

# Pastoral Succession FAQ

We know transitions raise many questions, and we want you to be informed and confident in this process. Below are answers to some of the most common questions we've been asked.

## Is Dave retiring?

Yes & No, Dave is planning to step away from the role of Senior Pastor. This decision comes after much prayer. However, he is not retiring from his lifelong calling of preaching God's Word. Don't think that he will just be playing golf every day and eating bonbons on the couch.

## Is something wrong with Dave's health?

No. Dave is in good health. This transition is not connected to health concerns.

## Was Dave asked to leave?

Absolutely not. Dave has served faithfully and continues to be deeply loved and respected. This is his prayerful decision in alignment with the elders' support.

## Does Dave have another job?

No. Dave is not leaving for another position. He is seeking God's will to continue in part-time ministry, in some way. He is exploring those options as God leads him. Dave's heart has always been for Grace Bible Church, and this decision is about setting up the church for success in the future.

### **Is Dave leaving soon?**

Absolutely not. Dave and the elders have been working together on a thoughtful transition timeline. He will continue leading during the process.

### **Why now?**

After many years of faithful service, Dave feels the timing is right for both him and the church. The congregation is healthy, the staff is strong, and a clear process is in place to make this transition smooth.

### **Who's next?**

The elders are beginning the process of prayerfully discerning and seeking the next Senior Pastor. While no one has been chosen yet, we are committed to finding the right leader who will shepherd Grace Bible Church faithfully into the future.

### **How long will it take to have a new pastor?**

The process can take time, often several months to over a year. The elders are committed to moving with both prayerful patience and steady progress to ensure the right leader is chosen.

### **What is a succession plan?**

A succession plan is a prayerful, intentional process to ensure a healthy leadership transition. It provides clarity, stability, and direction so the church can continue its mission without disruption.

### How can I help?

- **Pray** for Dave, his family, the elders, and the future pastor.
- **Encourage** Dave and Cindy with gratitude for their faithful service.
- **Stay engaged** in the life of the church during the time.
- **Support** the search process with patience, trust, and unity.