

## Pastor Transition FAQ

### SEARCH

**Q: What plans are in place for a search for a new Lead Pastor?**

A: Christian Layman Church (CLC) has formed a Pastoral Search Committee that will do much of the heavy lifting, such as getting the word out about the position, leveraging existing networks to recruit candidates, working with a recruiter to find candidates, and vetting candidates for consideration by the Board.

**Q: How long do we expect the search process take?**

A: Anywhere between 18 and 24 months, based on the experience of other churches. It will depend on the number and suitability of candidates that apply.

**Q: Could members of the congregation help with the search process?**

A: Yes! If you have suitable candidates in mind, please contact the Search Committee - [pastorsearch@christianlayman.org](mailto:pastorsearch@christianlayman.org). Please also continue to pray for the Lead Pastor Transition, that the Holy Spirit continue to guide us through this season.

**Q: Why are we searching externally to fill this role?**

A: The Board has been actively praying and seeking direction from God on defining who we should be calling to lead CLC - looking both internally and externally. This means defining our long-standing core values and identity, but also discerning what God desires for our church going forward. With these principles in place, we can then identify the best fit for our future Lead Pastor. The Board decided that opening up the search to outside candidates was the best way to find the future Lead Pastor in that we need to consider all possibilities.

**Q: Is being an Asian-American a must-have requirement for Lead Pastor?**

A: CLC was founded as a Japanese American church in 1922 and has been an Asian-American church for decades. The Board believes it should continue with that identity after Pastor Andrew leaves. Whoever is the new Lead Pastor will need to embrace our heritage and culture.

**Q: Does this change any of CLC's mission or ministries?**

A: The Board, along with the pastoral staff, discerns CLC's mission, vision, and values. In line with that, we will be seeking a Lead Pastor who embraces CLC's mission statement, vision, and values.

### TRANSITION

**Q: What role will Pastor Calvin play during this transition?**

A: Our staff team, and especially our pastors, have been talking about what it looks like to lead well and lead together during this time of transition. Pastor Calvin and CLC staff will be working closely with Pastor Andrew to craft the vision and to lead the church through this time and beyond.

**Q: What can the congregation do during this transition to prepare?**

A: Please pray for the search and for those making the decisions. This is a time for our church to be unified. It's an opportunity to dig deeper, with each other and in prayer to the Lord, and to reaffirm our calling and identity as a church. Please consider ways you can help with supporting the Huangs as they discern their next steps, and please continue to do ministry that the Lord has called you to do! If you are interested in receiving personal updates from the Huangs, please contact the church office: [staff@christianlayman.org](mailto:staff@christianlayman.org)

**Q: What happens if we find a candidate before Pastor Andrew's departure?**

A: If we find a candidate before Andrew's departure, praise God! Andrew will be able to counsel, mentor, and assist the person when they take over. Pastor Andrew has shared with us that he is willing to do whatever is best for the church to ensure a smooth transition.

**Q: What happens if we haven't found a successor by the time Pastor Andrew leaves?**

A: If there is no candidate by the time Andrew leaves, then the Board will appoint an interim leader.

**Q: How will the Board communicate updates to the congregation?**

A: The Board is committed to providing:

- Regular updates on the search, with ad-hoc updates as needed
- Q&A sessions via half-yearly Town Hall meetings

In the meantime, everyone is encouraged to provide feedback or ask questions of the CLC Board, either personally (individually) or by email: [board@christianlayman.org](mailto:board@christianlayman.org)

**Q: With regard to the Lead Pastor Transition, when should I email the Board vs. Pastoral Search Committee vs. Staff?**

A: Please send questions relating to the Lead Pastor Transition directly to the Pastoral Search Committee: [pastorsearch@christianlayman.org](mailto:pastorsearch@christianlayman.org) - This team includes a mix of CLC Staff, CLC Board members, and CLC congregants and we will redirect your questions to the appropriate team/person.