**FREQUENTLY ASKED QUESTIONS**

**Q: Do we need to call an Interim pastor?**

A: In short, no…however, it is highly suggested by the Synod and is the opinion of church council that we do have interim pastoral care until it is felt we are ready as a community of faith to transition into looking for a full-time call.

**Q: Why are we looking at an Interim pastor and not a Full-Time Pastor?**

A: The Assistant to the Bishop and the church council feel very strongly to the importance of having an interim pastor work in our community of faith to not only help us assess our relational vitality, but also to help identify the needs and strength of our community from an outside perspective so that when we are looking for full-time pastoral care, we are pairing our wants/needs with what the candidate can offer and grow.

**Q: Does the congregation vote on an Interim Pastor?**

A: No. The Minneapolis Area Synod looks at our community and pairs down the potential candidate list based on our needs and congregational health and offers up to three names to the church council to interview, pray and discern, and select the right candidate for our community, its needs, and our future vision.

**Q: Why can’t we just call Cathy as our full time Senior Pastor?**

A: This is Cathy’s first call and it wound not be fair to her or our community to put her into such a position. Entering a full-time call, especially as a senior pastor, is a huge responsibility and requires prior experience and learnings for that journey and partnership to be successful for all involved. The call team that formed for investigating Cathy’s part time call had a very different scope than what would be involved for a more traditional call full time Senior Pastor. If this route were to be considered, a new call team would need to be formed, multiple candidates would need to be considered and evaluated against the needs of the community, other churches would need to be visited, etc.

**Q: Why is leadership looking at a Co-Pastoring model?**

A: Leadership has been prayerfully considering what the future pastoral ministry will look like at OFLC, and the co-pastoring model seems to align extremely well with where we are as a community of faith, and where we want to go. We are moving away from a hierarchical type of model and view all the pastoral leaders and staff as part of the community of faith vs simply trading their services for dollars. The communal view point is a very Godly imagination vs the other is a very human imagination.

**Q: In a Co-Pastoring model, who do we go to for guidance or questions?**

A: It highly depends on what questions you are seeking answers to or what type of guidance you need, but you can initially go to either pastor with your questions, and they will either help you or will direct you to the other pastor. For example, one pastor might be better with youth education and the other is better gifted with family counseling. A rough guideline for who would be best to speak to first will be provided at a later date.

**Q: I’m concerned about having two leaders, who do you listen to?**

A: In a co-pastoring model the leaders work together, not in opposition of each other. There is no us vs them. There is a synergy between the pastors to help serve our community on gifting and experience basis. Depending on what leader you would go to and for what purpose/question, they would either gladly help you or they could refer you to the other based on their specific gifting in ministry.

**Q: Who does council listen to for pastoral care in a co-pastoring model?**

A: In a co-pastoring model, ideally both pastors would be present at leadership meetings to offer pastoral thoughts and guidance. If it is found that one is not equipped in that area, then the council would not burden them with showing up for the conversation.

**Q: Who defines the roles for a co-pastoring model?**

A: Leveraging the strengths the candidates and the needs of the community, council will define the role, responsibilities, expectations, etc.

**Q: Who is leading Wednesday night worship?**

A: As of right now, it was decided to have Wednesday night service be lay lead until pastoral care was officially determined. Council will revisit this with lay leaders after the October 7th vote to determine if pastoral presence is desired at this service.

**Q: Why are we perusing what we are, can we afford this?**

A: The answer to the root of this question is yes. We can afford the proposal that will be sent out it. It is at or below our previous pastoral budget with Jon, even with two part-time pastors.

**Q: I heard that Pastor Kimberly is stepping away from her ministry and that Cathy is going to step up, is this true and how does it affect us?**

A: Kimberly is stepping away from pastor care to focus on being a mom with their three children Tanner, Rosa, and Jesse. With that change, House of Grace and Grace Place will be increasing Cathy’s hours from 10 to 20 hrs per week. Our focus on calling Cathy has not changed, but it does limit the hours she can work to a maximum of 20 hrs per week. On the plus side, that does help to solidify a greater partnership and influence beyond our local community!

**Q: If House of Grace and Grace place are increasing her hours, why don’t they call Cathy and not OFLC?**

A: They certainly could, but Cathy is being pressed/called by God to serve in both communities of faith. If they were to call her, our pastoral needs, education needs, and community outreach needs still remain unchanged and unfulfilled, so leadership and the call team are still focused on extending her a call based upon the Congregational vote on October 7th.

**Q: Sarah mention something in the meeting about stepping down if Cathy is called. What does that mean?**

A: Yes. Sarah did say that she would step down from the treasury role if Cathy were to be voted in as a co-pastor due to it putting her (Sarah) in a conflict of interest position. This is not only a protection for Sarah, but also Cathy. Her stepping out of the Treasurer role does not exclude her from serving on leadership if she chose to continue to do so.