

**Grace Lutheran Church
and Grace Christian School**

Senior Pastor Transition Process

Frequently Asked Questions

Introduction: The Elders have appointed a Team to undertake a process that will ultimately lead to the call of a new Senior Pastor as Pastor Jim steps down as the Senior Pastor at Grace Lutheran Church. At the conclusion of the transition process, the Elders will recommend a candidate to the congregation who will approve a call to a pastor to lead Grace's ministries. During this process, there will be opportunities for members of the congregation and the church/school staff to participate, both providing input and receiving feedback from the Team and the Elders. Often times questions may arise about the process; this FAQ Sheet is intended to clarify and answer some of those questions you may have as this process moves forward. If you have specific questions not addressed here, please contact members of the Elders or the Transition Team (identified below).

Questions:

What is a Divine Call, and how does the process work?

God has established the office of the public ministry in His Word, for the purpose of proclaiming the Gospel in its purity, and administering the sacraments in accordance with the Gospel. These duties constitute the primary duties of a pastor, along with the role of leading a congregation as ministries are implemented to proclaim the Gospel. The office is a divinely established function for the administration of the means of grace. Since Christ has established the office of the public ministry, so He also places individuals into that office; thus we designate this process as a 'divine call.' The call process is directed through the Board of Elders, Grace's elected body of spiritual leaders; the Elders have appointed the Transition Team.

The actual call to a new Senior Pastor takes place by a vote of the congregation upon recommendation by the Elders. The Constitution for Grace Evangelical Lutheran Church defines the requirements for voting members.

When will Pastor Jim step down from his role as Senior Pastor?

January 22, 2018 will be Pastor Jim's last day as our Senior Pastor.

Will Pastor Scott be a candidate for the call?

Pastor Scott was invited to consider the divine call to become Senior Pastor at Grace. After much prayer on his own and with his wife Sue, he feels led to not pursue the call.

He does feel called and led to continue as Associate Pastor, assisting the call team and the Elders in the vision that the Holy Spirit is bringing to Grace.

Will Grace need an Interim Pastor?

The Board of Elders and the Pastoral Staff see the need for an Interim Pastor until the new Senior Pastor accepts our call; specific responsibilities and duties for the Interim Pastor will be set by the Elders, ensuring that all aspects of Grace's ministries are fulfilled during the vacancy period.

What criteria will the Transition Team and the Elders use in considering candidates for the call?

The Transition Team will develop a profile of Grace and its ministries so that potential candidates are very familiar with who we are as a church body and the leadership needs we have. Similarly, with input from our congregation and staff, we will identify the gifts, talents and qualities that Grace prays will be embodied in its new Senior Pastor.

How can individual members of Grace Congregation become involved in and support this important process for our church?

First, and most importantly, pray for the guidance of the Holy Spirit as we embark on this most important task. You will be given many opportunities to participate in the process; your input is most valued, and will be considered as the process moves forward. Grace members will be invited to participate in Focus Groups wherein the results of the congregational survey will be shared and discussed. Focus Groups will begin meeting in late summer.

How will the Transition Team and the Elders determine the gifts, talents and qualities desired in a new Senior Pastor to serve Grace?

We intend to engage members of Grace, staff members and those families in our school ministries to solicit input and comments as to the gifts and talents that are seen as important in our new Senior Pastor. Based on that input, the Transition Team and Elders will confirm talents and gifts we feel are needed in one who leads our ministries. This will all be communicated to potential candidates.

What role will the Pacific Southwest District of the LCMS play in our process?

Constitutionally, Grace is responsible for selecting its pastoral leaders through the guidance of the Holy Spirit. We will rely on the District to advise Grace on steps we should take and seek their guidance on candidates that we should consider.

Can I recommend a pastor that I may be familiar with from another LCMS congregation?

Yes... Any ordained pastor in the LCMS with which you are familiar may be recommended to the Transition Team and the Elders. The deadline for submission of names is September 1, 2017.

How long will the process take?

There is not a definitive 'ending' time for this process as it is driven by the power of the Holy Spirit. We believe it's important to involve members of the congregation and staff in the process, thus the time for that engagement will affect the timing of the overall process.

Who are the members of the Senior Pastor Transition Team and how can I reach them?

Howard Breitenfeld 760-745-6369, handjbreitenfeld@sbcglobal.net

A.J. Brumfield (AJ's contact information is confidential)

Christie Elliott 949-633-0507, christieelliott@yahoo.com

Luz Olivares 760-580-9380, luzjvg67@cox.net

Katy Sensmeier 760-419-9596, ktsens@cox.net

Scott Kellar, Advisory 760-594-4897, praisgiver@cox.net

Pastor Scott Gary 760-213-0854, sgary59@sbcglobal.net

Kevin DeCew, Co-Lead 760-224-4663, kevindecew@cox.net

Jack Anderson, Co-Lead 760-807-1034, captjack1@cox.net