



Guidelines for Moving Forward

We Choose to Deal with the Loss of our Pastor with Hope and Faith

Romans 15:13 (NIV)

¹³ May the God of hope fill you with all joy and peace as you trust in Him, so that you may overflow with hope by the power of the Holy Spirit.

Faith In God

Faith in the Leadership - Many Questions – Few Answers... for now Faith in the Process

Leadership will Define, Explain & Communicate the Process

Regularly

Transparently

We Choose an Intentional Process

Proverbs 15:22 (HCSB)

²² Plans fail when there is no counsel, but with many advisers they succeed.

Your leadership is already communicating with people who have extensive experience & insight concerning the pastor search process.

Denominational Leaders

Directors of Missions

Staff Members who have lost their senior pastor

Individuals who have lost their senior pastor

We Choose a Purposefully Slow Process

Psalms 27:14 (NIV)

¹⁴ Wait for the LORD; be strong and take heart and wait for the LORD.

Rushing to find a new pastor statistically leads to a short tenure of that new pastor.

We Choose to "Slow the New" – Now is not the time for changes in polity or policy.

Changes and new ideas for the church are to be communicated in writing to the deacons. They will most likely be placed on the deacon agenda for consideration at a future time.

Timeline for Moving Forward

All future dates and action points are subject to change

July 23, 2023 – Deacons Meeting

Deacons met and approved the Guidelines for Moving Forward.

Deacons, as directed by the bylaws, are tasked with filling the pulpit during the pastor's absence. The deacons are accepting Pastor Greg's offer to fill the pulpit until an interim pastor can be found. He has agreed to preach through December 31, 2023.

Deacons continue to pray and discuss the Interim Pastor Strategy. Our goal is to have an interim pastor in place by January of 2024 (perhaps sooner). Chairman Danny Ward has contacted the Baptist General Convention of Texas to get information on their interim pastor programs. The deacons have been tasked with watching a training video that the Convention has provided. The Deacons will discuss their insights at the August 6 Deacons Meeting.

Deacons adopted some suggested qualifications for the Pastor Search Committee. These qualifications are still being worked on and shall be shared with the congregation soon.

Deacons Commitment to Communicate: All decisions will be communicated through text and email to all Members, Regular Attenders, and Winter Texans. This information will also be posted on our website and in the bulletin.

July 30- August 20, 2023 – CELEBRATE our 22 years with Pastor Bill and Valarie!

August 6, 2023 – Deacons Meeting

Reviewed and discussed findings from Chairman Danny Ward in regards to our

Interim Pastor Strategy. Finalized the Qualifications for the Pastor Search Committee. Adopted the Pastor Search Process & Pastor Search FUTURE Meeting Agenda.

August 13, 2023 – Regular Business Meeting Deacons Reported on Interim

Pastor Strategy

Deacons shared:



Qualifications for Future Pastor Search Committee

- Member of Island Baptist Church
- Regular Attender
- Spiritually Mature
- Open Minded to God's Higher Ways
- Willing to Commit the Time, LOTS of time
- Willing to Commit to the WORK
- Not a staff member
- Not related to Staff Members
- Unrelated to other Pastor Search Committee Members
- Teachable in scriptures and process

Deacons shared:

Pastor Search Committee Process

Deacons shall engage the congregation for potential nominees of men and women to serve
Deacons shall prepare a list of eligible nominees to present at the announced business meeting
The church shall be notified, as per the bylaws, at least 14 days in advance of this meeting
Deacons shared:

Business Meeting Agenda to Select the "Pastor Search Committee"

- Call meeting to order
- Prayer
- Review qualifications for committee members
- Distribute ballots
- Members vote for up to 7 people
- Signed¹- & verified ballots shall be counted (membership required)
- The top 5 vote getters will serve on the committee
- The next 2 vote getters will serve as alternates
- Genders shall be balanced
- Results shall be published at this business meeting
- Results shall be published to the church by text, in the bulletin & website

August 20, 2023 – After Church Going Away Party for Bill & Valarie

September 10, 2023 – Intentional Interim presentation during Sunday School Hour

Some Time in the Future – The deacons shall select a date for a regular or called business meeting to select the Pastor Search Committee. The church shall be notified, as per the bylaws, at least 14 days in advance of this meeting.

September 19, 2023 –

Summary of "Intentional Interim" Presentation as it relates to our current situation

Presented by Joe Aguilar on September 10, 2023

Joe Aguilar is a representative of the Baptist General Convention of Texas.

Why This Meeting?

Island Baptist Church is dealing with the loss of our senior pastor. As a church, we must find a way to move forward in our worship and the serving of our community. The deacons invited Joe to come and share potential benefits of an "Intentional Interim Pastor" vs a "Traditional Interim Pastor". He also presented some procedural ideas for us to consider as we journey together towards celebrating a new pastor.

Interim Types -

A traditional interim pastor

This type of pastor comes in only to preach. This is usually the least expensive way to fill the pulpit on a short-term basis.

An intentional interim pastor This type of pastor provides: some pastoral care leadership guidance.

The deacons are tasked, as per our bylaws, to fill the pulpit until a permanent pastor is found. After prayerfully considering the two approaches, the deacons are currently pursuing an intentional interim pastor.

¹ This requirement was deleted at the September 2023 Deacon Meeting.



Concerning the Intentional Interim Process: It will be clearly stated that this individual is NOT a candidate for the permanent Pastor position.

Texas Baptists' Training on the Intentional Interim Process is rigorous. Most who get certified are retired pastors who still want to serve.

Preparing for a new pastor

Joe encouraged the church to take advantage of this transition period to evaluate ourselves both as a church and as individuals. He also recommends the forming of two groups that are very important to this process.

Transition Team that is called to reflect on who we are as a church and evaluate what the church needs in a pastor.

The Transition Team's work would produce a

1. Church Profile
2. Pastor Profile

Once completed, these products will be handed off to the Pastor Search Committee.

Choosing a Transition Team:

The Transition Team can be a tremendous asset for an Intentional Interim and the Pastor Search Committee.

Suggested Transition Team Member Qualifications:

Do Want	Don't Want
Males and females	Staff
Trustworthy	More than 1 person per family
Wise	Youth
Spiritual	New believers
Members or regular attendees	
Financial supporters	
Willing to share	
Willing to listen	

Five Focus Points of Heritage

1. Church history – celebrate both the good and bad. This will bring healing to some.
2. Mission – seek to answer "Would our community miss our church if we folded today?" Review Mission Statement and core values.
3. Leadership – for staff, volunteers and deacons. Review how decisions are made. Revise Constitution and Bylaws if necessary.
4. Connections – how do we as a Church relate to the world. Other Denomination and external relationships (BGCT and Beach Reach as examples).
5. Future – finalize the Church Profile and the Pastoral Profile and hand off to Pastor Search Committee.

Pastor Search Committee. The deacons, in accordance with the bylaws, have already set forth this process. (see p2-3 above)

Joe outlined the typical steps in the transferring of pastoral leadership:

1. Find Closure – Pastor relationship ends and causes a variety of emotions.
2. Choose Direction - Choose between "traditional" and "intentional" approaches - find an interim pastor.
3. Clarify our identity – who are we as a church and what are our community demographics. Develop a Pastor Profile that identifies our requirements regarding education, experience, certification and age.
4. Search & Find – post the vacancy in numerous places, pray as a body and as individuals. Gather resumes, check references, perform Google searches, check social media and locate Sermon and Bible study videos.



5. Negotiate – compensation, housing and miscellaneous expenses. The Pastor Search Committee introduces the candidate to the congregation and Church Staff.
6. Call – candidate accepts/rejects.
7. Install – formal agreement between church and selected pastor.
8. Startup – begin church operations under new pastor.

October 29, 2023 – Special Called Business Meeting

Joe Aguilar, a representative of the Baptist General Convention of Texas has been voted in as our new Intentional Interim Pastor! The vote was 34 (85%) in favor and 6 (15%) not in favor. Joe will begin his ministry with us on November 12, 2023.

November 5, 2023 – Deacons Meeting

As per our correspondence with our Intentional Interim Pastor:

Some of the Interim Pastor's duties include:

Preach at our two Sunday morning services (and the Saturday evening services in January and February).
Preach at our Laguna Heights Sunday evening service.

Preside over the Lord's Supper.

Provide orientation, training and guidance to the "Transformation Team" (formerly "Transition Team") in its self-study process.

Be responsible for the orientation, training and equipping of the Pastor Search Committee. (This committee will not be elected until the Transformation Team has completed the self-study process).

The deacons have decided that Pastor Greg will continue to be our acting Senior Pastor until a permanent Pastor is found.

The Deacons adopted the following criteria for members of the "Transformation Team" (formerly the Transition Team).

Qualifications for Transformation Team

- Member of Island Baptist Church
- Regular Attender
- Growing Spiritually
- Open Minded to God's Higher Ways
- Willing to Commit the Time, LOTS of time
- Willing to Commit to the WORK
- Not a staff member
- Not related to Staff Members
- ~~Unrelated to other Transformation Team Members²~~
- Teachable in scriptures and process

Duties of the Transformation Team

This team, under the direction of our Intentional Interim Pastor, will develop two important documents.

1. A profile of Island Baptist Church (Who we are)
2. A profile of our prospective pastor (Who we want)

This team shall also have these responsibilities:

3. Attend the 3 hour lunch/initiation meeting on Dec. 17.³
4. Meet weekly (1hr) with Pastor Joe (Zoom or in person)
5. Attend the Monthly "Town Hall" meetings

The Deacons adopted the following process to elect members of the "Transformation Team".

Transformation Team Election

Deacons are NOW receiving nominations for men and women (20 years and older) to serve. Please call (956-761-5029) or email (linda@islandbaptist.org) the church with your nomination. If you'd like, you

² Changed to "Spouses may not serve together on this team" by the deacons on 12-12-23

³ The date for the "initiation meeting" has been pushed ahead at the 12-03-23 Deacon Meeting. New date TBA.



may contact Pastor Greg directly with your nomination (greg@islandbaptist.org). We will continue to receive nominations through November 26, 2023.

Deacons shall prepare a list of eligible nominees at their December 3rd meeting. This list shall be emailed/texted to members by ~~Monday, December 4th~~ for prayerful consideration.

The church shall have opportunity to vote (in person only) on the nominees after each of the morning services on ~~December 10, 2023~~⁵. Age ranges and genders of this team shall be balanced.

Transformation Team Process

The new team will have a 3 hour lunch/initiation meeting following the Business Meeting on ~~December 17, 2023~~⁶.

The team will meet weekly with Pastor Joe. (Zoom or in person)

Sunday Evening "Town Hall Meetings" (time to be determined) shall be held on the 3rd Sunday of each month from ~~January through April~~⁷ of 2024. This team will report their progress to the church at these meetings.

Procedural Change

The deacons have removed the requirement that ballots shall be "signed". See "Business Meeting Agenda to Select the "Pastor Search Committee"" on page 3.

December 3, 2023 – Deacons Meeting

As of this report, Pastor Greg has already emailed each Transformation Team nominee so they can begin praying about this service opportunity. The deacons will be contacting all of the eligible nominees this week to see if they are willing to serve on this Team.

On Monday, December 11, IBC members will receive the email list of nominees who have agreed to serve on the Transformation Team.

On Sunday, December 17, 2023, members will vote to elect the Transformation Team. (change of date from December 10, 2023.

On Monday, December 18, 2023, the congregation will receive the email list of nominees who have been elected to serve on the Transformation Team.

The date for the "3 hour lunch/initiation meeting" (Transformation Team) has been pushed forward to a date that has yet to be determined... Probably in early January of 2024.

December 13, 2023 – Transformation Team Qualification

Text/Email Blast:

The deacons decided to change the requirement "Unrelated to other Transformation Team Members" to read "Spouses may not serve together on this team".

Personal Note: Please forgive the lateness of this information. I should have gotten it to you sooner. Please contact me if you have any questions concerning this matter. Pastor Greg

December 18, 2023 – Introducing... Your Transformation Team!

- | | |
|------------------|------------------|
| Joey Furcron | Tracy MacKinnon |
| Angela Blanchard | Jeff Beard |
| Laura Miller | Tracy Bray |
| Danny Ward | Margaret Ellison |
| Les Cantin | |

In coordination with Pastor Joe, the date for the "3 hour lunch/initiation meeting" for the Transformation Team has been set for Sunday, January 21, 2024 at noon.

Date Change:

⁴ This Date was pushed forward to 12-11-23

⁵ This Date was pushed forward to 12-17-23

⁶ The date for the "initiation meeting" has been pushed ahead at the 12-03-23 Deacon Meeting. New date TBA. ⁷ These meeting have been pushed to "February through May" as of 12-11-23.



Sunday Evening "Town Hall Meetings" (time to be determined) shall be held on the 3rd Sunday of each month from February through May of 2024. (These meetings were originally scheduled to start in January and end in April.)

2024

Transformation Team Town Hall Meetings took place on:

February 18, 2024

March 17, 2024

April 21, 2024

The final Transformation Team Town Hall Meeting is scheduled:

May 19, 2024

April 10, 2024 – Nominations Open for Pastor Search Committee 27 nominations for the Pastor Search Committee were received.

April 22, 2024 – Nominations Closed

17 people prayerfully declined to serve, leaving 10 eligible persons.

May 5, 2024 – Deacons Meeting

Deacons met and determined that committee members need to be physically able to attend meetings. This eliminated 2 people from serving, leaving 8 eligible persons.

The deacons decided to change the requirement "Unrelated to other Pastor Search Committee Members" to read "Spouses may not serve together on this team"(same policy change as with the Transformation Team).

May 10, 2024 – 8 to be placed on the June 2 Ballot

Nominees for the Pastor Search Committee are (in alphabetical order): Angela Blanchard, Linda Cantin, Margaret Ellison, Joey Furcron, Mickey Furcron, Dee Ray, Carol Schierenbeck, Chuck Toland.

June 2, 2024 – Pastor Search Committee Vote

There will be a special called business meeting to vote in the Pastor Search Committee. Members will be able to cast their ballot at the end of each worship service for up to 7 people.

June 9, 2024 – Pastor Search Committee First Meeting

The committee will meet for a 2 hour initiation/orientation meeting.

June 20-July 29, 2024 – Pastor Search Committee – Pastor Profile and getting organized

The committee utilized the document from BGCT and created the Pastor Profile that you can find on our website [HERE](#). The Profile was also listed at several seminary colleges as well as seminary job boards on the web. The committee came up with a process to categorize and go through the resumes, watch sermons and take notes on their own time yet share that info with each other digitally. This helps the meeting discussions to focus in on key points each week. By the end of July the committee was ready to start implementing their processes and there were 8 resumes ready for review before the position was advertised.

August & September – Pastor Search Committee

A total of forty-six resumes were received in these two months. The committee compares each resume against the Pastor Profile to help narrow down which ones fit the mold and which do not. The committee watches at least one but sometimes two or more sermons from each submission. The committee began identifying those resumes that did not meet enough criteria to remain on our list and sent them Thank you letters.

September 22, 2024 – Pastor Search Committee Town Hall Meeting

The committee provided a 4-part presentation before the business meeting.

- Update on the data from the Transformation Team Church Survey – this data is taken into consideration as the committee works through resumes.
- The creation process, the distribution of, and the location of where the congregation can find the Pastor Profile was discussed. Since there was to be a business meeting directly after this presentation, this was a perfect time for the church IT department to give a run through of the new Church Website
- The committee gave resume statistics of what we have received, how many, what parts of the world they come from, general age ranges as well as family statuses. There were a lot of questions during this portion.



Pastor Search Report
Items in BLUE are NEW, Updated on November 14, 2024

- The committee ended their presentation with reiteration of how long this process can take. When God says move, they move on something. The committee is committed to letting God lead the process in His time, and His speed. The committee is committed to not letting one issue or one opinion sway their decision. The committee members ask for your continual prayers, as the enemy will attack those in a position to make a difference for His Kingdom

October 10, 2024

The committee is up to 67 resumes. The committee is narrowing their focus to the top 5. The committee met with Pastor Greg and had Q&A session as well as an exploration meeting about the structure and vision of the church.

October 17, 2024 – Pastor Search Committee Official Vote

The committee voted to present Pastor Greg Judd to the church in view of the call to Senior Pastor. This set into motion much planning, including: Compensation Package, Announcement to Deacons, Announcement to Staff, Announcement to Congregation, Town Hall opportunity for congregation to ask Greg questions, View of the Call sermon, date of Vote, Thank You Celebration for Joe Aguilar if affirmative vote, official date of new position if affirmative vote, preliminary discussion and planning for what if vote is negative and what if vote is affirmative.

October 27, 2024 – Mickey informed the Deacons of the committee's decision to present Greg to the church

October 30, 2024 – Greg informed the staff that he has been asked to preach in View of the Call

November 3, 2024 – Mickey spoke at both services to inform the congregation that the committee has invited Pastor Greg Judd to preach in View of a Call for the Senior Pastor position. The scheduled dates were given for the events that will follow. 11.10.2024 – Town hall, 11.7.2024 – Vote, 11.24.2024 – Celebration for Joe

November 10, 2024 – the Town Hall Meeting format was used to allow Greg to share how God brought him to this place in accepting the committee's request. The floor was opened to allow the congregation to ask questions of both the committee and Greg.

November 14, 2024 – The committee is up to 76 resumes and continues to review them as they are received.

Pastor Greg was brought back into regularly scheduled meetings. Upon affirmative vote, Pastor Greg expressed his desire for the committee to remain intact to assist in the process of hiring an Associate Pastor as soon as possible and will be brought before the church for a vote at the business meeting scheduled for November 17th.