



Regarding our Pastoral Transition





May 5, 2022



We have developed some answers to frequently asked questions regarding our Pastoral Transition process. Most of this information was originally presented at our AGM on April 11, 2022. This version has been updated to include more context for a read-only format.

This document assumes you have read Andy's letter to the community dated April 5, 2022 in which he outlines his intention to step away from his role as a pastor within the next season. If you'd like a copy of that letter please contact WCV's office.

If you have any questions or comments, or would like to discuss this process at all, please reach out to any member of the Leadership Team (BOD, Pastoral & Lay Elders). If you're not sure who to contact, call the office.

(204) 582-2900      [hello@WCVchurch.ca](mailto:hello@WCVchurch.ca).





Some questions  
For Andy:



# Why are you stepping away from being a pastor at WCV?

- There is a sense of “mission accomplished” in that I have led WCV through these tough transition years.
- Obedience - it feels like the right move at this time.
- Need rest





# What's the timeline?

- I haven't given a definitive end date.
- The timeline we're working with is that within the next 5 months we would see a clear path forward regarding a new leadership situation.





# What's your role in the transition?

- I will serve the transition as I am able.
- Ideally, there would be a hand-off to the next person which may include some amount of overlap.





## What's next?

- I'm not exactly sure. I'm stepping away from my current role. It's not clear what I'm stepping into at this point other than:
- Rest
- “Come and See” is the phrase from John 1 that resonates deeply with me. I feel an invitation from the Spirit in it.







Some questions about the  
Transition Process:



# What's happened so far?

- Andy's personal discernment & prayer as well as processing with other leaders and trusted people.
- Research on Pastoral transition
- Leadership Prayer
- Initial communication to the community





# What's the process moving forward?

- Prayer (ongoing)
- Job Posting (May)
- Discernment Team (May - as required)
- Identify & Visit (TBD)
- Engage & Hire (6 month test period)
- Membership Resolution (AGM 2023 or special mtg)





# Where can the community be involved?

- Prayer (ongoing)
- Prophetic
- Special Meetings as required
- Visit & Engage Periods
- Membership resolution





# What is a Member at WCV?

Members in WCV are those who:

- Belong (to a group)
- Serve (engaged in God's mission)
- Give (to WCV)

More info at:  
[WCVchurch.ca](http://WCVchurch.ca)





# Who is advising?

- Relational connections within Vineyard Canada including our National Directors, David & Anita Ruis, Regional Leader, Melt Van der Spuy, and others.
- Examples of mistakes and successes of other churches.





# How are decisions made?

- Leadership Team (LT) tasks Discernment / Search Team
- Discernment / Search Team makes recommendation to LT
- LT brings to congregation
- Congregation votes on special resolution at a members meeting (like an AGM)





# What does discernment look like?

- We're in the process of developing a model of discernment.
- “Delving into Discernment” workshop on May 11 with David & Anita Ruis





# What are we looking for in a person?

- Longevity in Vineyard Canada
- Experience
- WCV Values & Practices
- Theologically Vineyard

Note that these are a few of our ideas of a good candidate's qualities. It should be noted that these are flexible - they're not necessarily absolute requirements. God led Samuel to anoint David to everyone's surprise...





