



# Senior Minister Succession

## Talking Points & FAQ

The Elders are planning for David Vaughan's (DV) eventual retirement and have started the process to find a potential successor. DV has shared a target timeframe for retirement. We have entered the search and transition timeframes.

- A taskforce was appointed to lead the selection and transition process (Ted Mensing, DV, Kevin Haukebo).
- A profile was created to define the attributes of a desired candidate and the opportunity at Whitewater.
- A diverse subset of Elders, ministry leaders, and staff assisted the taskforce in the search process. A national job search firm specializing ministry positions, Slingshot Group, helped with the search process.
- The Elders had the responsibility to make the final decision on any potential successor candidate.

## FAQ

### **Why are we starting so far out?**

According to best practices, a well-planned and smooth succession process could take years. The elders have been planning for David's eventual transition for many years now.

### **Why is David talking about transitioning/retiring as the Sr. Pastor?**

From a big picture perspective, every senior minister of a healthy church is an interim preacher. David has shared that he believes it is in the best interest for the long term health of the church to formally begin the process of identifying a future successor because there is no success without a successor! David is 58 years old and although he still has passion and energy, he wants to ensure that a younger emerging leader is ready to take the reins just as he did 17 years ago. (The Levitical Priests serving in the temple were mandated to retire at age 50.) The age of the Sr



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Pastor dramatically affects the attraction and approach of a church for decades ensuring it stays vibrant and alive. David has shared his timeframe for retirement with the Elders and they are working towards that timeframe. His desire is to transition while Whitewater is healthy and strong. Donna Vaughan is fully supportive of these plans.

### **Is there a possibility that the Senior Associate Minister does not replace David?**

While anything is possible, the Elders will make the hiring decision with the assumption that the Senior Associate Minister will be the successor. The Elders will set a timeframe to make a final decision.

### **Is David's current role and job description going to be expected of the new person?**

The Senior Associate Minister will have a unique job description prior to succession. A new Senior Minister would have a similar job description, as defined in Elder Policy, to David's, but it may not be identical.

### **Did the congregation have a say in who the replacement will be?**

A diverse set of ministry leaders and staff had input into the hiring process. The Elders were responsible for the final decision. The congregation did not vote on the replacement. Best practices have been studied and applied throughout our succession plan. A profile was created to define the attributes of a desired candidate and the opportunity at Whitewater. A diverse subset of Elders, ministry leaders, and staff assisted the taskforce in the search process. A national job search firm specializing ministry positions, Slingshot Group, helped with the search process.



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## **Will the mission or strategy change when the successor takes over?**

The Elders set the mission and vision for Whitewater. There are no plans to change the mission or vision. The strategy is set by staff and reviewed by Elders. Strategy changes on a regular basis. Any future successor will be supportive and a champion of our For the One multi-site strategy.

## **Will anyone else on staff be directly reporting to the Senior Associate Minister?**

We expect that the Senior Associate Minister will have ministries assigned along with the associated staff.

## **What will be David's role once a successor is named?**

This is still under discussion, but the elders believe that it would be beneficial to the church and the new successor for David to remain engaged behind the scenes in some capacity as a mentor/coach and occasionally preach/teach.

rev. 1/20/2020