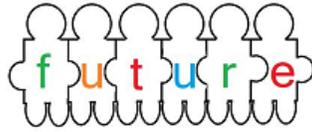


# The Transition Process - A Roadmap

## Zion Lutheran Church Transition Team

Working Together to Build a Stronger



Pastor Kristen submitted resignation 1/2016 and left 3/2016 →	Bruce Davidson serves as interim 3/2016 – 10/2016. →	Pastor Dan arrived as intentional interim 11/01/2016. ↓ ↓ ↓ ↓
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**Teamwork makes the dream work!**

The congregation is given time to “breathe” and routines are re-established. The Interim Pastor invites observations and comments and makes his own observations. An informal historical survey is offered.  
← ←

The Transition Team maps out a strategy for gathering information needed for a pastoral search.	A Transition Team is formed from a list of persons suggested by the congregation. ← ← ←	The transition process is put on the “back burner” as we concentrate on a capital campaign. ← ← ←
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The Transition Team develops and offers a congregational survey using the Hartford Seminary Institute for Religious Research as its agent. → → →	The Transition Team reviews the survey results and plans discussion opportunities. →		
	Based upon the survey, small and large group discussions are held to understand more deeply the needs of the church. → → →	Information that has been gathered by the Transition Team is compiled to pass on to a Call Committee. ↓	

The Call Committee interviews and studies the candidate and either recommends him/her to the council or rejects her/him. ↓ ↓ ↓	Our position is posted nationwide. The Bishop reviews the profiles of those interested and suggests one candidate to the Call Committee. ←	The Call Committee meets with a New Jersey Synod representative and uses gathered information to create our “site profile.”	<b>A Call Committee is appointed by the Council with congregational input.</b> ← ← ← ← <b>(We are here.)</b>
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The Call Committee examines Synod-recommended candidates until a candidate is passed to the Church Council for approval. → →	The approved candidate has two weeks to accept and most likely will need time to resign and leave her/his former post. Preparations are made to welcome the candidate and help him/her settle into the church and community. The Interim Pastor departs and the settled pastor begins her/his ministry!		
	The Council must approve the candidate to the congregation by a 2/3 majority. →	The candidate is presented to the congregation and leads worship. A 2/3 congregational majority is needed to approve. → →	