



Pastoral Transition - Frequently Asked Questions

Are there ways I can be involved in the next steps?

We are developing a plan to ensure that we get your thoughts and ideas throughout the process. As the Call Committee works to identify and interview candidates, they will keep the congregation informed through the newsletter, bulletins, website, and meetings. In addition to these communications, you're always welcome to reach out to members of our Call Committee. Questions can be sent to info@augustana.com.

Is it okay to feel a lot of emotions around this transition?

Absolutely! It will take time for us to grieve Pastor Aune's leaving. Uncertainty can bring on feelings of grief and anxiety. We will work together to take the time necessary to reflect on the needs of our community and find a leader who will be able to meet those needs. For many of us, Pastor Aune has been there to celebrate the best and most challenging moments in our lives—baptisms, weddings, funerals, counseling and many church celebrations and events. Change is hard—and we've seen an awful lot of it this past year. We will continue to put our faith in God and move through these changes together.

What will Pastor Aune's future pastoral role be with Augustana?

After June 27, 2021, Pastor Aune will no longer be a called pastor at Augustana. The ELCA has established boundaries as detailed in its adopted Separation Ethics. He will not be available for pastoral care, to perform any pastoral act or any ongoing ministry at Augustana, and should not be contacted to do so.

What if I have questions?

Please check the newsletter, bulletin and the website at www.augustana.com under Congregational News for recurring updates as we navigate this transition. To find Congregational News, scroll down the homepage, select the box with Pastor Aune's picture and the caption that reads, Congregational News.

What are the questions on the Ministry Site Profile?

The Ministry Site Profile is the important paperwork that the synod will use to help us find our new pastor. It describes who we have been, who we are today and who we want to be in the future. If you remember, these are the exact questions that were asked of us on the storyboard wall just over a year ago. The Strategic Long-Range Task Force has the results of that storyboard wall along with your input during the many meetings that were held with the congregation and staff. Much of the Ministry Site Profile will be answered based on the findings and work of the Task Force. To further clarify questions on the Ministry Site Profile, the Call Committee will be connecting with you, staff, and church leadership.

Here is the sample questionnaire of the Ministry Site Profile:

https://download.elca.org/ELCA%20Resource%20Repository/Sample_Ministry%20Site%20Profile.pdf?_ga=2.114119239.1714526045.1609951627-1814585115.1609780326

How will the Call Committee get potential names of pastor candidates?

The synod has a national database and those pastors who are searching for a call will be able to learn of our opening there. The Call Committee is also asking for your help. You may know of a pastor that would be a good fit for Augustana. That pastor may not have noticed our synod opening, but when approached with the opportunity, may feel that it is the right fit. Please pray about this. We need to cast a wide net to attract a good pool of possible candidates. All candidates, whether already in the synod database or perhaps recruited by a more informal connection must go through the synod for consideration.

When will the Interim Senior Pastor begin and how long will he or she be with us?

The synod will work with the Personnel Committee to find an Interim Senior Pastor that will start after Pastor Aune retires on June 27. We do not know how long the interim Pastor will be with us, it depends on when we find our Senior Pastor.

When and what are the farewell celebration plans for Pastor Aune?

The celebration will be in June and there is much for which we are thankful. Pastor Aune has given us 32 years of pastoral care and leadership. We want to say thank you for his devotion to Augustana and wish him and Janis well with their future plans. More information will be available in future communications.

What prayers are needed?

Please pray that this process is guided by the Holy Spirit. Pray for the Call Committee, the candidates and the congregation that we all are seeking God's will for the congregation.

Why are there six people of the Call Committee?

Our church constitution dictates that the Call Committee be made up of three current Church Council members, Scott Thorson (Council President), Laurie Tostrud (Council Secretary), and Matt Rundquist. The committee must also be made up of three people from the congregation, not on Council, Karen Larson (past-Council president), Chad Schmidt (past-Council President) and Heidi Satre.

We also have an opening for an Associate Pastor. Will that position be filled as a part of this call process?

No. The Associate Pastor position will be filled after the Senior Pastor has accepted our call. Interim Pastor, Deb Kielsmeier will continue to serve as our part-time associate pastor for the foreseeable future.