

Subject: Letter of Recommendation for Congregations in Transition – from St. Timothy Lutheran Church, San Diego, California

I am pleased to share our congregation's experience with *Congregations in Transition (CiT)*:

When our pastor of 34 years decided he was going to retire, we reached out to CiT to assist with the search for a new pastor. With the assistance and guidance of CiT we were able to find and call our new pastor within eight months from when we began the initial process.

From the very beginning our CiT coach assisted the Call Committee by sharing tools and resources to walk our committee throughout the entire call process. He participated in weekly call committee discussions, and provided direction to develop and post a vacancy announcement on the LCMC website. He vetted potential candidates, sat in on interviews, and participated in Committee debriefs following those interviews. Our coach basically made himself available whenever needed, and continually provided guidance throughout the entire search and call process.

As the Call Committee Chair, this was my first opportunity to participate on a call committee, and I know I could not have led the call process without our coach's guidance; and of course the help of the Holy Spirit.

If you are looking for an organization to help with your transition—and the search for a new pastor—it is with absolute confidence, great respect and appreciation that I recommend *Congregations in Transition*.

Blessings to you,

Toni Simon
Call Committee Chairperson
St. Timothy Lutheran Church
San Diego, California