



SENIOR PASTOR SEARCH TEAM UPDATE

MAY 2021

A Note From the Executive Pastor

On behalf of your church staff, thank you for your prayers and your support. As a staff, we feel your prayers for us and your unwavering support during this time means more than we can express. We have been busy the past few months executing Bro. Jim's Relgnite 2021 Vision. We are excited for the days ahead and to see what God is going to do as we are faithful to pray, to worship, and to evangelize.



I have also been busy working with the leaders of our standing committees (Budget, Personnel, and Deacons) to review the church Bylaws and the Personnel and Policy Manual as well as reading and studying on best practices for Senior Pastor Search Teams. We have met with a consultant from the Southern Baptist of Texas Convention (SBTC) who has reviewed our work and offered insights into selecting a Senior Pastor Search Team.

From the information we received we decided to select a team consisting of 9 members and 2 alternates. We then began the process of receiving nominations from church members to identify qualified members to serve. From those nominations we developed a list of those eligible to serve. The Executive Leadership Team, following the Bylaws, reviewed the names and developed a list of 7 names that we would like to see serve on the Senior Pastor Search Team. We then gave the list of names to the 3 existing Senior Pastor Search Team members (John Boyd, Chad Johnson, and Brad Davis) and asked them to repeat the process. Our prayer was that the search team would develop a list with the same names.

The search team worked through the names and developed a list of 6 names they would like to see serve, and those names matched ours. The 6 candidates were then sent letters asking for them to prayerfully consider serving and listing additional qualifications to serve. Each candidate returned their letter affirming their call to serve. We presented the names to our Personnel Committee who approved the nominations without reservation. The candidates were presented to the congregation on May 16, 2021. Throughout this process we have seen God's hand in putting this team together and blessing the process. We are excited about our team and you will have the opportunity to meet them in the Senior Pastor Search Team section below. In the days to come, we will post additional information about each team member so you get to know them a little better.

With the search team in place, we now turn our attention to the process of allowing God to guide them to our next Senior Pastor. This is a process with many steps and accomplishing all that is before them will take a significant amount of time. To help you follow along with the progress of the Senior Pastor Search Team and to know how to specifically pray for the team, we have developed a graphic representation of the steps involved including what has been accomplished, where the team is currently, and what lies ahead. We hope this helps you in keeping up-to-date with the Senior Pastor Search Team progress. The timeframes for the milestones listed below are only estimates. This process will be God lead and as such, everything is in His timing.

SENIOR PASTOR SEARCH TIMELINE

FIRST BAPTIST FORNEY

1. FOUNDATION



2-4 MONTHS

- ☒ Form Policy Committee
- ☒ Policy Review & SBTC Consultation
- ☒ Set Search Team Parameters

2-4 MONTHS

- ☒ Nominations for Search Team
- ☒ Nomination Screening and Selection
- ☒ Announce Senior Pastor Search Team



2. FORMULATION

3. UNIFICATION



3-6 MONTHS

- ☒ Search Team Prayer and Unity
- ☐ Search Team Training
- ☐ Establish Roles and Responsibilities

3-6 MONTHS

- ☐ Surveys & Focus Groups
- ☐ Formulate Mission & Vision
- ☐ Develop Sr. Pastor Profile
- ☐ Establish Sr. Pastor Job Description



4. PREPARATION

5. EVALUATION



3-6 MONTHS

- ☐ Solicitation of Applicants
- ☐ Candidate Evaluation & Refinement
- ☐ Interviews & Recommendations

2-3 MONTHS

- ☐ Presentation to Personnel Committee
- ☐ Affirmation from the Congregation
- ☐ Selection & Celebration



6. CELEBRATION

Note: These are average periods of time and may vary during the process.

Meet Your Senior Pastor Search Team

Senior Pastor Search Team



JONATHAN APPLETON

Senior Pastor Search Team



LAURIE BARNETT

Senior Pastor Search Team



JOHN BOYD

Senior Pastor Search Team



ROBERT BURNETT

Senior Pastor Search Team



BRAD DAVIS

Senior Pastor Search Team



CHAD JOHNSON

Senior Pastor Search Team



KATE KEIERLEBER

Senior Pastor Search Team



KATHY KIMBROUGH

Senior Pastor Search Team



RANDY NEWBERRY