

FCBC Business Meeting

PTT Agenda and Notes

5/18/2022

For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope. Then you will call upon me and come and pray to me, and I will hear you. You will seek me and find me, when you seek me with all your heart.

– Jeremiah 29:11-13

Succession/Search brief Update – Jeff

What's the difference?

Succession is an intentional PROCESS of moving from one leader to another. The actual "search" (interviews and call) is only part of that process.

Succession Quotes (Book - Next: Pastoral Succession that Works by William Vanderbloemen)

"Choosing a leader is the most important decision for any organization"

"Lay the foundation for success years before the change occurs"

"Every Pastor is an interim Pastor"

"Succession can bring about positive cultural change"

"Important part of the legacy of any pastor is to pass the baton well"

"Succession is not retirement"

"Succession is a spiritual process"

"Succession is more urgent and important than one might think"

"Average tenure of a Pastor is 8 years"

"God is never caught by surprise. He is planning the exit and on-ramping of every leader"

"Care for and honor the outgoing pastor. Build on his heritage"

“The process of succession is most healthy when an 3rd party source speaks into the process”

“No one plan or cardinal rule applies to every church. Culture always wins over vision”

“Every church is only one generation away from extinction”

“Churches are led by people who need a savior”

“Messy and unexpected endings for church leader succession is often the norm rather than the exception”

“Failed succession is often the result of abuse of power and moral failure”

“Plans made during calm conditions prove to provide the best time for decision making”

“Dependence on prayer will open doors that only God can open”

PTT team update – Jeff

Mission Reminder – P.R.A.I.S.E

Any process will have “curveballs”

- XP changes
- Chair changes

Intro new co-chair Kelly Gates – Jeff

Brief overview of PTT activities (see below) – Kelly

- See below

What’s next – Kelly

- Slingshot visit

Close – Jeff

Proverbs 11:14, Without wise leadership, a nation falls; there is safety in having many advisers.

Proverbs 15:22, Plans fail for lack of counsel, but with many advisers they succeed.

PTT Summary of Activities

2021

- Team building (Disc profile with Bob)
- Succession reading and research
- PTT Purpose & Mission statement formed
- Communications plan (met with all CG, website, timeline, posters, town hall)
- Prayer push
- Church survey and profile

2022

- Transition/Succession planning
- Clarifying goals and timeline
- Engaging Slingshot for succession planning

Future

- Search committee formed
- Search Committee Trained
- Search firm hired
- Search
- Celebrate Tim and Send
- Call and Vote new pastor
- Handoff