

Church Family,

In September 2019, Pastor Rick Countryman shared with the congregation his intention to begin the process of transitioning out of the role of Senior Pastor of Big Valley Grace Community Church. He will remain on the pastoral staff and continue to be on the teaching team.

In 2019 the Elder Board selected a committee to develop and implement a process to identify our next Senior Pastor. As promised in our last update, the Elder Board would like to share with you the current status and an overview of the selection process.

Through efforts made over the past several months, the Selection Committee has identified a Senior Pastor candidate and is in an extensive interview and vetting process with this candidate (as described in step 4 below).

The overview of the process for selecting a Senior Pastor is as follows:

1. Prayer. The process began with prayer. All involved commit to pray continually throughout the entire process. We desire the Lord's will, and only the Lord's will, in this process.
2. The Elder Board appointed a Selection Committee, which consists of four Elders and three senior staff members. This committee is advised by third-party professional consultants.
3. The Committee developed criteria for identifying and vetting a candidate.
4. Now that a candidate has been identified, thorough personal and professional reference checks are being performed. The candidate is participating in extensive interviews to ensure he meets the Biblical criteria defined in Titus and Timothy, and has a strong theological foundation.
5. After completing this process, if the Committee believes a candidate is the right fit for Big Valley Grace, the Committee will make a formal recommendation to the Elder Board to approve the candidate as the next Senior Pastor of Big Valley Grace.
6. If the Elder Board votes to approve the Committee's recommendation, the Elder Board will extend an offer to the candidate for the role of Senior Pastor. If he accepts the position, the Elder Board will communicate the decision to the congregation.

Please continue to pray with us as we seek the Lord's will in identifying the next Senior Pastor of Big Valley Grace Community Church.

*"Trust in the Lord with all your heart and lean not on your own understanding; in all your ways submit to him, and he will make your paths straight."*

- Proverbs 3:5-6

Blessings,

Big Valley Grace Elder Board