St. Paul Lutheran Church ~ *Embracing Transition*

Key Principles of Embracing Transition

Intentionality. We approach this transition with clear purpose. It is more than a season of waiting.

Reflection and Assessment. With guidance from a trained interim specialist, we take an honest look at where our church has been, where it is today, and where it is headed.

Spiritual Renewal. We seek to deepen our relationship with **God** and with **one another**, building a stronger sense of **unity**.

Healthy Change. Rather than simply maintaining the status quo, our interim pastor helps us address areas of concern and lay a stronger foundation for the future.

Preparing for the Future. Our goal is to be ready to welcome a new pastor with **clarity** of direction and a renewed sense of mission.

Benefits of Embracing Transition

A Healthier Church. Addressing challenges and strengthening our foundation leads to a more **vibrant** and effective ministry.

Greater Unity and Purpose. A **shared vision** and a renewed sense of **mission** can draw our congregation together.

Readiness for a New Pastor. A healthier church is better equipped to welcome and support a new leader.

Room to Innovate. The interim period is an ideal time to **experiment** with new ideas and approaches.

Ministry Site Profile (MSP)

The Ministry Site Profile (MSP) is completed by the **Transition Team**, **Congregation Council**, and **Call Committee**, but its real value comes from **involving** the whole membership. The result is a much clearer picture of the entire congregation, rather than the opinions of the few people serving on these teams.

At its best, the **MSP** is a discernment document, one that **honestly** portrays the identity, purpose, and calling of **SPLC**. Too often in the call process, the **MSP** is treated as just another task to complete on the way to calling a pastor.

Used well, the **MSP** creates opportunities to **listen**: to one another in the congregation, to our neighbors in the community, and to the **Holy Spirit**.

Bible conversations and **prayer** will ground the **Transition Team** in God's story as members learn to tell the story of **SPLC**.

The Transition Team will meet for seven sessions. The first session helps the team learn to work together and with the congregation. Sessions 2 through 6 explore each topic of the **MSP**, and the final session focuses on completing it.

Session 1: Easing anxiety within the **Transition Team** and across the congregation.

Session 2: The characteristics of our congregation, along with **SPLC**'s goals and programs.

Session 3: Gauging the congregation's energy and trends and exploring the context and features of Fullerton and nearby cities.

Session 4: The mission, vision, and values of **SPLC** and a feasible, foreseeable, future for St. Paul.

Session 5: Leadership expectations and responding to the **MSP** surveys.

Session 6: Continuing to respond to the **MSP** surveys and to the **MSP** prompts…filling in the **MSP**.

Session 7: Turning the **MSP** draft into a final version.

The **Congregation Council** also has **MSP** responsibilities. After the council reviews the **MSP**, it is sent to the *Office of the Bishop* for review and approval. Once approved, it is posted online so that potential pastoral candidates can prayerfully consider **SPLC** and respond.

The Vitality Conversation **Survey**

This survey helps us move past the surface and into a hopeful conversation that will strengthen our congregation. Its questions invite us to share our stories and take the first steps forward. **Transition Team** members will hand out anonymous surveys. Please complete yours and return it to the team, which will compile the results and report back to you.

The **Transition Team** expects to complete its work on the **MSP** by **spring**.

Also in early 2027, the **Call Committee** will begin its work. Its members will be selected by the **Congregation Council**, so if you are interested in serving, please contact a council member.

To be honest, so many factors affect the timeline for calling a new pastor that we cannot set a firm date for extending a call. Our best *guesstimate* is late spring or early summer.

In the meantime, we will keep the *patient* **members of SPLC** up to date and well informed as we work toward calling a wonderful new pastor to serve alongside the people of **SPLC**.

A blank sample of the *Ministry Site Profile*, the *Vitality Conversation Survey*, and a copy of this *Embracing Transition* document are available on **SPLC**'s website.