

CALVARY CHURCH

PASTORAL SUCCESSION

Q & A

DEAR CALVARY FAMILY,

In this significant season of our church's journey, we understand you may have many questions. It is our desire as Elders to do the best we can to address those questions. Below are some questions we have anticipated with our responses. It is our prayer that these are helpful to you as you consider your role as members of Calvary Church in the selection of our next Senior Pastor.

QUESTIONS ABOUT THE PROCESS

1 Who initiated the succession process and when did it start?

Pastor Dave approached the Elder board July 2016 to begin the discussion about his future role at Calvary Church and a process to pursue the next Senior Pastor.

2 Why did the Elders choose to do their work confidentially, why not a more public process?

This process of finding the next Senior Pastor while the current Senior Pastor was still in place was unprecedented in Calvary's history. When the process began by Dave's initiation, the timeline and the steps did not exist. The Board determined that communicating to the congregation when there was not a clear process, timeline, nor criteria established would cause unneeded concern, confusion, and disunity for the congregation, staff, and others to whom we minister. The Board also looked to the Church Bylaws which assigns the role of recommending to the congregation a Senior Pastor candidate for a vote.

So the Elders determined it was best for all to work through the process in confidence, so that there was ample time to seek God's direction in prayer and godly counsel without disrupting the congregation. Now that we have reached this point the Board has done its best to communicate the whole process to the congregation, so that the members can now take up their role in preparing for a vote.

3 Why wasn't a pastoral search committee formed?

Pastor Dave and the Elders felt that the role of Senior Pastor could possibly be filled by an existing staff pastor and that forming a search committee prior to determining the genuine viability of an internal candidate would be disruptive to the process and the ongoing daily ministries of the church.

4 Did the elders consider anyone else, either on Calvary's staff or outside?

The first sets of discussions of the Elders was to explore the implications of pursuing internal and external candidates for the Senior Pastor position. Through the combination of outside counsel from local pastors, ministry leaders, professional advisors, and Elder dialog the board became unified around the benefits of an internal candidate outweighing an external candidate. Because of this consensus, no formal search was initiated for an external candidate. Internally, using criteria the Elders believe are key to honoring the heritage of Calvary Church and expressing a posture for growth in the future, several staff were considered. Upon review, Dave and the Elders determined Eric was the best internal option as Senior Pastor.

5 Who was the advisor used and what did they do to assist the process?

The Elders engaged Slingshot Group, a ministry that partners with churches to bring them to the next level by finding and building the best leaders possible. In particular Slingshot assisted the Elder board in reviewing some personal assessment tests Eric took and they participated in discussions of how Eric's skills compared to the leadership requirements the Elders had defined for our future Senior Pastor. Slingshot assigned Chris Lagerlof to be our consultant. Chris and Calvary Church, including Eric, have worked together in the past on church planting and leadership development initiatives.

6 When will I have a chance to give my input?

There are three Church Family Q&A events on September 6, September 27 and October 27 - each at 7:00 pm in the Worship Center Lobby. These evening gatherings will provide opportunities for you to hear directly from our leadership what God has placed on their hearts for Calvary. And they will also give time for you to participate in discussion and partner in prayer as we seek God's leading together. In addition, Elders will be available on Sunday mornings in the Worship Center or if you prefer to email your input you can send them to elders@calvarylife.org

7 Will I have a chance to hear from Eric Wakeling in a small group setting?

Yes. Eric will be visiting with all of Calvary's LifeGroup and Life-Stage ministries, from Students to Senior Adults, between September 3 and November 12. A schedule of the on-campus group times will be available on our website at calvarylife.org/pastor. Eric also welcomes personal emails and phone calls if you would like to speak with him directly. You may reach him at ewakeling@calvarylife.org or 714-550-2386.

8 How is the decision made if Eric Wakeling is to be the next Senior Pastor?

The Bylaws of Calvary Church charge the Elder Board with the responsibility to recommend to the congregation a candidate for Senior Pastor. Our unanimous recommendation for this position is Eric Wakeling. On November 12, 2017 we will have a special One Service Sunday where the voting members of Calvary Church must approve this recommendation by two-thirds in order for Eric to become the Senior Pastor.

9 If Eric is approved by the congregation when would he become the Senior Pastor?

If approved, an installation service is scheduled for Sunday, February 4, 2018 at 10:00 am in the Worship Center to celebrate this new chapter in the life of our church.

QUESTIONS ABOUT PASTOR ERIC

10 Who is Eric's family?

Eric and his wife Bea first met in the library at Biola University. They have been married for 20 years and they have two daughters, Grace (14) and Ella (10). Bea teaches English at Orange Lutheran High School and is actively involved at Calvary Church serving on the school board of Calvary Christian School.

11 What is Eric's educational background?

Eric holds a bachelor's and a master's degree in Christian Ministry and Education from Biola University/Talbot School of Theology, as well as a master's degree in Educational Leadership from Cal State Fullerton.

12 What experiences does Eric have in ministry?

Eric came to Calvary Church from Ocean Hills Community Church, which he served at from 1994-2001 as the Junior High Pastor. Eric has spent the last 16 years in ministry at Calvary Church. From 2001 to 2007, he served as the Student Ministries Pastor overseeing the pastors and volunteer leaders for Junior High, High School and College. Eric accepted the role of Executive Ministry/Teaching Pastor in 2008 and has worked alongside Dave for the last 9 years in this position. In addition to being in the Sunday morning teaching rotation, Eric has jointly led the ministry staff in setting the vision, goals and ministry efforts of Calvary Church.

13 What are Eric's spiritual gifts and strengths?

Spiritual gifts are centered around Encouragement, Teaching, Leadership and Administration. Strengthfinder themes include Belief, Maximizer, Communication, Strategic and Futuristic.

14 Will Eric be teaching every Sunday?

While the long-term teaching schedule has not been determined, Eric plans to continue to have a teaching team approach. For the short-term, Dave will continue to speak one time per month, Eric would teach twice a month, Matt Davis or Matt Doan would speak one time per month. This would be the plan for the next year, with the exception of a sabbatical time for Dave from April to June.

15 What should we expect our Sunday mornings at Calvary to look like?

Sunday mornings at Calvary are a time set aside to gather across cultures and generations to connect with God and others. Our goal is to worship in Spirit and in truth, to the glory of God and the furthering of the gospel. So all that we do on Sundays in the Worship Center—in our songs, hymns, prayers, and preaching—is to help us respond to the work of the Spirit and grow as followers of Jesus together. In addition to our main worship services, there are also opportunities to connect in LifeGroups for every age and life stage.

16 What is Eric's vision for growth for Calvary Church going forward?

Our vision for Calvary is that we are better together. In this, we want to leverage our legacy for connecting people in discipleship to grow in their faith and pursue a renewed focus on passionate worship to deepen our love for God and one another. This also means we need to extend our reach to include those not already part of our church family. We want to refresh our local reach with better neighboring and continue our global reach by supporting missions around the world. Finally, we will grow through cultural engagement with thoughtful response to the world's deconstruction of orthodox faith, maintaining a high value for the authority of Scripture and developing better alignment with the demographics of our community.

QUESTIONS ABOUT PASTOR DAVE

17 How long has Dave been the Senior Pastor at Calvary Church?

Dave has served as the Senior Pastor of Calvary Church for 22 years. This is his longest tenure as a Senior Pastor, which in total extends over 40 years of ministry and three different congregations.

18 Will Dave and Joy Mitchell be leaving the church?

Dave and Joy have expressed their desire to remain a part of their Calvary family. Calvary is their home church. Dave is currently exploring all the ways God would use him in his next season of ministry, including as Calvary's Pastor of Teaching and Spiritual Enrichment.

19 Will Dave remain a pastor at Calvary Church?

The Elder Board and leadership at Calvary Church are committed to supporting and assisting Dave in his pursuit of what's next. Dave is not intending to retire, but rather serve at Calvary in a new capacity as well as explore additional outside ministry opportunities that God directs him toward.

20 Will Dave continue to preach on Sunday mornings?

Yes, the short-term plan would be for Dave to remain a part of the Sunday morning teaching rotation. As Dave develops new areas of ministry responsibility his teaching role would be reduced or redirected accordingly. Currently, no specific date is determined for this transition.

We don't assume that the above will address every question that you may have, so please, contact us with your individual questions. This can be done in person on Sunday mornings or at any of the meetings scheduled for this purpose. You can also contact any of our Pastoral Staff or Elders by email at elders@calvarylife.org or our individual emails are listed at calvarylife.org/leaders. We pray God speaks clearly to you as you prepare to participate in the congregational vote to affirm Eric Wakeling as Senior Pastor at the One Service Sunday on November 12.

- YOUR BOARD OF ELDERS

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