

QUESTIONS AND ANSWERS ABOUT “THE PLAN”

The Board has asked Pastors Ian and Jody to lead the church through the transition:

- **Why did the board choose Ian and Jody instead of hiring an interim & transition pastor?**
 - During the board retreat, the board discerned God say that we need to support Ian and Jody, and that they are ‘our people’ moving forward through this season of transition.
 - The board feels that we have 2 very capable and skilled pastors remaining. With their ability to step up and fill the responsibilities that need to be filled by a lead pastor, the board feels like the remaining responsibilities can be filled capably by people from the congregation. This opportunity for the congregation fits with the board's vision of REST for the year, as often times finding your "sweet spot" in ministry does not feel like work and, in fact, is rest for the soul.
 - The current financial realities of the church mean it would be difficult for us to hire a transition pastor or interim pastor and still have our income meet our expenses.
 - The board felt that Ian and Jody already know the culture of WFMC and the direction the church is heading for the next 12-18 months. We felt that moving forward with them would provide a smoother transition and consistent leadership rather than hiring someone from outside our church.

- **What did the board ask Pastor Ian and Pastor Jody to do to prepare for the transition time?**

The board asked Pastor Ian and Pastor Jody to:

1. Give the board a list of all the tasks and ministries currently done by the 4 pastoral positions.
2. Give the board a list of their own personal gifts, strengths, and ministries they are passionate about.
3. Create a pencil sketch of the transition period for the board showing the areas they could each cover along with the areas that would be left unassigned and present this plan for discussion and approval.

Their pencil sketch was discussed and approved at the April Board Meeting

What are Pastors Ian and Jody going to do during the transition?

- **What does a Pastor’s average work week look like?**

*** Based on a 50/hr work week averaged across a calendar year*

Staff Meeting & Sunday Morning (7hrs/week)	Self-Care & Denomination (8hrs/week)	Volunteer Time (6hrs/week)	Daily/Weekly Work (29hrs/week)
14%	16%	12%	58%

- **What is Pastor Ian going to do?**

Required Activities – 30%	Discipleship – 20%	HR and Logistics – 40%	Care and BOA – 10%
<ul style="list-style-type: none"> - Sunday Morning - Staff Meetings - FMCIC Meetings - Self-Care 	<ul style="list-style-type: none"> - Small Groups - Marriage Mentoring - Preaching Prep 	<ul style="list-style-type: none"> - Board Support - Technology - Team Resourcing - Staff Management 	<ul style="list-style-type: none"> - Conflict Support - Coaching - BOA Meetings

- **What is Pastor Jody going to do?**

Required Activities – 30%	WFMC Family Care – 22%	Community Care – 14%	Discipleship – 34%
<ul style="list-style-type: none"> - Sunday Morning - Staff Meetings - FMCIC Meetings - Self-Care 	<ul style="list-style-type: none"> - Walk-ins & Support - Hospital Visitation - Funerals - Absentee Follow Up 	<ul style="list-style-type: none"> - Weyburn Ministerial - Care Home Ministry - Community Funerals 	<ul style="list-style-type: none"> - Women’s Group - New People Tracking - Preaching Prep

- **Who will be doing the preaching?**

- Pastor Ian and Jody will be splitting the preaching 50/50. There will be 3 weeks in July where guest speakers will be invited to preach so Pastor Ian and Pastor Jody can have a break.

- **Who do I go to if I need help or care?**

- Generally speaking; Pastor Jody will be handling the care and counselling duties while Pastor Ian will be handling the logistics and team resourcing duties. This means that if you have a care or counselling concern we encourage you to talk with Pastor Jody, and if you have a logistical question or need help in your ministry (budget, resources, scheduling, etc.) we encourage you to talk with Pastor Ian.

- **When are Pastor Ian and Pastor Jody's days off?**
 - Pastor Ian and Jody strive to have both a Sabbath (a day when they completely disengage from ministry) along with another "day off" where they don't go into the office but are available if needed.
 - Pastor Ian's Sabbath is *Wednesday* and his day off is *Saturday*
 - Pastor Jody's Sabbath is *Thursday* and her day off is *Saturday*

What is the Board going to do during the transition?

Short answer: Create and work with the Pastoral Task Force (PTF) to facilitate the LifePlan process.

- **Who is on the PTF?**
 - Shenan Akins, Brad Alexander, Cherith Alexander, Patty Clampitt (Lead Delegate), Jenna Fitzpatrick, Mike Johnston, and Gwen Wright.
- **What is LifePlan and why are we doing it?**
 - LifePlan is a Free Methodist tool that helps a congregation evaluate its current health, develop new possibilities for the future, and discern together God's next steps for us.
 - Our church is doing LifePlan because times of leadership transition are the perfect opportunity for a church to self-evaluate, dream into the future, and discern where God might take us next.
- **What mandate has the PTF been given?**
 - Once the LifePlan results have been received, the board will work with the PTF to determine who God is showing us we should hire so that we can accomplish His next steps as discerned in the LifePlan.
- **Is the PTF going to hire a new lead pastor?**
 - We aren't sure yet. We want to be completely open to the possibility that God may lead us to hire a new lead pastor or that He may lead us in a different direction.

How Can I Help?

- **What ministries need my help the most?**
 - We have a list of the ministries (see below) that do not have a pastor currently assigned to them and we have prioritized them - Priority 1 being our highest priority/need and priority 3 being our lowest. Please pray and ask God which area he would have you serve. For this transition to be a success, we need the body of Christ to mobilize and take seriously their priestly responsibility (1 Cor. 12, 1 Peter 2:5-10).
- **What if I can't lead a ministry on my own, can I still help?**
 - YES! We encourage a team leadership approach to ministry at WFMC. Almost all our ministries are made up of a diverse group of people who have a passion for that ministry. If you have a passion for a ministry listed but are unsure how to serve, please talk to Pastor Ian or Pastor Jody and they will be happy to connect you with others whom God is calling.
- **Can we do things differently?**
 - Absolutely! Our heart for this transition isn't just to 'fill the gaps', rather we feel God is calling us to explore new areas of ministry and new ways of serving God together. If God is calling you to give leadership to or serve in a ministry, but you would do things differently feel free to explore those possibilities. Times of change and transition are opportunities to explore new ways of doing ministry, new leadership structures, and new approaches to following God. Please bring your ideas to Pastor Ian or Pastor Jody so they can help you explore them and see what could work.

Unassigned Ministries

Priority 1 Areas:

- Worship Teams
- LIFT/Facilities/Project Manag't
- Children's Ministry
- VBS
- Youth Friday Evening
- Youth Pastoral Care
- Home Visitation

Priority 2 Areas:

- Membership Classes
- Youth Leadership Development
- Loft Meeting and Mentoring
- Youth Parent's Pastoral Care
- Intergenerational Activities

Priority 3 Areas:

- Radical Women's Leadership Group
- Radical Men's Mentoring Group
- Junior Band
- Youth Alpha