



Island Baptist Church  
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## Pastor Search Report

### Items in BLUE are NEW

Updated on  
August 15, 2023

### Guidelines for Moving Forward

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

Romans 15:13 (NIV)

<sup>13</sup> ***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)

<sup>22</sup> ***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)

<sup>14</sup> ***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

Signed & 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.