

Provisional Senior Pastor Consideration (“PSPC”) Policy and Pathway

Chinese Grace Bible Church, through its Executive Board, has approved Pastor Tranwei Yu to be formally offered “Provisional Senior Pastor consideration,” to be defined as set forth herein.

Defined:

Provisional Senior Pastor consideration means that the PSPC candidate will be exclusively evaluated for up to a period of 5 years, within which time he can be offered the official position of Senior Pastor. During this period of evaluation, the PSPC candidate will be exclusively given this consideration and will be the “first among equals.” This means the pastoral team are all equal as elder-qualified pastors, and all elders are equal on the Elder Board. At the same time, the PSPC candidate will have acting Senior Pastor authority to help manage and lead the pastoral team and staff, including facilitating meetings [Article III(A)(3)].

The evaluation will consist of evaluating the PSPC candidate’s character, ministry and leadership gifting, and shepherding care. This includes, but is not limited to: demonstrated character consistent with this Church’s bylaws [Article III(A)(1) and Article IV(C)]; with all church perspective; ability to effectively and compassionately lead; ability to faithfully preach, teach, and train others in the Word of God; and demonstrated care for the flock, primarily focused on the spiritual health and needs of the leadership and congregations.

Upon successful evaluation and a 3/4 vote of the Executive Board, the PSPC candidate will be recommended to the Church to be the Senior Pastor, requiring a 2/3 vote of the congregation at a properly called business meeting [Article III(A)(2)(i)].

Requirements:

- Annual Review/Evaluation of the performance of the PSPC candidate conducted by the non-pastoral members of the Executive Board [Article II(A)(5)(i)].
- 3/4 vote of the Executive Board to recommend the PSPC candidate to the Church to be the Senior Pastor
- 2/3 vote of the congregation at a properly called business meeting to officially call Pastor Tranwei as the Senior Pastor.

Limitations:

- The PSPC candidate is not the Senior Pastor during the evaluation period, and will not have the accompanying authority of Senior Pastor specified in the Bylaws to hire/dismiss all paid staff [Article III(A)(4)].
- The offer of Provisional Senior Pastor Consideration comes with the assumption/understanding that the Executive Board desires to revise the Bylaws to reduce the current authority specified in the Bylaws for the Senior Pastor (e.g., Article III(A)(4))
- The offer of Provisional Senior Pastor Consideration comes with the assumption/understanding that the Executive Board desires to revise the Bylaws to clarify and reorganize the authority between the Elder Board and Executive Board (e.g., Elder Board should have greater authority than the Executive Board)

Termination:

- The evaluation period may be paused for extenuating circumstances.
- Termination on Notice. Within the evaluation period, the PSPC candidate may terminate this agreement for any reason on 60 calendar days’ notice to the Executive Board.
- CGBC may terminate the evaluation period only in cases of failure of performance, with immediate effect by delivering notice of the termination, requiring a 3/4 vote of the Executive Board after a thorough evaluation.

Intent of this Policy:

- To guard against calling an untested pastor from the outside to immediately become Senior Pastor
- To guard the PSPC candidate against unreasonable expectations from the leadership and congregations as he transitions and acclimates into serving at our church
- To guard the PSPC candidate against overwork and burning out during the time he transitions and acclimates into serving at our church
- To guard against too quickly calling an unknown pastor to become Senior Pastor
- To allow an intentional opportunity and time period for evaluation of the PSPC candidate to determine if he is affirmed to become Senior Pastor
- To allow time for revision of the Bylaws, specifically to reduce the authority currently specified in the Bylaws for Senior Pastor and to reorganize the authority between the Elder Board and Executive Board
- To provide clarity to the incoming language pastors and the entire pastoral team regarding the roles & responsibilities, as well as the potential future direction
- To provide a clear pathway for the PSPC candidate to become Senior Pastor, while addressing the cautions expressed by the Church.

Pathway (for Pastor Tranwei):

Phase 1 (up to 2 years) – Focus on English congregational duties

Pastor Tranwei Yu will be responsible and oversee the English congregation, including but not limited to, English preaching, shepherding, caring ministry, and lay leader training.

Phase 2 – English congregational duties plus some “all church ministries” duties

Pastor Tranwei will lead in some of the all church ministries’ responsibilities, including but not limited, to preaching, shepherding, teaching, and providing unified lay leaders’ training in all three congregations.

Phase 3 - Acting Senior Pastor capacity and Some English congregational duties

As Acting Senior Pastor, he will be the “first among equals.” This means the pastoral team is all equal as elder-qualified pastors, and all elders are equal on the Elder Board. Pastor Tranwei will be responsible for overseeing the “all church ministries” and ministries in three congregations [Article III(A)(3)]. He shall not have the authority under Article III(A)(4)(i) to hire and dismiss any paid staff (ii) nor to determine salary and benefit of all paid staffs. However, Pastor Tranwei will have the authority to help manage and lead the pastoral team & staff, including facilitating meetings [Article III(A)(3)].

Phases 2 and 3: At least 2 years combined

Total evaluation period: Up to 5 years