

Hello Family of Zion,

In June, I addressed the congregation with Pastor Sue's resignation letter and since then, we have said our goodbyes and she has officially retired. Our congregation is now in a period of transition. We are working with Pastor Randy Olson of the Northwest Synod office as they guide and lead us through the process of "Moving into the Future." This process consists of three phases:

Phase I: Our Pastor is leaving. What do we do?

Phase II: Intentional Interim and Self Study

Phase III: The Call Process

We have mostly completed Phase I and are awaiting the recommendation of an Interim Pastor from Pastor Randy and the Synod office. The Interim Pastor is responsible for leading the ongoing ministry of our congregation, providing pastoral care, leading worship and administering the sacraments, and leading the Transition Team and Call Committee through the transition process.

Once the Synod office recommends an interim candidate, we will move into Phase II and a concurrence interview will take place with the council. If the council determines the candidate is a good fit for our congregation, a compensation package and a timeframe will be negotiated and the Synod will make an official call. If it is determined the candidate is not a good fit, Pastor Randy and the Synod office will continue to look for an appropriate candidate.

After an Interim Pastor is chosen, a Transition Team will be formed. The primary purpose of the team is to gather information and data for the Ministry Site Profile (MSP). The Transition Team will complete Parts 1 and 2 of the MSP and submit it to the council.

Following this, Phase III will commence and a Call Committee will be selected. They will complete the MSP and identify the candidate that is best suited to lead our congregation into the future.

This period of transition will not be easy and it will not be quick. It's been nearly 25 years since our congregation has been in a period of transition and in need of a Pastor, and currently, there are 15+ other congregations in our synod that are in various stages of the transition/call process. We hope and pray that Pastor Randy and the Synod office will have an Interim Pastor candidate to us by October.

In the meantime, there is much to do. Your council and committee members are working hard to maintain the regular operations of the church but, we cannot do this alone. We are in need of your prayers, your input and your participation. This is our congregation – our Christian family; where we go from here is dependent on all of us.

I invite you to read more about “Moving into the Future” on the Northwest Synod’s website at [nwswi.org](http://nwswi.org) under Congregations, Clergy Transitions, Call Process Manual. If you have any questions, concerns or would like to help in any way, please reach out to your council members. And, if you or anyone is in need of any Pastoral Acts, contact the church office or myself.

Our family is going to experience some growing pains and will evolve, but together we will get through this process and will be stronger in the end.

God’s many blessings to all of you,

Carmella Moon, Council President  
715 897-0440  
[cmoon9911@gmail.com](mailto:cmoon9911@gmail.com)