

## Transitional Ministry Information Meeting

May 2017

## Agenda

Transition Overview  
Questions re the Overview  
Ministry Updates  
Other Info  
Prayer

## Why We Do Transitional Ministry

- As a Family of Churches
- As a Couple

## The Big Idea

Seasons of pastoral transition can be windows of opportunity for churches to seek spiritual renewal, increased health, focused vision and renewed mission, *prior to* engaging in the pastoral search.

## The Ultimate Objective

To welcome a new Lead Pastor . . . .

- To a church that is growing in health & renewal: *spiritually, relationally, organizationally and operationally.*
- Who has been hired through a thoughtful, collaborative search process in dependence on the Holy Spirit's guidance.

## Transitional Ministry in the CPD

- 40+ churches ranging from 40-2000 attendees in size
- Network of pastors who partner with the District
- Transitional Pastor accountable to elders board
- Customized strategy for each church; NOT a "one size fits all" approach

## Feedback re Transition:

- A Transitional Pastor provides excellent guidance in structuring the search committee and the creation of the pastor profile. The amount of work involved to do a search well is beyond the capability of most boards and individual board members. (Board Chair)

## Feedback re Transition:

- Churches have issues that are easy to ignore or side step. A Transitional Pastor has the ability to take an outside and 3<sup>rd</sup> party perspective, to restructure and bring resolution to issues that would not be appropriate for a new Lead Pastor to step into. (Board Chair)

## Some Important Features

1. Search process does not proceed until agreed upon key indicators of health are achieved.
2. Open-ended timeline, but usually a 6-18 month process
3. Build on areas of health within the church rather than starting new ministries/initiatives
4. The congregation understands and collaborates with the transitional approach
5. The Transitional Pastor is never a candidate

## Major Phases of Transition

- Closure with the past
- Regaining Stability
- Assessment of Church Health
- Moving toward Greater Health
- Preparing for the Pastoral Search
- Conducting the Pastoral Search
- Hiring a Lead Pastor
- Evaluation of the process

↓  
Ongoing  
Prayer

## 7 Guiding Questions

- Who were we?
- Who are we now?
- What is our context?
- How do we relate to the culture?
- Who do we hope to become?
- What is the Lead Pastor's role in vision?
- In light of all the above, what kind of leader do we need?

## The Interim Paradigm

Tended to be a maintenance approach:

- Pastoral care and rites of passage
- Pulpit supply
- Some short term administration
- Usually not involved in governance matters
- Not engaged in the search process
- Sometimes became a potential candidate

## The Transitional Paradigm

Two Roles of Transitional Leaders:

➡ Pastoral Ministry Track

➡ Transitional Leadership Track

While leading the church through the transition process a Transitional Leader also helps the church continue in effective ministry.

## The Transitional Paradigm

Transitional *Pastoral* Track:

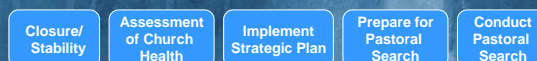
- Relevant preaching/communication
- Provide support and training for staff, church board and key leaders
- Provide short term administration
- *Facilitate* congregational care

## The Transitional Paradigm

Transitional *Leadership* Track:

- Transition seen as a season for growth and renewal: Spiritual, Relational, Organizational and Operational
- Transition is an opportunity for meaningful and strategic change
- Thorough preparation for the search process
- An effective Lead Pastor search from a posture of health
- Helping the new Lead Pastor to start well

## Another View of the Process...



Moving Toward Greater Church Health ➡

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## Questions About Transitional Plans and Process

Ministry Updates

Survey:

<https://www.surveymonkey.com/r/timbers1>

Why did you initially begin attending Timbers?

Why have you stayed?

What questions do you have about Timbers or the Transitional process?

What does the leadership of Timbers need to know to lead well in this season?

TransitionalMinistry.ca

“Lord, we want what you want...”