



PASTORAL TRANSITION PROPOSAL - Q & A

What prompted the pastoral transition process now?

After returning from sabbatical in August of 2021, Pastor Tania determined that she was ready to step out of her full-time role as Senior Pastor as of January 1, 2023, and that she also was not interested in fully retiring at this time. That triggered a conversation with Pastor Jason about next steps. Pastor Jason, after a time of discernment, has chosen to forward his name for the Senior Pastor position. This comes from his deep belief in both the Grace and Vocation direction of the congregation and his commitment to the shared leadership model that has been developed.

How was the proposal developed?

The process of developing this proposal has included conversations with and guidance from several retired ELCA church leaders, with Bishop Ann Svennungsen reviewing both the idea and Westwood's Constitution and By-Laws, as well as a day-long retreat with the Westwood Council at the end of October.

How will the decision be made on the Pastoral Transition Proposal?

This will occur by a vote of the congregation at the February 2022 Annual Meeting. This vote will provide guidance to the Westwood Council on continuing the current Grace and Vocation direction and proceeding with the pastoral transition proposal.

What happens if the vote from the February 2022 Annual Meeting is positive?

A positive vote will trigger 3 things.

- A congregational vote will be scheduled for fall of 2022 after Pastor Jason returns from sabbatical to call him as Senior Pastor. He would begin this role January 1, 2023.
- Pastor Tania would stay on staff working at 2/3rds time, also beginning January 1, 2023. She would be on 1-year contracts to allow both Westwood and her the opportunity to annually evaluate this position.
- A Call Committee would be formed in 2022 to call an additional pastor. The goal is for this pastor to be called sometime after Pastor Jason's sabbatical and after the formal vote would occur in the fall. The hope is that the 3rd pastor would begin early in 2023.

What is the threshold for a positive vote at the February 2022 Annual Meeting?

The Council and pastors have set an 85% threshold consistent with section C9.02 of the Westwood Constitution.

Will I have opportunities to ask questions of the Pastors and Council prior to voting?

Yes. Here are the upcoming opportunities to ask questions.

- On January 23, 2022, a Pastoral Q & A meeting will be held in the Sanctuary between services. This will be livestreamed, recorded, and posted online to watch later if you'd like. The congregation is invited to submit questions at the following webpage: <https://www.westwood.church/pastoral-transition>. The Executive Team will review all questions and work to have them answered by the pastors or Council members.
- Pastor Tania and Pastor Jason and one or two Council members will be present at Coffee Chats on January 16th, 19th, 30th, and February 2nd. The 16th and 30th will be between services from 9:50-10:30 AM. January 19th and February 2nd will be from 6:30-7:15 PM. Questions can also be asked at that time.

Am I able to vote even if I can't attend the Feb. 13th Annual Meeting?

YES. Voting will begin at the February 13th Annual Meeting and run through Saturday, February 19th at 6:00 PM. A QR code will be available on your screen if you are watching the Annual Meeting on your TV or computer. If you open the camera on your phone and aim it at that QR square, it will take you to a form where you will fill in your name, register your vote, and submit. If more than one of you are in your household, you can do that same process again for the next person to vote. The link to vote will also be at the top of the homepage on our website all week, as well as being in the Tuesday and Saturday Enews that go out. Postcards to vote are being mailed to our seniors who receive the weekly mailing of the Enews and bulletin. Those postcards will be available at the office counter during the week if you stop by or call in to have one mailed to you.

Are there any other things we should be aware of as we prepare to vote?

It will be important for the congregation to be mindful of our budget as we proceed. While the congregation continues to be incredibly faithful in our giving, Westwood's annual giving is below the 2019 annual giving when we last had 3 pastors. In addition, we have added technology expenses to enable higher quality livestream options. While far from insurmountable, the 2023 budget will need to be back at 2019 levels (about \$90,000 more) to allow us to again have 3 pastors and cover our new and ongoing technology needs which is what we believe best allows Westwood to live courageously into its vision.