**Calvary Baptist Church**

**Family Meeting**

**1/21/2024 5:00 PM**

Pastor Phillip Cole welcomed everyone and led in prayer. A Time of worship was led by Greg Hoffman, Sabrina Boyett and Frank Trevino. After singing two praise songs, Greg led in prayer seeking His will for our church.

Ross Winton of the Church Council stated that we were meeting in order to seek direction and unity for the church. He explained about having a handout and that different people would speak concerning the different sections of the handout. He introduced Keanan Foley as the newest member of the Council.

Keanan reminded us that this is God’s church that He has entrusted to us. He spoke concerning the Church Council as it relates to the membership of the church. He stated that the size of the council is based on membership, typically one council member for each 100 members. He elaborated on the how the church has grown in 2023 with 56 new members and an average of 43 weekly attendees and 37 baptisms. As of December, 2023 there were 333 members and 539 attendees. He explained the Council’s responsibilities and requirements. Presemtly, the council consists of Ross Winton, Jim Jordan and Keanan Foley. He announced that unfortunately today is the last day for Ross Winton as they will be moving. He explained that Pastor Phillip Cole and Pastor Erin Feldges will temporarily help on the Council in Ross’ absence while seeking a replacement. He also expressed regrets in having to replace his wife, Danielle, as pianist in the Bastrop first service. Based on the number of members and Ross’s resignation, they will be seeking 2 new Council members. He then reviewed the Council Requirements and Responsibilities. Please refer to p. 1 & 2 (sections 3, 4, 5, & 6) of the handout for specifics.

Ross introduced Alex Gonzales as our Interim Pastor, effective December 1, before which time the church had been using lay pulpit supply from the membership. Ross explained that an interim is a temporary neutral observer that the church utilizes in transition to prepare for their next pastor. The Interim will provide encouragement and guidance to the staff and leaders, and give consistent preaching and teaching until a pastor is hired. Ross emphasized that Alex is not a potential candidate or permanent staff person, and will not be the sole decision maker. One of his tasks is to meet with and give some guidance to the pastor search teams. Ross emphasized that Alex is not the only pastor on staff; there are others who can help with counseling and training if that is a need. Ross explained about his salary of $1250 per week. Please refer to p. 3 and 4 (sections 9, 10, 11 & 12) for more details concerning his agreed upon responsibilities.

A time for questions and answers was then given regarding the Church Council and the Interim Pastor.

Q. 1 – Will those at the Smithville Campus have a chance to meet with Alex?

A. He has already been meeting with Phillip and will plug in with leadership from both churches. He would like to meet with the Men’s Group and The Bridge if logistics allow.

Q 2 – Will the terminology be changed from Council to Elders?

A. – This is in the process, but trying to avoid differences in terminology especially between age groups. It will probably come up in the next revision of the church by-laws. There must be a clarification of terms. There has already been a change in shifting from just the senior pastor attending council meeting to all pastors being invited to council meetings.

Ross continued with the explanation of the Children and Student Pastor Teams. These are pastoral positions, not just leadership positions. There are two teams that were organized in November to fill the vacancy of Derek Brown. The Children’s Ministry Pastor Search team consists of Nicole Garner, Ruth McNabb and Michael McNabb. The Student (Youth) Ministry Pastor Search team consists of Josh Workman, April and Scott Holmes, Marty Mercer, Karessa Parish and Amy Wadum. They have developed position descriptions and qualifications. They will be looking for pastors (deeper relationships, more shepherding, digging deeper), not just leaders. They will be meeting tomorrow for training with Pastor Alex. Please refer to p. 5 (section 14) for more details.

Jim reviewed the status of the Senior Pastor Search Team. It has been active for about a year and a half. He thanked all who have been past team members. Since the withdrawal of the last candidate, the team has paused to pray, reassess strategy and regroup. The current Search Team consists of Teresa Carroll, Keanan Foley, Jason Hoffman, Kasey Hoffman, and Jim Jordan. They will meet tomorrow, 1/22, for additional training with Pastor Alex. Updates are available on the church website. Please refer to p. 5 (section 16) for more details.

Q & A about any of the Search Teams:

Q 1 – What dates are we looking at for the jobs to be posted?

A – The Senior Pastor position has been posted for a long time, but may be rewritten after tomorrow’s training. The other search positions are basically ready with descriptions, etc. They are just waiting for the training to see if anything else needs to be changed. No specific date has been selected but it should be posted within the next few weeks.

Q 2 – Are members of CBC allowed to be candidates to apply for the children or student pastor? Would a woman be considered for the children’s pastor?

A – They are looking for a qualified male (Biblical) pastor, but would consider someone with a great deal of experience (without being a pastor). Yes, they would consider a male within the body of CBC. They probably would look for someone outside the body to bring new ideas and perspectives. They would like someone with a balance between experience and education.

Q 3 – In regard to the Children and Student Positions, what is the structure, how is it based? Does one report to the other? Or is it a lateral reporting? Why is there a difference in the structural cutoff in grade levels 6th and 7th between schools and CBC?

A – in the past, the positions have been nested under the NextGen Pastor. In the future, they would be equal. One does not supervise the other. They will likely report to the Sr. Pastor and the Church Council. The cut-off is tricky, especially between Smithville and Bastrop, 6th grade and under are children and once in middle school and high school they are Students. Bastrop has made a shift in ages/grades for elementary vs. the intermediate ages/grades. As of right now it cuts off at 6th grade and below for elementary and 7th and above are Student grades. The school and CBC used to have the same cutoff grade level. When the schools changed the church stayed the same mainly due to curriculum used.

Q 4 – Are we looking for people who have gone to school to be a pastor or a lay-pastor? What is the specific education level?

A – For the Children’s Pastor, the team put together a description/requirements. However, there should be a balance between education and experience. There is an ideal benchmark, but with flexibility on experience and the gifts that they bring.

Q 5 – Is this for both campuses simultaneously with leaders under each?

A – Yes, that is correct.

Q 6 – What is the educational requirement for a Sr. Pastor?

A – The starting point would be a Master of Divinity or a minimum of Bible College with experience. A doctor degree is NOT needed. We are not interested in academic kinds of things. M.Div. is the middle ground.

Q 7 – Will the Pastor Search Team be sending out a new updated survey to see if there are any changes with new members and possibly different opinions in what the congregation is looking for in a pastor?

A – We’ll talk about that suggestion. It could be modified based on what we have been through. Keanan pointed out that they are definitely looking for someone who has some tenure at a place. They are not looking at resumes in which the candidate has served each church for only 1½ years and then moves on. They also ask how effective they have been in their ministry. Where they have seen their churches bear fruits.

Q 8 – Would it be possible to get e-mail addresses for those serving on the pastor search team?

A – We have a group e-mail that goes to everyone - psc@cbcfamily.net.

Jim continued with an explanation of a multi-site strategy and types of church relationships. There are various options. He explained how our strategy compares to other strategies. It is very necessary to use a common vocabulary, allow God to lead in any future changes, and foster healthy church growth. He discussed what would be needed for a campus to become autonomous, reasons why a campus would remain a campus, and why a campus would want to become autonomous. He showed charts of what the procedure would look like from evaluating leadership, finances, growth and vision to the actual voting on the decision to become autonomous or not. Please refer to p. 7, 8, and 9 (sections 18-23) for more detailed information.

Q 1 – Does this affect the interviewing process for a new pastor?

A - The salary would be affected, but we would still want someone who is interested in planting churches but possibly in a different method. The search teams would need to discuss this topic. Resources/staff may be shared, but different. Honoring God and healthy churches are important. Nothing is written in stone, and we’re looking for ideas and prayerfully looking at this in regard to finances.

Q 2 – A thank you was given to the Bastrop Church for establishing the Smithville campus. It should never be considered a “split”.

A - Applause

Q 3 – Is Smithville asking to be autonomous or is this just theory for the future.

A – Pastor Phillip Cole expressed his thoughts about an autonomous church. He said that it is a Biblical view of the church and a healthy view. No matter the decision, it must glorify God.

Moving toward a cooperative, different model, but not a split, and not negative.

Q 4 – Would the vote have to be unanimous, 50% or 75%?

A – Probably leaning toward 75%, but it is not in our by-laws. It needs to be a unified vote. Church council, management team, trustees working together would have to come up with procedures, finances, etc.

Q 5 – How long would the process take?

A – 6-12 months, but could be quicker or longer.

The meeting handouts, slideshow presentation, and other information about the meeting will be posted on the website, cbcfamily.net, under “About” then “Church Council”.

The meeting was closed in prayer by Jim Jordan.

Respectfully submitted,

Diane L. Fauth

Church Clerk