CLT FAQs Regarding Next Steps

- **What is an interim pastor?**
  - The LCMS has a dedicated program (LCMSTIM) (**https://lcmstim.org**) of professionally trained and credentialed interim pastors who view this role as their full-time calling. They are not seeking permanent placements but are highly experienced in guiding congregations through significant transitions. These pastors provide invaluable support to churches as they work through challenges and prepare for the future. By bringing in an interim pastor, we can avoid making a reactionary decision and lay a stronger foundation for our next senior pastor to thrive.

- **Are we definitely going to secure an interim pastor from the ITM program?**
  - The CLT is excited about this program. However, they're still in the process of identifying the steps required to bring the right pastor, which includes verifying we can do so in a financially responsible way.

- **Does the interim pastor require a full call process?**
  - No. It would be a temporary called position, but it would be expedited quickly as the pastors in this program have already been called to serve in this interim ministry.

- **How soon will a permanent senior pastor call process kick-off?**
  - That is undetermined at this time. A timeline will be rolled out soon, but we know that a senior pastor call process will not kick off within the next several months. After discussion with experienced leaders in this area, we continually hear that jumping immediately into a call process can elongate the experience, although it seems counterintuitive. A rushed process can lead to failed calls and even multiple starts.

- **I hear about multiple staff departures, but who does that include?**
  - Over the last year, we have had several key members of the CLC team move on to the next ministry God has planned for them. That includes Korey Danley, former head of NextGen Ministry; Tiffany Danley, Director of Discipleship; Pastor Russ Peterson, who was called to a new Church in Lake Mary Florida; and Pastor Jeff Kunze, who just announced his resignation.

- **Are we going to fill Pastor Russ' role in the meantime?**
  - There are no immediate plans to start a call process for a new associate pastor. We would like to first determine our plan of action on the interim pastor and see what recommendations they make after they get to know our ministry.

- How will these changes impact programming at CLC?
  No immediate changes are known, and staff is still working on updating their ministry plans. However, you should expect additional opportunities to volunteer and help advance our mission and vision Together in Christ, that Others may know Christ.

- **How can I help during this time of transition?**
  - We won't make it through this change with just the CLT, Elders, and Staff. We need everyone! Here are some specific ways YOU can help:
  - **Prayer:**
    - Pastor Meyers and the entire staff of CLC and CLS as they fill new shoes in the organization
    - The CLT as they make important decisions that will impact CLC for years to come
    - The Elders as they continue to watch over the spiritual health of the staff and congregation.
    - New members and visitors that take part in CLC or CLS ministries in 2025
    - Pastor Kunze and Cindy, as they determine where God is leading them
    - Pastor Russ his family as they get settled in their new ministry in Florida
- Volunteer: Our program leaders need your help more than ever to ensure our programming runs smoothly. Please contact these program heads if you are interested in getting involved.
  - Hospitality–Marjan Pekarek, **marjan.pekarek@clcop.org**
  - Children's ministry – AmberGoeglein, **amber.goeglein@clcop.org**
  - High school and middle school ministry - Amber Goeglein, **amber.goeglein@clcop.org**
  - Service support (ushers, communion, greeters, etc) – Alan Manning, **alan.manning@clcop.org**
- Give:
  - While staff departures might suggest that CLC has a significant budget surplus,that is not the case. We began the fiscal year with ambitious giving goals, which have fallen short for several months. However, we are deeply grateful to those who have continued to give faithfully.

- We would much rather focus on exploring exciting possibilities for our Church's future that align with our financial means rather than having to consider cuts to current programs to stay within budget. Your continued giving enables us to evaluate more significant opportunities and avoid being limited by temporary financial constraints. For more information on giving, please visit clcop.org/give.

- Please watch for updates from Brent Howard regarding how giving compares to spending. Regular updates can be found in the weekly email and CLCOP app.

As a reminder, members of the CLT and Elders will be available to visit with you after each service this weekend.

Together in Christ,
The CLT