

The Path Ahead: A Pastoral Transition at Atonement



Our Time Together This Morning

- ❖ Opening Prayer
- ❖ Where are you right Now?
- ❖ Questions that you bring
- ❖ Process Moving Forward
- ❖ Closing Prayer

Opening Prayer

"Almighty God, you who formed our inmost being and called us to be your people, we give you thanks for your constant presence. Send your Holy Spirit upon us during this time of change. Fill us with vision, zeal, and faithfulness in prayer, that we may be true to our calling and bring new life to our community. Guide us to the leader you are raising up for us, and keep us united in love, through Jesus Christ our Lord. Amen".

**Where are you
right now?**

How are you feeling?

**Where are your emotions at
this moment in time?**

What would you like to say?



???

**Questions that
you bring**

???

Process Moving Forward

After May 3, 2026:

- ✦ A Synod Staff member OR an appointed representative from the synod will attend the BoM Meeting in March or April to discuss process ahead. (Month will be decided soon)

Process Moving Forward

- ❖ Will review Welcome to the Call Process Document
- ❖ Discuss present Ministry and Context
- ❖ Discuss the role and function of Pastoral Leadership during the transitional process
- ❖ Introduce the need for the Ministry Site Profile

Process Moving Forward

- ❖ Discuss present salary and realities and Synod Minimums for standard benefit package
- ❖ Give SR financial parameters of benefit package
- ❖ Discuss importance of background screening

Process Moving Forward

- ❖ Discuss the appointment of the Call Committee as outlined in the Congregational Constitution
- ❖ Dean/or SR will review Parish Records and departing pastor signs a form certifying they are accurate and complete

Process Moving Forward

- ✦ Financial obligations are resolved
- ✦ Congregation may plan an event to honor the retiring pastor including a leave taking liturgy in the final worship.

Process Moving Forward

- ❖ Once a pastor's resignation becomes effective that person becomes a former pastor. No longer has privileges, etc. During the transition BoM makes certain pastoral matters of concern are referred to Transitional Pastor

Process Moving Forward

- ❖ A period of discernment follows to revisit the congregation's identity and mission.
- ❖ The length of the transition process is unique to each congregation and current realities
- ❖ A decision will be made regarding the type of transitional pastor needed

Process Moving Forward

- ❖ Following the discernment the Ministry Site Profile will be prepared.
- ❖ Working Group formed
- ❖ Once complete it is sent to the Dean who then returns it to the congregation if there are questions or concerns

Process Moving Forward

- ❖ Once revisions are finalized the BoM President contacts the Mobility Specialist (Deacon Rachel Sosebee) at UNYS
- ❖ Instruct References to complete their recommendations.
- ❖ Hit SUBMIT

Process Moving Forward

- ❖ Call Committee will be appointed/elected according to constitution
- ❖ CC Chair's name goes into the MSP, they will be the contact
- ❖ CC will provide regular reports to congregation
- ❖ Confidentiality is critical
- ❖ CC will receive the name of a candidate. Congregation members can suggest

Process Moving Forward

- ❖ What's next? Great question, so many answers.
- ❖ My story (in a nutshell) which is somewhat common

Process Moving Forward

- ❖ Once Candidate is recommended by CC he/she/they are invited to preach and preside at Atonement and a vote will immediately follow.
- ❖ Generally a Meet and Greet takes place prior and info is shared with the congregation regarding the candidate

Process Moving Forward

- ❖ When a candidate accepts the call it will take generally a two to three months for them to arrive.
- ❖ An installation service will be planned, ministry will begin and everything and everyone will be satisfied and happy

Closing Prayer

"O God, you have called your servants to ventures of which we cannot see the ending, by paths as yet untrodden, through perils unknown. Give us faith to go out with good courage, not knowing where we go, but only that your hand is leading us and your love supporting us; through Jesus Christ our Lord" (ELW, p. 317).

Faith and Good Courage

**The
End!!!**

The
Beginning!!!!