

Q & A Example **ABC Church** Pastoral Transition

Q: Why didn't we receive notice of Pastor's resignation until today?

A: (Give reasonable explanation without too many details concerning how resignation came about. Depending upon the circumstances, this question may not be necessary to include.)

Q: When is Pastor's resignation effective?

A: (Give effective date and any other pertinent details, including severance pay information—but without dollar details—if applicable.)

Q: How will a new pastor for **ABC Church** be selected?

A: We are governed by our church legal documents (Articles of Incorporation, Constitution and/or Bylaws), and they provide specific instructions for the process of selecting a new senior pastor. In short, here is the process:

- Here are our bylaw provisions for the pastoral search process, along with a list of our pastoral selection committee members. (Provide these details to your congregation.)
- These committee members will seek counsel from the Wyoming Ministry Network and others of their choosing. They will set criteria for candidates and follow best practices for a successful pastoral transition. (You may want to specify some of those: for example, candidate must be an ordained Assemblies of God credentialed minister.) The committee will keep in mind our past history, present circumstances, vision statement, purposes, core values, and **ABC Church** ministry model. As part of the process, they will review résumés, check references, and select candidates to interview.
- The committee will periodically announce its progress to the congregation but keep specific details in confidence until one candidate is agreed upon. From the interviews, the committee will ultimately select one candidate to be announced and presented to the congregation.
- Here is our specific pastoral presentation process. (For example: “The candidate will present his/her or her ministry to the congregation over a weekend, including a dessert social on Saturday afternoon and preaching on Sunday morning. Following the Sunday morning services, a business meeting will be held for the purpose of an election. The candidate must receive a two-thirds majority vote of the members present [or whatever your bylaws state].)”
- This process is proven to work effectively and is the normal method for Assemblies of God churches across the United States.

Q: Who will be eligible to vote for the new senior pastor?

A: Only official members of **ABC Church** in good standing (or your bylaw provision).

Q: What if I want to become a member so I can vote?

A: (State your policy. Normally, best practice is to receive no new members during a pastoral transition.)

Q: What will happen with the rest of our staff?

A: (Provide necessary details, if applicable.)

Q: When will we have a new senior pastor?

A: (Provide a projected date, if you wish.)

Q: Will one of our present staff pastors become the new senior pastor?

A: (Answer, if applicable.)

Q: Who will lead the church in the meantime?

A: (Provide details about day-to-day operations and Sunday pulpit supply—or information about an interim pastor if applicable.)

Q: How can I help?

A: Please pray for the pastoral selection team and allow this process to come to a satisfactory conclusion. Please be patient, because thoroughly vetting and interviewing candidates can be very time consuming, and members of the pastoral selection team also have families, day jobs, and other obligations to consider, so give them the gifts of encouragement and prayer. Also, continue to support the church through consistent attendance, ministry involvement, and financial giving. This puts us in a position of strength and sets us up for success in the future.

Q: What if I have a friend or relative I would like to recommend as a candidate to be our new senior pastor?

A: If he or she is a qualified, ordained Assemblies of God minister, you should encourage him or her to send a résumé, complete with photo, biography, references, and either an audio or video example of their preaching to:

ABC Church

ATTN: THE PASTORAL SELECTION COMMITTEE

ADDRESS

CITY, STATE ZIP

Or give the email the Pastoral Search Team will use for communication