



Segue Ministries

SHEPHERDS, FLOCKS & TRANSITION



"Ending well... Starting strong"



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HELP FOR TRANSITIONING CHURCHES... *What's Next?*

It happens in every church. Now it is happening at your church. The pulpit is empty! The pastor has left. Finding and securing a new pastor is of critical importance... who is God sending? Also of extremely high priority is finding the shepherd that fits with your congregation. Segue Ministries provides a congregation in transition a number of resources that can assist churches during this time. It is during transitional times that a church has the opportunity to prepare for a successful and reachable future. Segue Ministries wants to help you to “end well and start strong” in this most critical process.

🌀 PRIMARY ASSISTANCE

Where to Begin? The journey begins with an initial consultation to discuss issues, discover valuable available help, and determine ready resources allowing your process to begin.

We Can Provide:

Preliminary Discovery - Begin with an initial consultation to consider issues and resources you need to be aware of during the interim period. No two transitions are alike. Determining what is best for your church is a customized process. This is where to begin.

Plan Development - Develop a custom tailored plan that correctly fits with your church's unique opportunity. Your history, your purposes, your connections, your leadership, and your new ministry future are the critical process components requiring development and implementation.

Personnel Determination - Provide names of verified high quality and trained traditional interim pastors. Background verification, interviewing techniques, search ethics, and candidate selection tools will give your church a healthy transition and bright future hope.

🌀 LEVEL 1: Traditional Interim Pastor (TIP)

The *Traditional Interim Pastor* ministry is somewhat similar to the role of Interim Pastoring of yesterday. This choice for your congregation will provide limited ministerial services such as “filling the pulpit” for your services with a trained and experienced interim pastor. Additional services are available such as Pastoral Care, Visitation, and Sacerdotal Functions.

🌀 LEVEL 2: Intentional Transitional Interim Pastors (iTIP)

An *Intentional Transitional Interim Pastor* is the most effective means of getting a church ready to search for the next pastor, especially if:

- **The church has lost focus, vision, and momentum and is in decline**
- **Pastor leaving has been at the church for eight or more years**
- **The church is in, or headed into, conflict**
- **Before searching for a pastor, the church devotes a season of time to self-study, with the guidance of interim pastor specialists**

Churches choosing the *iTIP (Intentional Transitional Pastor)* level as guidance throughout search and selection process can anticipate far-reaching benefits beyond the transitional period. Healthy functionality, congregational unity of purpose, renewed mission and vision, and energized leaders and teams make choosing this level for your transition both wise and long-lived.



What's Next?

Search Committee Training

Today, we do NOT follow the last generation's pastor search committee process. Much has changed. Even if you have experienced search committee team members in your church (and sometimes, BECAUSE you have experienced people who only know the methods of long ago) you should consider getting specialized training for your team.

We Can Provide:

- Two hour workshops on the search process
- A full day retreat (recommended) that includes team building, spiritual foundations, and training in the process
- Training Manuals, Interview Workbooks, and Discovery Assessments

Assistance in Finding Pastoral Candidates

When your search committee is ready to seek the names of potential candidates, there are a number of resources available. First, we provide candidate boil-down guidance for your search. Next, when your search has narrowed, we are able to discover and verify background information not readily available in the potential candidate interview phase. Finally, currently under development is an online tool and database of open positions at SEGUE-affiliated churches as well as ministerial profiles of candidates looking for church positions. Please check back here for a link to our new tool soon.

Additional Resources

[Pastor Ministry-Staff Search Committee Reference Guide](#)

The Pastoral Search Team Guide is the newest reference tool from SEGUE Ministries for church search committees. The document has step-by-step suggestions to guide the church and committee through the search process and also provides information about how to access several other resources that a search committee should find extremely helpful.

What's Next?

Change is coming. You can embrace & engage it, or be dragged where you are not prepared to go. There is no better time than during a pastoral transition to self-examine, discover health issues, and take corrective actions that point a church toward a healthy future. The time of pastoral transition is a pregnant moment in the life of a congregation. Something new is on the way.

SEGUE Ministries is a Spirit directed catalyst to help your church find God's *"What's Next?"*

Schedule an Initial Consultation Today:

214.289.1709 | WWW.SEGUEMIN.COM



The SEGUE Story

The Question...WHAT'S NEXT? SEGUE Ministries is a product of a pastor's asking and seeking for God's new guidance in his personal ministry direction after over 40 years of serving the local church. One early morning it happened... that "*still small voice*" answered. He spoke of a need in the church: Flocks without a Shepherd, Shepherds without a Flock. With that, the Spirit planted an idea within his heart and mind - Shepherd the Shepherds, and thereby the Flocks. It became organic, a life of its own. It has grown into SEGUE Ministries.

Founder, Thomas M. McMahan

Thomas M. McMahan is an Ordained Assemblies of God Minister. He has served in congregational pastoral ministry for over 40 years, denominational leadership for more than 30 years, and has given oversight to numerous pastoral transitions in that time.

Prior to entering pastoral ministry, Tom enjoyed a highly successful management career. Transitioning into pastoral ministry, his first ministry assignment was to re-open a closed church in a Louisiana city of 60,000. Explosive growth, relocation, and development of new facilities to accommodate 2,000+ were the results during his tenure. Relocating to Dallas, TX, he became pastor of one of the historic congregations in the denomination. Transitioning the church to a multi-cultural ministry center has been his challenge for 15 years of effective ministry. Tom is an author, singer-songwriter, lecturer, consultant, and convention speaker. He and his wife, Linda, have two sons and daughters-in-law and five grandchildren.



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