

## **From your Executive Council - Q and A's for future staffing at Bethany**

1. Q: Now that Pastor Brigitte accepted another call, what is our next step?  
A: We will be calling a second pastor.
  
2. Q: Will the call process take as long as it took to call Pastor Gary?  
A: We anticipate that it will not take as long. Calling a second pastor follows a process outlined by the synod, including forming a call committee, but the process does not have as many steps as were required in calling Pastor Gary as our Lead Pastor.
  
3. Q: When will the call process be started?  
A: Executive Council has already taken first steps toward learning what we need to do and planning for a call. We met with Bishop Gonia on April 2<sup>nd</sup> to begin the work that we will do in concert with the synod toward calling a second pastor.
  
4. Q: How will we be covering all the pastoral needs, such as visitation?  
A: Visitation will still be done by Pastor Gary, our Director of Pastoral Care Janet Mortinsen, and Intern Rachael. Pastor Gary has already had conversations with retired pastors in our congregation regarding having an additional visitation pastor in place during our search for a second pastor. And we occasionally may have some new voices speaking to us from the pulpit during the next few months.
  
5. Q: How will I know where things are in the process?  
A: There will be information on the website, and in the Beacon and Bulletins, updated as we move forward. We had already scheduled a informational meeting between services at 9:30 on April 28<sup>th</sup> for questions about the budget to be presented at the May 19<sup>th</sup> Congregation Meeting, and we will be planning more of these gatherings so any of your questions can be addressed. Of course, you also may ask any of our Executive Council members as well as Pastor Gary.
  
6. Q: Is this too much of a load on Pastor Gary as a sole pastor at Bethany?  
A: Executive Council is already working with Pastor Gary on allocation of time and resources during our search for a second pastor. Additional staff for visitation and Faith Formation will be hired, and in our staffing model pastoral care is provided by a team, not just by our lead pastor.
  
7. Q: Will Intern Rachael's role change during this period?  
A: No. The seminary has requirements about the time and activities that Intern Rachael is required to complete during her internship. There may be one or two duties that she would choose to add to her current ministry, but this would be in the way of additional educational opportunities for her, not assuming administrative roles.