

Call
Process
Information



Pastor Olin and Connie are retiring to Door County Wisconsin and plan to travel, sit by the lake, and visit with their family.

As they retire on June 22, we will smile and be happy for them in their new life but we will also shed a few tears as their life here with us comes to an end.

As this transition begins, the council wants to assure the congregation that through the process of self-study, regrouping, engaging in prayer and choosing a new pastor, Holy Trinity will remain a strong church with a vibrant mission.

We are asking each member and friend of the congregation to do as you've always done: come to worship each week, share in our activities, participate in meetings about the call process, and support our ministry with your offerings.

It will probably take some time to find the pastor that will be the right fit for Holy Trinity. The Congregation Council is in contact with the Synod and has already begun working on the call process. We may have supply pastors for a time before an interim pastor is in place.

A page has been set up on our website, that will be updated with news as the call process continues.

After June 22, please know that Pastor Olin cannot continue to function in a pastoral role here. He will not be able to do funerals, weddings, or baptisms. He cannot make hospital visits or counsel anyone.

While this is painful, it must be done. The Congregation Council fully supports him in this decision, and any one of us are willing to discuss this with you in more detail if you need further clarification.

We also have retired pastors in our congregation. They are NOT responsible for any of the day-to-day ministry. They will NOT do funerals, baptisms, wedding, or hospital visits.

If a loved one dies, if you would like to schedule a baptism or wedding, or if someone is in the hospital, please call the church office. We will be able to find a pastor to help with these until the interim pastor is in place. Then the interim pastor will be responsible until we call our next pastor.

Here is an outline of the process for calling our next pastor.

Step One

When a Pastor Leaves:

1. Our congregation council has met with Cynthia Hileman, assistant to the Bishop.

a.) Exit interview with pastor Olin has been done by the congregation council.

b.) Farewell to Pastor Olin and Connie will take place on June 22.

2. Supply Pastors will be scheduled for the next several weekends while an interim pastor is being selected. Interim pastoral candidates are interviewed by a committee and we are allowed to choose the interim that will work best for Holy Trinity.

3. The Interim Pastor is installed by a member of the synod pastoral staff.

Step Two

Assessment

The Interim Pastor will lead a complete assessment of the congregation's situation.

The assessment includes:

Resources

- Financial situation
- Building and property
- Key leaders, teams, committees

History

- Growth patterns
- Congregational size and organizational style
- Key moments of trauma or success in the past

Mission Field Analysis

- Who lives in the congregation's identified mission field
- Relationship between congregation and the field
- Target mission populations

Constructing a Vision

- What will the future look like for this congregation?

Step Three

Completion of Ministry Site Profile

The congregation council oversees the completion of a Ministry Site Profile (MSP)

The Ministry Site Profile form (MSP) provides congregations a form to use to describe their mission and their search for a rostered leader.

The MSP is filled out by the members of the congregation. The Congregation Council will select a date (a Saturday/Sunday) and have members fill out the profile after worship. We encourage all members of the congregation to be in worship on the date selected so that everyone is able to fill out the profile. This has to be done while you're at church. Profiles cannot be mailed out.

The profiles are then collated by a committee and the results make up our Ministry Site Profile. This profile will be used by the Call Committee to help select our next pastor.

Step Four

Call Committee, Selection, and Call Process

As the assessment process continues, the process of calling the next pastor begins.

The Call Committee screens, interviews, and recommends candidates to the congregation council.

Following the congregation's constitution, a Call Committee of 6 people is appointed by the Congregation Council. Usually, one member of the Call Committee is also on the Congregation Council.

Holy Trinity's Congregation Council has already begun the process to select the Call Committee by having members submit statements on why they would like to be on the Call Committee.

Pastoral candidates are identified in consultation with the synod office.

After an initial meeting with the Call Committee, a member of the synod staff will begin to submit rostered leader profiles to the Call Committee.

Candidates are interviewed.

- Candidates selected are usually interviewed twice.
- The committee may choose to hear candidates preach, either in between the interviews or after.
- References are checked.
- Proposed compensation is negotiated following synod guidelines.
- At any point, candidates or the Call Committees can end the process.
- Clear and direct communication between parties regarding discernment is expected.

The Call Committee recommends the candidate to the congregation council

- The Congregation Council may meet the candidate prior to recommendation.
- Council recommends candidate at congregational meeting.
- A “meet and greet” event may be arranged for the congregation prior to the specially-called congregational meeting.

Step Five

Our New Pastor is Called

Once the new pastor has been selected and properly called, a letter of call will be prepared by the synod office. The prospective pastor has thirty days to accept or refuse the call. Usually, the process goes much faster.

After the call is accepted there is a Service of Installation for the new pastor. The installation must be planned in consultation with the synod office and should ordinarily occur within the first two months of beginning the new ministry.

If you have any questions about the call process or about pastoral care during this transition, please call a council member.

Paul Engen: President

Doug Riebock: Vice-President

Pam Williams: Secretary

Noel Borows: Building and Grounds

Don Lindenbrook: Caring

Heather Friedel: Finance

Kristen Kolakowski: Learning

Lynda Mosby: Service

Jan Page: Witness

Brian Rothman: Worship & Music

We appreciate your prayers for Holy Trinity as we go through this process.