

FAQ from K3First Church Congregation:

What will happen at K3First Church in the absence of a senior pastor? Is the function of the church at risk?

The Lay Leadership Council (LLC) and the District Superintendent (DS) along with the current pastoral staff are part of an Interim Leadership Team that is developing an Interim plan. The day-to-day activities and special events at K3Naz will continue and will be led by staff members and key volunteers.

Are we going to have an interim pastor?

The LLC is confident that the current culture and leadership of K3 First Church is strong, stable and healthy, there is just a missing piece in our team. After prayerful consideration, we will not be choosing an interim pastor. Instead, we will have interim preachers who will deliver messages through the end of 2016 to give the team time to pray and further develop the plan.

Is it mandatory to have a senior pastor/does the new pastor have to come from the Nazarene denomination?

Yes. The senior pastor must be an ordained elder or licensed minister in the Church of the Nazarene.

What happens to existing staff/Why is it a requirement for our pastoral staff to resign/Can the new pastor replace staff/Will the LLC recommend that the new pastor retain any of the current pastoral staff?

According to *The Manual of the Church of the Nazarene* (our bylaws), all pastoral staff are required to submit a letter of resignation upon the termination or resignation of a head pastor. Be assured, that the LLC has chosen to retain all pastoral staff at this time. The LLC has the authority to do this up to 90 days after the acceptance of a new Senior Pastor, or until a new pastor should choose to fulfill their own staff. The LLC has great confidence in our current pastoral staff, and will share these sentiments with the future pastor.

What is the process for finding a new Senior Pastor/ how are candidates found/how will the board know who the right person is to be our next senior pastor?

We are guided by *The Manual of the Church of the Nazarene* in this journey. The Lay Leadership Council (LLC) has been meeting and praying for The Holy Spirit to direct us to the person that we believe God has already selected as our next Senior Pastor. The LLC and DS are beginning the process to assess our church history, our congregation needs, our community needs and will develop a church and pastoral profile. We will seek the input of the LLC, DS, congregation, the District Advisory Board, CCD pastors, and The General Church leaders as we seek candidates to become our next pastor. The LLC and DS will narrow down the search of qualified candidates after a review of résumés and will interview the final candidates. After much prayer and discussion, the LLC will vote to approve a final candidate and will then present that candidate to the congregation for a vote.

Has the board started looking for a new pastor yet?

No.

How frequently will the leadership (LLC) of the church be meeting?

Weekly.

How will the LLC address those who may not be ready to move forward due to grieving/ Is there a time table?

We currently do not have a specific timeframe. The LLC recognizes that our church needs a time for mourning. We commit to praying about moving forward in our process and will press in closely to follow the prompting of the Holy Spirit to move us forward at His pace.

When will the congregation get to talk with the board?

LLC members are available to talk with you in person at your request. You may also send your questions electronically to the LLC at questions@k3naz.org, to the church office through email, or in the offering plate on a communication card. In addition, in the future, the LLC may call town hall meetings, visit Sunday school classes or use a congregational survey.

What role does the congregation have in the process/ will there be a vote on the new pastor?

After an affirmative vote by the LLC, the final candidate will be asked to speak to the K3 First Church congregation on a Sunday morning and engage in a meet and greet time. The Manual of the Church of the Nazarene states that the approval of a Senior Pastor must be by two-thirds vote by the members of voting age (15 years and older) of the local congregation.

How can I help?

PRAY.....PRAY.....PRAY.....for the LLC, for Dr. McKain, for our current staff, for God's leading as we search for the next Senior Pastor that we believe He has already ordained.

Are we looking for a pastor with lots of experience/what characteristics or qualities are we looking for in a senior pastor?

The LLC is not looking for any specific characteristics at this time, instead we are praying for God's direction and searching for the next leader we believe He has already chosen and is calling to this role. In the near future, we will work to put together a Local Church Profile and a Lead Pastor Profile to help guide us and the candidate in this process.

What happens to Kathy Heck/Will K3 First Church take care of her and Alea?

The Church of the Nazarene has a death benefit that will be paid directly to Kathy. The Church also has a pension and benefits program that will be paid to Kathy. Finally, we have set up a "Heck Family Love Offering" on the church website, where you can make a donation.

Upon the request of Kathy and Alea, a scholarship has been set up in Pastor Heck's name through the Olivet Foundation.