

FOURSQUARE  
leader

Fall 2020  
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foursquare.org

**CHANGE IS INEVITABLE...**

*A R E*



**YOU**

*R E A D Y ?*

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Foursquare  
for the future.  
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Supervisors  
offer insight.  
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Change vs.  
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De Vuelta  
Para Español

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## INSIDE THIS ISSUE

Transition is normal. But that doesn't mean it's always easy or peaceful. In this issue of *Foursquare Leader*, we highlight what has transitioned under Glenn Burris Jr.'s leadership, meet new President Randy Remington, and process through some of the highs and lows of leadership transitions at local churches.

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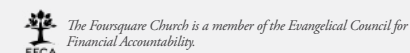
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Communications Director **Tammy Sevcov** transitions into a new chapter of ministry this month. We appreciate all you've done to bring the Foursquare family together online, in print, and in person through Foursquare Connection. We've learned from you, laughed with you and shared countless cups of coffee with you. You are loved! Go forth with grace and peace.

**-Your Foursquare Communications Team**



# TIME FOR A CHANGE

By Tammy Sevcov

## WHY IT'S IMPORTANT THAT WE LISTEN, LEAD AND OPERATE IN A POSITION OF READINESS FOR WHAT IS TO COME

The apostle Paul declared that God's kingdom "cannot be shaken" (Heb. 12:28, NKJV). These words call to a deep sense of God's unchanging nature and reliability. And yet, the unvarying ideology of words like these can also speak to a religious attitude of self-righteousness, insinuating that our Christian practices and liturgical norms are as they should always be.

God's Word, however, is filled with pictures of ministry in motion. Of persecution sending the disciples "everywhere" (Acts 8:4), of ministers shipwrecked as they continued their ministry as they went (Acts 27-28), and even of divine translation for the sake of evangelism (Acts 8:26-40). The calling to ministry was never meant to be a static endeavor.

Our founder, Aimee Semple McPherson, understood this. Building a church wasn't about settling down after years on the road as an evangelist but fulfilling the next assignment. Foursquare from the beginning wasn't static—Aimee immediately sent

hundreds out, started a radio ministry that reached the nations and developed show-stopping illustrated sermons.

Today, if the COVID-19 pandemic has taught us anything, it's that change is coming. Whatever your situation is, it will, eventually, change. You cannot follow Jesus' command to go and then expect to stay. We all must be listening, leading and operating in a position of readiness. Of willingness to adjust for, and to, what's next.

It's been said that "the methods may change, but the message remains." If we are going to be a church that sees Gen Z and those who come after them discipled and following the call of God on their lives, then the powerful, immutable gospel message must remain ever clear. But the methods and perspectives of generations past cannot remain the same—and neither can we. 📺

*Tammy Sevcov served as the director of Foursquare Communications from 2015-2020; she also serves as an associate pastor at The Rock (Anaheim Foursquare Church) in Anaheim, Calif.*



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## HOW

# GLENN BURRIS JR.

## CHANGED FOURSQUARE

BY MARCIA GRAHAM

*As the Foursquare presidency has transitioned from Glenn Burris Jr. to Randy Remington, we look at how Glenn's leadership brought lasting change to our movement.*

When Glenn Burris Jr. became interim president in 2009 and was elected a year later, The Foursquare Church was primed for a change. Many pastors wondered why they even needed to be part of a church network, and some in Foursquare began raising those concerns directly to Glenn. Though he had many obstacles to navigate, Glenn's willingness to listen and take action continued to build trust within our movement.

Out of those realities, Reimagine Foursquare was born, and the then 86-year-old denomination started to make noticeable changes. Because of Glenn's accessibility, including his prolific Facebook presence, we experienced a leader who went far beyond the courtesies of typical executive leadership. When faced with tension, he took our calls, responded to our emails and flew out to our churches. "He broke the power-distance divide that haunts many organizations," notes Ted Vail, vice president of global operations and director of Foursquare Missions International.

In 2013 Glenn, along with then General Supervisor Tammy Dunahoo, visited each district in a series of Town Hall Meetings to learn what our pastors and leaders wanted Foursquare to become. Foursquare chaplains, missionaries and affinity groups were also integral to the conversations.

"Having the ability to spend several hours with our ministers in locations all across the country to listen deeply to their perspectives was worth every minute," recalls Tammy, now V.P. of U.S. operations. "It gave our eyes and hearts new clarity for prayer for them as well as better understanding of the needs we could meet and ideas for change we could enact. Glenn's shepherd heart set the tone for each gathering, and we left feeling better connected and loving this Foursquare family all the more."

***"Glenn is someone who champions diversity and equality. Over the last 11 years during Glenn's leadership, I have personally seen more change in Foursquare than what anyone could have ever anticipated."***

—HUEY HUDSON, *chair of the board of directors*

Reimagine Foursquare refocused our church to be about our Father's business—growing healthy churches in innovative ways. More money was sent to churches for missional work in their communities. More churches were welcomed into the family thanks to property bylaw changes. And more churches were planted.

### WELCOME TO THE TABLE

Change wasn't just about policies and bylaws. Glenn made specific effort to welcome new voices to the table. Glenn's first major appointment was the first-ever female general supervisor. This appointment wasn't just a high-profile anomaly—the Foursquare board of directors, Foursquare cabinet and central office staff are filled with men and women, young and senior leaders, as well as those of diverse cultural backgrounds.

*continued on page 8*



continued from page 7



“Glenn is someone who champions diversity and equality,” says Huey Hudson, the chairman of the board of directors, who leads a diverse church in Alabama. “Over the last 11 years during Glenn’s leadership, I have personally seen more change in Foursquare than what anyone could have ever anticipated.”

### INTERNATIONAL CONNECTION

Glenn hasn’t only stewarded change to The U.S. Foursquare Church. For the first time in nearly 25 years, Glenn brought the Foursquare Global Council together. In 2012, 225 leaders

met in Phoenix and walked away with six Global Distinctives that outline what makes Foursquare unique, no matter the country or context. National leaders representing 65 countries and more than 8 million church members agreed to be on mission together.

“He took the Global Council to a new level,” says current Global Council Chair Leslie Keegel. “We were working together, trying to find our way. Then Glenn walked in as president, and the whole world began to change. He came with vision, he came with passion, he came with great council to us.”

### TRANSITIONING LEADERSHIP

Glenn has served 44 years as a credentialed minister, including 11 years as president and 7 years as general supervisor. His legacy continues as he begins retirement on Sept. 1, 2020. He first brought the idea of electing a president a year early to the Foursquare Connection voting body in 2017. The bylaw was amended and voted on in 2018, and Randy Remington was elected as our next Foursquare president in 2019 to allow for a year of transition. Foursquare was prepared with a new president before the COVID-19 pandemic forced the cancellation of Foursquare Connection 2020.

During the year of transition, Randy was able to shadow Glenn, and was quickly handed the reins. Glenn demonstrated that he both leads well, and releases well. “Glenn gave great thought and care to the intentionality of this transition,” adds Randy. “As a result, there was clarity regarding the process and timeline. But most important, it was a prayerful process that kept Jesus at the center, our Foursquare family’s best interest at the forefront, and contended for the strengthening and deepening of our own friendship along the way.”

### WHAT’S NEXT?

Foursquare moves into a new season with Randy Remington, who became the president of Foursquare on Sept. 1, 2020. We celebrate God’s provision, the year of transition and for future change not yet realized. As the mantle of leadership rests on Randy’s shoulders, we pray for God’s wisdom over his life as he leads Foursquare into a new season. 🙏

*Marcia Graham is the content manager for The Foursquare Church.*

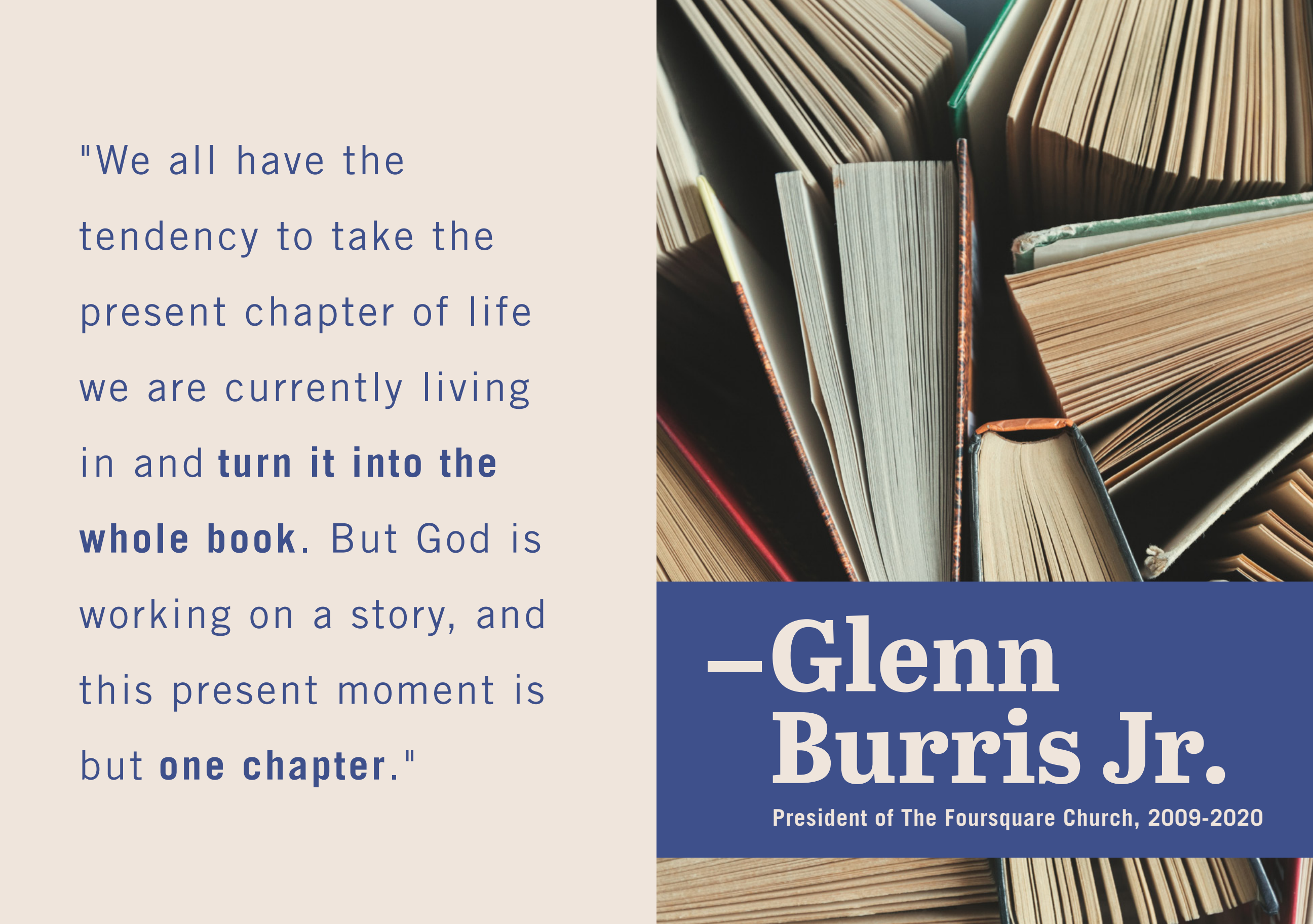
## CELEBRATING TRANSITION

**While it takes a team of people to make major transitions happen, Glenn Burris Jr. has steered the movement to lasting, meaningful change within The Foursquare Church. We celebrate just a few of those accomplishments here.**

- **Missional investment checks** sent back to local churches totaling \$35.2 million from April 2015-April 2020
- **Covenant churches** formed in 2017, with the option for churches to own and manage real estate property
- Foursquare Foundation becomes the **Foursquare Endowment**. Funding provided through the Endowment to Foursquare Missions International, Global Cities Strategy, Global Council and the Risser Endowment allows for a more congruous missional focus
- **Rolf K. McPherson Building** in Los Angeles is on track to bring in \$600,000 in rental income each year
- **Aimee Semple McPherson Building** dedicated; several central office departments relocated to unused space on the Angelus Temple campus
- Bylaw change to elect a president a year ahead of their term to allow adequate time for a **healthy transition**



"We all have the tendency to take the present chapter of life we are currently living in and **turn it into the whole book**. But God is working on a story, and this present moment is but **one chapter**."



– Glenn  
Burris Jr.

President of The Foursquare Church, 2009-2020



GETTING TO KNOW

# RANDY + SANDY REMINGTON

## GOING DEEP

*Here's some insight into how our new president is wired.*

**Enneagram:** 9

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## GRAB A CUP OF COFFEE (OR TEA) AND FIND OUT WHICH CAFFEINATED BEVERAGE OUR NEW PRESIDENT PREFERS.

### **How did you two meet?**

**Sandy:** We met at Camp Crestview during a junior high summer camp. Randy was the camp speaker, and I was the girls' dean. He looked so young I thought he was one of the campers!

**You've been married for over 30 years, have three sons and a farm in Oregon. Tell us about your farm.**

**Randy:** Our little farm is a gift from God and the fulfillment of a dream that we had since we were first married. The hope for

the future is to raise a few steers and possibly a hog or two—my wife would love a horse.

**What is something you would like the Foursquare family to know about each of you?**

**Randy:** Sandy embodies the word "kind." Her impulse is to believe the best about you and look for the best in you.

**Sandy:** I would want them to know how deeply Randy loves and cares about them as individuals. He is approachable, funny, humble and compassionate.

**What is your prayer for Foursquare during this season of transition?**

**Randy:** My prayer is that we would have strong faith to believe God for a future that is full of kingdom reality and expansion in every sense of the word. I don't see a lack of leaders, provision or opportunity—I see a God-ordained future. My prayer is that our faith would rise to the level of God's ability and boldly lay hold of all that He has purposed for us in this next season.

**Sandy:** My prayer is that we would truly be unified in prayer and purpose. That we would find deep joy in celebrating our unique reflections of God's grace, and sacrificially give of ourselves to see God's plan accomplished in our brothers and sisters.

**Let's talk about favorites. Sweet or savory?**

**Randy:** Salty. I was raised on Midwest comfort food. I'm a meat-and-potatoes guy—and gravy is a food group!

**Sandy:** Sweets in the morning (chocolate chip cookies), savory at night (popcorn).

**Coffee or Tea?**

**Randy:** Black coffee. Coffee shouldn't taste like a donut.

**Sandy:** Tea. Chai latte or Oolong. ☕

Read more questions we asked Randy + Sandy Remington. Learn about their three sons and what they are praying for you, our leaders. [foursquare.tools/FLmag](https://foursquare.tools/FLmag)



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# CHANGE AND TRANSITION ARE NOT THE SAME THING

By Dennis Easter

UNDERSTANDING THE DISTINCTION BETWEEN CHANGE AND TRANSITION IS KEY TO SEEING A SUSTAINABLE, TRANSFORMATIONAL OUTCOME.



For most people, the terms “change” and “transition” are used interchangeably. However, the distinction between these two terms makes all the difference in a sustainable, transformational outcome.

Change is usually an event, something you can typically point to on your calendar. New job, lost job, bought a house, new baby or loss of a loved one. Sometimes we see them coming, but often they come unannounced and are forced upon us. The direct response to the COVID-19 pandemic is an illustration of what change looks like.

Transition, on the other hand, is the more nuanced process that we go through when faced with change. It is an inward journey where we move from the old to the new. It does not happen all at once, and the timeline, while

having predictable phases, is shaped by our individual responsiveness. The key is that until one transitions from the old to the new, change will not happen.

William Bridges, in his book *Transitions: Making Sense of Life's Changes*, states: “Transition ... is psychological; it is a three-phase process that people go through as they internalize and come to terms with the details of the new situation that the change brings about.”

Those three phases are: Ending, Exploring and Engaging. Ending is where you are losing something and learning to let go. It comes with a sense of loss and grieving. Exploring is where you are in that in-between period of letting go and picking up on something new. The old is gone but the new isn't completely formed, so

*The starting point for transition is not the outcome but the ending you need to embrace to let go of the familiar.*


you are exploring how to make sense of this world you are living in and the new routines and skills you will need to move forward.

Engaging is when we are moving out of that neutral zone into the change with a sense of new identity, new energy and purpose.

- Ending is letting go
- Exploring is looking for
- Engaging is living into

Change is where you are focusing on the outcomes that change will produce.

The starting point for transition is not the outcome but the ending you need to embrace to let go of the familiar. As Bridges writes: “Because transition is a process by which people unplug from an old world and plug into a new world, we can say that transition begins with an ending and finishes with a beginning.”

The distinction between change and transition is key to sustainable change. Without it, we will flounder in our efforts, creating unnecessary confusion, hurt and problems for our lives and organizations. 



Dennis Easter is supervisor of the Southern California District of The Foursquare Church (U.S.).



# PLANNING AHEAD FOR TRANSITION

By Andy Butcher

GARY DUNAHOO AND KEVIN LEWIS WERE VERY INTENTIONAL IN HOW THEIR LEADERSHIP TRANSITION WOULD PLAY OUT.



Gary Dunahoo



Kevin Lewis

Running a relay race isn't just about doing your lap well; it's making sure you pass the baton so the next athlete gets to do their best, too. Long concerned to see the next generation released in leadership, Gary Dunahoo had that critical hand-off in mind from his first meeting with Kevin Lewis, whom he felt God wanted to take on Lighthouse Church (Newbury Park Foursquare Church) in Newbury Park, Calif.

Outwardly, the transition saw the two men go from lead pastor (Gary) and assisting minister (Kevin) to senior pastor and lead pastor, and finally teaching pastor and senior pastor, over a two-year period. Behind the scenes, however, Kevin—whose selection was confirmed and endorsed by church and

*Gary notes that, in addition to identifying the right person for the role, it is vital that any transition is communicated well to the church, to ensure it is well received.*

district leaders—had been given leadership freedom and responsibility early on, but without the pressure of it being generally known.

The Lighthouse “switch,” as it was dubbed in a local newspaper report that noted Kevin’s “tattoos and decidedly millennial vibe,” not only has modeled solid principles for effective transition, but also has underscored the importance of handling the practicalities well. Gary notes that, in addition to identifying the right person for the role, it is vital that any transition is communicated well to the church, to ensure it is well received.

When the time came to announce the final transfer, Gary could point to the ways Kevin had already been leading, further cementing the church’s confidence in the decision to name a then 30-year-old to the position. And it’s been a winning hand-off: In the year since Gary stepped aside to pursue life and career coaching, Lighthouse has continued to grow under Kevin’s oversight.

Want to learn more from Gary Dunahoo and Kevin Lewis on how to set your church up for future transition? Read an insightful Q+A at [foursquare.tools/FLmag](https://foursquare.tools/FLmag).

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# KEYS TO PREPARING FOR TRANSITION

By Kristi Erickson

**RON FLORES AND HIS SON RONNIE SHARE HOW THEY APPROACHED THEIR TRANSITION AS RON STEPPED BACK AND RONNIE BECAME SENIOR PASTOR.**


Ron Flores knew he couldn't serve as senior pastor indefinitely, and he recognized the call on his son Ronnie's life to pastor. Many people at Meadows Fellowship (Las Vegas 6 Foursquare Church) in Las Vegas were seeing it, too.

Ron says the two keys to preparing and navigating a transition out of leadership are a counting of the cost and a willingness to pay the price. It's an emotional process, and Ron carefully weighed the costs and subsequently paid the price. "The price was whatever it took to get Ronnie prepared, and to have humility and a willingness to put things down," Ron explains.

There were two important things Ronnie says he had to do to receive the church well. He took an honest assessment of his own

ambitions about going into ministry, and after getting clear about his motivations to lead, he determined in his heart to shepherd well.

Ron reached out to his district supervisor once he sensed the possibility of a pastoral transition. With the support and blessing of their church and district, a clear sense of the call and anointing on Ronnie's life, and both Ron and Ronnie taking responsibility for their respective roles, all of the necessary components to a healthy transition were there.

"Pastors don't take a church," asserts Ronnie, "they receive a church, and the way we receive makes a big difference to the success of the transition." 

*Kristi Erickson is a freelance writer and Enneagram coach living in Central Minnesota.*

*"Pastors don't take a church, they receive a church."  
—Ronnie Flores*

ambitions about going into ministry, and after getting clear about his motivations to lead, he determined in his heart to shepherd well.

Watch an interview with Ron Flores + Ronnie Flores about their transition at [foursquare.tools/FLmag](https://foursquare.tools/FLmag).



Ron Flores

Ronnie Flores



Hanover Foursquare Church (above)  
Herb Reisig (far left) and Kevin and Cindy Orewiler (left)

# SUCCESSFULLY MERGING TWO CHURCHES

**HERB REISIG WANTED A DENOMINATIONAL COVERING. MERGING WITH A FOURSQUARE CHURCH IN HANOVER, PA., WAS THE PERFECT SOLUTION.**


When Co-Pastors Kevin and Cindy Orewiler felt God leading them to step aside from Hanover Foursquare Church in Hanover, Pa., in October 2018, the Lord was already providing a solution.

It came in the form of Emerge, an independent Pentecostal congregation with many young families; the church met in a nearby movie theater. A former Foursquare youth pastor, Pastor Herb Reisig wanted a denominational covering. After the two pastors met for the

first time over lunch, Kevin suggested Herb reach out to the Northeast Atlantic District.

That started merger talks, which became a reality in July 2019.

While merging bank accounts was a headache, Herb says the transition to the new Emerge has been

fairly smooth relationally. He's also excited about pending building renovations and parking expansion. 

*Ken Walker is a freelance writer and book editor in Huntington, W.Va.*

*While merging bank accounts was a headache, Herb says the transition to the new Emerge has been fairly smooth relationally.*



# TRANSITION ON THE MISSION FIELD

By Ronnie Toft

COREY AND BELLA COOPERATED CLOSELY AND PLANNED ENOUGH TIME FOR BELLA'S TRANSITION INTO THE AREA MISSIONARY ROLE.

As the area missionary to North Asia with Foursquare Missions International (FMI), Corey\* knew the region would be best served by a successor who intimately understood the cultural and spiritual landscape. "With regard to regional experience and relational equity," Corey explains, "it was extremely important that someone already serving in the region would succeed me."

Bella\*, a missionary who had been serving in increasingly influential roles, seemed the obvious choice. Alongside FMI leadership, Corey and Bella began sharing responsibilities throughout 2017. Bella believes this cooperative transition helps the whole organization. "If we have more time to make a smooth transition, it's definitely a plus. If you have a relationship with them, they will trust you," she says. 🙌

Ronnie Toft is a freelance writer and member of Hillside (Reno Foursquare Church) in Reno, Nev.

\* Last names and photos withheld for security reasons.

## FORMER FMI DIRECTOR TRANSITIONS INTO RETIREMENT

While Jim Scott retired Aug. 31, the move came long after his transition to area missionary for North America. In a trendsetting move, in 2016 Jim switched places with current Foursquare Missions International (FMI) Director Ted Vail.

"My philosophy of ministry is, I was always looking for people to replace me," says Jim, also a pastor, district supervisor and Foursquare vice president during his 41-year ministerial career. "We always need to be thinking about who takes the job after us."

Read more about Jim's transition at [foursquare.tools/FLmag](https://foursquare.tools/FLmag).

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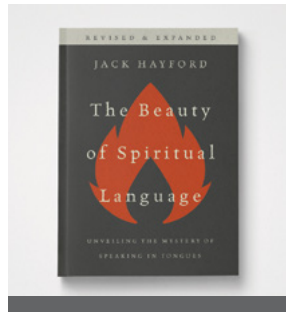
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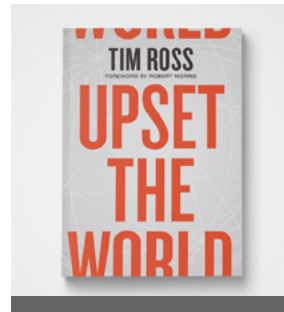
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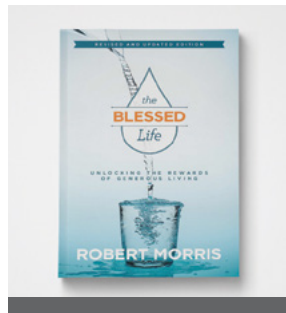
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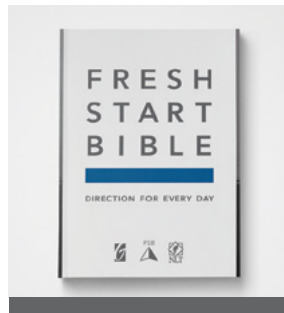
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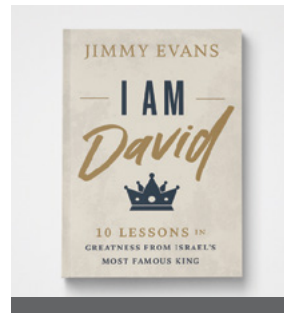
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# WHEN TRANSITIONS ARE

# HARD

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*When I'm coaching a leader transitioning, I ask how committed they are to being UNOFFENDABLE, because the degree to which they can do this will be in direct correlation to how effective their transition will be.*

# LEADING WITH THE END IN MIND

*By Jason Albelo*

**PRACTICAL STEPS BOTH INCOMING AND OUTGOING LEADERS CAN TAKE TO AVOID COMMON PITFALLS DURING A TIME OF TRANSITION.**

I've had the opportunity to coach ministry leaders through transitions. One of the most important principles we determine from the beginning is to lead with the end in mind. If you're a leader transitioning, ask yourself, "What are the goals for a healthy transition?" Setting those things in sight will inform the decisions you make along the way. The following are principles I've found to be helpful.

Attitude is a necessary element. When we first said yes to Jesus, we said yes to the cross. There are aspects of leading that are exhilarating, but there is also a cruciform nature to following Jesus. When I'm coaching a leader transitioning, I ask how committed they are to being unoffendable, because the degree to which they can do this will be in direct correlation to how effective their transition will be.

Transitions involve an end and a beginning, and they will test and strain the strongest of

relationships. Because leadership systems are dynamic and fluid, you will have to keep adjusting. Expect things to continue to change. Align your mind and attitude toward this expectation, and it will serve you well.

Colin Powell said, "Effective leadership is learning to disappoint everyone at an acceptable rate." You will have disapproving voices around you. Prioritize obedience to the Holy Spirit. Make intentional decisions to out-love and outlast critical voices.

Our words, body language, intonation and overall message should honor both God and the incoming leader. If you are the incoming leader, recognize that the things you are excited to change are the structures the previous leadership worked hard to put in place. Establish and maintain a culture of honor.

Have a heart and praxis of developing the leaders around you. What are you doing to train others to preach, and how are you encouraging the body to hear from more than just you? There's wisdom in balancing the frequency of other voices.

One of the best gifts you can give the church and future pastor is a budget designed

to cover costs through the time of transition. Start one now. Time is one of your best assets, so use it resourcefully and wisely.

Invite your associate district supervisor to periodically train your council so they'll know what to expect when transition happens. This will ensure the council is informed about what it means to be Foursquare (some may be surprised to learn they don't get to vote and pick the new pastor, but that he/she will be appointed by the district).

If you're the leader transitioning out, remember that endings are often marked by grief. Even if you're ready to move on, there's loss in leaving. Give yourself space to grieve well. If you are the incoming pastor, be purposeful in showing honor and respect to your successor. If you are the leader leaving, remember, you have the power to help set the tone for how the body will receive the new leader. Be gracious and kind to yourselves and to the others involved in this process. 🙏



*Jason Albelo was senior pastor of East Hill Church Family (Gresham Foursquare Church) in Gresham, Ore., for 12 years. He and his wife, Nikki, now serve with FMI and FDR.*

Read more about Jason's personal story through a difficult transition that left him managing a \$6.2 million budget during the 2008 financial crash. Visit [foursquare.tools/FLmag](https://foursquare.tools/FLmag).





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# BREAK THE GLASS CEILING FOR WOMEN LEADERS


By Jennifer Wilder


OUR MOVEMENT AFFIRMS WOMEN IN MINISTRY—BUT WE NEED TO MODEL IT FROM THE PULPIT, AND BUILD A CHURCH CULTURE THAT SUPPORTS IT, FOR IT TO BE REALITY, NOT JUST A STATED VALUE.

We have believed in women in ministry as a movement since the beginning. But that doesn't make it easy. We hear quiet rumblings and loud shouts alike that church members sometimes still aren't quite sure what to do when a woman is put in charge of a church. So, what can we do about it? How can we help current and future female leaders in our churches succeed?


We've spoken with two female senior pastors, and two male senior pastors whose spouses are senior pastors, and here's what they had to tell us.




## WHAT ADVICE DO YOU HAVE FOR CREATING A CULTURE WHERE FEMALE MINISTERS FLOURISH?

 **Nakisha Wenzel**, King's City Church (Kings Mountain Foursquare Church) in Kings Mountain, N.C.: "Foursquare was founded and led by a woman. This is who we are as a church: inclusivity. Male pastors have to think outside the box about how to support women and provide positions of leadership. This isn't easy; it will require effort."

 **Nicole Cade**, Valley Christian Center (Albany South Foursquare Church) in Albany, Ore.: "Leaders are leaders regardless of gender. Many times, the hurdle for female leaders is simply that people can't picture them as leaders, so therefore there are not opportunities given for leadership. Giving space on a platform for women changes paradigms and perspectives."

Read Nakisha Wenzel's story of her transition to senior pastor at [foursquare.tools/FLmag](https://foursquare.tools/FLmag).

 **Joe Ingegneri**, Grace North Church (Anthem Foursquare Church) in Anthem, Ariz.: "When my wife, Marion, was being considered as a senior pastor, many of the male leaders saw Marion's giftings, and they supported her leadership. She listened to department and ministry leaders, and worked hard to educate and lead. Being open, listening and educating helped to create the right culture of women in leadership for us."

 **Jon Spellman**, Living Way (Adairsville Foursquare Church) in Adairsville, Ga.: "As I continue to serve within a church that is led by a woman, I encourage men to go above-and-beyond to avoid traditional gender expectations. Be mindful of anything that could be seen as patronizing. Simply interact with a woman that God has put into leadership with the respect that would be afforded to a man in the same role."  

Jennifer Wilder is a freelance writer who lives in the Atlanta area.



# REBUILDING A BROKEN CHURCH

By Andy Lovelace

## LEADING A CHURCH TO HEALING AFTER A MORAL FAILURE REQUIRES PATIENCE, SACRIFICE AND TIME.

Becoming the pastor of a church where the previous leader had a moral failure is a little like restoring a marriage after a betrayal. You have to slowly rebuild trust through transparency and humility because you are, naturally, under a microscope.



Having experienced God's restoration in my own life after a personal fall, I knew that what I have come to call "maddening consistency"—being faithful to doing things in an open and accountable manner, no matter how inconvenient or time-consuming—would be important as I became lead pastor of New Horizons (Grand Junction Foursquare Church) in Grand Junction, Colo.

It can be tempting to come into this kind of a situation with a bright new vision that distracts or diverts people from the pain, but you have to heal before you can move forward. That means being willing to face the past and

work through its effects without living there. It all requires patience and sacrifice.

Difficult as all this is, it is also tremendously rewarding. I love seeing God redeem what the enemy wanted to use for ill and bring new life out of it. I am grateful to have experienced it both personally and pastorally. After several years, there are signs of

*I love seeing God redeem what the enemy wanted to use for ill and bring new life out of it.*

new life and new vision, indications that we are truly becoming a church of new horizons.  

Andy Lovelace is lead pastor of New Horizons (Grand Junction Foursquare Church) in Grand Junction, Colo. He and his wife, Geri, have been married for 30 years and have three children. This article was written with Andy Butcher, a freelance writer in Santa Rosa Beach, Fla.

Read Andy Lovelace's full story of brokenness to restoration at [foursquare.tools/FLmag](https://foursquare.tools/FLmag).



# THE RETIREMENT SHIFT

By Harriet Mouer



ENTERING RETIREMENT MAY MEAN THE END OF SOME THINGS— BUT IT'S ALSO THE BEGINNING OF NEW OPPORTUNITIES.

The year following our retirement, Bill and I attended Foursquare Connection. When we picked up our packets, a leader asked me: "Hey, Harriet. Good to see you! What are you doing here?" He said it with a laugh, but inside I felt a slight sting and thought, "Yeah, what am I doing here?"

I don't think I'm different than many retirees. I didn't want a voice, I wanted fellowship—I'm a people-person!

*Making disciples is a lifelong calling, not a formal ministry appointment.*

Entering the season of retirement is not easy. V.P. of U.S. Operations Tammy Dunahoo shared a valuable insight regarding the difference between colleagues and friends: "Colleagues are there for a season, but friends

will last beyond your transition." She was right. Our pastoral ministry, as we knew it, kept going without us. This happens to most of us entering retirement.

After being a part of a church for years, we suddenly find ourselves on the outside, questioning what comes next. Thankfully my life coach, Lyn, helped me write personal "God-Dreams." And those dreams gave way to more time with grandchildren, beginning a life-coaching business and hosting small retreats in our home, showing me that making disciples is a lifelong calling, not a formal ministry appointment. ☞☞

*After Harriet Mouer's husband retired as pastor of Amherst Foursquare Church in Amherst, Ohio, in 2009, she served as supervisor of the Mid-Atlantic District from 2009-2014. This article was written with Ken Walker.*



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







# 7 TIPS FOR A HEALTHY CHURCH TRANSITION

OUR DISTRICT SUPERVISORS SHARE PRACTICAL ADVICE ON STEERING A CHURCH THROUGH LEADERSHIP CHANGES SUCCESSFULLY.

District supervisors are pastors to local church pastors in their districts. For this reason, they are closely engaged in transitions within the churches under their care. We asked our district supervisors their advice on transitioning well. Here are the top seven tips they shared.

-  **1. HONOR** | Nurture an atmosphere of honor on both sides of the transition, including honoring of the community by listening for a season before making changes too quickly.
-  **2. COMMUNICATION** | Transition within a church community is smoother when the outgoing pastor sets up expectations, and encourages the church on being open to change and God's leading.
-  **3. VISIBILITY** | Keep in mind that we are all interim pastors. When the outgoing pastor champions the incoming pastor, the church community has a front row seat to cooperation and grace within the church's leadership.
-  **4. PERSPECTIVE** | Anchor and view changes and transitions within the larger narrative of God's story.
-  **5. RELATIONSHIPS** | Build relationships between the incoming pastor and church ministry members. Include opportunities for laughter and fun, prayer and dreaming.
-  **6. COOPERATION** | Create cooperation and trust between pastors by allowing them to work together on some changes, and reserving enough time for both leaders to share the pastoral role.
-  **7. SCHEDULE** | Create a memorandum of understanding that includes an agreed-upon schedule: beginning/end dates; dates of retirement and celebration of outgoing pastor; date of installation and celebration; length of time away for outgoing pastor (if he/she plans to stay in the community); shared preaching through the transition; weekly meetings for the two pastors and monthly meetings with spouses; financial considerations for both pastors; any other special considerations relative to each church.

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