

TRANSITION TEAM MEETING JANUARY 8th, 2025, 7:00 – 8:30 PM.

DEFINITION: *Transition versus Perpetuate.* Perpetuate means that we have somebody come in and do the same thing that we've been doing, just a different person. What we're looking for is not to perpetuate what's been going on, but to transition. To move from one thing to another thing. To move from the past into the future. To move from a baby boomer church to an emerging generations church that includes baby boomers and seniors. The need is to strengthen the multi-site model so it is scalable, reproducible, functional, and multiplying.

It will need to function more like a like a church plant. Or maybe a replant, rebrand, or maybe a revitalization. The vision isn't just to continue everything going the way that it's all going with a different person leading, but the goal is to move it into new generations, emerging generations with emerging leaders with fresh ideas, methods, and expressions.

WHO: The team is made-up of elders, board, staff, and some to be announced invited retired members. All should plan on attending.

WHAT: Review processes, goals and assignments to aid in a smooth, orderly and successful transition of a multi-site church. Being multi site brings some special considerations in leadership.

ALL: Become familiar with all church documents (1) our Campus Handbook with our bylaws. (2) Our Financial Handbook (3) Our Personnel Handbook (4) Calvary Distinctives (5) Passing Down the Dove by Dave Rolfe (6) Calvary Chapel Transitions Discussion. All will participate together in transition discussions. Most of this material is on www.CalvaryChapel316.com/staff

SCHEDULE: January 6, Sunday, 2025. We will begin a new book of the Bible. Luke and Joe will share his personal, not organizational, journey to the next season. Tuesday, January 8th, 2025 our transition team will meet. January 13th, Sunday, we will post and report to the congregation the direction of that meeting. January through Easter, we will regroup together to report progress of working groups.

WORKING GROUPS: All contribute to the recruiting far and wide inside of Calvary Chapel Eastern Connecticut, Calvary Chapel Bible schools, those who have attended or been sent out, the Calvary Chapel senior Pastors Listserv, Poimen, the BCNE (Baptist Convention of New England) professional listings, other Bible colleges, etcetera.

ELDERS: need to build and maintain pastoral structures, systems, groups to care for and pastor the flock during the transition year. Counsel, weddings, funerals. Care, Discipleship, Growth and Assimilation. Staff can work with elders to insure people are being cared and structures maintained during the transition process.

STAFF: needs to work with the team to design and suggest ideal structures, job and ministry descriptions, ideal flow chart and to bring excellence in order to the structure for the next level of church growth and leadership.

BOARD: needs to work on budgets, salaries, salary reviews, compensation packages. They are charged with insuring general solvency and posture for future growth and renewal.

PAYER: *Renewal, Revival, Transition.* Beginning March 6, we will begin a 40 day prayer journey for the congregation ending on Easter. The goals are: (1) Renewal (working on and pouring out our personal lives to God to make us vessels used for His Kingdom.) (2) Revival (Praying for the Lost and Renewal of personal witnessing as put forth in our last elders meeting.) All are encouraged to inviting two to four people weekly to church. (3) Transition. It took us 25 years from church plant to win 1000 people to the Lord, plant a handful of churches, send 25 Christian workers, and give away a few million dollars. We believe this transition to a new leadership structure in emerging generations can grow exponentially and accomplish the same in a much shorter time, maybe a several year period. The best is yet to come if we can find ourselves following the Lord in all of this.

While congregational prayer begins in March, our transition team will begin to pray the same way, witness and invite daily following the dismissal of our January 8th meeting. Periodic prayer meetings for the transition team will be called before Easter. Elders should be praying *Renewal, Revival, Transition* now.

POTENTIAL CANDIDATES: will apply using a brief starter application, and those being considered will advance to a robust assessment that covers all areas of personal and ministry life including marriage, family, theology, leadership, mental health, etcetera. One cannot fail the assessment, and in the case of weaknesses discovered in an area, the team may choose to work with the potential candidate to strengthen and develop that area to insure a better posture and chance for success. We can develop the right candidate.

One-on-one in Group interviews will happen to those moving up the chain before being presented to the congregation.

We will continue to update and improve all policies, manuals, and procedures. The need exists to strengthen and encourage prayer and spiritual life in the Church, with an emphasis on *Love, Acceptance, and Forgiveness*. We will seek to be a witnessing church, winning, discipling and sending people all during the process. We will work together even in a transition time, maybe especially in a transition time to have one of our most effective WIN, DISCIPLE, SEND years ever.