

WEFC Succession Timeline

2019

In the beginning of 2019 Pastor Dave initiated the discussion with the elders regarding the need to begin succession planning. At that time an experienced succession planning consultant was invited by Pastor Dave to speak with the Elders.

In April of 2019 a church wide survey was conducted to establish a baseline of understanding regarding overall church health and potential options for succession. The survey showed WEFC was in a healthy place to begin the succession process.

2020

February 2020

- In February of 2020 the succession consultant conducted staff team assessments in order to give leadership additional insight into the strength of the team and the pastoral resources available to WEFC during the succession process.

May 2020

- In May of 2020 church leaders, including pastors, elders and key staff, participated in a succession orientation meeting with the consultant to lay the foundation for the journey ahead.

July 2020

- July 16, 2020 Pastor Dave sent a letter to the congregation announcing his intention to retire. That following Sunday the announcement was made from the pulpit.

September 2020

- Sept 11-13 the succession consultant conducted a series of focus group meetings @ WEFC. Information was gathered from the WEFC church body in order to prepare an accurate church profile. This profile was used by the consultant to represent WEFC to potential candidates.
- During the Sept 27th church business meeting the search team was formed.

SEARCH COMMITTEE PROCESS

September 2020

- NL Moore & Associates developed (based on their research of our church)
 - Candidate Profile document
 - Opportunity Profile document
- Search committee began meeting
 - Reviewed the two documents that would guide the search process
 - Recommended both documents to the Elders

October to December 2020

- NL Moore & Associates
 - Contacted over 400 Pastors and referral sources
 - Interviewed potential candidates
 - Performed assessments on individual candidates
 - Compared candidates to WEFC Profile documents
 - Assessed compatibility of candidates with WEFC Profiles
- Search committee
 - Formulated key questions to ask each candidate
 - Prioritized questions to coincide with profile documents
 - Prayed

2021

January 2021

- NL Moore & Associates
 - Presented 3 well qualified candidates to the Search Committee
 - Provided significant background information on each candidate
 - Approximately 30 pages of written information
 - Background description of candidate
 - Resume
 - Answers to written questions
 - Personality assessment results with explanations
 - Skills assessment results with explanations
 - Lengthy reference questionnaires
 - At least four video sermon links

February 2021

- The Search Committee
 - Reviewed all materials provided by NL Moore
 - Researched additional resources that were publicly available
 - Performed interviews via zoom and on-site as deemed appropriate
 - Narrowed the field to one preferred candidate

February to March 2021

- The Candidate met on-site with
 - The Board of Elders
 - The Pastoral Staff
 - The Office Staff
 - The Search Committee
- The Search Committee
 - Reviewed evaluations from all parties involved
 - Arranged for a Theological Review conducted by
 - Pastor Young
 - A Pastor of an E Free Church in the Northeast district
 - Elder Board Chair and Search Committee Chair
 - Conducted additional reference checks
 - Had a criminal background check conducted

March 2021

- The Search Committee
 - Formally recommended the finalist to the Board of Elders
- The Board of Elders
 - Had the Finance Committee prepare a formal offer letter to the candidate that is contingent on an affirmative vote of the congregation
 - Approved the formal offer letter
 - Had the offer presented to the candidate
 - Have scheduled a candidate weekend for the congregation to meet the candidate and vote to formally call the candidate to WEFC

April 2021

- Candidate weekend will take place
- Congregation will vote on calling the candidate to be the Lead Pastor at WEFC

APPRECIATION

A special thanks to the following for their unique roles in the Succession Process.

Transition Team: Brian Cooper, Bill Curran, Kevin Day, Randy Smyth, Ann Marie Buell, Pastor Jeff Jones and Pastor John Cruse

Search Team: Kevin Day, Cheryl Sitler, Jason Loftus, Karine Cruse, Tom Dearborn, Kara Benson, Ken Stevens, Mark Hahner, Pastor Dave Weaver

Prayer Team: Randy Smyth, Elicia Roy, Leah Giupponi, Annette Hahner, Jenn Williams, Veronica Wyzik, Nat Simpson

Communications Team: Pastor Jeff Jones & Pastor John Cruse

Hospitality Team: Ann Marie Buell, Sylvia Wallis, Julie Barnes, Valerie Vassos, Lisa Burke, Margaret Patrick, Robin Gobeille, Laurel Day, and Emily Scanlan

Elder Board: Bill Curran, Brian Cooper, Kevin Cassidy, Pete Coutsouridis, Eric Giupponi, Mark Hahner, Ken Stevens, Pastor Dave Young, Pastor Dave Weaver, Pastor John Cruse and Pastor Jeff Jones

PLEASE NOTE: During the candidate weekend, as you become aware of the identity of the candidate, it is imperative that we still protect the identity of the candidate. The candidate will not inform his current congregation about this potential move until after we have formally voted to call him. Therefore, please refrain from making any public posts on social media that would reveal his name or details about his family or current ministry. Please do not request to be “friends” or send private messages on social media. Additionally, if you are to view messages on YouTube, Facebook or other social media platforms, please do not “like” or “comment”. We will let you know when it is safe to “friend” and post when the time comes. We appreciate your cooperation in honoring him and the process he still needs to walk with his current ministry.