

Overview of the Role of the Transitional Pastor	Overview of the Role of the Transitional Coach
<p>The Primary Role of the Transitional Pastor</p> <p>The Role of the Transitional Pastor is to provide both <i>pastoral</i> and <i>transitional</i> leadership to achieve the main objectives of an intentional Transition. These include:</p> <ul style="list-style-type: none"> a) Helping the church to find stability and continue in effective ministry through the transition. b) Helping the church experience a greater measure of health - spiritually, relationally, organizationally and operationally in preparation for the pastoral search. c) Preparing the church to enter into an effective pastoral search from a posture of health. d) Assisting a new Lead Pastor to start well. e) Encouraging the congregation and church leadership that transition is primarily a season of spiritual formation and discernment. <p>Accountability</p> <p>The Transitional Pastor is directly accountable to the Board of Elders. The Transitional Pastor and Transitional Coach work in partnership with the Board of Elders to achieve mutually agreed upon transitional objectives. There will be ongoing review of the roles of the Transitional Pastor, Transitional Coach and their working relationship with each other and the Board of Elders.</p> <p>The Transitional Pastor is not an <i>employee</i> of the church the same way a full-time Lead Pastor would be. A working agreement (contract) is developed between the Transitional Pastor and the Board of Elders. This includes an agreement about the <i>average</i> number of hours worked per week. An initial 6-month contract is being proposed with the option of extending the contract in 6-month increments.</p> <p>Transitional Pastor and Transitional Coach Relationship</p> <ul style="list-style-type: none"> • The working relationship between the Transitional Pastor and Transitional Coach is a <i>ministry partnership</i> created to effectively achieve the agreed upon transitional objectives. • The Transitional Pastor will provide the primary leadership and direction in achieving the Pastoral goals of the transition with support from the transitional Coach as needed. • The Transitional Pastor and Transitional Coach will work collaboratively to achieve the Transitional goals in collaboration with the Board of Elders. This will include ongoing communication and regular weekly meetings (via skype) as well as on-site visits from time to time by the Transitional Coach. 	<p>Primary Role of the Transitional Coach</p> <p>The Transitional Coach works in partnership with the Elders and the Transitional Pastor to achieve mutually agreed upon Transitional objectives. The Transitional Coach is directly accountable to the Elders. The role of a Transitional Coach is to provide leadership and oversight for the intentional Transition process including:</p> <ul style="list-style-type: none"> a) Ongoing guidance and communication for the Elders as related to the transition process. The Transitional Coach will be a guest participant with Elders throughout the Transitional process. b) Working collaboratively with the Elders to identify agreed upon <i>Key Result Areas</i> (KRAs) that emerge from the Transitional assessment. These Key Result Areas will be categorized as follows: <ul style="list-style-type: none"> • KRA's that need to be addressed <i>prior</i> to engaging in the Pastoral Search. • KRA's that need to be addressed during the Pastoral Search. (if any) • KRA's that need to be addressed with a new Lead Pastor's involvement. (if any) c) Working with a team appointed by the Elders to write the History and Pastoral Profile document. d) Guiding the review, clarification and/or development of church's Vision/Mission and the Pastoral Profile. e) Ongoing encouragement of the congregation that transition is a season of spiritual formation and discernment. <p>Specific Responsibilities</p> <p>A. Church Health</p> <ol style="list-style-type: none"> 1. To work with the Elders and Transitional Pastor for the advancement of the health and vitality of the church through the period of Transition. 2. To provide preaching ministry when specific transitional issues may need to be addressed. This would be done in consultation with the Elders and Transitional Pastor. 3. To help ensure that effective communication takes place with the congregation throughout the Transitional process. 4. To be available to provide pastoral services on a backup basis, if the need should urgently arise. <p>B. Transitional Assessment and Strategy</p> <ol style="list-style-type: none"> 1. To oversee the assessment process of the overall health of the congregation completed within 120 days or sooner. <ol style="list-style-type: none"> 1.1 Upon presentation of the assessment results to the Elders, a presentation will be made to the congregation.

Limitations of the Transitional Pastor's Role

A Transitional Pastor is never a candidate for the Lead Pastor position. Even though a Transitional Pastor will assume many of the responsibilities of a Lead Pastor, he is not a Lead Pastor in the fullest sense. The Transitional Pastor is a short-term leader who comes alongside the church for a season. Although deeply interested in the life and health of the congregation the Transitional Pastor will not become fully integrated into the life of the congregation in the same way a long-term Lead Pastor normally would. The focus is on the internal life of the congregation rather than extending the ministry of the church. The responsibilities of the role vary from church to church depending on the needs of the congregation, the staffing configuration of the church, and the ministry culture of the church.

There are some things that a Transitional Pastor does not do (in most cases):

- Set the long-term direction and vision for the church.
- Hire or dismiss staff (all staffing matters are dealt with in concert with the Board of Elders).
- Hands on leadership of specific ministries or ministry programs.
- Engage in extending the church's ministry into the community.
- Terminate ministries or ministry programs (these decisions, if needed, are dealt with in concert with the church staff and the Board of Elders).
- Function as the primary person in congregational care, counseling and rites of passage.

2. To identify, based on the assessment process, in concert with the Elders, the Key Result Areas to be addressed.
3. To develop a specific plan to move forward through the transition based on the results of the assessment.
4. To lead a process to gain, as needed, clarity of vision and mission prior to engaging in the pastoral search.
5. To assist in ensuring stellar communication with the congregation on key issues related to the Transitional process, including assessment, results, plans, outcomes and progress.
6. To provide guidance for the Search Team and ensure that the search process aligns with the values of the church.
7. To assist a new Lead Pastor in starting well and understanding what has taken place through the transition

Limitations of the Transitional Coach's Role

1. A Transitional Coach is never a candidate for the Lead Pastor position.
2. The Transitional Coach shall not:
 - Set the long-term direction and vision for the church.
 - Hire or dismiss staff or volunteers (all staffing matters are dealt with in concert with the Elders).
 - Terminate ministries or ministry programs (these decisions, if needed, are dealt with in concert with the Elders).
 - Influence the outcomes of the Search process.