



## **Lead Pastor Search & Transition** **Frequently Asked Questions (FAQ's)**

### **Top 10 Questions:**

#### **1. When is Pastor Bud Stepping Down from the Lead Pastor position?**

Pastor Bud will continue his service to Framework Church as Lead Pastor until the summer of 2023. His last Sunday will be July 9, 2023.

#### **2. Is Pastor Bud retiring or simply transitioning into a different role?**

Let's be honest, if you know Pastor Bud at all, you know he'll never retire. What life and ministry look like after the second Sunday of July next summer is to be determined. But, updates will be shared with the congregation throughout the process and in the months ahead. What's clear is that Pastor Bud is stepping down as our Lead Pastor. We rejoice that he and Irene aren't going anywhere and will continue to live in the County - so no sad good-byes in our future - just know, that Pastor Bud & Irene want to support the new Lead Pastor in any way mutually agreed upon with the LBA and the District.

#### **3. Will Pastor Bud continue to attend Framework Church after the transition?**

Initially, no, Pastor Bud will not attend for the first 6 months after his official last day of service. This is a standard practice and policy of the Atlantic District of the Wesleyan Church. After that 6-month period, he may attend and serve at any time.

#### **4. What role does the Framework Board (LBA) have in the transition?**

The highest priority roles are:

- Nominate and elect members of the Search Committee
- Develop and approve the criteria the Search Committee and Board will use to discern who to nominate as our next Lead Pastor
- Interview the candidates
- Vote on the calling of a new Lead Pastor and present a candidate to the congregation for a vote.

#### **5. What is the transition process?**

The transition process is being developed by the Board & Search Committees in partnership with the Atlantic District. The full process will be communicated via the Framework website Transition page.

**6. What role do church members have in the transition?**

All members and regular attenders of Framework Church are sincerely requested to pray regularly for the Board and Search Committee. There will be times when specific communication and prayer will be organized and the Board would appreciate attendance at those meetings by the congregation. When the Church Board names a candidate, the congregation will be asked to vote on the extension of an offer to the candidate.

**7. Will the Board and Search Committee provide periodic updates throughout the transition?**

Yes, both are committed to regular, transparent communication of the process and our progress. At times it may seem like we are over communicating but we feel that too much communication is better than too little communication. There will be at least monthly updates to the congregation.

**8. How will questions and concerns from the congregation be answered.**

The Board and Search Committee feel that answering congregational questions and concerns are an important priority during the transition process. We may not be able to answer every question when it's asked due to timing but we sincerely want the congregation to be fully engaged and able to specifically pray as our search process goes forth. We also hope to communicate well and clear up miscommunications and address concerns as they may arise.

**9. When will the Search Committee begin looking for a new Lead Pastor?**

The Board and Search Committee has already started preparing for the process and seeking God's will for candidates. We realize that Framework is a large congregation so we have been praying and preparing for this time of search for a new Lead Pastor. The nomination and selection process starts immediately after Pastor Bud's September announcement.

**10. How involved will staff and the pastoral team be in this process?**

This process and decision making does not include the staff or pastoral team. It is the responsibility of the LBA, the search committee and the district. However, as loved and critically important members of Framework Church, we welcome questions and concerns from the staff and pastoral team and covet their prayerful partnership in this process.

**Other FAQ's**

**What is the application process and how will that process work?**

The LBA has developed a transition page on our website (<https://www.framework.church/transition>) where the application process will be posted and explained. Also, on this website, there will be links to Pastor Bud's, the LBA Chair John Christie's and Atlantic District Peter Moore's remarks. An opportunity profile will be posted in the near future with full details and instructions on how to apply and how that process will work.

**Who can apply?**

Anyone who feels God's calling on their heart to be considered for the role is encouraged, welcome and invited to submit their information to the selection process. All interested applicants will go through the same "qualification" process, whether they are currently known to the church, or whether they are introduced to the church through other means.

**Will only Wesleyan pastors be considered for the position or will the church consider pastors from other churches and backgrounds?**

Church leadership is open to a candidate that comes from another church background or tradition, but they must be aligned with Wesleyan theology and doctrine, and open to being ordained in the Wesleyan denomination.

**What should I do if I know of a pastor at another church that I would like our church to consider?**

We welcome and encourage you to direct them to the Transition page on our church website where the application process is posted and described.

**What can I do to help in the process?**

The most important thing that each of us can do is to pray. In fact, the LBA is planning to provide a monthly prayer point bulletin so we can collectively pray, stay informed and be involved. Pray often and specifically for our church, our staff and leaders, Pastor Bud and Irene and their family, and for the Pastor who is to come. We have faith that God is superintending each and every step of our transition, but prayer is an essential part of a smooth and unified transition.

***Jeremiah 29:11 "For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future.***