

Nov. 8, 2016

Welcome! Thank you for coming out tonight to hear an update of where we are in the search process and in our review of FCOB. Many of you have participated in conversations with Pastor Gene and taken surveys regarding our ministry mobilization. Thank you for your candid feedback!

The Leadership Team asked Pastor Gene to look at three areas: 1. General state of health, ministry effectiveness, 2. organizational efficiency, structure and staffing and 3. Spiritual fruitfulness. Pastor Gene has prepared a SWOT report (Strength, Weaknesses, Opportunities and Threats) and we are passing out his 1 page Executive Summary.

Consistent with what we have heard in prior reports, Pastor Gene has identified the following six areas as significant issues:

1. Search Team Parameters- Unity, Clarity, Teamwork
2. Church Identify/Vision - Clarifying who FCOB is and wants to become as led by God.
3. Spiritual Formation Process – Defining Spiritual Maturity
4. Ministry and organizational alignment – Structure, Systems, Finances
5. Leadership/staff alignment – Staff Design
6. Relational healing - Healing the hurt by focusing on deepening relationships and biblical peacemaking
7. Discernment – The need to listen to God *and* to one another deeply

In order to move forward and address these issues, we have agreed that we want Pastor Gene ***to lead as we hope our new pastor will lead both as a Shephard but also as a leader among leaders making decisions and executing operational authority within the scope of his calling.*** What does this mean?

We want Pastor Gene to use his spiritual gifting, knowledge and over 40 years of experience to guide us through the process to right our ship and be prepared to receive our new Senior Pastor. We have some significant issues that confuse and divide us and we need to work through them with his support and the Holy Spirit's guidance.

Therefore, the Leadership Team will undertake a key effort to review our Biblical Purpose; Mission/Vision and Core Values. We will report out to the congregation monthly on our progress. In addition, we are forming four task forces to address (i) church identity (What does it mean to be Brethren?); (ii) a review of our staff design will be conducted by the Transition Team; (iii) a task force to take a limited review at our Constitution; (iv) a discernment task force to ensure we are listening to God and each other and (v) a ministry task force to look at how we are developing spiritual maturity among our congregation.

The Search Team has completed the church profile which is now under review by the Pastors and the Leadership Team. In addition, the Search Team has been meeting with Pastor Gene to work on clarity of the position description for the new Senior Pastor; unity of spirit and teamwork and will continue to do so until they are fully prepared to resume the search.

Our communication plan is to provide the congregation weekly updates (as necessary) through the fcobcurrents and on the website; monthly updates through congregational forums and quarterly updates in the Dove Tales newsletter. We want to be as open and transparent as possible to minimize anxiety and to maximize participation in this very important process. Members of the task force will be selected from the congregation, both recent and seasoned members, and key leadership areas such as the Deacons. We are seeking to be inclusive and visible so that we can move this process forward in a timely manner. This will require all of us to be prayerful and kind as we seek God's guidance for the future of FCOB.

Thanks,
Tom Simmons

