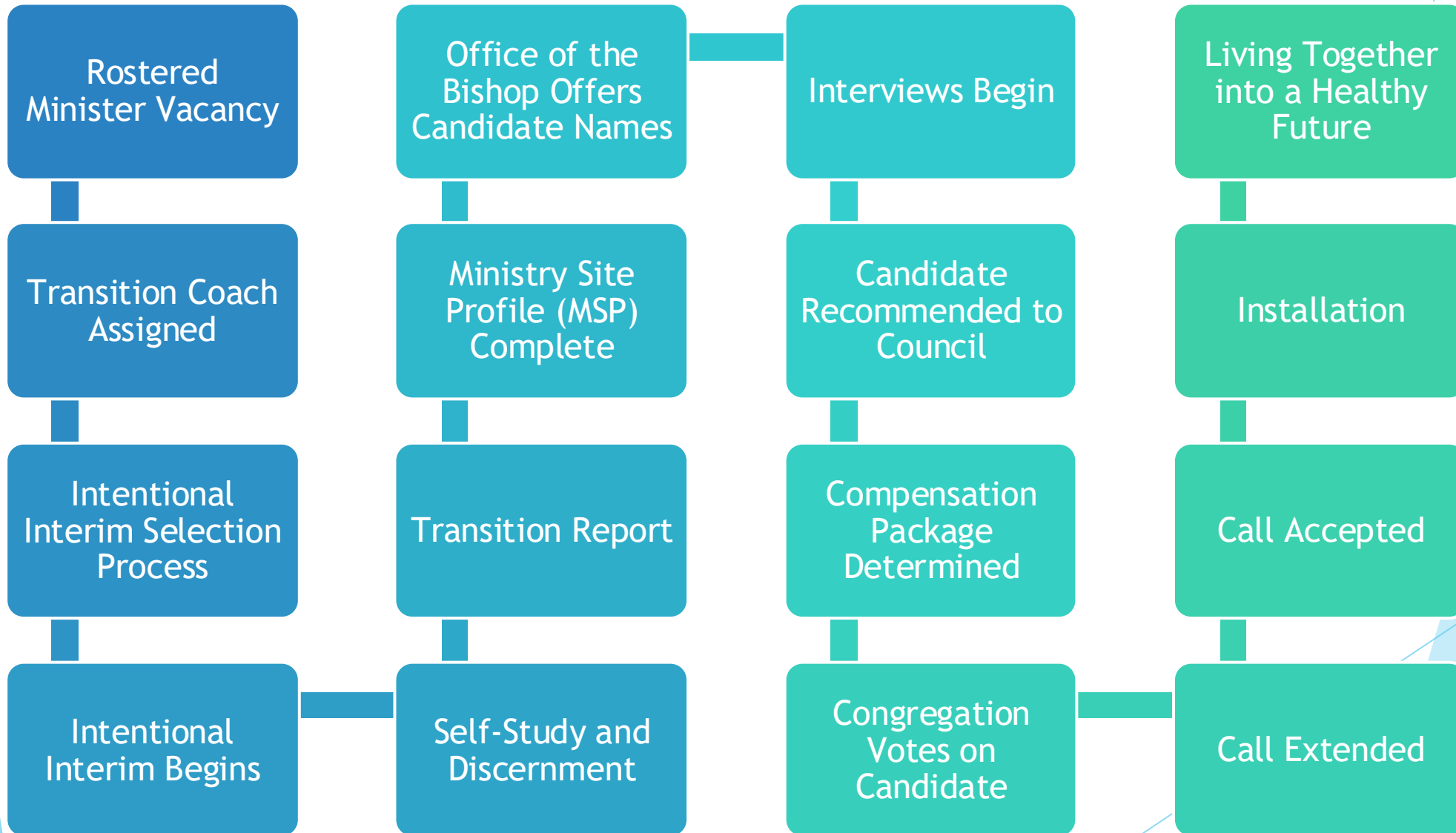
Call Committee Basics

- ▶ Confidentiality
 - ▶ Within the Call Committee; create trust
 - ▶ With Candidates' identities; stays within Call Committee
- ▶ Communicate Lavishly
 - ▶ With Candidates
 - ▶ With Congregation
 - ▶ With Council
 - ▶ With Coach

A Visual Transition Process



The Big Picture



What Resources Do We Need?

- ▶ The Rocky Mountain Synod Website
 - ▶ www.rmselfca.org
 - ▶ Pulpit Supply List
 - ▶ Transition Manual
 - ▶ Compensation Guidelines
 - ▶ Resources for Interim Ministry
- ▶ Transition Coach Email
 - ▶ wjohnson@rmselfca.org