

A WINDOW OF OPPORTUNITY!

Dear Brothers and Sisters of Gospel Chapel in Grand Forks:

I have been asked to outline our next steps in our journey as a church. Pastor *Henry* is retiring as of the end of December 2016.

We are entering a stage of transition and change in our journey together. This can be time of uncertainty, unease, and fear of the future. God does not give us the “*Spirit of Fear, but of Power, Love, and a Sound Mind.*” 1 Timothy 1:7.

This is a time of Opportunity.

Times of Transition:

- *Allow a church to experience transformational turning points toward health and mission.
- *Allow the search committee to welcome a new Senior Pastor to a healthy, functioning, spiritually-renewed church community.

In the past, the traditional model of change was to hire an Interim Pastor to “Hold the Fort”, often without leading a church through effective steps of renewal, visioning, and closure of the Past.

The M. B. Conference (as well as other denominations) has seen the positive outcomes of Transitional Ministry. Pastor *Henry* and *Judy* attended Transitional Pastoral training and both saw the benefits of bringing in a Transitional Pastor to lead us, with the Staff, Elders, and Leadership Team, through to the place where we will be under the care of our new Senior Pastor. *Doris* and I have served in this Ministry model with other churches and seen its positive effects.

Therefore as an Elders Board we would recommend that as a church we engage the services of a Transitional Pastor who is experienced in mid-sized congregations.

Transitional ministry usually takes 6 to 18 months to complete.

A Transitional Pastor will help us with:

1. **Bringing closure of the Past** (this gives us time to say good bye to *Henry* and *Judy* for their 20 years of ministry with us. We will need time to grieve.)
2. **Relationship renewal** (an objective look at how we pray, play, and work together.)
3. **Mission and vision renewal** (objective look at how Gospel Chapel is effective in Grand Forks, today and tomorrow.)
4. **Structural/organizational renewal** (if needed then Transitional Pastors do diagnostics.)
5. **An effective Senior Pastoral search** (working with Denominational Leadership and our search team.)

The Ultimate Objective is to hand over a healthier, spiritually renewed church to a new Senior Pastor who fits the congregation and has been hired from a spiritually healthy place under the leadership of the Holy Spirit.

There is MORE to come in this exciting journey.

On behalf of the Elders Board—*Dan Dunbar*