



# GRACE

## LUTHERAN CHURCH

### **Pastoral Transition Plan Announced**

When two pastors are called, sometimes their calls are made co-terminus. That means if one leaves, the other must also. It is not a requirement, and in the case of Pr. Amanda, her original call was not made co-terminus with Pr. Ken. She is not forced to leave us as a result of Pr. Ken's change of call.

The process to call Pr. Amanda to the lead pastor role is modified from that of a new call in one respect. It is not necessary to form a call committee since she already serves Grace in a pastoral role. However, the Council must still consider recommending to the congregation that she assume the role of lead pastor. If it does, the congregation must approve by secret ballot with two-thirds majority. Until that process is fulfilled, Pr. Amanda would continue to serve in her present capacity.

When we discussed and approved a deficit budget back in February, we already knew that it would be difficult to maintain two full-time pastors. Now the circumstances of the pandemic have made it impossible to predict what our budget will look like in the next few years. When we are back to "normal," whatever that is, we will also need to revisit our mission and priorities as a result of the longer-term changes the pandemic is causing. Until we do that, the Council has decided that after a transition period, we will continue with one pastor.

The Council recognizes that it would be a big change in responsibilities for Pr. Amanda if she were to immediately move from an associate pastor role with two pastors to the lead role on her own. Therefore, we decided to create a transition period in which Pr. Amanda will continue to serve as associate pastor under an interim lead pastor. This will give Pr. Amanda time to adapt to the responsibilities the new role would entail while having the assistance of the interim pastor during this period. The interim pastor will be appointed by the Bishop with the approval of Council. With the kind assistance of Rev. Gary Erickson of the Northern Illinois Synod, an appropriate person will be found and called as soon as possible.

We envision a six-month transition period but that time period can be flexible. At any time, if the Council so chooses, they can consider making a decision in regards to recommending to the congregation that Pr. Amanda be called to the lead pastor role. A congregational meeting would then be convened to consider and vote on her call.

We are thankful for the continuity which this process allows as we look forward to new opportunities in ministry. If you have any questions by all means call any one of us.

In God's Peace,

The Council and Pr. Amanda

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**SHARING GOD'S GRACE**

Sending Celebration for Pr. Ken

Pr. Ken's last worship service will be Sept. 27. We have created two organized ways in which the congregation can thank Pr. Ken for his 11 years of service to Grace and send Pr. Ken and Yvonne on to his next call with our blessings.

**Cards and letters:** If you wish to write a card or letter, simply mail it to the church in time to arrive the week of the 21<sup>st</sup>. Address cards to Pr. Ken and they will be held for presenting at the parking lot worship on the 27<sup>th</sup>.

**Car parade:** At the close of the parking lot worship on the 27<sup>th</sup> everyone will be invited to drive past Pr. Ken and Yvonne in parade fashion. If you choose not to attend the in-person worship but wish to participate in the parade, be in the lower lots and ready to go by 9:30 am. At the appropriate time, someone will guide everyone up to parade past and out the back road. (You can also listen to the service at 89.3 on your FM radio to follow its progress.)

More will be sent by Constant Contact closer to the event. If you have any questions please call the church office.

The Council and Pr. Amanda