

TRANSITION TEAM

CORNERSTONE COMMUNITY CHURCH
GREELEY, COLORADO

OCTOBER 11, 2017

The Transition Team met Wednesday evening for the first time. The team members are Myrna Kamper (Chair), Sidney Graff, Keith Maxey, Sharon Kurz-Wagner, Neva Ochs, Laura Parham, Marvin Easter and Linda Randolph. (Jayne Kayl will be an occasional consultant). The team's role will be to:

- Facilitate the search for a Transition Pastor
- Research and utilize survey tools
- Research and recommend visioning resources
- Communicate regularly with the congregation

The team was oriented to our roles, which are quite complex and time consuming. We were briefed on 4 pastors who are interested and qualified to be our Transition Pastor. We plan to meet weekly on Wednesday evenings. Tasks for the next few meetings will be outlining pastor role expectations, deciding on part time vs full time, updating the Church Information Form, individualizing and sending out the interim pastor search questionnaire, and educating ourselves on transition strategies. If you are interested in learning about church transitions, I recommend reading *The Elephant in the Boardroom: Speaking the Unspoken about Pastoral Transitions*, by Weese and Crabtree. You can order used copies online for minimal expense. Or view the article "What is a Transitional Pastor and Why Use One?" by Dan Carlson at <http://www.lifeway.com/Article/transitional-pastor-ministry-purposes-goals-benefits>.

There are many things to accomplish in the next few months. These tasks will take time and wisdom beyond our ability. We recognize our complete dependence on God's gracious guidance, as well as the support of the congregation to move forward. It is essential that you pray for us, for all leadership, and for our church family during this time. Opportunities for involvement will come as we move along. We hope you'll be excited about joining in when they come to your attention.

We recognize many of you have questions and concerns. We will do our very best to keep you well informed and to remain open to your input. Please contact any one of us if you have questions. The questions we've heard most frequently are "Why do we need a Transition Pastor? And "How can we speed this up?" Maybe the following thoughts will help.

All church resources that have come to our attention emphasize the importance of utilizing an interim (transition) pastor when a pastor follows a long-term well liked pastor or follows a pastor who left after discord. Both of these situations have occurred at Cornerstone, and it would be to our detriment to ignore those facts. Given our recent history, it is unlikely we would be able to find an interested senior pastor without having utilized an interim pastor in between.

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The purpose of a Transition Pastor is to lead a congregation toward greater health and readiness for their next pastor. He will provide the space and assistance necessary to help assess our church's current state and to move us forward. You will have lots of opportunities to dream about who Cornerstone will be. What new ways does God want to use us for His service? What new impact can we make on our city? How can our hearts be transformed in deeper ways? This will be an exciting time of discovery and preparation. Once we have a clearer picture of our direction, a search team can then go to work and find a pastor that has the gifts and passions to lead us in the direction God has made clear to us.

Regarding the question "How can we speed this up?", we can all work to accomplish these tasks so we're ready to begin the senior pastor search. Remember, this will be a "transition time", not a do-nothing wait time. Transitions need not be rushed. They are very valuable and are God breathed, just as transitions in creation and in the Bible. "Dusk before dawn, fallow before harvest, wilderness before the Promised Land, John before Jesus". God employs and blesses "in between" periods for our growth. They are holy and sacred times, and we want to steward this transition wisely. Join us in embracing this time with the full expectation that our future is in God's hands and all things happen in God's time.