



The congregation is invited and encouraged to attend a meeting on **Sunday, March 11, from 1-3 p.m. in the sanctuary** to learn more about our pastoral succession. The Congregation Council has selected a consultant to assist with the succession planning. Dr. James Pence of Walk Along Consulting will present the succession planning process to attendees. **Members who are potentially interested in being part of the process are especially encouraged to attend.**

Succession planning is an intentional process designed to develop a congregation profile that will assist us in finding suitable pastoral candidates. We will complete a congregation assessment tool (CAT) that will help us assess whether we are ready to call a new pastor. The CAT will identify our strengths as well as areas for improvement, important factors in developing the profile and identifying the qualities we desire in the new pastor. **All members are urged to participate in the CAT survey in order to obtain an accurate congregation assessment.**

The succession planning uses three teams comprised of congregation members:

- The **Transition Team** will oversee the transition process. This includes managing the administration and interpretation of assessment tool and serving as a resource for reporting the results. The Transition Team will use the information from the assessment tool to develop a congregational profile.
- The **Call Committee** will collaborate with the Transition Team to prepare the job description for the new pastor based on the results of the assessment tool. The Call Committee interviews prospective candidates and makes a recommendation to the congregation regarding a call for a pastor.
- The **Welcome Team** will help the newly called pastor become established in the congregation and the community. They ensure that bridging strategies are implemented to assist with the transition. They provide hospitality, advice, and encouragement for the new pastor and family in their transition to St. John's and the Eau Claire area.

This important meeting is an opportunity to learn more about the succession process and how you can participate. We hope to see you there.

Dean Steines  
Council President