



RISEN SAVIOR *Lutheran Church*

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April 26, 2022

Dear Member of Risen Savior Lutheran Church,

Following the retirement of Pastor Cameron on February 20, 2022, the Risen Savior congregation made a call to Pastor Matt Nolte, who deliberated for five weeks on his decision which ultimately resulted in his declining the call. Pastor Nolte, in a letter to the leadership at Risen Savior, recommended we pursue the calling of an Intentional Interim Pastor (IIP) to help with the transition from a long-term pastor to a new shepherd yet to be called. It is also the recommendation from the District President Pastor Roger Schlechte that an IIP would be highly beneficial to the reconciliation of our congregation. Attached to this letter is a summary of the Intentional Interim Ministry from Pastor Schlechte for your review and consideration.

There are only two trained IIPs in the Rocky Mountain District; Pastor Schlechte and another who is currently unable to take a call. Therefore, an IIP will need to come from outside the Rocky Mountain District. It's very common that an IIP lives in another state. The call process is quite similar to the calling of a permanent pastor. When a congregation makes a decision to call an IIP, the district will assemble a call list of IIPs who are available, the congregation vets the candidates, and places a call. The difference comes with the call documents, as there is an addendum to be completed for calling an IIP, which helps guide the congregation in handling additional factors such as specifying the time limits of the call; additional expenses such as travel for IIPs who live out of state and whose family may not accompany the IIP; and benefits, especially if the IIP's status is not "retired."

To prepare for the transition to a new leader, the Board of Directors wishes to announce a **Voters Assembly Meeting** to be held on **May 1, 2022 at 11:00 am** in the Risen Savior Lutheran Church sanctuary. On the agenda will be a motion to approve a new direction for the Call Committee to prepare for a call for an IIP as opposed to staying the present-day course with calling a sole pastor.

The voting will be conducted by secret ballot by voting members of the congregation. The vote will also be available online through Zoom. As per our Constitution and Bylaws, proxy voting will not be permitted, so please be in attendance if you wish to cast a vote.

In His Service,

James Walker
Vice-Chairman, Board of Directors and Call Committee Chairman.

Intentional Interim Ministry

When a congregation's pastor takes a call out of the parish, retires, or resigns his ministry, the congregation's need for pastoral services continues until the next pastor is called and installed. We call this a period of time a "vacancy," meaning that there is no called pastor serving the congregation. In order to provide continued pastoral services for the members of the parish, it is most common that the congregation utilizes the services of a vacancy pastor, usually by means of a contract rather than a call.

Another option for a congregation is to call an Intentional Interim Pastor (IIP) to serve the congregation for a specified period of time, usually 12 – 18 months. What's different about utilizing an IIP, what's the value and what are the benefits? All good questions!

I. Normal Factors When a Pastor Leaves a Congregation

- Anxiety is high
- Some are angry
- Some are depressed
- Some are relieved
- Some disappear
- Some change their pledges
- Other?

II. What Congregations Do When Their Pastor Leaves

- Find a pulpit supply pastor
- Quickly form a Call Committee
- Obtain a Vacancy Pastor to maintain some normalcy
- Call an IIP

III. Reasons to Consider an Intentional Interim Pastor (IIP)

- Following a long term pastor
- After the sudden loss of a pastor
- When there have been long term difficulties between people and pastor
- When the pastor leaves behind a divided congregation
- Conflicts may need to be addressed
- Pastor dies, becomes disabled in office, or is removed from office
- So that tension left in the congregation is not transferred to the next pastor
- Next pastor may leave after a short pastorate affecting the congregation and the pastor's future ministry

IV. The Work of an IIP

- Continues the regular ministry of the congregational
- Leads the congregation in preparing for the new pastor
- Gathers a cross-sectional committee, representing various views of the congregation, to work with him
- Works with the congregation to review their history
- Helps the congregation determine “who” they are
- Help the congregation determine where they should be going
- Facilitates leadership development
- Facilitates connection to the District

V. Benefits of Calling an IIP

- Congregational anxiety decreases because ministry is evident
- Helps the congregation honestly look at its ministry
- Conflict(s) can be dealt with in a healthy manner
- There’s time for mission and vision review; strategic planning; goal setting
- Enables the congregation to determine the pastoral characteristics that could best help the congregation achieve its goal
- Reduces the risks of the next settled pastor becoming an “unintentional interim”

When a congregation determines to use an IIP during the vacancy, the District President is notified. He will search for available IIPs and provide their information to the congregation. The congregation calls the IIP. When the IIP accepts a call, there is also a covenant agreement established between the congregation, the pastor, and the Rocky Mountain District.