

Succession Team Page

Status

Here is the most recent update of our progress against the succession plan (**9/30/2018**):

September was a very busy month for the search process!

The Elders held several interviews with applicants both near and far. The new Kingston campus library was a beautiful environment for these interviews—warm and inviting in person and a beautiful backdrop for a videoconference.

A common interview evaluation tool was used to compare applicants. This provided the foundation for determining who would continue further in the process. We are grateful for the interest of all applicants and ask that you pray that their ministry might be blessed for having been introduced to us.

One of the continuing applicants visited Kingston 9/27-9/28 for a "culture fit" visit where he met and interacted with the staff and church leadership. Similar visits will be scheduled with one or more other candidates.

After assessing qualifications and culture, if all goes well, a final candidate will be selected by the Elders and invited to a "candidate weekend." Should a suitable match not be found in this original group of applicants we will seek another group from the company assisting us in the search.

October prayer focus:

You may have a sense of uncertainty about the future. This is perfectly understandable! Pray, though, that the Lord would tangibly remind you of His faithful presence in Kingston for the last 300 years. As you cross the threshold in Kingston or Newton next weekend look around -- sense the Light that cannot be extinguished! Pray that you be assured of the Lord's eternal interest in our community.

Succession Timeline

- 1) 2018 Winter: Fill out Succession Team (Done)
- 2) 2018 Winter: Create Church History (Done)
- 3) 2018 Winter: Create Job Profile (Done)
- 4) 2018 Winter: Create Pastor Profile (Done)
- 5) 2018 Winter: Fill out Search Team (Done)
- 6) 2018 Spring: Search begins (Done)
 - a) Launch - Consultant meets with Search Team to launch the search (Done)
 - b) 1 week - Search Assessment delivered to Search Team (Done)
 - c) 1 week - Search Assessment edited, approved, and returned to consultant (Done)
 - d) 1 week - Search goes public & sourcing/screening/interviewing of candidates begin (Done)
 - e) 3-4 weeks - Mid-Point Check-in call (Done)
 - f) 3-4 weeks - Consultant recommends candidate slate to the Search Team (Done)
 - g-1) 1 week - Semi-finalists interview with Search Team (Done)
 - g-2) 1 week - Finalist(s) visit Kingston for "culture fit" visit (**in progress**)
 - h-1) 2 weeks - Finalist returns with spouse for broader interaction with the congregation
 - h-2) 1 week - Congregational meeting to approve final candidate
 - i) 1 week - Offer extended and accepted
- 7) 2018 Fall: New Lead Pastor Designee hired and begins work alongside Pastor Thomas
- 8) 2019 Summer: Lead Pastor Designee becomes Lead Pastor, Pastor Thomas begins sabbatical of six months or more
- 9) 2020 Summer: Pastor Thomas returns to a well-defined very reduced role (<10hr/week)

Background

Pastor Thomas has expressed a desire to retire from full-time ministry. The Elders are executing a Succession Plan designed to maximize the long-term success of FCC while preserving our congregational culture.

Communication

We are the Succession Team and will be the official voice and point of contact for the duration of the succession process. You may have many questions during this time of uncertainty. We've addressed many of them here, but please contact us with any other questions you may have.

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Katie Johnson, vicpark@comcast.net

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More Background

Here are other useful links to provide additional background information:

[Frequently Asked Questions \(FAQ\)](#)

[Pastor Thomas' sermon on succession \(2/11/2018\)](#)

[National Church Development Survey Results Summary](#)

