

# LEAD PASTOR TRANSITION

## FREQUENTLY ASKED QUESTIONS (FAQ)

### CONTENTS

- Frequently Asked Questions (FAQ).....2
- What is the eldership announcing? .....2
- Does this mean that Dave and Suzette are leaving ECF?.....2
- How long has the eldership known of Dave's desire to make this transition? .....2
- Why is the eldership announcing this now? .....2
- How confident is the eldership that they are up to the task of finding Dave's replacement? .....2
- How long does the eldership expect this process to take? .....3
- What process will the eldership follow in selecting a new Lead Pastor? .....3
- Will the eldership keep us up to date on the search process as it proceeds?.....3
- How will this planned transition effect our current staff and teaching team? .....3
- What can I do to help?.....4
- What impact will this transition have on ECF’s finances? Will I need to give more? .....4
- What if I am aware of a potential candidate? Who should I tell? .....4

## FREQUENTLY ASKED QUESTIONS (FAQ)

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### WHAT IS THE ELDERSHIP ANNOUNCING?

The eldership is announcing the kick-off of a process focused on the search, selection, and transitioned onboarding of Dave Parker's successor as Lead Pastor.

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### DOES THIS MEAN THAT DAVE AND SUZETTE ARE LEAVING ECF?

Dave and Suzette have indicated that they plan on staying at ECF and Dave's desire is to continue to serve the body in many of the ways he has for the last 18 years. The eldership is greatly encouraged that Dave plans to facilitate this transition and continue to serve the family during the process of finding and onboarding a new Lead Pastor.

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### HOW LONG HAS THE ELDERSHIP KNOWN OF DAVE'S DESIRE TO MAKE THIS TRANSITION?

Dave formally communicated his desire to begin a planned transition to the eldership in June 2019. The eldership has met a number of times over the summer to align on the responsibilities and character attributes of the Lead Pastor role and to define key elements and milestones of the transition plan.

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### WHY IS THE ELDERSHIP ANNOUNCING THIS NOW?

Two reasons. Firstly, we're now ready. We have had the summer to talk through and define as an eldership team the desired responsibilities of the Lead Pastor role, the attributes of the individual we want to succeed Dave, and the process we want to follow in this selection and transition effort. Secondly, given the impact that summer activities and schedules have on attendance and attention, the eldership decided that we'd make this announcement after the end of the summer and the start of the school year when we knew we'd get a critical mass of our members back into a regular rhythm.

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### HOW CONFIDENT IS THE ELDERSHIP THAT THEY ARE UP TO THE TASK OF FINDING DAVE'S REPLACEMENT?

The eldership believes that God is already working in this situation and as we seek his guidance and wisdom, that he will lead the eldership to find the right person for ECF and grow us as leaders along the way. As an eldership, we are committed to walking through every door that God opens and walking away from those doors that He closes.

Between Dave's willingness to participate in a planned transition, a fantastic and committed staff, an excellent teaching team, and a generous membership, we have what we need to both maintain "business as usual" as well as find and integrate Dave's successor.

In short, this transition is happening when ECF is in a very healthy state and with time for a graceful hand-off.

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#### HOW LONG DOES THE ELDERSHIP EXPECT THIS PROCESS TO TAKE?

We don't know for sure, but we are getting started immediately. As an eldership, we are committed to walking through every door that God opens and walking away from those doors that He closes, so much of this is up to God's timing. In short, the eldership has not set a deadline and is willing and committed to following God's lead in this process.

We ask the congregation for their patience, understanding, and prayers as we move forward in this process. We believe that there will be many wonderful opportunities that arise out of this search. There will also be learning opportunities as we rely on God's leading. The eldership is committed to patiently finding the right person for this role and are excited to see what God has in store for ECF.

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#### WHAT PROCESS WILL THE ELDERSHIP FOLLOW IN SELECTING A NEW LEAD PASTOR?

The eldership is leading the search for a new Lead Pastor. A sub-group of the eldership (John, Dave, Logan, and Mark) will begin to pursue potential candidates, engage with them to discuss the mutual fit between them and the character of the community and ministry of ECF, and determine other details as needed.

The search will start with available known candidates and engage with familiar sources for candidate referrals. If needed, the search will expand to "Friends of Friends" sources and regional/national job boards.

Candidates will initially be taken through a thorough vetting by the eldership, our wives, and staff with those who have passed this vetting ultimately getting introduced to the church at large for interaction and feedback.

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#### WILL THE ELDERSHIP KEEP US UP TO DATE ON THE SEARCH PROCESS AS IT PROCEEDS?

Absolutely yes. The ECF eldership is committed to transparency, accessibility, and regular communication throughout this process. Our plans call for a consistent cadence of updates to the congregation so that you can continually bring this process before the Father in informed prayer.

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#### HOW WILL THIS PLANNED TRANSITION EFFECT OUR CURRENT STAFF AND TEACHING TEAM?

We have a very committed staff and teaching team at ECF, each of whom is contributing in a meaningful way and as such we have no desire to make any changes. As an eldership we are committed to following God's leading in this process however and as such it is possible that the next Lead Pastor will want to implement changes over time in the same way that we have seen Dave implement changes over the years.

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#### WHAT CAN I DO TO HELP?

Your continued prayers for ECF, for the eldership, for the staff, and of course for the Parkers through this search are vital.

It won't come as any surprise to hear from this eldership that prayer is the single most important thing you can engage in to help ECF through this process.

Please pray:

- That God sends us good candidates that will confidently and boldly speak God's truth in love into the lives of our members and community
- The eldership, for knowledge and discernment through God's Spirit and love for the congregation as we consider candidates
- For Dave and Suzette as they, like many of our current members, approach this life transition

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#### WHAT IMPACT WILL THIS TRANSITION HAVE ON ECF'S FINANCES? WILL I NEED TO GIVE MORE?

From the beginning of ECF, Dave has operated as a bi-vocational pastor and has maintained a salary that is well below market. As we conduct our search, we will learn more about what is appropriate compensation for a Lead Pastor living on the Eastside. It would not surprise the eldership to see a need to provide a greater level of compensation in order to attract strong candidates, and as such ECF's giving needs are likely to increase as well. As an eldership, we will communicate as early as possible on this topic once we understand what may be required in terms of competitive compensation and the willingness of candidates to operate bi-vocationally.

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#### WHAT IF I AM AWARE OF A POTENTIAL CANDIDATE? WHO SHOULD I TELL?

If you have a potential candidate in mind, and can vouch for their credibility, please contact an elder. This will allow the elders the opportunity to evaluate the candidate's credentials and establish if further outreach to the candidate will be pursued.