

Transition Report

9/21/2014

INTERIM/TRANSITION PASTOR DUTIES WITH ERLC MEMBERS

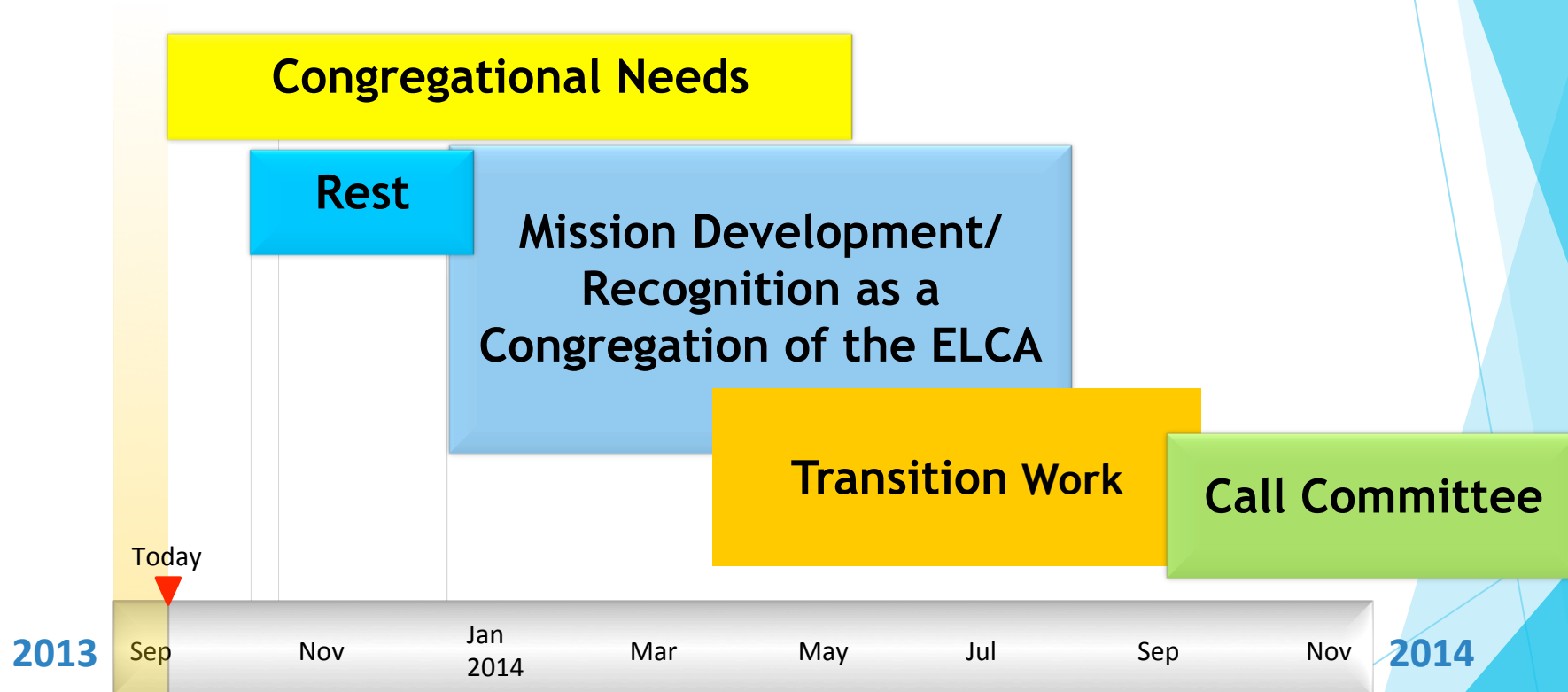
These duties were presented to the congregation on 9/22/14

- ❖ claiming and honoring ERLC past and engaging/honoring its griefs and conflicts
- ❖ recognizing its unique identity and its strengths, needs, and challenges
- ❖ clarifying the appropriate leadership roles of minister, church staff, and lay leaders and navigating the shifts in leadership that may accompany times of transition
- ❖ renewed vision and strong stewardship,
- ❖ prepare for new growth and new professional leadership,
- ❖ ERLC ready to embrace the future with anticipation and energy.

SUGGESTED TIMELINE (9/22/14)



FINAL TIMELINE



Discovery Process

TIMELINE

- ▶ March 9 - Review of new constitution
- ▶ March 16-May 4 - Congregation Assessment - Between services and in the evenings
- ▶ April 6 - Vote to become a congregation/new constitution/new Mission Statement
- ▶ May 2 - Received into ELCA
- ▶ Summer - Interviews/Community Assessment

Congregational Assessment

- ▶ SELF DISCOVERY
- ▶ WHO IS ELK RIVER LUTHERAN IN MISSION?
 - ▶ Positives/prouds/growth areas/hopes as we move forward
- ▶ WHAT DO WE WANT IN A PASTOR?
- ▶ HOW DOES THIS CONGREGATION MINISTER?

Community Assessment

- ▶ Demographic Trends
- ▶ Economic Indicators
- ▶ Community Needs/Risks
- ▶ Is the community at-large aware of Elk River Lutheran

Self Discovery

- ▶ What brought us here
- ▶ What have we discovered about ourselves?
- ▶ Do we have ghost from the past?

Who is ERLC in Mission?

- ▶ How is the mission statement lived out?
 - ▶ See new mission statement (next slide)
- ▶ As we move forward what are our:
 - ▶ Positives
 - ▶ Growth Areas
 - ▶ Hopes

Completing/Developing ... a New Mission Statement

Trusting in God's grace,
An accepting, joyful community
Serving God and neighbor.

Trusting in God's grace,
An accepting, joyful community
Calling and growing followers
of Jesus-
Who live in the Spirit,
Serving God and neighbor.

What do we want in a pastor

- ▶ Leadership Style
- ▶ Ministry Skills
- ▶ What do we want the pastor to do

How does this congregation minister?

- ▶ How do we get involved
- ▶ Can new members navigate and join our ministries
- ▶ Is there a chain of leadership
- ▶ Who decides

Interviews

Members at-large and leadership were interviewed by the executive committee

- ▶ What factors/characteristics about ERLC made you want to be part of the community
- ▶ What are the Spiritual strengths of ERLC
- ▶ Where do you see ERLC growing
- ▶ What is your vision for ERLC

Now we move forward ...

- ▶ What else needs to be said ...
- ▶ The call committee is reactivated
 - ▶ Larry Cook
 - ▶ Amy Latham
 - ▶ Kerry Livingston
 - ▶ Jana Lundquist
 - ▶ Dave Rogers
 - ▶ Carol Vickstrom
 - ▶ Vacant ... council to vote on in Sept.

We trust in God's Spirit and
Grace to lead us ...