

## 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 assistance we have received from individuals who have provided feedback on some of the deliverables we have been working on
- Special recognition to Jonathan, Neal and Michelle Ford who have been indispensable and patient with me.

## What we Have Been Doing Since the Last Business Meeting in February 2021

- **Organized the PTT:**
  - The PTT is arranged into four working groups now. Those working groups and their members are:
    - The Communication Working Group: Kelly Gates and Michael Osborne
    - The Documentation Working Group: Ross Nelson and Sunil Kuchipudi
    - The Transition Working Group: Jeff Crick and Meghan Blood
    - The Pastoral Search Working Group: Dustin Kanady and Michael Osborne
  - We also developed formats for the meeting minutes, agendas, and have just completed an operating principles document that helps us maintain good working relationships within the PTT.
- **Met with Consultants on the Transition Process**
  - Invited and met with guest speakers from the Jacksonville Baptist Association and the Florida Baptist Convention.
    - Bob Bumgarner (Jacksonville Baptist Association)
    - Craig Culbreth (Florida Baptist Convention)
    - Tommy Green (Executive Director of the Florida Baptist Convention) – scheduled for June 8th.
- **Reading Books and Articles – Getting Smart on the Process**
  - Engaged in reading multiple books about Pastoral Transitions and researching articles about the various aspects of leadership change within a church, general leadership principles, transition processes and other related topics.
- **Participated in Team Building Activities**
  - We have also done some team building activities to help the team, who has never worked together, gel.
  - Get to know the spouse's event - dinner
- **Developed a Communication Plan as Promised**
  - Our next big undertaking was to begin to write and finalize a communication plan to include our first two communication campaigns. **That was finalized on 4/19 and is posted to the website as I promised it would be at the last business meeting.**
    - **Launched our First Communication Campaign:** Connect Groups, other groups within the church such as the staff, men's ministry, worship team
      - Discussed timeline for the survey, timeline for the church profile development and updates on activities.
      - **This campaign runs through September 1.**
      - As part of this campaign and our overall communication plan we have developed a website for the PTT. (Walk them through the website: <https://fruitcove.com/ptt>)

- We developed the church survey which is now live as I mentioned.
  - Your chance for input into the process.
  - Your chance to influence the church profile document
- We developed a video for the website to give everyone a reminder of why the transition is occurring.
- Developed a place for updates from the PTT – keep you current.
- Developed a Pastoral Transition Team Timeline (encourage to read)
  - Lays out the overall process and timeline expected to complete the process.
  - Sets expectations for the search and other aspects of the transition process
- Posted our mission statement
- Developed Bios for each member of the PTT
  - Brief Testimony
  - What we have been involved with in the church
  - And explains some of our qualifications to serve which are part of why we were picked to serve
  - Also get a glimpse of the families we take care of
- We developed FAQs – answers the most asked questions we have fielded
  - Means of contacting the PTT.
  - We will answer emails
  - Place to submit candidate resumes
- And we developed a place to post our current meeting minutes and other pertinent documents for your reading pleasure.
  - (Make a statement about transparency and our commitment to keeping the process and our activities as public as possible.
- We also developed some prayer cards, posters, and a logo for the PTT to help make our mission, and requests for prayer clear.
- **Second Communication Campaign**
  - **September 12<sup>th</sup> – Townhall Event (Still in the planning stages)**
    - Discuss panel format and who may be present.
- **The Search Process**
  - We have also been engaged in debating and deciding on how the search process will be conducted.
    - These companies are:
      - Slingshot Group, (<https://slingshotgroup.org/>),
      - VanderBloemen Group (<https://vanderbloemengroup.com/>),
      - Celebration Ministry Staffing (<https://www.celebrationministriystaffing.com/>)
    - We are now currently conducting second round interviews with the actual consultants at each of the two remaining companies that would be

shepherding the search process and consulting with the church regarding the search process and the transition process.

- At that point, we will also stand up a subcommittee under the Pastoral Search Working Group headed by Dustin Kanady and Michael Osborne. (Another way to make sure all are represented in the process)

- **Develop a Church Profile (Multiple Authors)**
  - **Past, Present and Future are represented in this document**
  - **Facts about the church**
  - **Facts about the demographics of the area and the church**
  - **Activities also described, staff leadership, financial health of the church, budgets, missions focus, and other pertinent information**
  - **For candidates and for prospective new members**
    - **Will have a video component online**

#### **Future Activities of the PTT – What will we be Doing over the next 3-6 Months:**

- We will finalize the results of the Survey
  - **September 27<sup>th</sup> will be the last date to take the survey.**
  - **If you need a hard copy instead of doing the survey online, we can provide at the pavilion between services through June 27<sup>th</sup> on Sunday.**
- We will be analyzing the raw survey data and compiling our findings.
- We will be building and finalizing the church profile
- We will be consulting with the chosen company on the search process and the transition process.
  - We will commence the search process on or about October 1 based on a preliminary timeline we developed as part of our first and second communication campaigns.
  - We will discuss and work through how the actual transition process will be done as we finalize our plans for the search for a new lead/senior pastor.
- We will be planning additional communication activities such as business meeting updates, speaking to groups within the church, briefing the staff, and taking questions while providing answers.
- We will be standing up the Pastoral Search Working Group subcommittee to assist with the review of candidate resumes.

**Conclusion: A lot done. Questions?**