

In December 2020, Pastor Ed Treat concluded his call to pastoral ministry of 10 years with and among you. The loss of pastoral leadership is a significant change in the life of a congregation.

Pastors support, guide, and shape the identity, mission and ministry of a congregation as they serve in pastoral leadership. When a pastor leaves, a congregation experiences loss and grief.

In addition to Pastor Ed's departure, Deacon Renee Jefferson and several other key staff leaders retired or concluded their service among you over the past year. The 2020 - 2021 Covid Pandemic reality has created separation and multiple experiences of change and loss.

Transfiguration Lutheran Church is in transition. Interim Co-Pastor Eva Jensen has designed a process that invites us to share as well as listen to the thoughts and ideas of one another. Conversations will be focused on key topics and questions of ministry and faith. Together we will review and assess the current reality of TLC ministries. We will develop a shared awareness and understanding of the strengths and challenges of ministry, as well as the opportunities and hopes that we have for the future. All TLC members are strongly encouraged to participate in inspiring, faithful and creative conversations that generate ideas for the future and a shared vision for Transfiguration's ministry. God's reassuring promises spoken through the prophet Isaiah are words for us:

***"I am about to do a new thing;
now it springs forth, do you not perceive it?
I will make a way in the wilderness and rivers in the desert."
Isaiah 43:19***

For more details and regular updates on the Transition Process, please subscribe to the TLC Weekly, or click on *Interim Process* at www.tlcmn.com

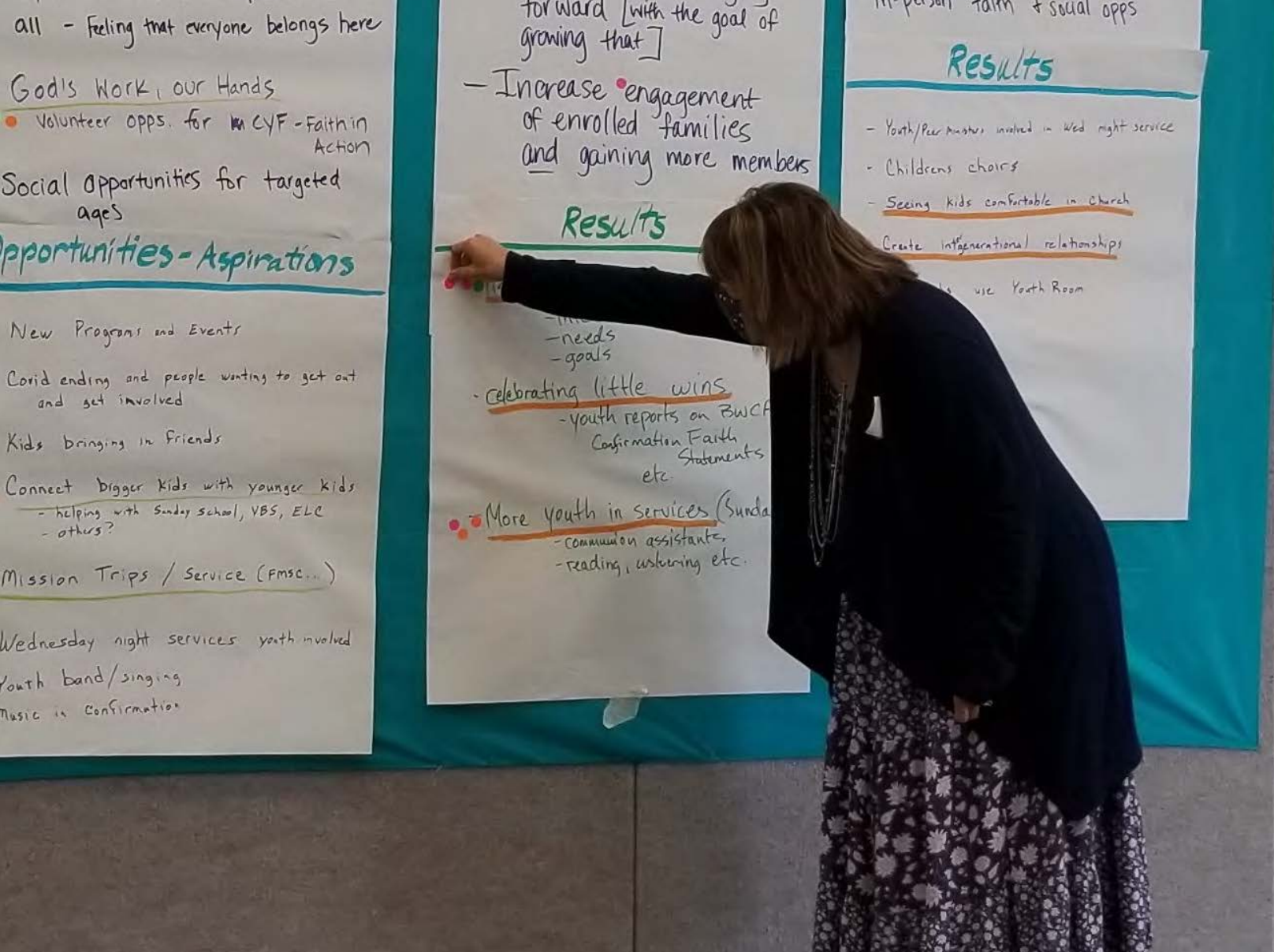


CONGREGATIONAL TRANSITION PROCESS

TRANSFIGURATION LUTHERAN CHURCH

"You are my people, I have chosen you and not cast you off; do not fear, for I am with you. Do not be afraid, for I am your God. I will strengthen you, I will help you, I will uphold you with my victorious right hand."

Isaiah 41:9b-10



WHO IS INVOLVED?

All TLC Members

You are asked to participate in at least one *Congregational Imagination Event* and the October 9th *Congregational Visioning Event*. **Childcare and a Zoom link will be available for each event.**

TLC Church Council

You are asked to participate in at least two *Congregational Imagination Events* and the October 9th *Congregational Visioning Event*.

TLC Transition Team

This team of congregational leaders will be appointed by the TLC Council in July. This is a high commitment team that will participate fully throughout the transition process: May – November 2021. Team members will participate in at least 3 of the 6 *Congregational Imagination Events*, collectively review and synthesize the outcomes of the 6 events, participate in the October 9th *Congregational Visioning Event* and the *Strategic Planning Workshops* (approximately 10 - 12 hours in October/November).

Ambassadors of the Transition Process

All Staff and several members of TLC will be serving as Ambassadors of the TLC Transition Process. Their role is to:

- encourage congregation members to participate in the process events,
- support communication about what is happening in the process as it unfolds,
- respond to questions from members,
- provide feedback to Pastors and Council

TLC Call Committee

Will be formed by the end of 2021. The Call Committee will lead the TLC call process. The work of the congregation and all that is learned and decided during the Transition Process will inform the work of the Call Committee. They will communicate the model of ministry and responsibilities, roles, gifts, experience, and abilities of the pastoral staff that the congregation needs to support the ministry of the future that is envisioned through the Transition Process.

PROCESS TIMELINE

Congregational Imagination Events (All events are 1PM-4PM):

- May 23 - Children, Youth and Family Ministry
- June 27 - Property and Building
- July 11 - Seniors and Care Ministry
- July 18 - Diversity and Neighbor Engagement
- August 15 - Mission and Outreach
- August 22 - Financial Sustainability

Congregational Visioning Event: October 9, 9:00 am – 3:00 pm, with lunch.

- Journey of Faith: Future trends, emerging priorities, waning energies; Congregational Story and Identity
- Mission, Values, Behaviors, Messages, and Image Shift

Staff meetings to strengthen & build a vital staff team

- June 15 - Ministry Mapping and Associated roles/responsibilities
- June 29 - What's working well and what blocks us from working effectively and collaboratively as a staff team?
- July 13 - Addressing blocks and building a vital team of collaboration
- July 20 - Report back on Action Teams &/or FC training