



LOOKOUT
MOUNTAIN
PRESBYTERIAN
CHURCH

April 24, 2017

Dear member of LMPC,

Every institution goes through seasons of change, and churches are not exempt. Over the last 20 years, Lookout Mountain Presbyterian Church has experienced dramatic growth. And we are now approaching another season of significant change.

Joe Novenson has asked the Session to allow him **to transition away from his role as Senior Teaching Pastor at LMPC in October of 2018, on his 66th birthday**. At that time he would become "Pastor of Teaching and Senior Adults," continue to work in full-time ministry here at LMPC, and pass the Senior Teaching Pastor baton to someone else.

Joe has been working proactively with the Executive Committee for nearly a year on succession planning, with the objective of providing for a transparent, orderly process consistent with the PCA's Book of Church Order. After many months of prayer, discussion, and meetings, the Session unanimously recommends that the congregation choose **Associate Pastor Brian Salter to take over the role of Senior Teaching Pastor and moderator of the Session, effective October 2018**.

From October 2018 onward, Joe's day-to-day activities will not noticeably change. Please be assured that Joe is not retiring, or leaving LMPC or Lookout Mountain. You may not be aware, but Joe has not had any staff directly reporting to him in over 12 years. Frank Hitchings, Senior Associate Pastor, has been overseeing the staff during this time. You as the congregation will likely not notice any difference. **The main change is that he will no longer be moderator of the Session.**

Brian's leadership, teaching, and pastoral skills make him an excellent choice to take over Joe's current position, and he has expressed a willingness to assume this role should the congregation approve. He is committed to our existing team ministry approach and will continue to use that model as he leads us forward. Frank would remain as Senior Associate Pastor and continue as full-time staff with similar responsibilities as he has today.

For the benefit of the entire church, we will be holding "town hall meetings" in April and September of this year to explain these changes. All are welcome to attend these meetings—you can find the schedule and timeline in the enclosed brochure. We plan to follow the process outlined in the Book of Church Order. **As part of this process, the congregation as well as the Presbytery will vote on these changes.**

What excites us about this plan is that it gives us a clear way to take initiative toward the future, honor Joe's desire to stay as long God enables him, and continue our team ministry approach. We hope this excites you, too. Joe has been involved with this process since the beginning and is fully on board with this decision, and the rest of the pastors and the Session are unanimous in their support. We can't stop change from happening, but we can be proactive about stewarding it, with God's leading.

For Christ and his Kingdom,

The Executive Committee of the Session of LMPC