



Transition Team Bulletin 1 Update The Transition Process—Revised

So where are we in the transition process? We are just starting a long and exciting journey of discovery together. More information at the church entry kiosk and at www.lcosavior.org.

Overview of Pastoral Transition Process

- √ Bishop Appoints Interim Minister in consultation with Council. 11/2/2010
- √ Congregation, Bishop, & Interim establish Covenant Agreement. 12/19/2010.
- √ Council Establishes Transition Team. Installed 2/6/2011
- √ Transition Team evaluates congregational membership and seeks ways to engage every member of the congregation.
- √ Transition Team develops various media, methods, and means to engage the congregation in dialogue to come to an understanding of the identity and characteristics of the LCOS ministry.
- ⇒ Transition Team Characterizes/Interviews/Surveys the Congregation to define:
 - ◆ Who We Are
 - ◆ Our Purpose
 - ◆ Our Giftedness
 - ◆ Our Mission
 - ◆ Our Leadership Needs
- ⇒ Congregation engages in meetings, surveys, and dialogues concerning defining of self, mission, and leadership needs.
- ⇒ Transition Team Summarizes survey & research results in Ministry Site Profile.
- ⇒ Council Nominates and Congregation votes to establish Call Committee
- Transition Team, Call Committee, Council, & Bishop Review Ministry Site Profile.
- Call Committee Finals Ministry Site Profile.
- Congregational Council Approves final Ministry Site Profile.
- Bishop's Office identifies candidates.
- Call Committee reviews candidate profiles & conducts candidate interviews.
- Call Committee determines candidate of choice & presents to Council for approval.
- Call Committee invites candidate for second interview, plans and holds social event for candidate and congregation.
- Council finalizes compensation & benefits package & sets congregation meeting to vote on candidate & approve compensation /benefits package.
- Congregation votes on candidate and compensation/ benefits package.
- Candidate Receives and then accepts or returns letter of call within 30 days
- Council completes & submits all Call documents to Office of Bishop

Transition Team
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