

# CHURCH OF THE HIGHLANDS

## **We Are in Transition: Questions and Answers**

### **Has this been a prayerfully planned decision?**

Yes. Pastor Jeremy has been praying and planning for the very best timing for this transition in the life of Church of the Highlands. He has consulted with many wise pastors and ministry leader and though no time is perfect, Pastor is confident the Lord is leading him in this direction.

### **When is Pastor Jeremy's last Sunday?**

October 22

### **What is the plan for transitioning from Pastor Jeremy's leadership role to the next Lead Pastor?**

The deacons will immediately work with Pastor Jeremy to line up guest preachers for the first few weeks, while simultaneously working to secure an interim pastor. This work has already begun and updates will be given to the church, primarily via email. You are strongly encouraged to sign up for our email list at [TheHighlands.cc](http://TheHighlands.cc). The next step is forming a pastor search team to begin the process of securing Church of the Highlands' next lead pastor.

### **How will a pastor search team be selected?**

According to Church of the Highlands' Constitution and By-Laws (Article III, Sections 3 and 4):

#### 3. Pastoral Vacancy

If the Lead Pastor is incapacitated or if the pastorate is vacant, the Body of Deacons shall be responsible for assigning the position of chief administrative officer to an individual. This person will oversee the daily activities of the church, and will have all the responsibilities stated above in Article III, Section 1, A. 2. with the following exceptions:

- a. Dismissal of any professional ministerial staff shall be done by the Body of Deacons.
- b. The assigning of preaching duties to current staff and/or obtaining

supply preachers will be the responsibility of a ministry team made up of the Deacon officers. No existing ministerial staff member shall become the Interim Pastor of the church.

#### 4. Selection of the Lead Pastor

a. The candidate for the position of Lead Pastor shall be recommended to the church by the Pastor Search Team.

b. The Pastor Search Team shall have seven members. The church at large will select the Pastor Search Team via written vote. The Pastor Search Team selection process shall be administered by the Deacons.

The Pastor Search Team shall be comprised of members from the following ministries: Preschool or Children's ministry workers/volunteers, Student Ministry volunteers, Community Group volunteers, Worship Ministry volunteers, First Impressions Team volunteers, Finance Team volunteers, and the Body of Deacons. Each specified ministry will select names of three people from among its group to be placed on a ballot from which one person shall be selected. The church shall ensure that the Pastor Search Team be comprised of both men and women, and have a wide representation of the church body in age, race, and length of time as members of the church. The Pastor Search Team selection process shall be administered by the Body of Deacons.

Members of the Pastor Search Team shall be active members of the church. No more than one member from a household may have his or her name listed on the ballot. Paid employees of the church and members of their households shall not be eligible except for paid nursery workers.

The chairman of the Pastor Search Team shall be selected by the elected members.

c. Upon selection of a candidate for the position of Lead Pastor, the team shall bring the candidate before the church. The election of a Lead Pastor shall be administered by the deacons.

There must be approval by 80% of the church members present and voting for the call of the Lead Pastor.

**What will the search process look like?**

The search process itself will be determined by the Pastor Search Team.

**How long will it likely take to find a new pastor?**

There is no way to know. The Pastor Search Team will be charged with the responsibility of working expeditiously, but being careful to insure sufficient time to seek the Lord until they are confident that they have found His will for our next lead pastor.

**How can we submit a recommendation for a pastor?**

Anyone may submit a suggested candidate for consideration by mailing a résumé, or the candidate's name and complete contact information to: Pastor Search Team, Church of the Highlands, 6621 Hunter Road, Harrison, TN 37341 or [pastorsearch@thehighlands.cc](mailto:pastorsearch@thehighlands.cc).

**At what point in the search process will the church at large get to hear a potential candidate?**

Not until the Pastor Search Team has agreed on a candidate recommendation. The church will be given periodic updates on the progress of the Pastor Search Team.

**Do we anticipate this will affect new people joining our church, if they know the pastor is transitioning?**

We believe that our commitment to God and His Word, our commitment to excellence in every area of ministry, and the momentum and continuity of Church of the Highlands' ministries will continue to attract new people to our church. We are in a position to trust the Lord as never before to keep us focused on Him.

**Will this affect our giving in support of ministry?**

Most Christians make their giving decisions based on their convictions regarding biblical stewardship rather than who is preaching or leading. We trust our people will remain faithful in their stewardship of their time, their talents, and their treasure. God will entrust us to step up, not step back so He can continue to bless.

**During the transition period, who is running day-to-day operations at the church?**

Associate Pastor, Ace Stafford

**If I still have questions or would like to make a suggestion, who do I contact?**

Contact your assigned deacon. If you would like to call your assigned deacon, please either email him or call the church office at (423) 493-4111 to get their number.

**Deacon Family Assignments**

Ryan Bolton (Last Names A–C): rjbolt@epbfi.com  
Randy Ellis (Last Names D–F): randyangela1982@att.net  
Daniel Francis (Last Names G–I): jdfran1208@aol.com  
John Hain (Last Names J–L): jhain@epbfi.com  
Wes Huguen (Last Names M–O): bfhuguen@epbfi.com  
Bill Mattheiss (Last Names P–R): wink60@epbfi.com  
Larry Mink (Last Name S): larryb.mink@gmail.com  
Mark Pearson (Last Names T–Z): wmarkpearson@gmail.com

**How can Church of the Highlands members be helpful in facilitating the transition?**

Pray for Church of the Highlands—Focus on Christ, a growing commitment to our mission of reaching our community, America, and the world for Jesus Christ. Focus on increased faith, additional leadership, continued growth, strong positive staff and lay leadership and continued unity.