

# Transition at Broadway

from Co-Lay- Leaders, Money Ministries, and Relationship Builders

As most of us are aware, Broadway is about to enter a big time of transition. For the last year, we have had a powerful ministry team of 4 strong women. Both our student pastors will have left by the end of June, and Pastor Vernice will be retiring on Sunday June 19. This is an anxious time for all of us — Pastor Alka will have to adjust to pastoring our church solo for the time being, our student pastors will be entering new church environments they will have to become familiar with, and Pastor Vernice will enter a new and exciting phase of her life and work. And of course, we as the Broadway congregation are anxious about what comes next for us as well. In all of those situations, it is natural for us to be nervous about the possibilities and want definition and clarity about the path we are on as soon as possible.

The biggest question many people in the congregation have is “Will we fill the co-pastor position? How? When?” These are complicated questions, and they do not have a single answer that can be easily given. Here’s what we do know:

- Broadway has never filled this position by a search before – when it was created, Pastor Vernice was hired for it immediately, and it has evolved along with her ministry at Broadway.
- When churches do a search for a new pastor, this process is rarely if ever quick, and it involves first doing a re-definition of the job description and the current needs and mission of the congregation, as opposed to what they were when the job was first created/filled.
- We want to focus as much of our energy now on celebrating the vibrant and prophetic ministry of Pastor Vernice during her last weeks at Broadway.

With those things in mind, the Co-Lay Leaders, Relationship Builders and the Money Ministry teams have been meeting for a few months to envision the best way to move forward. We are working from two basic assumptions:

- For the support of the vibrant and varied ministry of Broadway UMC, **we plan to hire a new co-pastor.**
- For the emotional health of the co-pastor, and the financial health of Broadway UMC, **the co-pastor position needs to be sustainably funded.**

The next steps include but are not limited to: **Discernment by Teams** (CLL, RB and MM working to create a job description and ministry profile); **Discernment by Congregation** (full congregation working together to assess proposed job description and funding possibilities); **Finalizing of Job Description, Funding and Search Process; Search and Hire.**

These steps will take time, and our commitment to a complete and transparent process means that we will not be hiring someone right away. Our focus must be on finding the perfect fit for Broadway’s needs and mission. As we move forward, we will keep the congregation informed and engaged in key decision-making.