

*“Waiting in prayer is a disciplined refusal to act before God acts.”*

– Eugene Peterson (1932-2018)  
American Presbyterian clergyman, scholar,  
theologian, author and poet

# Pastoral Leadership Transition Process



# Phase I: Farewell and Preparation

Farewell  
to Pastor  
Will &  
Stenke  
Family



```
graph LR; A[Farewell to Pastor Will & Stenke Family] --> B[Office of the Bishop, Pastor Rob Carlson meets LCC (formally & informally)]; B --> C[Bishop offers Interim Pastor to LCC Council. Council to ratify appointment.]
```

Office of the  
Bishop,  
Pastor Rob  
Carlson  
meets LCC  
(formally &  
informally)

Bishop offers  
Interim  
Pastor to  
LCC  
Council.  
Council to  
ratify  
appointment.

# Phase II: Planning

LCC  
welcomes  
Interim  
Pastor



```
graph LR; A[LCC welcomes Interim Pastor] --> B[Council compiles ELCA Sustainability Assessment & Transition Checklist]; B --> C[LCC conducts self study & visioning (2-3 workshops)];
```

Council  
compiles  
ELCA  
Sustainability  
Assessment  
& Transition  
Checklist

LCC  
conducts  
self study &  
visioning  
(2-3 workshops)

## Phase III: Search & Calling

Congregation  
elects a Call  
Committee  
(6 members)




```
graph LR; A[Congregation elects a Call Committee (6 members)] --> B[Call Committee prepares 'Ministry Site Profile']; B --> C[Call Committee interviews candidates]
```

Call  
Committee  
prepares  
"Ministry  
Site  
Profile"

Call  
Committee  
interviews  
candidates

## Phase IV: Welcoming & Moving Forward

Council interviews selected candidate, Council forwards or releases the candidate



```
graph LR; A[Council interviews selected candidate, Council forwards or releases the candidate] --> B[LCC votes to accept candidate as our new Pastor or release the candidate]; B --> C[LCC and new Pastor implement the vision articulated on the Ministry Site Profile];
```

LCC votes to accept candidate as our new Pastor or release the candidate

LCC and new Pastor implement the vision articulated on the Ministry Site Profile

## Transition Information:

- LCC's Constitution (Chapters 9 & 13)
- ELCA.org – *Walking Together through the Transition Process*

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