

# Senior Pastor Search

## Frequently Asked Questions (Q&A)

### Why is Riverside beginning a Senior Pastor transition now?

After more than two decades of faithful leadership, Pastor Tom has prayerfully discerned that this is the right season to prepare Riverside for its next chapter. This transition reflects wise, intentional leadership and a desire to see the church continue to thrive well into the future. The Elders believe this is a God-timed moment to pass the baton thoughtfully and faithfully.

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### Who is leading the search process?

The search is being led by the Elder Board in partnership with NL Moore & Associates, a trusted firm that specializes in pastoral search and succession within churches like ours. The Elders retain final responsibility for calling the next Senior Pastor, in accordance with our denomination the Christian & Missionary Alliance governance.

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### Why did we partner with NL Moore & Associates?

NL Moore brings experience, objectivity, and a Spirit-led approach to pastoral transitions. They help ensure a thorough, prayerful, and discerning process—identifying candidates who align with Riverside's mission, theology, culture, and future direction. Their partnership allows us to be both careful and confident as we seek God's will.

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### Where are we currently in the process?

We are currently in the initial interview phase of the search. Video interviews with several candidates are underway and will continue throughout the month of January. Following these interviews, the candidate pool will be prayerfully narrowed.

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### What are the next steps after video interviews?

While timelines may adjust as we discern God's leading, anticipated next steps include:

- More in-depth interviews with finalists
- On-site visits involving Elders, staff, and select leaders
- A finalist candidating weekend, where the congregation can meet the candidate and hear them preach

Each step is approached prayerfully and intentionally.

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## **How long will the search take?**

We are committed to moving at the speed of trust, not rushing the process or forcing a timeline. Our priority is discernment, unity, and faithfulness rather than speed. We will continue to provide updates as meaningful milestones are reached over the next several months.

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## **Will the congregation have a chance to meet the final candidate?**

Yes. When a finalist is identified, the congregation will be invited to meet the candidate during a candidating weekend and hear them preach. This will be an important moment for the church family to pray and be introduced to our candidate.

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## **What qualities are you looking for in the next Senior Pastor?**

We are seeking a pastor who:

- Loves Jesus deeply and leads with humility and integrity
- Proclaims God's Word clearly and faithfully
- Has the heart of an evangelist
- Can shepherd a healthy, multi-campus church
- Honors Riverside's past while leading confidently into the future

This profile was prayerfully developed and is guiding every stage of the search.

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## **What is Pastor Tom's role during this season?**

Pastor Tom will continue serving faithfully as Senior Pastor during the transition, preaching, leading, and caring for the church with the same heart and commitment he always has. We are deeply grateful for his leadership and the way he is helping prepare Riverside for what comes next. He will have opportunity to interact with candidate finalists and will be a part of conducting theological interviews.

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## **How can I support this process?**

Prayer is the most important way you can participate. Specifically, please pray:

- For the pastor God is preparing to lead Riverside
- For wisdom and unity for the Elders
- For encouragement and strength for our staff
- For Pastor Tom and Gwen as they walk through this transition
- For our congregation to remain united, trusting, and focused on Christ

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### **How and when will we receive future updates?**

We will continue to share updates in via the Succession Webpage ([myrc.church/succession](http://myrc.church/succession)) as the process progresses and key milestones are reached. Thank you for your patience, trust, and faithful prayer.

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### **What gives you confidence moving forward?**

We trust the Lord who has faithfully guided Riverside for generations. We believe He is overseeing this process and will bless our church with the leader **He has chosen** for our next season of ministry.