



April 15, 2026

Dear Calvary Family,

The time has come for a transition. Before I stepped into the Senior Pastor role here at Calvary, I had already experienced six different Senior Pastor transitions in this church. Having grown up here, I saw firsthand how each transition often brought an interim season which felt like a reset almost like starting over.

From the very beginning of my time in this role, I prayed for something different.

I asked God to allow me to hand off the baton in such a way to ensure the race wouldn't stop—that the mission would continue moving forward with clarity and momentum. I prayed he would align our hearts so closely around his mission, that when the time came, it would be clear I was being called into a different role.

Over this past season, especially since Karen and I returned from sabbatical in November, it has become clear to me God is answering my prayer.

I have seen you, as a church, fully embrace the mission of knowing Christ and making him known. You are living as a vibrant community of mobilized disciples. You are impacting our communities with the truth of the gospel. Together, we are becoming a church committed to ensuring that every man, woman, and child has multiple opportunities to hear and respond to the good news of the gospel—because the world needs Jesus.

As I've seen that, and as I've sensed what God has been stirring in my own heart, I've come to recognize something clearly: the time is coming for me to step out of the Senior Pastor role and into a different role in this church as we move forward in our mission together.

I want you to know this: I love this church deeply. I have loved this church family for decades, and that love has not changed. It has been one of the greatest joys of my life to serve as your pastor in this season.

I love the mission we share. I love what God is doing here. I love the staff he has brought together. We have an incredible team, and it has been a privilege to serve alongside them.

It is because of my love for the Lord, for his church, and for this mission, I believe this is the right time to begin this transition.

There are two primary reasons for this conviction.

First, I believe the call God gave me for this season is complete. By his grace, he has used me to help shift us from being primarily a "come and see" church to becoming a "go and tell" church. The direction is clear. The foundation is in place. I believe there is another leader uniquely gifted to lead us into the next phase of mobilizing disciples.

Second, my capacity is not what it once was. I'm not a young man anymore, and the significance of the responsibilities of this role have become greater than I can continue to carry in a healthy way. It has been an honor and a joy to have been entrusted with the position for these years, but I know remaining in this role could ultimately limit what God desires to continue doing through this church. And I love this church too much for that.

Here's what this means moving forward:

I will continue serving as Senior Pastor as we walk through the process of identifying and calling the next leader. At this point, we anticipate I will remain in this role until sometime in the fourth quarter of 2027. My heart in this is simple: to ensure a healthy, intentional handoff so the baton is passed well and the race continues with strength.

After that transition, Karen and I plan to step away for a season, likely around six months, to seek the Lord and discern what he has next for us as we continue to live on mission.

Our hope is to remain here at Calvary as part of this church family, serving in quieter, behind-the-scenes ways which continue to support the mission and the people we love so deeply.

I also want to say this: I have deep confidence that God is already at work preparing the next leader for this church, and I stand ready to support and encourage him in any way I can.

This is Christ's church. He loves it far more than we can imagine. He has been faithful every step of the way, and he will continue to be. Nothing changes about our mission, our direction, or our commitment to what God is doing here.

It is important to see this is not an ending—it is a handoff!

With deep love and gratitude,



Pastor Chuck



The passing of the baton is in God's hands. By his grace, we will keep running this race together with faith, with unity, and with urgency, seeking to know and love Jesus more each day so that we can make him known... because the world needs Jesus.

Moses spoke to the Lord, saying, "Let the Lord, the God of the spirits of all flesh, appoint a man over the congregation who shall go out before them and come in before them, who shall lead them out and bring them in, that the congregation of the Lord may not be as sheep that have no shepherd."

**NUMBERS 27:15-17**



April 25, 2026

Dear Calvary Family,

We are entering an important season of transition as we prepare for our next Senior Pastor. We're praying that we continue on mission with clarity and momentum, and we're deeply grateful for how you've responded so far. Thank you.

Right now, one of the most important things we can do is listen to the whole church. We want every voice to be heard, and the Church Assessment Tool (CAT) is how we do that. This is more than a survey. It is a critical step in preparing for the next leader in our journey. To move forward well, we need a clear and timely picture of who we are, what God has been doing, and where he is leading us.

God has been at work among us in powerful ways. We have embraced the mission of knowing Christ and making him known, living as a community sent to share the good news. We want to build on that momentum, and we need your input now to do it well.

Your voice is essential in this moment. Completing the assessment helps ensure a strong, unified transition and equips our next leader to step in with clarity and confidence. This process depends on broad participation. Please realize every response matters.

The survey is confidential and takes about 25–30 minutes. It is open to all members and regular attenders (age 16+) who have been active in the past year. If you haven't completed it yet, we strongly encourage you to do so as soon as possible. Please don't assume the answers from others will be enough. This is something we step into together.

Set aside time, pray, and respond thoughtfully, but don't delay. The survey will only be open from May 3-May 17.

We are grateful for you and your commitment to this church and our mission. We believe God is guiding us, and your participation right now is an important part of following him well.

If you have any questions, visit our website or email [succession@calvarycommunity.net](mailto:succession@calvarycommunity.net).

With deep love and gratitude,  
The Elders



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