

PASTORAL SEARCH COMMITTEE PROGRESS REPORT AND UPDATE

March 15, 2026

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The Pastoral Search Committee is pleased to report that we have made significant progress in our development of a Transition Plan for MCC.

As of March 7, 2026, we have entered a Memorandum of Understanding with **Don Crawford of Candence Consulting Group** to assist us by facilitating discussions among our congregation that will lead to a healthy, unified vision and strategy for Millarville Community Church as we move forward. With Don's expert help, we will work through some of the disagreements that have been hampering our progress in the past and restore damaged relationships that may stand in our way.

We will be following the Transitional Leadership model described generally in the book "Between Pastors", by Cam Taylor. Don is an ordained Pastor, and has over 20 years of expertise in assisting churches and other non-profit organizations when they have lost key personnel and need to refocus the organization to move forward in unison.

The initial phase of the process is "**Input, Analysis and Town Hall Meetings**". This phase will begin immediately, and Don will be spending some intense interviewing time here with us on March 20 – 22. Selected interviews will be arranged for those days with present and past MCC leaders and staff. The Committee has identified people whose input to the process and whose introduction to Don Crawford will be crucial to the success of this phase.

A subsequent meeting will be held in April, where we will invite more input and schedule more interview opportunities with others in the congregation. Results will then be collated and analyzed, and a Town Hall Meeting arranged to deliver and discuss the results. This will be the primary opportunity to express both frustrations with the past and aspirations for the future of our church.

As of today, with the addition of Don Crawford as facilitator, the Pastoral Search Committee will become the **MCC Interim Transition Team**. This team will lead the process with Don providing facilitation and coaching assistance as needed. Everyone on the Team will be aware of everything that is happening, and we will all be available to answer questions along the way.

The survey responses and interviews will be kept closely confidential so that everyone's anonymity is assured. The process will work best if your input is factual, honest, and frank.

We are not the only church to have gone through an unplanned transition such as this, and we won't be the last. We are confident that God has His hand on us and will guard our church throughout the process. We pray continually that we will hear His Will and be guided by Him in all that we do. Please participate in the process and be guided by the Holy Spirit in doing so.

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We have attached a graphical timeline to illustrate our longer range plan. Details beyond May are vague now because we expect that your input through the surveys and interviews will affect how the process unfolds over time.

The Pastoral Search Committee is feeling very positive about these recent developments. We believe they are God ordained and are the beginning of a rejuvenation of Millarville Community Church that will prepare us for the future He has planned. We appreciate your continued prayers for the success of this transitional season.

