



Q - Now that Pastor Kisner has announced his retirement, what are the next steps?

A – Our church is currently in the development and planning stage. A search committee was formed and approved by the board of deacons in mid-January. Further sub-committees were formed within the search committee such as: Prayer, Survey, Profile, and Communication. The survey to the congregation was launched and results are currently being analyzed. From the survey results, a Lead Pastor Candidate profile is in process to aid as a guideline in the search.

Q – Will there be a timeline of the search phases?

A – Yes, it is under development, and our plan is to post it when completed to the “What’s Next?” WHBC website. The first priorities will be analysis of the survey results and finalizing the Lead Pastor Candidate Profile.

Q – Will the profile for the Lead Pastor Candidate be released?

A – Yes, it is currently being developed based upon feedback from the survey. Our plan is to post it to the “What’s Next” WHBC website when completed. It will be used as a guideline in the search. In addition, a church profile is being developed to share with the candidates.

Q – Why was the survey offered to non-members?

A – We desired their input and perspective. However, ***only members will be able to vote*** when the time comes for the congregational vote for the final candidate of Lead Pastor. Our survey data can be separated between member and non-member responses as needed for analysis purposes.

Q – How may we submit names in the future, and what other processes will the Search Committee be utilizing to obtain names?

A – The committee is working through the process of how names will be submitted and will announce this in the future. Confidentiality will be required for the man, his family, and his current situation. The Search Committee will be utilizing church networking, websites such as ChurchStaffing.com, and congregational submissions to accumulate potential names. These will be compared against the Lead Pastor Candidate Profile that is currently under development.



Q – What will the next steps be after receiving names?

A – Currently, the development and planning stage is in process. Input from churches who have gone through a search, emphasize foundational planning (and prayer!) is critical. In our next phase, our intent will be to communicate more specifics to answer this question as it applies to our situation. We appreciate your prayers and patience as we all travel this journey together to discover what man and family God is currently preparing for our church.

Q – By asking the candidate NOT to make significant changes right away, aren't we limiting his vision?

A – We will be requesting the candidate not to make large changes to the ministries of our church or to our staff for the first few years. The purpose is for him to understand who we are as a unique body of Christ. Regarding the staff and the timeline, it is not a contract, but an intention.

Q – What is the approval plan when a finalist candidate is chosen?

A – The first two steps are agreement by the search committee of fourteen and agreement by the board of deacons. The specifics after that will be decided, but the opportunity for the church body to meet the candidate and his family, as well as to hear a sermon, will be made available.

Q – Will an interim pastor be needed?

A – Yes, if the process takes longer than anticipated. Pastor Dave Kisner's intent is to stay at Washington Heights during the foreseeable future.

Q – How are the expenses of the candidate search being funded?

A – We are assembling possible recommended expenses. There are no dollars in the operational budget so search expenses would need to be obtained through other means.

Q -Is Pastor Kisner involved in the search committee meetings, and at any point will we have two Lead Pastors?

A – No.

Q – What should I be doing personally right now?

A – Pray! Pray for our church, Pastor Dave and Wendy, and the candidate and his family that God has for Washington Heights.