

Dear VCF Family,

For the past few years, the elders have been seeking the Lord's leading regarding who God wants to be my successor. What is our plan? I have good news for you.

The board has authorized us to begin an 18-month transition in which I will move from being the Senior Pastor to become the full time Executive Pastor and (here's the good news!!!) Casey Groves will move from being the Youth Pastor to being the Lead Pastor.

**This transition raises several important questions.**

**How does Jay feel about the elder board's decision?**

I totally support the elder board's direction and appreciate the kindness and love they have shown me as we discussed and prayed about this matter. I feel they have made a wise decision that will significantly impact VCF and our community for many years.

**Does Jay think Casey will make a good Lead Pastor?**

I think Casey will make not only a good pastor but a great one. He has exceptional gifts and is very godly. He is a very effective leader as shown by the way our youth have been inspired by him and the youth ministry has grown. For over two years we have worked closely together. I have been impressed with his wise decisions in difficult situations. He has insight to bring unity when there is disunity. He shepherds those who are hurting with loving care. We have witnessed his unusual bible teaching ability.

On top of all that, I believe God confirmed His leading Casey to be our next Lead Pastor with the supernatural circumstances He orchestrated in bringing him to us. Please ask Casey to tell you the story if you haven't heard it.

**Who will lead the Youth Ministry?**

To ensure the Youth Ministry continues to thrive, we will conduct a nation-wide search to find a high quality replacement. It is normal for searches like this to take up to nine months to complete. After Casey finds the right person, we want to allow six to eight months for him to train and work alongside the new leader so he can help the students transfer their love and loyalty to the new leader before he ends his involvement with them.

Thus, we have set June 2022 as the time Casey would officially assume the Lead Pastor responsibilities. At first, he will preach monthly and then more often after the new Youth Pastor begins his ministry.

In this first phase of the transition most of the action will take place behind the scenes. Casey will be spending lots of time searching for a high-quality replacement. Thus, we should not expect to see a lot of visible, outward change in the beginning.

### **How do Jay and Casey plan to avoid the conflict that often accompanies pastoral transitions?**

Casey and I have already worked closely together for over two years. We love and respect each other very much. We have the same philosophy of ministry and often find ourselves thinking the same way in identifying and solving ministry problems. I really like working with Casey as a ministry partner, but beyond that I thoroughly enjoy spending time with him as a friend. He is a lot of fun and very positive.

I've had the opportunity to minister 14 years at VCF and want to see it continue to thrive and impact our community in even greater ways. I look forward to using my gifts and experience to help Casey become effective and successful.

### **How does Jay feel about being an Executive Pastor?**

I have always dreamed of being an Executive Pastor because it fits the gifts and abilities God has given me. Sometimes I've been frustrated when I needed to spend time preparing a sermon, but I would have preferred spending time developing a new small group or lead a parenting class or a marriage communication seminar etc.

I want to do what I can to make Casey successful by developing new ministries such as special interest groups, recovery groups, married couple's groups and activities, marriage enrichment seminars, parenting classes and activities for Seniors.

I want to help him by developing discipleship classes for Spiritual Growth, Spiritual Gifts, Volunteer Assimilation, Membership, Bible Study Methods, Mentoring and Home Group Leaders Training.

I hope to increase our short-term mission trips, community service projects, evangelism training, testimonies in our services and make prayer partners available after our worship services.

### **Is Jay retiring?**

I am definitely not retiring!!! Since God has given me good health, I have lots of energy and time to develop new ministries on a full-time basis as God

leads. All our full and part-time staff will continue their ministries including my wife Suzanne who will continue leading our Women's Ministry.

The enthusiasm among our ministry staff has never been higher. We thoroughly enjoy working together and seeing our spiritual gifts and abilities complement each other.

Suzanne and I love our VCF church family and look forward to serving you in the days ahead.

Sincerely in Christ,

Pastor Jay