



UPDATE #11

05/02/2023

## A Model for Supportive Transition

As we prepare for the next phase of our work – posting and receiving candidate applications and profile – I thought it might be helpful to share again with you the model we choose to follow in this process.

The model we are following to fill our clergy position is a contemporary approach to transitioning pastors into retirement while continuing to support the ministry of the church during the search and call process. There is not a need to hire an Interim Pastor while the search and call takes place as the retiring Pastor(s) continue their work. There is a time of overlap as well which provides the incoming Pastor support in his/her/their new environment and a transfer of knowledge from the retiring Pastor(s).

This “unconventional” model has been successful in improving the ease of transition both for the incoming Pastor and the congregation. Within the churches that have followed this model, there has been less migration away from the church, likely because there was less unknown and more consistency during this challenging period.

Julie and Paul have several colleagues who followed this model with positive outcomes in their churches. This was a foundational reason for choosing this model. After more than 30 years, both have expressed a strong commitment and desire to ensure the church community continues to thrive, stay connected, and take care of one another, and to ready us to welcome our new pastor.

From a timeline perspective, our goal is to take the summer to search and call our new pastor. In the fall, Julie and Paul will reduce their hours to part time while working with our new pastor. If we have not identified the best candidate in the timeframe we are working toward, we will continue the search, and continue to collaborate with Julie and Paul regarding their timeline for full retirement.

While we can't predict, the Call Committee is doing all we are able to meet the timeline set out here. As I have shared in previous newsletters, I will continue to keep you updated as we move from one phase to another in the process.

Please reach out to one of the committee members if you have questions for us. There is still much that is unknown to us. We will do our best to provide an answer.

–Robin Long