



BONHOMME

1816 WHERE FAITH GROWS 2016

Transition Season FAQs

1. How long will the transition season last? Has a timeline been “set”?
 - a. The transition season is loosely defined by the season of the church subsequent to Tom’s departure and prior to calling a new lead pastor. We are using this term to acknowledge the valuable and important adjustment season that inevitably succeeds the resignation of a long-term lead pastor. Much research has been conducted on churches in transition, and the prevailing wisdom is that in order for a church to best transition to their new future in a way that is healthy and missionally appropriate, they should allow for 1 month / year served by the departing pastor. Tom’s 20 years of service translates to a transition season of 20 months or so. If June 2016 was month #1, then our transition season *may* last until February 2018. This is not “set” by any means, but it gives us a sense of what is *typical* of a church like ours. We want to be sensitive to the unique needs of our church during this time.

2. What is the timeline for finding a new head pastor?
 - a. The timeline for finding a new head pastor will be greatly determined by the assessment process that we will undergo as a church in partnership with continued discernment by our leaders. Dana Allin, Synod Executive, and his team will be leading a comprehensive assessment of BPC during the fall of 2016. This assessment is scheduled to begin this summer and conclude by January 2017. At the conclusion of this process, the Transition Team, in collaboration with the Session and HR commission, will make recommendations for future staffing based on the results of the assessment along with our discernment process of prayer and deliberation. This recommendation in early 2017 will begin the new staffing process.

3. What is the biblical process for selecting a head pastor?
 - a. In short, the Bible does not explicitly reveal a process for selecting a senior pastor, but there is much revealed in the Bible about leadership appointments, discernment of God’s will, and calling to ministry. The whole process is founded on the belief that God is the Leader of our church, and that He is the kind of leader that leads well, that is, His plan is good and He communicates that plan to us as we seek Him in community. With this foundation of a good God who leads us well, we believe that the Holy Spirit speaks and guides in various ways—to individuals and groups who earnestly seek Him and His glory. Our process, then, will include individual and communal discernment via prayer, fasting, discussion, Bible study and worship. The structure of the search (who in the church will play which role on which committee, etc.) does not necessarily have an explicit biblical directive; rather it is determined by the Session, who are governed by our fundamental

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14820 Conway Road . Chesterfield . MO 63017

beliefs. In other words, the structure is subservient to the ultimate goal of seeking God's will and glorifying Him in the process. Here are some Bible passages that illustrate and/or instruct us regarding this issue: John 13:1-17; Acts 6:1-7; Acts 13:1-3; Romans 1:1-6; 1 Timothy 3:1-7; 2 Timothy 2:22-26.

4. When will the search committee be formed?
 - a. The Session has decided that a search committee will not be selected until the conclusion of the consultation process, which will greatly inform them of the type of leadership Bonhomme will require to flourish in the next season of its ministry. At the conclusion of the consultation phase, in early 2017, the Transition Team will make recommendations to the Session.
5. How will the search committee be selected?
 - a. Pastoral search committees are ultimately selected by Session proposal and congregational vote. Our Session works collaboratively with various ministries to determine who best fits the purpose of the search committees then presents potential members to the covenant partners for final approval.
6. Can Don be our Lead Pastor?
 - a. According to ECO polity, associate pastors can be considered for the lead pastor role. So, when the opportunity arises for consideration, after the consultation phase, Don will have the option of expressing his interest in the Lead Pastor role. Again, this process will proceed as the consultation phase is completed, which will provide a clearer picture of the kind of staffing BPC will need in order to fulfill its mission into the future. Don has openly expressed his desire to stay at Bonhomme in any role that best fits his gifting and the mission of the church. These will become clearer as we proceed through the transition season.
7. How long will the adjusted worship schedule last?
 - a. The current worship schedule, with the adjusted liturgy during the 11:00 Traditional Service, is based on the current ministry leadership team and their responsibilities, which have been determined by the Session and Human Resources Commission. When these variables (staff composition and/or responsibilities) change, the worship schedule (along with other "undone" ministry) will be reevaluated.
8. Are there any new volunteer needs to help the staff during the transition time?
 - a. A Transition team has been formed that will be composed of both staff and volunteers.
 - b. AmyRuth has formed a care team specifically designated for folks who attend the traditional service.