

Co-Pastor Transition Process

The WPC pastoral leadership transition plan calls for a three month or thirteen week period in which the Co-Pastors will serve together. This document assumes that the last two weeks of the tenure of the retiring Co-Pastor will be vacation time, thereby reducing the overlapping time of service to eleven weeks.

The protocol outlined in this document seeks to establish a clear process for the transition of Head of Staff responsibilities. This process recognizes the value of the newly called Co-Pastor having some time to get acquainted with staff, officers, and the WPC organizational structure before assuming some of the key responsibilities. It also affirms the value of the retiring Co-Pastor gradually relinquishing leadership duties to assume the role of an advisor. This transition protocol addresses office arrangements, preaching assignments, staff supervision, the moderating of meetings, and the resourcing of committees.

Office Arrangements

The newly called Co-Pastor will immediately occupy the Pastor's Study. The retiring Co-Pastor will move out of this space prior to the arrival of the new Co-Pastor and work from the study in his home and available office space at the church.

Preaching

Each Co-Pastor will be responsible for worship and preaching on five weekends of the eleven weeks of overlapping ministry. The eleventh weekend will be covered by the annual chorister musical and/or the leadership of an associate pastor.

Staff Supervision

The retiring Co-Pastor will continue to serve as Head of Staff for the first two weeks of the Co-Pastorate. At the beginning of the third week the newly called Co-Pastor will assume the Head of Staff role, which includes moderating staff meetings, and staffing the Personnel Committee. At this time the retiring Head of Staff will serve in an advisory capacity with respect to staff issues.

Moderating Meetings of Session and Resourcing Committees

The retiring Co-Pastor will continue moderating Session meetings and handling the Head of Staff committee resourcing (except for Personnel) for the first four weeks of the Co-Pastorate. Beginning with week five the newly called Co-Pastor will assume this role with the retiring Co-Pastor serving in an advisory capacity.