

## **Timelines for the Call Process and Consulting Process** **Trinity Lutheran Church, Waupaca**

### **The Call Process**

The purpose is to discern God's will and leading in considering a co-pastor model of pastoral leadership for Trinity Lutheran Church with Pastor Andy Behrendt and Pastor Dione Miller serving as the congregation's co-pastors.

This call committee's charge is to discern the call only of this specific situation with these specific pastors. No other ministry models will be considered by this particular call committee nor will other pastoral candidates be considered to serve as co-pastors. Pastor Amy Engebose, the Bishop's Associate for Congregations in Transition, and Cathy Cowling will provide support to the committee as it does its work.

### Tasks and Estimated Timeline for the Call Process

- July: Council discerns and recruits potential members for the Call Committee
- August: Pastor Amy and Cathy meet with the Call Committee to help it begin its work
- August-September: Interview co-pastors of other congregations to glean insights and wisdom as to what makes for a successful co-pastor ministry model
- September-October: Discuss with Pastor Andy and Pastor Dione, both together and separately, what a co-pastor model of leadership would look like at Trinity Lutheran Church
- October: Together with Pastor Andy and Pastor Dione, develop a job description for each of them, including the areas of primary supervision and leadership each of them would have
- Recommend to the Council and congregation whether or not the co-pastor model with Pastor Andy and Pastor Dione would best serve the ministry and leadership needs of Trinity Lutheran Church at this time. If the recommendation is to move forward with the co-pastor model, the Council will call a congregational meeting at which the call committee will present its recommendation to the congregation and answer any questions. The congregation must vote to extend new calls to Pastor Andy and Pastor Dione to serve as co-pastors; this vote must pass by 2/3 majority of those attending the meeting in order for the calls to be extended.

***Note:** If at any time during the discernment process, either the call committee or either of the two pastors discern that the call of the church or either pastor is not to a co-pastor model of ministry, the call committee will report this to the Congregation Council and the congregation and the Call Committee's work is then completed.*

### **The Consulting Process**

Bishop Mansholt and Pastor Amy Engebose recommended Council contract with a ministry consultant to help address areas of leadership and governance, role clarification, visioning, and the transition to a two-pastor model. The benefits of a consultant are having someone look at the church with outside eyes, bring new ideas, and to help us gain forward movement in areas where we

have struggled. Council has contracted with Cathy Cowling to work with us over the next 6-9 months.

#### Estimated Timeline for Upcoming Organizational Work:

##### Summer/Fall:

- Continue staff team building
- Implement regular staff supervision
- Implement volunteer management procedures
- Begin work with Council on leadership and governance development
- Assist Council in reviewing staff configuration

##### Fall/Winter:

- Continue work with Council
- Design and implement a mutual ministry process

##### Winter/Spring:

- Expand leadership development to committees
- Design and implement process for multi-year strategic plan
- Implement annual review and planning process for ministries