

### **Questions for Pastor Dewey:**

*Why is Pastor Dewey leaving us?*

Pastor Dewey feels it is time to retire to spend more time with his family and to allow the church to continue its bright future under new leadership.

*Will Pastor Dewey continue to attend HFC after retirement?*

The Dewey's plans after retirement are still up in the air. Immediately after retirement, they plan to spend some time traveling and enjoying time with his family. They likely will attend HFC after that at least for a time.

*Will Pastor Dewey continue to have an official role at HFC after he retires?*

Pastor Dewey will not have a leadership role in the church, but will be involved as a regular church member would be.

*Will Pastor Dewey continue to perform weddings or funerals after he retires?*

Typically, the new pastor would perform those services. In some special situations, he may participate in them.

*What will Pastor Dewey's role be during the transition process?*

Pastor Dewey will not be on the search committee, will continue to perform his pastoral duties as usual, and be available for any questions or help that is needed for a smooth transition.

*Will we have both Pastor Dewey and the new pastor on-staff at the same time?*

It depends on how quickly a new permanent pastor is found.

### **Questions about the search committee:**

*What are the essential functions of a search committee?*

The committee's function will be to advertise the position, receive candidate recommendations, interview candidates, make a recommendation for hire, create financial offer/package to be approved by the congregation, and submit an offer to the candidate after receiving approval from the membership, keeping them informed along the way.

*How will the search committee be composed?*

The committee will be composed of the deacon board plus 3 members of the congregation, chosen from names submitted by the congregation. *Will there be a budget for the search committee? How much will it be given to spend?*

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An amount for expenses related to interviews, flights, hotels, and even moving expenses has not yet been determined, but there will be some expenses for this activity. We could bring that estimate to the congregation if it is believed to be necessary.

*Will we be getting an interim pastor if the search committee cannot find a suitable candidate before Pastor Dewey retires in December?*

Most likely, yes. Dan Heringer has provided us the name of an NAB organization that provides interim pastors to churches like ours. In the research we have already done, interim pastors often work well in a church like ours, while we seek God's choice of our permanent new pastor.

#### **Questions about the transition process:**

*What will happen to our current staff during the transition?*

There are no plans to change any of the staff.

*When will the search for a new pastor begin?*

8/12/2019 is the tentative date, and as soon as the search committee is formed.

*What does a lead pastor transition mean for our church's current mission and ministries?*

HFC will continue to live out its mission of helping people to know, love, serve, and share Jesus Christ while being a family beyond a family. No immediate changes in ministries are planned.

*Who will orient the new pastor regarding the duties and responsibilities that Pastor Dewey performs if he retires before a new permanent pastor is found?*

If the search committee has not located a new permanent pastor before December 1, we will consider hiring an interim pastor instead, who will be oriented either by Pastor Dewey himself, or by the deacons using information gathered from Pastor Dewey before he retires.

*What is the process for bringing a new lead pastor to the church? What are the first steps?*

The first step is to form the search committee. The nominees for the committee will be chosen by the deacon board from names submitted by the congregation.

*What is the anticipated timeline for the process?*

8/4 - Family Gathering

8/4 - 8/11 - Nominees for search committee submitted by congregation

8/11 - Search committee formed

8/12 - Search committee meets for first time (flexible dates)

12/1 - Dewey retirement celebration

12/1 - 12/31 - Dewey retirement (flexible)

*How will the NAB organization be involved in the transition process?*

The NAB will support us during the transition via Dan Heringer, our regional minister. He has begun meeting with the deacons to provide insight and guidance on a successful transition process.

*Can we invite the candidate to preach in our congregation on a Sunday morning?*

Yes, the search committee will do this for any final candidate they recommend as part of the process.

### **Questions about congregational involvement in the process:**

*Will I have a chance to have input in the decision about a new Pastor?*

Yes. You will be asked to provide the name(s) of people you feel would make good members of the search committee, and we will be sending out a congregational survey to help guide us toward finding the right pastor to suit our church family. Members may also provide names of suitable candidates for the senior pastor position that they would like to have considered. In addition, the membership will approve the final candidate recommendation from the search committee.

*How will the congregation stay informed and involved?*

The search committee will provide regular updates to the congregation on the progress of the search.

*How can I help HFC during this transition?*

Pray and trust God for the future of the church. Pray that God would direct the process of identifying the next Senior Pastor. Stay committed to serving, giving, worshipping, and

gathering in small groups because sometimes during transitions, the tendency is for people to step back and have a posture of “wait and see.” As a church, if collectively we instead say, “God we know you are with us, and so we are going to keep moving forward and trust you to do amazing things in us and through us,” we will see Him work.

*Who do I go to if I have questions?*

Any of the HFC Deacons or Pastor Dewey can answer your questions.