

## Interim Review

What is happening with the transition process? Here are a few things that are going on behind the scenes...

### Council is at work:

**A Financial Audit** was completed on September 8. Leslie Williams, CPA who specializes in non-profit organizations, reviewed the financial statements and financial practices and reported back to a Holy Shepherd financial team. She found the books of account to be in good order and recommended some changes in internal controls.

**A Staff Audit** was presented to council at the September meeting. Pastor Reiquam and Winston Herbert reviewed staff job descriptions and interviewed staff. This was an examination of the jobs that are done which reveal the ministry priorities of the congregation. The parish nurse, Barb Suder, retired and it was decided that the position would not be filled at this time.

\* Still to be done: a review and update of the **Personnel and Policy Manual** of the congregation. If you have experience with this and could assist the church, please contact Pastor Reiquam.

### Transition Team is at work:

**Re-discovering the church's mission:** The team has been trained in **one to one interviews**, has interviewed some congregation members and is compiling the information received. Pastor Reiquam has also engaged in one to one conversations with leaders in the congregation.

The team has discussed issues regarding congregations in the changing times for the church.

The congregation has taken the **Congregational Vitality Survey**. Once the results are shared with the congregation, more listening from the team will take place.

**Re-connecting with the church's past:** A **History time-line** for the narthex is being prepared and will start being displayed at the end of October. This will be an opportunity for everyone to reflect on important events in the church life.

**Re-exploring the place the church is called to serve:** The team has set some goals for learning about the community that Holy Shepherd serves. Statistics have been gathered about Lakewood and interviews will be scheduled with local leaders.

**Re-connecting with the wider church:** The congregation is connecting with the wider church with the visits of Bishop Jim Gonia, Peter Severson from Lutheran Advocacy, will be preaching here at the end of October and Assistant to the Bishop, Rev Sarah Moening will be leading a retreat for developing leaders in November.