



May 1 Congregational Letter

Christ is risen! He is risen indeed!

The good news of Jesus' victory over death and sin gives us hope for the future, though sometimes the present has its challenges.

In anticipation of God doing great things for CLC in the future, I want to share with you that I have spoken with Bishop Megan Rohrer and with the Church Board to request guidance on how we might transition to the next lead pastor of Christ Lutheran Church. While I am not announcing my retirement at this point, it seems right that we begin to make plans to search for and call our next pastor.

My conversation with Bishop Rohrer was significant. Traditionally a congregation only begins a call process when the current pastor leaves. Usually an interim pastor is brought in to provide guidance for this work. Recently, this process has become less effective than it once was. Because of this, I have asked Bishop Rohrer to approve a modified call process that allows me to stay in position while the work is done to select and call a new pastor. I believe this will be a great benefit to CLC as we seek to maintain and build momentum for our future.

The second significant thing that came from my conversation with Bishop Rohrer was the approval to have the Church Board hire an outside consulting firm to assist in the process for a transition of leadership. The organization is called *The Joshua Group*. They are out of Minnesota and have a long history of working with Lutheran churches (in fact, our consultant is Pastor Jeff Kjellberg, a classmate of mine from seminary and the owner of *The Joshua Group*). Pastor Kjellberg will work closely with me, the Church Board, and a newly formed Transition Team to position the congregation to have a healthy culture as we prepare for our next pastor.

What can you expect? Over the next several months the newly formed Transition Team will be collecting data and input from the entire congregation in a variety of ways. The intention is to get a full and complete read on the health of our church, begin identifying the areas of focus that need our attention in this transition, and build a portfolio for what type of leader will best serve CLC into the future.

In addition, we will be assembling a Call Committee during this process. This group will work closely with the Sierra Pacific Synod office, gather the necessary documentation to begin a search, and conduct interviews. We will also be receiving assistance from *The Joshua Group* in identifying potential candidates. I know that it is the expectation of our Church Board to find the best qualified candidate for the position.

Please know that I will be continuing to serve as your lead pastor during this process but will place the bulk of the work of the Transition Team and Call Committee into the hands of our lay leaders, Synod leaders, and consultant. My focus will be maintaining our commitment to congregation mission ("Learning to love like Jesus, we are becoming a community transformed by grace."), overall leadership of our incredible staff, and developing ministries that will position us well for the future. In short, I am not letting my foot off the gas. There is much to be done, and I will make every effort to prayerfully support the work of the aforementioned groups, but not hinder or detract their efforts. My highest desire is to insure that CLC will be healthy throughout the transition.

There are many questions you might have about this announcement. At this point we simply do not have all the answers. The very purpose of conducting the process we have engaged in is to help all of us gather the necessary information that will allow for these questions to be answered. You have my promise that between President Cydney Oster and myself we will do our very best to communicate throughout the process.

By keeping our focus on our mission, and sustained by our core values (*Connecting courageously; growing spiritually; serving selflessly; accepting boldly; giving freely*), I have every confidence that the long-view of where this leads will be to God's glory and an exciting next chapter in the life of this great congregation. Please join me in this prayer.

As I referenced at the beginning of this letter, we are in the season of Easter where the good news of Christ's resurrection shapes our lives, our hopes, our church, and our future. It is on these promises that we build our hope, not only for ourselves, but for the rest of the congregation and the many who benefit by our ministry. Times of transition can create uncertainty, but more importantly, they can create opportunities for reflection and a renewed vision for what and where God is leading us to. May our faith sustain us for the journey that lays ahead.

As always, we proclaim, Christ is risen! He is risen indeed!

Pastor Brian

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