



Having received our Congregational Assessment Tool, it is time to integrate it into our transition plan. *HolyCow!* recommends doing this in three plans: a Transition Plan, a Search Plan, and a Start-Up Plan. These plans have some overlap.

The Transition Plan involves being honest about who we are at the church and then determining the first steps we can take towards who God is calling us to be. We start by planting seeds - perhaps some deep, but simple, activities that we can do together as a congregation that will bring us together as a community of faith and prepare us to bear fruit in the future. The time period for this has already begun, and will continue through the tenure of our interim pastor.

The Search Plan overlaps with the Transition Plan. We are honest about who we are as a church and then work collaboratively with the presbytery to determine the right type of installed lead pastor we need at FPC. This step will involve our Nominating Committee discerning the right people to be on the Pastor Nominating Committee (PNC). Then that PNC will get to work crafting a Ministry Information Form (MIF) and using it to begin the active process of searching for our next installed lead pastor.

The Start-Up Plan begins when the new lead pastor arrives at FPC. This is when the work of our Transition Plan and Search Plan bears some low-hanging fruit that helps our new lead pastor get off to a running start in mobilizing our congregation to move towards the future God has planned. This is only possible when all of us have begun working together more closely and have recognized and begun developing the gifts we have for shared ministry.

And finally: The 30-page final report of the *HolyCow!* Congregational Assessment provides opportunities for more exploration and validation in further discussion. Members of the congregation who wish to review the entire survey may do so by contacting the church office. Additionally, the insights illuminated in this report provide a valuable tool to be utilized in conversations with our Interim Pastor, and in the search for our next Head Pastor.