**Senior Pastor Transition Timeline**

**Elders and Pastors (March `24 – August `24)**

* Pastor Sam announced his retirement to the Elders (March 8, 2024)
* Began reading ***Next*** on Succession Planning
* Prayer Sheet developed
* Overall positive transition with Pastor Chris Helding/Pastor Zack – Chemistry Staffing (recruiter), etc.

**Senior Pastor’s Final Year (Sept `24 – August `25)**

* Pastor Sam created a retirement plan letter (complete)
* Elders created a succession plan (Fall 2024)
	+ - Discussions with Interim Pastor Ministries (IPM)
		- Discussions with Chemistry Staffing
* Senior Pastor’s letter is sent out to the congregation (January `25)
* Elder’s share succession plan document with congregation (January `25)
* Engage services of IPM in advance of Senior Pastor’s departure (April `25)
* Interim Pastor Candidate Weekend (June/July `25)
* Celebrate Pastor Sam and Andrea’s Service and Retirement Plans (late Spring `25)
* Pastor Sam vacates parsonage (August/September `25)

 **Transition Year (Sept `25 – August `26)**

* Interim Pastor works with Elders, pastors, and the congregation for health assessment and vision (Fall `25)
* Senior Pastor search committee (by MEFC constitution) is formed (by year end `25)
* Search committee and interim pastor will develop candidate search criteria and then engage with Chemistry Staffing (January `26)
* Chemistry Staffing presents 2 – 3 candidates for consideration (approximately 3 - 5 months after beginning the search)
* Candidate Weekend for potential new Senior Pastor (late Spring `26)
* New Senior Pastor moves to Montvale (Summer `26)