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Here is a sample of what our approach would look like when serving the church in transition. It is not set in stone and can be adjusted as needs arise. Below is a 40-week process, which we recommend, but can also be cut in half if necessary. The goal is to help the church become a healthy, vibrant, growing community of believers, fully prepared for a new Pastor. None of this will be attempted nor can it be accomplished without prayer and the guidance of the Holy Spirit.

Our 40 Week Process

During this entire process we provide loving leadership through preaching, teaching, and administration. In essence we serve in the same manner as a Senior Pastor would serve the church. We make ourselves available to provide all aspects of Pastoral Ministry, from baby dedications to weddings, funerals, counseling, baptisms, communion services, etc.

Weeks 1-4

We utilize this time to simply get to know the congregation and the community. This allows us to acclimate and integrate ourselves into the life of the church. It also gives the congregation an opportunity to get to know us.

Weeks 5-8

We work with the congregation in helping to bring closure to the past. We celebrate all that was good and prayerfully deal with any lingering hurts. It's during this time we discover more about the history of the church and the original God-given vision.

Weeks 9-12

We begin to evaluate the administrative practices of the church. We make guiding suggestions for any changes regarding church ministries, organization, and finances.

Weeks 13-16

We actively reach out to the community, inviting them to visit the church. We represent the church by connecting with community organizations and events. We also contact those who at one time attended the church and work toward restoring broken relationships.

Weeks 17-20

We begin to guide the church in writing a definitive vision and mission statement, which reflects the heart of God and the local congregation.

Weeks 21-24

We evaluate the strengths and giftedness of each member of the congregation. We begin to place them in areas of service according to their God-given calling and in alignment with the vision and mission of the church.

Weeks 25-28

We guide the leadership in evaluating and revamping all forms of advertising, including websites, social media, videos, and printed materials to ensure that all of it reflects the vision and mission of the church.

Weeks 29-32

The active process of finding a new Pastor begins. A Pastor Search Committee is established which reflects the members of the church. We assist in putting together the job description and placement for maximum exposure.

Weeks 33-36

Preparation for complete transition to a new Pastor begins. Final interviews and selection of a new Pastor is completed.

Weeks 37-40

New Pastor begins. We remain in place for 4 weeks and assist the new Pastor in familiarizing him with the church, vision, ministries, history, etc. We also introduce him to any connections we've made in the community during our tenure.

Final Notes:

We understand that each church is unique regarding its needs and goals. After meeting with the leaders of the local congregation, this schedule will most likely change and can be adjusted as we move forward with the church.

We also understand that often the church is part of a larger denomination or church affiliation with district or state leadership. In all these processes we submit ourselves to the leadership. We believe it honors God as we honor those in authority.