

Q: Why is the outgoing Pastor leaving?

A: Pastor Mike Wilker was not planning to leave Reformation until late this summer when he & Judy visited their son Karl in Iowa. The Church (what's the name Pastor Mike?) had just lost their Senior Pastor and approached Pastor Mike to consider the call. Moving to Iowa had been part of his family's long-term plans and it was an opportunity they felt compelled to consider. From there, things moved very rapidly and Pastor Mike formally accepted the call in late October (or was it early Nov?). Pastor Mike's last sermon is 26 Dec. Pastor Ben, Reformation's Associate Pastor, had accepted a new calling earlier in the Fall after being invited to apply for Nation-wide ELCA opportunities. He is now serving as the Assistant to the Bishop for Fundraising (is this accurate?).

Q: How long will the transition take?

A: As fast as we can do it well, but at least several months. We will have an interim Pastor throughout the transition. Estimate from the synod is 6-18 months. We are aiming for 12 or less.

Q: What are the steps in the search for a new Pastor?

A: Reformation's Transition Team, Council, and Call Committee will work closely with each other, and with the Synod throughout the search for our new Senior Pastor. The Transition Team will work with the congregation over the next six months to discern and articulate what skills we're looking for in a senior pastor, in order to further our worship and ministry. The Synod will then compile a list of candidates for the Call Committee to interview. When the Call Committee selects a preferred candidate, the congregation will interview that candidate. Ultimately, the congregation votes on whether or not to offer a call to a candidate. We have a transition team. We, as a congregation, have not yet elected a Calling Committee. This will be announced soonest and will be done at a Congregational Meeting.

Q: Will the Calling Committee work be confidential?

A: *Yes, typically the call committee work is confidential though they can update us about general progress. The reason for this would be that some pastors who are being interviewed will not have communicated an intent to leave to their home congregation.* The Transition Team, Council, and Call Committee will update the congregation regularly about the search process. Some aspects of the search, such as candidate names, however, are confidential. If you would like to suggest a specific candidate for consideration, you may contact the synod directly.

Q: Will we have an interim Pastor?

A: Yes, Pastor Russ Gordon will join Reformation as Interim Pastor beginning on 16 January. Pastor Russ is an experienced Pastor, marriage counselor, and has experience as Interim Pastor for several congregations.

Q: Is the interim Pastor a candidate for Senior Pastor?

A: In this case, no.

Q: Will the interim Pastor live in the Parsonage?

A: *Yes, he will be living in* the parsonage at 226 E Capitol St.

Q: Will the calling committee call two Pastors? One Senior and one associate?

A: Not at the same time. The call committee will focus on filling the Senior Pastor position before the overall Church Council, in collaboration with our Congregation, before making any decisions about a secondary pastoral position.

Q: Will the Church call a Pastor intern (Vicar)?

A: Not at this time. We will rely on our interim Pastor to guide us through the transition.

Q: What will happen to the staff when a new Pastor arrives?

A: Our current staff will remain in place.

Q: What is the role of the Synod in our search?

A: The Synod serves as our partner and guide through the search process. The Synod provides procedural guidance, identifies candidates, and meets regularly with the Transition Team.

We will continue to update these FAQs as we get more questions from the Congregation.