

The Pastoral Transition Team (PTT) held a Townhall Event on September 19th at 6 PM. The event was a success with 250 in attendance in person and 100 online. We estimate that 400-450 people took part in the Town hall event. We listed the main points from the PTT update given at the event below for your review.

Chairman's Opening Remarks

- I want to thank everyone who we have met with in this process to date.
- We also want to thank you all for your prayers and for the help we have received from individuals who have supplied feedback on some of the deliverables we have been working on.

- **Progress to Date for the Pastoral Transition Team (PTT)**
 - **Communication Plan**
 - The PTT finished our first communication campaign with the conclusion of the church survey on July 30, 2021.
 - During that time, the PTT worked to promote the church survey, spoke to all the Connect Groups, and addressed the church during multiple business meetings. We also fielded questions about the process with each communication engagement and stood up our website, our mission statement, internal working groups, began work on the church profile, and engaged in dialogue with many individuals giving us the benefit of their ability and expertise in the area of pastoral transitions. We also promoted our charter as a team to make sure all FCBC members were aware of how the church appointed us to conduct this process. We also asked for continuous prayer, created posters and prayer cards for use by the congregation, gave out information that was relevant to the process such as our mission statement, a timeline of events, and information on the search and transition process as we gathered facts to inform our decisions.
 - We are currently in the beginning stages of our second communication campaign which includes this kickoff event – the Town Hall.
 - Part of the second communication plan is a specific effort by the PTT to involve our senior adults more fully in the transition process. The PTT appointed two advocates for the seniors here at FCBC to help ease communication with this valued part of our church body. These advocates are Ruth Hartley, and Gene Madding. We will also be working with Charles Ragland as needed to make sure we are doing the best we can to communicate information to our seniors and involve them in the process.

 - **Church Survey**
 - We had a total of 748 survey responses. 90% of the responses came from existing members and 10 % from non-members. 31 % of members have been attending the Church 0 to 4 years. We also have long term committed members (5%) who have been attending the Church for > 30 years. 21 % are in the range of 5-9 years. 15 % of the members fall almost equally in 10-14, 15-19 and 20-30 years.
 - The majority of non-members who responded to the church survey have been with the Church for 0-4 years. This indicates potential new membership prospects.
 - The survey results indicated that qualifications and qualities that the congregation desires in a new lead pastor. The congregation would like to see a candidate with 8–15 years of experience, in the age range of 38–46 years. It is desirable that the

candidate should be a graduate of a Southern Baptist Seminary with a master's degree (Doctorate preferred), married, and preferably with children.

- The candidate should have experience leading churches similar in size to Fruit Cove Baptist Church (FCBC) or 300-1500 members at a minimum.
 - The top 5 pastoral qualities the congregation would like a candidate to possess consist of being an exceptional preacher and teacher who supports a team approach to ministry involving the staff and running the Church effectively and efficiently. They should demonstrate a passion for personal evangelism and winning souls for Christ. They should have a focus on relationships and spend time counselling individuals, doing visitations and providing pastoral care. They should equip staff, deacons and lay leaders in the ministry with the skills needed to perform.
- **Church Profile**
 - The development of the church profile document is underway. This document is 60% of the way complete. We will complete the church profile before we begin the search process.
 - The PTT outlined the document, and our church staff have been writing to the outline as assigned.
 - Neal Cordle has been instrumental in helping that effort. To date, we have collected most of the documentation we will need to build the church profile.
 - We will be refining the document outline as we go and filling in any information gaps.
 - We will also be adding in photographs of church activities and are making a plea today asking for anyone who has pictures from any FCBC sponsored event to supply those pictures in electronic format through the PTT website at fruitcove.com/ptt.
 - We are looking for recent photographs within the last five years, but we will also field older photographs of the campus and activities to show how we have evolved over time.
 - When you send your photos, please give us the context to support the photo such as the following: Month and Year the photo was taken, who is in the photo by name (if known) and what event the photo represents.
 - We expect this document to be live, reviewed for content, and ready to publish by the time we engage a search team sometime in late November/December of this year.
 - **Transition Process**
 - Jeff Crick and Meghan Blood are working the transition process - the process of handing off the baton between Pastor Tim and the incoming pastor. They are in contact with Pastor Tim regularly and are discussing his next steps and the timing of his exit from the lead pastor role at FCBC.
 - They are also speaking to the key stakeholders in the process such as the stewardship committee and the Executive Pastor. Jeff and Meghan are working to get the logistics for the side-by-side handoff of the baton correct.
 - The final plan for the Transition Process will be one of the final pieces we put in place.
 - We will announce the plan to the church sometime before the PTT finds and calls the new pastor. This plan depends on who we call to the position of senior pastor and is also influenced by the type of search process we use as a church. If the ideal candidate is an experienced pastor, He will not need as much time in a side-

by-side handoff process as a less experienced pastor. That would change the transition plan. We will cross that bridge as it comes.

○ **Search Process and Timeline**

- We have done our due diligence and debated the various types of processes and approaches we could use for the search process.
- We are currently still researching the best way to do the actual search and select a new pastor. On the panel today we have proponents of internal search teams and external search teams. Both approaches have merit, and both have detractors. And there is a third approach which is a hybrid of the two approaches.
- **Internal Search Teams:** To use the internal search team approach means we would have to select an internal search team and train that team to conduct the search.
 - This approach maximizes the control and involvement of the church in the search and selection process.
 - The process of standing up and training an internal team to perform the search would take 3-6 months to train the team to conduct a search. To pick the internal search team members would also take time. We expect it would take two to three months to select that internal team. The internal team would not have access to thousands of resumes already in a database to review to find the best candidate. They would have to rely solely on job postings and referrals which produce incoming resumes to review.
 - An additional concern is that the internal search team may be overwhelmed with resumes as the PTT has been told that the minute a job posting is made public, we will have potentially 600-800 resumes to review.
 - A final concern with an internal search team approach is that the internal search team might not supply as professional an experience for interested candidates. They also may not provide as consistent an experience for each of the candidates. We feel that is an important aspect that we can't overlook, and it is key to helping us find the best candidate.
- **External Search Team:** The alternative is to engage an experienced search company that specializes in finding senior pastors for churches. This approach uses the talent, resources and processes of an external search firm that specializes in finding candidates for the role of senior pastor.
 - We have done a lot of due diligence and spoken to many of the top firms that specialize in finding senior pastors and other church vacancies. We have narrowed the field down to two possible external search companies if we were to go the route of engaging an external search company to identify and call a qualified candidate for the senior pastor role. The two firms we have narrowed the field down to are both highly regarded in their field. These companies are:
 - **Slingshot Group** (<https://slingshotgroup.org/>),
 - **VanderBloemen Group** (<https://vanderbloemengroup.com/>)
 - The advantages of an external search team approach are that each of these firms has a large repository of resumes at their fingertips to review against our criteria and networks already in place to source for qualified candidates. This would speed up the search process.

- In addition, both firms provide a process already well vetted to begin the search which will deliver a highly professional image of FCBC and portray the role of lead pastor properly and consistently.
- And one final main advantage is that if our choice for pastor doesn't work out after coming on board, each of these firms offers a two-year guarantee. If for any reason the pastor doesn't work out in 2 years' time, they will redo the search for free.
- **Hybrid Search Team Approach:** A compromise to doing this with an internal search team or an external search team:
 - The hybrid approach would engage one of the two search firms we identified to perform the search and cull through hundreds and hundreds of resumes.
 - In addition, we would stand up a subcommittee under the Pastoral Search Working Group headed by Dustin Kanady and Michael Osborne to evaluate and screen the candidate resumes we receive. The church would select the subcommittee to represent the diverse perspectives of all church members here at FCBC. The internal team would have between 9 and 11 members on it. This team would receive training from consultants within the Florida Baptist Convention and /or the Jacksonville Baptist Association to vet resumes supplied by the external search team.
 - The hybrid search approach maximizes the involvement of the church while leveraging the expertise and resources of an external search company.
 - The PTT is inclined at this moment towards this type of approach.
- **Future Activities of the PTT – What will we be Doing over the next 3-6 Months:**
 - We will complete our summary of the church survey results and place the findings in the church profile document.
 - We will build and complete the church profile document
 - We will move forward and establish the plan for the pastoral search in writing and work out the details as required.
 - We will potentially be standing up the Internal Search Team or a subcommittee to the PTT to help review and select candidates. This would involve training and equipping the chosen team members with the skills to do the job.
 - We will discuss and work through how we will conduct the actual transition process as we complete our plans for the search for a new lead/senior pastor.
 - We will be planning more communication activities such as business meeting updates, speaking to groups within the church, briefing the staff, and taking questions while supplying answers.
 - We will be overseeing the search for a new lead pastor.