



# Transitional Ministry Pathways

## Proposed Timeline for Discernment and Pastoral Search

### August and September (approximately 6 weeks)

- Meet with staff and leaders individually to get to know one another and learn of the hopes and challenges facing the church. (1 month)
- TM Pathways will write a report, summarizing observations and recommendations for things to consider during the transitional time.
- Share the report with the Executive Council and discuss any recommendations. If accepted, the Team of 7 would delegate the work of follow through.

### September

- Work with the Chair and the Team of 7 to create a Discernment Team of 7-9 people.
- Train the Discernment Team (might occur in October)
- The Discernment Team will determine its leadership
- Leadership and Congregational Retreat Weekend: September 27-29
- Commission the Discernment Team on September 29

### October, November and December (8-12 weeks)

#### Discernment Team Work

- TM Pathways will meet with the Discernment Team regularly.
- Choose a survey for the congregation and determine its dates
- Congregational survey and analysis
- Organize and schedule congregational listening sessions to gather a wide range of input from the congregation
- Interviews with local leaders
- Conversations with colleague churches
- Demographic study of the area around the church
- Consideration of the Mission Statement: does it still fit? (Note: If the Discernment Team recommends the evaluation of the Mission

Statement, TM Pathways would recommend a congregation-wide process for creating a new Mission Statement)

### December and January

- Write a report that includes the information gathered and interprets it, leading to recommendations for the church in its next chapter of life together.
- The Executive Council votes to receive the report and determines ways to share its recommendations with the congregation. This might include a congregational gathering or two, along with utilizing other modes of communication

### February or March forward

- Create a Pastoral Search Committee of 10 people. Get congregational input.
- Train the Search Committee
- The Search Committee selects its leadership
- The Search Committee studies the Discernment Team's report and integrates the information into a job description for the Senior Pastor and begins the process of creating the denominational Senior Minister profile
- TM Pathways training the committee on interviewing and evaluating candidates, guides the committee to create their own process
- Search committee Interviews candidates
- Call a new Senior Pastor.

### On-going Work Throughout

- Meeting with staff to connect and coach on transition work
- Meeting with the Team of 7
- Connecting with, supporting and coaching the Moderator and the Vice Moderator
- Coaching the Associate Pastors
- After the Discernment Team's work, working with the Team of 7 and the Executive Council to live into its recommendations

NOTE: These dates are subject to change based on the ability to schedule meeting times for the Discernment Team and depending on the work that the Holy Spirit leads us to do together. In addition, should something unexpected be revealed, the process will be adjusted accordingly to address the discovery. These decisions would be made in partnership with the Discernment Team and the Team of 7. The key to this work together is effective and open communication.