

# St. Pauls UCC

## Pastoral Succession Plan

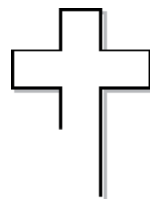
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The following committees represent the primary components of the 2009–2010 Pastoral Succession Plan for St. Pauls United Church of Christ.

Together with St. Pauls members and friends, these committees shall strive to conduct a positive and inclusive transition, incorporating a thoughtful and deliberate approach to the tasks at hand while insuring appropriate care and concern for the Henry family and the future of St. Pauls United Church of Christ.

While the specific roles and responsibilities of these committees are well defined, there will be additional opportunities for members, friends and staff to participate throughout the coming year. Congregational involvement and communication will be essential to the success of our endeavors, so we invite you to join us as we begin to explore this next chapter in the life of St. Pauls United Church of Christ.

–St. Pauls Executive Committee





# Church Profile Committee

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1. Facilitate congregational discussions
2. Lead internal and external scans of current church life
3. Host topical focus groups
4. Administer congregational survey
5. Assist in creating a Church Profile, including implications for St. Pauls future and pastoral leadership (Senior Pastor Profile)

**Time: July 2009 ~ February 2010**

## **Committee Members:**

Rebecca Brown  
Michael Cansfield  
Ann Christophersen  
Char Damron (Co-Chair)

Vicki Kendall  
Kyle Mack  
Lydia Murray  
Steve Patton

Dana Peterson  
Tim Reed (Co-Chair)  
David Schmahl  
Peg Wander  
Jana O'Brien, *of counsel*

# Church Profile Committee

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Back Row: Vicki Kendall, Char Damron, David Schmahl, Jana O'Brien, Michael Cansfield, Ann Christophersen Kyle Mack, Steve Patton

Seated: Rebecca Brown, Peg Wander, Lydia Murray, Dan Peterson, Tim Reed



# TLC Committee

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1. Provide support to Tom and Colleen throughout entire transition and beyond
2. Assist in financial, medical, housing and other retirement needs
3. Identify external and internal resources, professional consultants and volunteer recruitment
4. Serve as “*Principal Point of Contact*” and coordinate congregational assistance

Time: July 2009 ~ At Least 90 Days Beyond Retirement

## Members:

Larry Damron

Cheryl Kuba

Marcia Volk

Beatrice Jaji

Frank Mynard (Chair)

Marti Pechnyo, *of counsel*

Karen Johnson

Beverly Petrunich

Carole Knuti, *of counsel*

# TLC Committee

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Back Row: Marcia Volk, Beverly Petrunich, Larry Damron, Karen Johnson  
Seated: Beatrice Jaji, Frank Mynard      Absent: Cheryl Kuba



# Search Committee

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1. Accept charge from Church Council and Executive Committee based on the previously established Church Profile and Senior Pastor Profile
2. Manage advertisement of available position (local/CMA/national)
3. Accept applications, evaluate and research candidates
4. Identify and interview potential candidates
5. Conduct site visits if applicable
6. Present selected candidate to the congregation
7. Recommend candidate to the congregation for approval

**Time: May 2010 ~ Until Candidate is Approved**

**Members:**

*Committee member list and brief, personal bios are posted under the Search Committee link.*



# Legacy & Recognition Committee

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1. Coordinate and manage recognitions celebrating Tom and Colleen's contributions to St. Pauls
2. Manage legacy fund collections
3. Coordinate retirement celebrations and special events

**Time: Fall 2009 ~ Retirement Date and Beyond**

## **Members:**

John Sanders, Co-Chair  
Jana O'Brien, Co-Chair  
Wayne Parman, Co-Chair



# Executive Committee & Church Council

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1. Establish transition time frames and reevaluate as needed
2. Appoint committees that reflect the diversity and strengths of our congregation
3. Coordinate committee activities and facilitate communications among committees, council, and the congregation
4. Provide ongoing staff support and insure that staff members receive necessary guidance and care during the transition
5. Recommend Interim Pastor to serve during provisional period between Tom's retirement and the appointment of our next Senior Pastor
6. Explore pastoral structure options & finalize Church Profile & Senior Pastor Profile
7. Insure normal church activities

**Time: May 2009 ~ Indefinitely**



# Executive Committee Members

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Tom Henry  
Lorne Frank  
Char Damron  
Don Camp  
Frank Mynard  
John Sanders  
Lois Basil  
Doug Black

Senior Pastor  
President  
Vice-President  
Secretary  
Treasurer  
At-Large Member  
At-Large Member  
At-Large Member



# Church Council Members

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Lorne Frank  
Char Damron  
Don Camp  
Frank Mynard  
Ryan Soard  
Doug Black  
Jan Bail  
Bev Petrunich  
Lynn Davis  
Tim Nowack  
John Sanders  
Craig McCroskey  
David Mussatt  
Lois Basil  
Jeff Johnson  
Karen Johnson  
Melanie Harris  
John Courtney  
Tom Henry  
Avena Ward  
Jeff Carlson  
Sharon Phillips

President  
Vice-President  
Secretary  
Treasurer  
Adult Education Committee Chair  
Communications Committee Chair  
Congregational Life Committee Chair  
Facilities Committee Chair  
Worship Committee Chair  
Outreach & Benevolence Committee Chair  
Stewardship Committee Chair  
Youth Education Committee Chair  
Wider Church Relations Committee Chair  
At-Large Member  
At-Large Members  
At-Large Member  
At-Large Member  
At-Large Member  
Senior Pastor  
Associate Pastor  
Associate Pastor  
Director of Youth & Family Education