



## SENIOR PASTOR SEARCH TEAM UPDATE

AUGUST 2021

### A Note From the Chairman of the Senior Pastor Search Committee

On behalf of the Senior Pastor Search Committee, thank you for your prayers, support, encouragement, and patience. We are so blessed by our church staff and their execution of the vision God revealed to Brother Jim that he initiated at the beginning of the year. Please continue to keep Re-Ignite 2021 in your prayers and continue to support this movement of growth. August 22, 2021 will be our Re-Ignite Sunday and we want everyone to prayerfully focus on making that a day that truly glorifies our Lord and honors the vision set before us.

Your Senior Pastor Search Team has been spending many hours each week in prayer and meetings. We have continued to progress through our timeline by selecting officers within the committee. Through prayers and anonymous polling we selected our leadership team to guide us through the rest of our journey. Brad Davis was chosen to lead the group as Chairman, John Boyd as Vice Chairman, and Kathy Kimbrough as Secretary. There may be additional leaders defined as we continue through the process.

The next step is to start defining and implementing the selection process. Through several discussions a consensus was gained to adopt a methodology. The high-level approach is to develop key profiles, acquire congregation feedback, execute the candidate search, narrow the field, and gain consensus on a recommendation. The church profile was the first order of business. A church profile is a document that provides an accurate overview of our church: its history, membership, culture, vision, and activities.



**Brad Davis, Chair**



**John Boyd**



**Jonathan Appleton**



**Laurie Barnett**

We have completed the first draft of the church profile and will continue to refine it until the search process opens. In parallel, we have begun discussions on the community profile. This profile gives insight to the surrounding communities that become the mission field for our church. It highlights an array of demographics, including age, ethnicity, language, cultures, growth, and religious preferences.

We are currently at the step of acquiring congregational feedback. There are dozens of methods to gain feedback and we evaluated several different types. The committee decided that focus groups would be the most intimate and personal method to allow the congregation to have input into the selection process. We have planned to conduct approximately 50 focus groups in the month of August primarily structured around our Sunday morning study groups. Through the first week of focus groups we have been greatly encouraged with the depth and breadth of feedback we have received. We will continue to work through the focus groups and look forward to hearing your voice.

On page 3 is our checklist measuring our progress. As you can see, we have moved into the Preparation phase and continue to work toward the day we begin to accept resumes. Please continue to be patient praying for our church, our staff and the committee as we work through the process of God revealing our next Senior Pastor. Remember, “God’s man in God’s Timing, no exceptions”!



**Robert Burnett**



**Chad Johnson**



**Kate Keierleber**



**Kathy Kimbrough**



**Randy Newberry**

# 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



3-6 MONTHS

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

## 3. UNIFICATION



**WE ARE HERE**

3-6 MONTHS

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

## 4. PREPARATION



3-6 MONTHS

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

## 5. EVALUATION



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.