

**Calvary Baptist Church**  
**Family Meeting**  
**Pastor Search Team Update**  
**6/25/2023 5:00 PM**

Pastor Search Team Chairperson, Jim Jordan, welcomed everyone and brought the meeting to order. He introduced Ross Winton, a PSC team member, who opened in prayer.

Ross spoke about everyone having new eyes, open hearts and minds. He explained how the hiring process of a church is very different from that of a business. He said that we all need to be mindful of the candidate, his family and his church. The committee is making every effort to be more transparent and informative than with the last candidate. They pray at every meeting, building each other up in love and good deeds. The team appreciates all our prayers and encouragement. He then turned the meeting back to Jim Jordan.

Jim apologized that some of the committee could not be in attendance. However, he had Ross, Kelly Campbell and Sandra Greaney come up to the platform. He explained that two original members decided to step down and two new members from the Smithville campus, Sandra Greaney and Keanan Foley were invited to fill the vacancies, plus a third person, Jason Hoffman, to fill the vacancy as alternate. The remaining committee members are Cheryl Franklin, and Bishop Helsley.

Jim then began discussing how the committee is seeking to use more transparency with the congregation including periodic meetings like this one, the availability of a section of the church website, and the ability to communicate using a new e-mail address.

He explained that the church website ([cbcfamily.net](http://cbcfamily.net)) now has a section for and about the Pastor Search Committee. The slides being shown tonight will be on that part of the website. The site has three sections: History, Search Process, and FAQ. It will be updated periodically. Anyone can e-mail the committee with questions or comments at [psc@cbcfamily.net](mailto:psc@cbcfamily.net).

The plan is to update the staff, management team and deacons more often. Also updates like this one will be available for everyone. Information will be given before a candidate's arrival in view of a call including his resume, his answers to questionnaires, transcripts of interviews. There will be two Q&As for the congregation with the candidate, one before he arrives and one after he arrives in view of a call. The service times and places where he will preach will be identified. A larger place may need to be secured that will hold more people. Q&As will be held at both campuses. The vote would take place the following Sunday.

Jim then continued about the current status of the Committee. Orientation and direction for the new members took 2-3 weeks. The team reviewed all applicants, each person ranking their top five. Team members then shared their individual top 5 list when they reconvened. Several rose to the top after appearing on multiple team members' lists and a single team top 5 list was made. One candidate was selected. He was requested to fill out a theological questionnaire. A phone call was scheduled by the team leader to see if the candidate was still interested and to ask a few other preliminary questions. Another phone interview was scheduled for the whole team on May 29th. Each team member prepared his/her own questions to eliminate redundancy. The candidate also asked questions. A second interview was held on June 15<sup>th</sup>. An onsite meeting is coming soon. If that goes well, he'll be scheduled to meet

with a small group of church leaders two different times. If all meetings end favorably, the candidate will be invited to preach in view of a call. This would also include a time for a “meet and greet” and an extended Q&A with the candidate at each site. Information would be sent to the congregation for review as stated in the previous paragraph. And again, the vote would be held the following Sunday.

The floor was then open for questions.

1. Does the person interviewed understand that he is just a candidate not interviewing in view of a call? Answer: Yes, he understands.
2. Do you use results from the church survey to make decisions about the top 5? Answer: Yes, very much so. The survey results have been posted, but it is a good idea to put it on the new PSC section of the website.
3. Is the current candidate coming in view of a call? Answer: No, the next interview will be around the second week of July, but not in view of a call. It will be only to ask and answer questions from the candidate and a small group of CBC leaders.
4. Are we maintaining our momentum over this long period of time with no senior pastor? Answer: Yes, we are blessed with 4 pastoral leaders and lay leadership. The team is aware of the need for a senior pastor but are trying not to rush which could jeopardize the whole process.
5. Is the decision to move from 3 services in Bastrop down to 2 services a sign of lost momentum? Answer: No, the decision was made to maximize resources such as volunteers (for example: worship band, children’s workers) and enhance our corporate worship. Also, the move will align worship times across campuses.
6. Do we need an expanded questionnaire/survey? Answer: No. If you have further questions/comments, please feel free to submit them on the CBC website mentioned previously.
7. Did you post a salary range? Answer: No. The salary will be based on the candidate’s experience and qualifications.
8. Will there be a Q&A by the candidate? Answer: Yes, see above.
9. Will the vote be for members only? Yes, possibly using a check off list of members. If in doubt of your membership, call the office or look on the Realm site if you have access.

Comments from the floor:

1. We must put our trust in the committee.
2. The person called must be someone who can work well with the staff and committees.
3. We appreciate this team and having this meeting, also the work of the leadership keeping the momentum going.

Sandra Greaney was introduced as one of the new members on the team. She quoted from Psalm 27:14 “Wait for the Lord; be strong and let your heart take courage; wait for the Lord!” She expressed her desire to have everyone pray for the search process, for the PSC team and for the new pastor. She reminded us that membership can be obtained through the website if one is unable to attend an On Ramp session.

Kelly Campbell closed in prayer.

Respectfully Submitted

*Diane Fauth*

Diane Fauth, Church Clerk