

PASTOR LOWELL BOLSTAD

Education	Master of Divinity degree from Luther Seminary in St. Paul, Minnesota	1979
	Interim ministry training with the Interim Ministry Network	1991-92
Installed Ministry	Open country two-point parish	1980-1990
Interim Ministry	Small, midsize, and large congregations	1990-present
Convener of Synod Interim Ministry Gathering		1993-2013
Synod review of congregation constitutions		2009-present

Town – two-point parish X	(80-90)	Installed Solo
Town – two-point parish	(90-91)	Interim Solo
Town – congregation	(91) [91]	Interim Solo
Town – two-point parish	(91-92)	Interim Solo
Town – two-point parish	(92-93)	Interim Solo
Town – two-point parish	(93-94)	Interim Solo
Town – one congregation**	(94-95)	Visitation
Town – three-point parish	(94-95)	Interim Solo
Town – congregation	(95) [95]	Interim Solo
Town – congregation	(95-96) [96]	Interim Solo
Town - congregation	(96)	Interim Solo
Town – congregation**	(96-97)	Interim Associate
Town – congregation*X	(97-98)	Interim Associate
Town – congregation*	(98-99)	Interim Solo
Town – congregation	(99-00) [00]	Interim Solo
Town – two-point parish	(00)	Interim Solo
Town - congregation*X	(00-03) [03]	Interim Associate
Town – two-point parish	(03) [04]	Interim Solo
Town – congregation*	(04-05)	Interim Solo
Town – congregation*	(05-06) [06]	Interim Solo
Town – congregation (LaCrosse Synod)	(06-07)	Interim Solo
Town – congregation	(07-08)	Interim Senior
Town – congregation*	(08-09)	Interim Head of Staff
Town – two-point parish	(09-10)	Interim Solo
Town - congregation*	(10)	Interim Associate
Town - congregation*	(11-12)	Interim Solo
Town - congregation	(12)	Interim Solo
Town – congregation*	(12) [14]	Interim Head of Staff
Town – congregation	(12-14) [14]	Interim Solo
Town – congregation	(13-14) [14]	Interim Solo
Town – congregation	(14-15) [15]	Interim Solo
Town – congregation	(15-16) [17]	Interim Solo
Town – two-point parish	(16-17) [17]	Interim Solo
Town – two-point parish	(17) [17]	Interim Solo
Town – two-point parish	(17) [17]	Interim Solo
Town – four-point parish	(17-18) [19]	Interim Head of Staff
Town – three-point parish	(18-19)	Interim Solo
Town – three-point parish	(19-20) [20]	Interim Solo

54 Congregations served since 1980

36 Interim assignments served since 1990 including 12 (2-point); 3 (3-point); 1 (4-point)

3 Congregations served 2X

() Time of service for Pastor Lowell Bolstad

[Bold] Installed pastor following above interim still serving since year listed

* Followed a downsizing in pastoral staff

** Downsizing of pastoral staff between end of interim and present

X In the first 40 years, 3 congregations accounted for 15 years, 51 congregations the other 25 years.

[Names of towns and congregations printed out in actual resume presented at concurrence interview.]

Interim Pastoral Ministry

Regular Pastoral Ministry – Letter of Agreement for Interim Pastor Ministry [The Interim Pastor will:]

Transition Dynamics

Reflection

Heritage Past Where have we been? Appreciate how the past of the congregation informs the present
Identity Present Where are we at? Discover who the congregation is in the current context
Vision Future Where is God leading? Discern what it is this congregation understands God is calling congregation to be

Action

Mission Definition What is God's purpose for this congregation? Define purpose and direction in God's mission
Leadership Operation How is God's purpose to be carried out? Define purpose and direction for congregation in God's mission
Connections Cooperation Who are the partners in mission God provides? Explore relationships a congregation shares beyond its self

Call Process

Assist leadership and congregation/parish to prepare the Ministry Site Profile.

Sample Compensation Breakdown


Calculate Compensation & Benefit Allocation

Portico Benefit Services – A Ministry of the ELCA Compensation and Benefit Allocation Calculator

Calculation Basics

Rate Year	2020
Health Benefit Option	Gold+
Synod, Seminary, or Churchwide Ministry	Northwest Synod of Wisconsin
Compensation & Housing	
Total Amount Available for Compensation and Benefits	\$75,000
This member will live in employer-provided housing (e.g. parsonage)	Yes
Health Coverage	
Member Health Coverage	ELCA Medicare-Primary
Member Birth Date	09/09/1953
Spouse or ESGP Health Coverage	Waived
Child(ren) Health Coverage	Waived
Retirement Contributions	
Employer Retirement Contribution	25.00%
Housing Equity Retirement Contribution	\$0

Rates	Monthly Total	Annual Total
9.3 % Health	\$509.31	\$6,111.72
Employer HSA Contribution	\$0.00	\$0.00
25.0 % Retirement	\$1,369.12	\$16,429.44
1.5 % Disability	\$82.15	\$985.80
0.7 % Basic Group Life	\$38.34	\$460.08
0.7 % Retiree Support	\$38.34	\$460.08
Total Benefit Contributions	\$2,037.26	\$24,447.12
Total Available for Cash Compensation	\$4,212.67	\$50,552.00

 These results do not include any one-time employer HSA contributions.

Health Contribution

Based on health coverages, total defined compensation, plan member age, and geographic location:

9.3 % of total defined compensation or

Minimum: \$381.00 per month

Maximum: \$516.00 per month

Note: This calculator is for your own use. This calculator is not a form and is not submitted to Portico Benefit Services. This calculation is an estimate. The actual amount you're billed is based on Portico Benefit Services' calculation. The accuracy of your calculation result depends on the information you entered. Any changes in compensation or benefit levels will affect future results.

Total Amount Available for Compensation and Benefits – Salary, Social Security, Housing, Health/Retirement.

Compensation & Benefit Allocation - EmployerLink – Portico Benefit Services

<https://employerlink.porticobenefits.org/Resources/Calculators/CompensationBenefitsAllocationCalculator>

Rostered Leaders - Northwest Synod of Wisconsin

<http://nswwi.org/leadership/rostered-leaders> 2020 Minimum Standards for Compensation

https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/2020_Salary_Standards.pdf

LETTER OF AGREEMENT FOR INTERIM PASTORAL MINISTRY

In the name of the Father, and of the Son, and of the Holy Spirit. Amen.

Our ministry comes from Christ through the Church and belongs to the whole people of God. The Gospel calls all Christians to be ministers in word and deed. So, it is the privilege of every Christian to be a steward of the gospel of God's reconciling love. The whole church ministers as it celebrates God's presence, shares the good news, cares for those in need, and witnesses to the power of God's love.

The Evangelical Lutheran Church in America (ELCA) holds the congregation and the office of ordained ministry in high regard. Consequently, this church body invests substantial resources in support of the congregations during times of change in pastoral leadership. The Congregation's ministry is ongoing; a pastor serving such a congregation is doing interim ministry, a temporary but necessary pastoral ministry. Interim pastoral service conditions are stated in the "Guidelines for Interim Pastoral Ministry."

In keeping with the policies and practices of the Evangelical Lutheran Church in America and the Northwest Synod of Wisconsin, and in order to set forth clearly the agreement for interim service between the congregation and pastor,

_____ (Congregation) _____, (Location) agrees that _____

(Pastor's Name) will serve as Interim Pastor on a ♦ part-time ♦ full-time basis from _____ to

_____ in accord with the following conditions and mutual promises:

Together the congregation and Interim Pastor will:

- A. Examine the history of the congregation and work through the transition dynamics that usually follow the departure of a pastor.
- B. Seek to confirm and identify current issues facing the congregation and develop ways of dealing with them.
- C. Develop a vision for the congregation's mission.
- D. Examine the congregation's connection with synod, conference, churchwide units, and the resources that may be available for ministry.
- E. Prepare for the arrival of the new pastor.
- F. Align the congregation in accordance with the constitutions and bylaws of the ELCA, the Northwest Synod of Wisconsin, and update the congregation's constitution as needed.
- G. During this transition period, agree to address the following specific concerns:

H. In the case of part-time ministry, agree to the following schedule of service:

The Interim Pastor will:

- A. Preach and teach the Word of God.
- B. Preside at worship and administer the sacraments according the practice of the ELCA.
- C. Provide pastoral care to all members of the parish according to their needs, visit as necessary, officiate at weddings, baptisms, confirmation, funerals, and uphold the members in prayer.
- D. Give pastoral leadership for the meetings, activities, and organizations of the congregation.
- E. Encourage support of the total ministry of the ELCA.
- F. Be responsible for the recording of baptisms, confirmations, marriages, funerals, attendance at Holy Communion, and the maintenance of the membership rosters; and report the statistics of the parish promptly and fully, as requested by the ELCA.
- G. Agree under no circumstances to be available for regular call to this congregation.
- H. Agree not to be involved in the congregation's call process except when the synod bishop requests such participation.
- I. Agree not to become a member of this congregation after this agreement terminates.
- J. Participate with key leadership of the congregation and the appointed synodical staff person in evaluation of the interim ministry on a quarterly basis and at the conclusion of the transition period.
- K. During this transition, give special attention to:

L. Submit quarterly interim reports to the synod office.

The congregation will:

- A. Commit to the Gospel by faithful participation in worship, learning, and fellowship activities.
- B. Support the ministry of the congregation through service and gifts.
- C. Accept the interim pastor, uphold him/her in prayer, and accord him/her love, respect, and good will.
- D. Expect the interim pastor to preside at baptisms, celebrations of Holy Communion, and other rites of the church.
- E. Agree that the interim pastor will not be considered for regular call to this congregation.
- F. Provide for a review and evaluation of the interim ministry on a quarterly basis and at the conclusion of the transition period by key leadership of the congregation with the interim pastor and the appointed synodical staff person.

G. Compensate the interim pastor in the following ways:

- 1. Pay an annual salary of \$_____, the payments to be made in ____ equal installments on the _____ and _____ of the month.
- 2. ♦ Pay a housing allowance in the amount of \$_____ per year, the payments to be made in ____ equal installments on the _____ and _____ of the month. OR
 - ♦ Provide the use of a parsonage in lieu of a housing allowance. OR
 - ♦ Provide a housing allowance resolution excluding a portion of the salary set forth above.
- 3. Provide a Social Security allowance of \$_____ per year.
- 4. ♦ Contribute to the ELCA Pension and Benefits Plan ____% of salary and housing allowance (plus Social Security allowance). OR
 - ♦ Does not apply. OR
 - ♦ Provide Pension, Medical, Dental, Disability, and/or Death benefits (circle any that apply) as follows:

- 5. Grant one (1) week of vacation for every _____ weeks of service, not to exceed _____ weeks per year.
- 6. Grant continuing education leave at the rate of ____ weeks per year (day[s] per month) and \$_____ per year (per day) toward study expenses.
- 7. Grant ____ day(s) off per week.
- 8. Other _____

H. Reimburse expenses related to our common ministry as follows:

- 1. ♦ Pay a travel allowance in the amount of \$_____ per year OR
 - ♦ Reimburse automobile travel at the rate of _____¢ per mile upon substantiation of business miles traveled.
- 2. Pay expenses, not otherwise provided for, incurred in attending synod assemblies and other official meetings at which attendance is required.
- 3. Pay moving expenses as follows:

Additional Agreements

This agreement terminates on the date specified on page one of this agreement or thirty days after a new pastor has declared acceptance of the call to this congregation, whichever comes first; or upon thirty (30) days written notice from the congregation, the interim pastor, or the bishop of the synod. All financial obligations between the interim pastor and the congregation will be fulfilled by or on the date of termination.

This agreement may be amended or extended upon the mutual agreement of the congregation council and the interim pastor, after consultation with the bishop of the synod, by written addendum attached hereto.

We, the undersigned, accept the terms of this agreement:

_____	_____
Congregation Council President or Secretary	Date
_____	_____
Interim Pastor	Date
_____	_____
Reviewed by Bishop, Northwest Synod of Wisconsin	Date

Upon signature, copies will be distributed as follows:

- 1. Original to the Interim Pastor
- 2. Copy to the Congregation Council President
- 3. Copy to the Synod Office