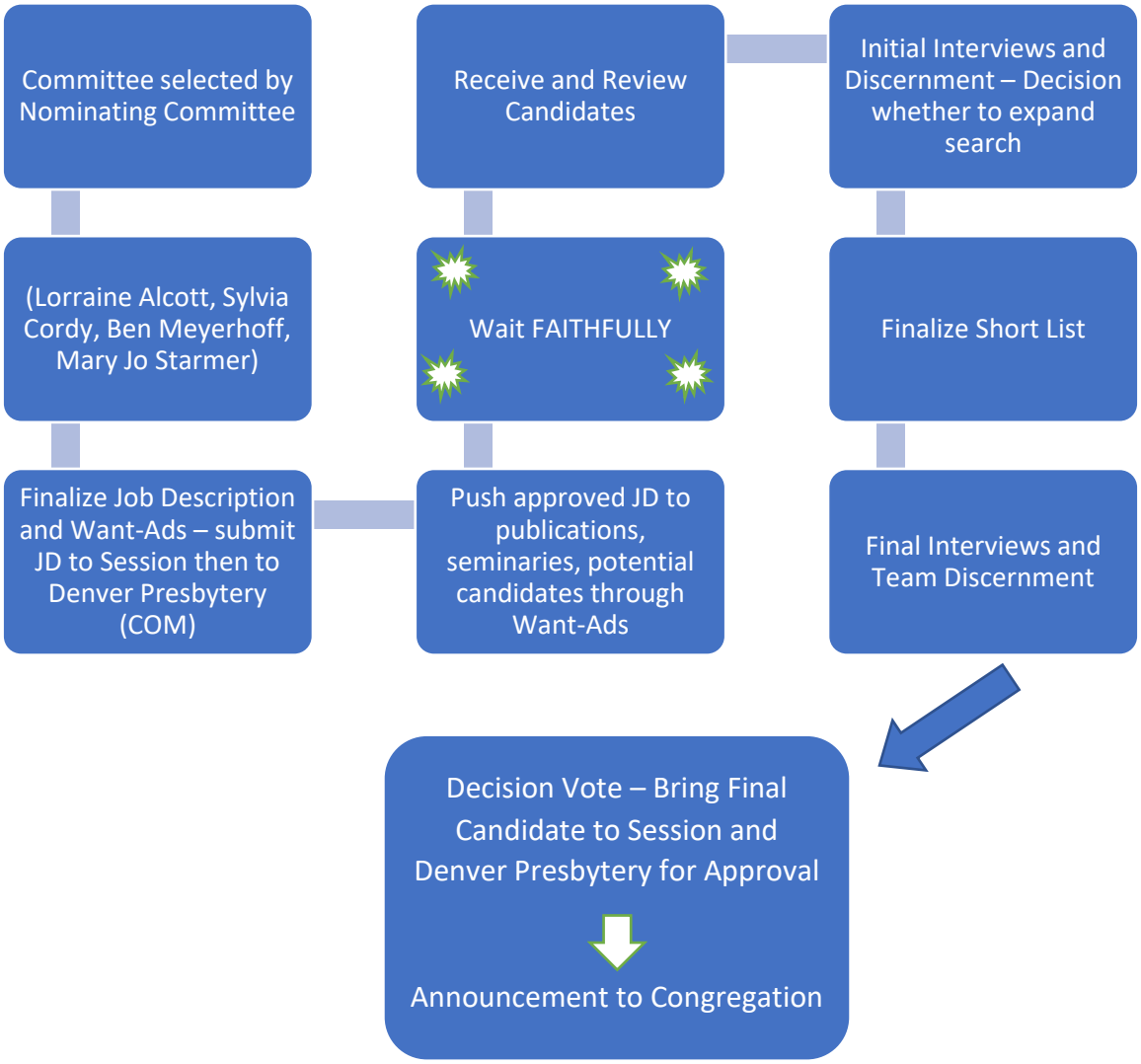Interim Co-Pastor Process