

# Faith Lutheran Transition Team Update May 31<sup>st</sup>, 2015

## PRIMARY GOALS OF FAITH LUTHERAN

Based on the congregational survey and planning retreats we did for this process, we identified these goals:

- Facilitate a healthy and successful call and welcome to a new pastor.
- Invigorate our current stewardship program and develop a sustained stewardship dedication among our congregation.
- Maintain our work to develop a thriving set of programs across ages and faith journey stages.
- Strengthen the capacity of the congregation to be active partners in church leadership.
- Continue to strengthen the individual member's faith and spirituality through ministry opportunities.

## SUMMARY FROM MINISTRY SITE PROFILE

Faith Lutheran Church has been a part of the Arlington community since it was established in 1927. Throughout the years we have had the ability to grow and change to meet not only the needs of the congregation but the needs of our surrounding local communities as well. Our desire to serve these communities allows us to build positive relationships within the congregation.

Arlington, Virginia is a bedroom community for our nation's Capital and houses many people who serve the government in many capacities. Demands are high from the challenging roles we fill as well as the equally challenging schedules our children face in a community with one of the highest performing public education systems in the country. These time demands always have to be taken into consideration when new ministries are being formed in our church. For example, Faith has developed small groups that cater to specific populations in our church community to leverage those connections and to create opportunities to share our experiences with others from outside the church.

Since the arrival of Pastor Erickson five years ago, we have become a more program-centered church and adopted a collaborative leadership model where staff and lay people share responsibilities for organizing and running programs. To support that evolution, our pastors and office/communication manager have worked as a team. All three are full time. As part of our discernment during this succession planning process, we found in the survey results and in the views of the people who participated in the planning retreats that we have a strong desire to take the concept of team ministry to the next level. Therefore, we will not be seeking a "senior" pastor for this position; we are calling a second pastor who will share pastoral duties with Pastor Schock and administrative duties with Pastor Schock and Jen Moore, our talented office person. Candidates should be aware that our intention is to find a pastor who wants to do team ministry and who complements Pastor Schock in appropriate ways.

Candidates should know that the Top Five Ministry Tasks will apply to both pastors and to lay leaders; in other words, these are the top tasks we will share. In addition, candidates will want to be aware of the definitions that we are using for the categories in this area of the MSP. For example, Pastor Erickson devoted about one-third of his time to young adult ministry and evangelism, which has contributed to our growth. We think that the work in these areas must continue, but we decided to list "Pastoral Care and Visitation" as the broad category. At some point in the future, our pastoral team (together with lay leaders) must decide how to continue the work to reach out to young adults (and others) to invite them to become part of the Faith community.

At this time in our congregational life, Faith is a church that recognizes and celebrates our 86 year history serving the greater Arlington, VA community, but we are also using this time of transition to re-evaluate who we are and where we want to be over the next 5 to 10 years. Beginning this Fall, we will engage in a conversation on identity, purpose and direction. When the new pastor joins us in 2016, we will welcome that person's contributions to this conversation.

Our ideal applicant is one who can bring their ministry strengths into our faith community and partner with Pastor Yvette Schock and church leaders in a collaborative and grace-filled environment that guides this congregation to new levels of developing spiritual life while serving the communities who need God's care.