

CRISP^â

Comprehensively Resourced and Integrated Succession Process^â

CRISP^â is a unique system of resources for churches seeking to manage the pastoral succession process in an effective, wise, and Scriptural way. It is comprehensive in that it provides services from the point when the pastor begins to make plans to move on to the start-up of the next pastor. CRISP^â integrates all the components of a succession process into a coherent, understandable step-by-step plan.

The first step is the **orientation phase**. In this phase our consultant gets to know the needs of your church and tailors the process to fit your particular situation. This can be done over the phone, or in an on-site visit.

The second step is the **training and initial scan phase**. This generally consists of a Friday evening and Saturday daytime meeting with the leaders of the church to both train them on the basics in pastoral succession planning and to gather information that will guide the subsequent phases.

The third step is **assessment phase**. This phase generally involves the administration of the *Church Assessment Tool^â* and the generation of a *Vital Signs^o* report. This provides a sophisticated assessment of the overall vitality of the church, its goals for the future, and its readiness for a pastoral transition. Other assessment needs may require the use of focus groups and interviews.

The fourth step in the process is the development of a **transition plan**. The purpose of the transition plan is to shepherd the entire church through the transition process and to optimize the opportunities for growth and involvement.

The fifth step in the process is the specification of the **critical requirements** for the next pastor. These requirements are generated from all the information collected in the previous steps of the process.

The sixth step in the process is the actual **search**. To provide this service, Holy Cow! Consulting has teamed up with People Management International, a company with a solid track record and the premier search firm for churches and Christian organizations in the United States.

The final step in the process is the **start-up** of the next pastor. Holy Cow! Consulting uses the information gleaned from the entire process to develop a start-up plan that will help the next pastor start smart by touching on the issues most important to the people of the church.

The succession from a beloved pastor to the next called leader is one of the most important processes that a church will go through, one with lasting impact. Our goal is to help church leaders be wise stewards as they invest the energy and resources that will yield lasting fruit for the Kingdom in the years to come.