

## **Pastoral Leadership Transition Recommendations**

Session Action - January 19, 2011

Congregational Action - January 30, 2011

1. Approval of the attached transition timeline for the Pastor/Head of Staff and Associate Pastor for Parish Life.
2. Approval to create the position of Co-Pastor for the purpose of the transition in the position of Pastor/Head of Staff.
3. Approval to form a Co-Pastor Nominating Committee to conduct a search for a Co-Pastor, subject to the approval of the Committee on Ministry of the Presbytery of Great Rivers.

Rationale: The recommended Pastor/Head of Staff transition process is permitted by the Presbyterian Church (USA) Book of Order when a pastoral retirement is announced well in advance. The transition timeline calls for the establishment of a Co-Pastor relationship to provide a three-month overlap between the current Pastor/Head of Staff and his successor. The timeline includes an additional one-year contract for an Interim Associate Pastor so that the new Head of Staff will be able to have input into that search process. Action by the Westminster Presbyterian Church Congregation at the Annual Meeting January 30 and the Committee on Ministry of the Presbytery of Great Rivers at its February 22 meeting are necessary for implementing the recommended transition process.

**PASTORAL LEADERSHIP TRANSITION TIMELINE  
2011 AND 2012**

January 19, 2011	Session action on transition plan
January 20, 2011	Letter to the congregation on the transition plan and proposed action at the Annual Meeting
January 30, 2011	Presentation at the Annual Meeting and action taken to create the position of Co-Pastor and to authorize a pastoral search
February 22, 2011	Committee on Ministry of the Presbytery of Great Rivers approves creation of Co-Pastor position and authorizes the formation of a Co-Pastor Nominating Committee
February – March, 2011	Church Officer Nominating Committee develops a slate of seven members to serve on a Co-Pastor Nominating Committee
April 3, 2011	Congregational Meeting to elect the Co-Pastor Nominating Committee and the search process begins
June, 2011	A second one-year contract for Interim Associate Pastor is approved by the Session and is effective September 13
January, 2012	When the Co-Pastor Nominating Committee reports that its selection is made, the process of forming an Associate Pastor Nominating Committee will be put in motion
March, 2012	Co-Pastor search process is completed with the election of the minister nominated by the Co-Pastor Nominating Committee, and the retirement date for Lonnie H. Lee is approved
April 1, 2012	New Co-Pastor begins serving Westminster and Lonnie H. Lee becomes Co-Pastor
June 30, 2012	Target date for retirement of Lonnie H. Lee as Co-Pastor of Westminster Presbyterian Church
October, 2012	Associate Pastor search process is completed with the election of an Associate Pastor for Parish Life