

‘THE ANNOUNCEMENT’ LEAD PASTOR TRANSITION AND YOU HAVE THE FINAL VOTE!

Today is my (joe paskewich) 69th birthday. August 31, 1955, with news I’m really happy to share! There has been a lot going behind the scenes for some time, our leadership has been united to this point, our staff, a lot of people knew, but now it’s official. We are in a pastoral transition!! And you’re included! I will never forget what Jesus did for me, a burnt out, 8th grade graduate who had lost the ability to think. God established this fellowship, expanded it, acquired properties, sent out a couple dozen Christian workers and missionaries lead hundreds and hundreds to Christ, established international missions, generously gave huge amounts of money beyond our doors. There are too many things to recount, perhaps around our transition we’ll celebrate and recount some of the things God has done through you, this fellowship.

Process and background Having begun CC in our living room and after now nearing forty years of ministry we have spent the last 18 months (beginning October 2023) as a staff and leadership team with everybody on board under the direction of the pastor putting everything in order to hand to the leadership off to the next generation! That culminated in a ministry review given on July 9 to our staff and leadership team. It was not all good news. Having been a church that experienced some amazing ministry, outreach and numbers through the years that review was particularly disappointing. In 18 months we did not start a single new small group, had several inactive groups, fewer groups than we started with two years ago. A nearly 10% decline. Our children’s ministries declined as much as 20% during the same period. Our staff budget increased dramatically despite declining baptisms and involvement. Nevertheless I believe God is posturing us for the next amazing thing!! *Even when I don’t see it You’re working.* Waymaker All of this very well may be pointing to the idea we need to move to “Next!” All good! All God!

The process over the last 18 months has been difficult, often with periods of strife, arguments, disagreements, flared tempers, emotion and hurt. While I have personally always tried to sign off my communications with ‘Joyfully Serving Jesus’ I stopped doing that and was rapidly losing the joy. I became a sort of runaway train driving the process, and although we accomplished the goal of getting everything in order for the next, it was less than fun getting there. please, please, please pray for me!!! Repentance and confession are a wonderful thing (the gift of God) which brings forth fruit, restores usefulness, brings full pardon and forgiveness. One thing I have learned is when you hurt somebody you need to rapidly, profusely, sincerely, and thoroughly apologize, bring forth fruit of your apology as quickly as possible. I need to learn more! Pray for me! Yet now we are here! Whew! Again, probably another signpost to “Next!” *Even when I don’t feel it You’re working!*

So What’s Next? Our 18 month plan of putting everything in order (on the website now) puts a three month ‘non-action plan’ in place beginning August 1. You may have noticed that during August we had speakers who have been significantly launched or assisted to launch from here on the platform. It’s what God has done through you! The 18 month and three month Administrative and Personal Sabbatical Plan means we let everything run on its own, with hopefully, only minor tweaks to ensure we are handing over a system that works. That means no business meetings, no decisions, no changes, no new ministries, no schedule changes, no new policies, no innovation or creativity, but three months of being sure we are handing over a smooth running machine. We are on a three month planned sitting on our hands Administrative Sabbatical. Zero new business from August 1 – November 1. Additionally to assist in the future move and development our elder team unanimously established and instituted a new Business Board that will guide us the many spending decisions, restructuring decisions facing us in our transition ahead. Pray for them! *Promise Keeper, Light in the Darkness, My God that is who you are!*

I am also on a well advised Personal Sabbatical for the same period of time. Believe me I needed it and should have taken it earlier. The outpouring of support I have received has been nothing short of phenomenal! So many of you have been remarkably supportive! I am so grateful! I need a lot of work done in me before I return to lead the next step of transition in November. With your help I believe we will get there together! If you see me, pray for me, and I’ll pray for you! Here’s what I have consistently been writing about this time.

“I’m sabbathing (is that a word) for three months, decompressing, trying to be human, trying to calm down, correct some missteps, enjoy Jesus and walks. Really trying to get back to my old signoff

'Joyfully Serving Jesus' No duties, mtgs. Preaching, decisions for me for three months and then back to transition this thing out. Pray for me, pray for us. Grateful and Appreciative!'

Keeping you in the loop! We have been discussing in-house among our staff, leaders, and elders the process of finding who God would have lead us into the next generation since before Covid (which kind of hijacked the process.) Eighteen months ago we again picked up the process and in May of this year our elders met with Bill Holdridge, president of Poimen Ministries (Greek word for pastor / shepherd) to help us navigate the best route using best practices. Ultimately our by-laws have the pastor putting forth the candidates, but I intend to make it collaborative, with everyone's involvement! It will be an extremely open and transparent system. Poimen Ministries has a lot of experience and an amazing team. We will continue to consult with Poimen and other local, regional, and national leaders. We want to setup our new leadership structure for successful Gospel ministry! *You never stop working!*

We've already released inhouse a preliminary application among of our elders, missionaries, church planters to apply. After our Administrative and Personal sabbaticals, we'll widen the net. We have not yet decided how to do this, but it will be wide, probably including making it known in the Calvary Chapel network of a couple thousand churches, contacting the Calvary Chapel Bible Schools, and who knows what else. Maybe you want to throw your hat in the ring! Maybe it will be more team based in the future. Let's dream together. Put together the Dream Team together! We'll pick up that conversation right after the first of November. You'll also be part of that conversation. We'll attempt to keep you apprised of our progress along the way. Be prayerful! *You are here moving in our midst!*

All of this has been planned and is exactly on schedule. The timeline is on the website under Pastoral Transition. We anticipate that the best is yet to come. Everything will be done decently and in order following carefully our By-Laws and Constitution which means after all our searching, narrowing it down, you will have the final vote! Start praying! We'll present who we've narrowed it down. Read our By-Laws and Constitution online www.CalvaryChapel316.com) so you know what the job description, responsibility, and powers are and what we are looking for. It will be an extremely open and transparent process. It's such an honor and blessing to serve with you all. Over the months to come, we'll keep you in regular communication. Stay steady. Transitions (you know these empty nest, first day of kindergarten, start high school, retirement) can feel, and be, unstable. People wonder what's next, will I still have my role, will I like it! You're going to love it! We're starting to see the third generation of leaders arise among us. God is faithful and the best is yet to come! God is going to do it again!!!! Let's stay united and get this done! *"A house divided against itself cannot stand."* Jesus in Mark 3:25. *"Make every effort to keep the unity of the Spirit through the bond of peace."* Paul in Ephesians 4:3 *You always make a way! That is who you are!*

You Are Loved, You Are Loved, You Are Loved!

Pastor Joe