

## **Pastor Search Committee Proposal CBC Family Meeting 10-6-24**

**Current Pastor Search Committee:** Teresa Carroll, Samuel Clark, Gary Gagnon, Jim Jordan, and David Schlessman. The Pastor Search Committee started over 2 ½ years ago. The prayers, efforts, and input of all who have served have brought us to this place, and we want to thank you. God has taught CBC so much in this time that we may have missed without this process. God has sustained us, and we are not only surviving but thriving in the pursuit of God's will. This entire process has led to this proposal.

**History - Constraints of not finding a suitable candidate:** The Committee members when we developed this proposal in July were Gary Gagnon, Samuel Clark, Kasey Hoffman, Jason Hoffman, and me. We reviewed the over 50 resumes we received from the second posting for our Lead Pastor, we found several that we thought might be viable candidates. The majority were not seen as a fit for our congregation due to length of service in other places, their teaching/preaching style, or theological stance. We seriously considered a few candidates. Our top candidate came and met with us, and we even asked him to come back in view of a call. He said "no" and we were very disappointed. He soon learned that his wife had pancreatic cancer. (An earlier committee's top choice also discovered that his family would be dealing with cancer and declined to come in view of a call.) We talked with two other candidates and determined that they would not be a good fit for our current staff and our church culture. We had one more viable candidate. This was the point that Kasey dropped off the committee because she did not feel she could be unbiased as we continued to look at these candidates. We called our last viable candidate, and he told us his church had just opened a new campus and he was their new campus pastor, so he could not be considered for us.

**Desire not to "settle"** - We discussed the possibility of any of the other candidates. We did not want to "settle." We all felt that God had closed that door. We also knew that when we posted the job the second time, at least 70% of the resumes had been received before for the first posting. We saw no reason to expect to get a lot of new resumes if we posted the same thing again. Several candidates who applied saw our church as a negative place since we had not accepted the first person that the committee brought, there had been so much turnover on the committee, and the indecision about the future with the Smithville Campus becoming autonomous. It was suggested that the committee completely stop the search and reorganize the church itself. The Committee was pretty discouraged.

But GOD, led us to stop and examine what was good about Calvary. In Experiencing God, Henry Blackaby teaches us to look where God is working and join him there. So, we asked what is sustaining and growing Calvary. In the next few hours, the most amazing plan unfolded. We kept being told and you have probably said it yourself, God has these amazing men in place to sustain us through this time. We have a wonderful, dedicated staff. We questioned how the church has kept going? Who is leading our staff now? What do we need? Why aren't there any good candidates? What are we expecting from a lead pastor? How do we manage the next year of change? Are we still going to start other church locations?

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**Lessons learned through the process** - Trying to consider all the things that we saw as good, the hard work that continues at CBC Bastrop, the connection and love between the two campuses and the desire for good between them, the comments that the different candidates had made, the member comments in prior meetings, the survey results, the input from Alex when he was here, and praying so much praying, we developed this proposal. It is not something we brought from our own desires--it literally came together as we watched! Jason helped in the development of this plan because we wanted his input, but once we had it drafted, he recused himself because we were discussing current staff and, eventually, he stepped off the team. Jim Jordan came back on the team, and David Schlessman agreed to join in Jason's place.

We know that many pastors are getting out of the field, not many young men are going into the field. Members expect a Lead Pastor to preach, counsel, teach, be every member's best friend, oversee the finances, solve all the problems, visit the sick, represent the church in the community, be available for every member's needs, conduct weddings, funerals, supervise the staff, make recommendations for every situation, grow the staff, serve on the church council, grow the church, set vision, and be with his family and raise his perfect children. You get the idea—superman--no man can do all these things.

Our proposal is to establish an executive pastor position and a campus pastor position. Until the campus pastor position is filled, the executive pastor will oversee and facilitate all the areas of the church in conjunction with the Council.

### **Enables us to widen the field of candidates**

By doing this we will be able to consider someone with less experience, but a heart to teach and grow other servants of God. We know we will not find "superman" and now we are not looking for superman. We believe this position will be more inviting for applicants since they will not have the overwhelming job of leading a church of over 600 people, but a congregation that is still large at 250 to 300 people. A person who has a heart to grow smaller with us by starting new church locations as our numbers increase whether that is another campus or a church plant.

### **Benefits of the proposed structure -**

**Specialization of Roles** – The executive pastor would oversee the day-to-day operations of the church. He would be the go-to person for the staff and would have the big picture always in mind. The Campus pastor would have the time to develop inspirational sermons and provide pastoral care for the members.

### **Enhanced Leadership Capacity and Increased Pastoral engagement with the congregation -**

As the church grows larger, it is very difficult for one person to effectively manage both the daily functions and the pastoral needs of a large congregation. This model allows the Campus Pastor to have more involvement with individuals and groups and develop future pastors because he does not have the added pressure of the daily operations of the church. It also allows the

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Executive Pastor to have an eye on all the parts that need to come together for a solid, effective church mission.

**Sustainability and Longevity** - Splitting the Senior/Lead pastor duties between an Executive Pastor and a Campus Pastor means if something happens to one, the other is still here to pick up the load during the next search. It gives us continuity now, because there is one person who is overseeing the day-to-day operations of the church as we continue to seek the campus/preaching pastor. It better organizes us for future growth. By moving the Management Team under a staff person their work can be accomplished more effectively without having to wait for Council approval for their daily decisions.

### **Executive Pastor Main Functions –**

- Serve on the Church Council
- Supervise all staff other than campus pastor and worship leader/director
- Manage the day-to-day staff and operations
- Coach and encourage staff development
- Assure the pulpit is covered in the absence of a campus pastor
- Work in conjunction with the Campus Pastor to oversee discipleship development.

We suggested Erin Feldges for the Executive Pastor. He is uniquely qualified to take on the executive pastor role to direct the church, he has already been doing so much of this behind the scenes. He has the experience to assure that everything that is done is in line with our vision. His development of programs and training and his leadership development skills from not only his time here, but also his 20+ years of foreign mission work and decades of business management, give him a unique perspective of the big picture. He knows our church, which a new hire would have to learn, and there is a lot happening right now. We recommended an increase in his salary for the additional duties.

### **Campus Pastor Main Functions –**

- Serve on the Church Council
- Develop and present meaningful, biblically sound sermons
- Provide guidance and pastoral care for church members
- Mentor and develop the preaching team
- Oversee the Worship leader/director and team
- Work in conjunction with the Executive Pastor to oversee discipleship development.

The Campus Pastor will preach, teach, and help others in the church develop their preaching/teaching skills, and oversee the pastoral care of the church family. So, he will work closely with the deacons to be sure that all the spiritual and physical/emotional needs of the church are met.

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Once the campus pastor is hired, the worship team will serve under him. This organizational chart reflects these changes. The Council currently has all of the pastors and a few at-large members, so this would not change that. When we hire our Campus Pastor, he would also be a member of the Council.

**ByLaws changes –**

ByLaws need to reflect the Executive and Campus Pastor positions instead of a Senior Pastor.

**Budget impact –**

Erin's salary would increase for the additional duties and responsibilities he would accept.

Instead of a \$100,000+ salary, the campus pastor will be paid about half to three/quarters of that amount (the budget has a hold for \$75,000 for this position). At the very best, the Campus Pastor may be hired in January, so the budget would not be impacted by his salary for several more months. We believe that our church is poised to grow and with that growth, the giving will keep pace.

We recognized that our proposal was not expected. We knew that the bylaws and the budget would have to be amended to accommodate this proposal. We presented it to the Council, and they listened and then prayed and then they unanimously agreed with the proposal. We spoke with Erin and he agreed to be considered. We have developed the Campus Pastor job posting, but we felt it was prudent to wait for the church to approve these major changes in the church structure. We also feel that the candidates will want to know that the church wants and accepts these changes. So, we will wait to post the job for Campus Pastor until the church has approved the changes to the Constitution and ByLaws and the budget changes. This means we will post the job after the vote which will be around the beginning of November if the recommendations today are accepted by the church.

Thank you for praying for this committee and your prayers have given us great peace as we developed this proposal, and we believe that God has led us to make this recommendation.