

STEP 10 | CELEBRATE!

Your search is now complete, and the moderator of the congregational meeting should have entertained a motion to dissolve the PNC. We hope that you feel celebrated and appreciated for your service to Jesus and his Bride, the church. Take a break and think about how faithful the Lord has been to you and your congregation.

However, we have to tell you that your job is not quite finished. Your new pastor may initially rely on your support. Help him or her meet church members and learn the lay of the land. But also let your pastor spread his or her wings and fly! It is only natural that your new pastor will begin working closely with the session, staff, and other members of the congregation. Cheer your new pastor on and pray, pray, pray!

FINAL CONSIDERATIONS FOR THE SESSION

1 SAYING GOODBYE TO THE TRANSITIONAL PASTOR

Both the congregation and the Transitional Pastor should devote time to saying goodbye well. This might include a celebration of the ministry of the Transitional Pastor on the last Sunday of service. Consider finding a way of thanking the Transitional Pastor's family, too. Transitional Ministry almost always entails some form of sacrifice on the part of the Transitional Pastor's family. Bonds have been developed that can never be broken. However, in order for the church to thrive, the Transitional Pastor must leave (and no longer be involved) in order to allow plenty of room for the new pastor to be fully embraced by the congregation.

2 INSTALLATION AND ONBOARDING

The responsibility for the pastor's installation falls to the session and presbytery. Together with the new pastor, they will create a plan for the installation service. This is a time for celebration, but it is also an opportunity for the pastor and the congregation to receive exhortations regarding this new relationship.

An often-overlooked step when bringing on a solo or senior pastor is helping them to start their position well. Therefore, churches have the option to add coaching during the onboarding process of the new pastor in order to maximize the chances of a successful start to the ministry relationship. [Click here](#) to learn more about Onboard Coaching for Pastors. Reach out to ECO at info@flourishmovement.org to learn how your pastor may receive a year of coach for free if they are entering their first call and serving as Head of Staff. If you have additional questions, you can email ECO's Ministry Resource Coordinator at kim@eco-pres.org.

When onboarding First Call Pastors, ECO works with John and Laura Crosby, who lead and mentor a cohort of young ECO leaders in their first call. To learn more, visit the [First Call Pastor Cohort](#) page on our website. On this page there is also a webinar on what they're up to in the cohort, what key challenges young leaders are facing, and ways we can support them more comprehensively going forward.