

Q&A

After reading the other statements regarding the current transitions within the leadership of the Crystal Cathedra Ministries, you may need further clarification. Here are some answers to questions that you may have:

What has changed?

As America's Television Church, no longer will the *Hour of Power* present the voice and face of just one or two individuals. Now in the pulpit during broadcast times you will find varied names and faces, but always the very best and most inspiring preachers and speakers from other successful church ministries delivering sermons in keeping with our ministry's successful and life-changing "Possibility Thinking" message of positive faith.

Why did this change occur?

The challenge to find a qualified individual every few years to succeed a current, functioning, and popular televised pastor and/or head of the ministry became a concern. By opening up the televised pulpit to "the best of the best," this concern is alleviated and the future of the *Hour of Power* is secure.

What does this change mean to me?

It will mean that each Sunday in the Crystal Cathedral or on the *Hour of Power* you will now see and hear the very best pastors, preachers, and God-inspired speakers available.

What does this change mean to Robert and Donna?

Robert Anthony Schuller should be announcing his new ministry plans soon.

What does this change mean to the Schuller family?

They have asked for your prayers during this difficult yet exciting time of transition.

Who is in charge?

- Local Church: Interim Senior Pastor Juan Carlos Ortiz and Executive Pastor Jim Poit will lead the pastoral staff in cooperation with the Reformed Church in America (RCA) Far West Classis' Executive Director Rick Mysse. They will also work closely with a consistory of specially appointed Crystal Cathedral elders as well as with their team of staff members and commissioned pastors.
- Crystal Cathedral Ministries / Hour of Power: There are two governing entities. The Office of the President (President Jim Coleman; CEO Jim Penner; and CFO Fred Southard), which reports to the International Board made up of distinguished business and religious leaders (Gwyn Myers, Evelyn Freed, Walt Kallestad), RCA General Secretary Wesley Granberg-Michaelson, RCA California Classis Representative Rick Mysse, Executive Pastor Jim Poit, CFO Fred Southard, CEO Jim Penner, and Dr. and Mrs. Schuller.

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With our church now in need of a new senior pastor, what will be the process? How long will it take to find one?

Juan Carlos Ortiz will remain our interim senior pastor while the California RCA Classis assists in a search for a new senior pastor of the Crystal Cathedral congregation. The process may take as short a time as 6 - 9 months, or as long as 15 months. Each search experience is unique in many ways for many reasons.

May we have any input into the future decisions of a new leader?

An important part of any RCA Classis senior pastor search process is to include the congregation in a specially designed assessment procedure.

What kind of pastor would we be looking for?

Because of the new vision for America's Television Church, the senior pastor of the Crystal Cathedral congregation will be a person of unique vision, one who is able to be creative within an uncommon church setting where the ministry's key mission requires that the Sunday morning services in the main sanctuary be designed primarily to further that mission. He will be one who will find innovative and effective ways to encourage a vibrant and growing congregation within an atypical local ministry paradigm.

How will this affect the other pastors and staff?

As with all staff changes, especially in leadership, there will be a time of adjustment and possible reorganization. Change offers the opportunity for tremendous creativity and exciting new ideas.

Will the new pastor be an RCA Minister?

Whenever we install a new pastor in our ministry, he or she is from a reformed (Calvinist) tradition. We will always, first, seek an RCA candidate, but will also consider those from other denominations that share the same or similar credos, traditions, etc. Once a new senior pastor is hired, if not already an RCA pastor, he will go through special training and accreditation to become one.

Who will preach on Sundays until a new pastor is installed?

Even with a new senior pastor installed, during the morning services, the pastors that we have identified as those who will preach in the Crystal Cathedral include Walt Kallestad, Kirbyjon Caldwell, Bill Hybels, Juan Carlos Ortiz, John C. Maxwell, Luis Palau, Lee Strobel, Kenneth C. Ulmer, Suzette Caldwell, and others.

What role will Dr. Schuller and the family play during this period?

As members of this church, with some also on staff, Schuller family members – including Dr. and Mrs. Schuller - will continue to work side by side with church volunteers and staff members to share the love of Christ with the community, the nation, and the world.

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How will we survive these changes knowing we are already challenged financially?

As you may know, over the past few years, our income through donations has remained flat while ministry costs have continued to increase. The current economic crisis in America and around the world has reduced our income further (by nearly 30%). The good news is that we have an asset that is currently being sold and is in escrow. The estimated income will reduce our debt by approximately 70% leaving the ministry with a manageable debt with significant donations promised to reduce the remainder. While we wait for escrow to close, we continue to remain fiscally conservative, all the while seeking creative ways to keep the level of ministry to the congregation and to our viewers at the highest level possible.

How will we be kept informed of progress?

During these challenging times, we will do our best to keep you advised and fully informed through our church and Hour of Power publications, our website, informed elders and class leaders, and regularly scheduled congregational meetings.

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