

## **The Lighthouse Church - A Christian and Missionary Alliance church in transition**

Since The Lighthouse Church (TLC) is part of a national denomination of churches called the Christian and Missionary Alliance (C&MA), we must adhere to the organization's policies and processes that are developed for the sole purpose to help churches organize imperfect people to shine His perfect Church brighter. This explanation is to be transparent in the way C&MA has developed a tried and true process for churches who are considered "Transitional Churches". Transitional churches are defined as churches that are in need of a new senior pastor due to an array of reasons that a current senior pastor steps down (resign, retire, etc.). Since the resignation of Pastor Rudy, we are considered a transitional church on the last day of his official senior pastor position. The process steps below will hopefully help our church body understand how the overall picture of transitional churches works. There is no definitive time period for a transitional church but C&MA suggests a time period of 9-18 months to name a new senior pastor.

1. A senior pastor steps down for an assortment of reasons: resigning, retiring, etc.
2. The C&MA church is now considered a "Transitional Church", a required time period for a time like this.
3. The Elder Board and C&MA district decide who will lead during the transitional period.

**\*\*\*TLC Elder Board has chosen the route of Transitional Pastor to lead us through this time period. Currently, we are developing a 9 month contract with our C&MA district for a TLC transitional pastor position.**

### **a. Transitional Pastor**

- i. Temporary leader with limited senior pastor responsibilities
  1. Most major decisions must be run through the elder board before any changes can be approved
- ii. Contracted for a specific time period with possibility of staying
- iii. Search committee is not necessary during the transition pastor contract.
  1. At any time during or at the end of the contracted time, the elder board must decide if a search committee is necessary to find a new/different candidate.
  2. However, the transition pastor may immediately step into the senior pastor position after the contracted transition time period with direction from the elder board and the C&MA district.

iv. Transition pastor is in leadership with the high likelihood of becoming senior pastor after the contracted transition period. The transition pastor or elder board might decide it's not the best decision and must restart the transition church process over.

b. **Interim Pastor**

- i. Temporary leader with limited senior pastor duties
  1. Many deciding factors of the church would temporarily go through the elder board
- ii. Contracted for a specific time period with no intention of staying
- iii. A search committee must be developed to actively find a new senior pastor during interim contracted time
- iv. Interim Pastor can not apply for senior pastor position
  1. ONLY elder board can invite interim pastor to apply for senior pastor position
  2. Interim may never ask elder board or C&MA district to apply for transition church senior pastor

c. **Acting Pastor**

- i. Temporary leader with all senior pastor responsibilities
    1. Transitional church will operate as normal with acting pastor as board chairman
  - ii. Contracted for a specific time period with the possibility of staying
  - iii. Search committee must be developed to actively find a new senior pastor during acting pastor contracted time
  - iv. Acting Pastor can apply for senior pastor position if he desires
    1. Acting pastor must candidate just like any other applicant
4. Either transition pastor becomes senior pastor after transition period OR search committee and elders find new senior pastor.
5. New Senior pastor is appointed