



Pastoral Transition Dashboard

Vision for Pastoral Transition:

We are committed to engaging in a thoughtful, prayerful and well communicated process that involves as many people as possible while expressing grace to all involved.

We invite and encourage all members of FCOB to join us, as we envision FCOB to be a place where:

- We all anticipate a bright future; our ministries remain vibrant and fruitful with a strategic and orderly continuation of programs and efforts.
- Staff and lay leaders continue to function at a high level and many current and new members step into additional leadership roles.
- The people of FCOB and beyond feel confident and secure in the fact that ultimately, God is leading the process and calling FCOB into a new season of growth and ministry.
- During this time, we extend compassion and tenderness to one another wherever necessary.
- While we have great confidence in the current ministry, and a great anticipation of the future, we will also honor and celebrate Pastor Paul Munday, his contribution and his legacy.

Guiding Scripture

Ecclesiastes 3:1: *“There is a time for everything, a season for every activity under heaven.”*

Jeremiah 29:11: *“For I know the plans I have for you, says the Lord. They are plans for good and not for disaster, to give you a future and a hope.”*

Church Culture

Our primary church culture could best be described as:

Conservative, adaptable/flexible church

Our Interim Senior Pastor and next Senior Pastor should have personal traits that align with this culture

Unique Mission Components

- Size of Congregation
- Strong Financial Oversight and Accountability
- Engaging Preaching
- Large Staff
- Property and Associated Long Range Planning
- Leading Others to Christ

These Items represent specific areas that our next Senior Pastor should be gifted in or have experience doing

Islands of Health

- Children’s Ministry
- Youth Ministry
- Family Ministry
- Sunday Worship
- Global Mission
 - Disaster Relief
- Outreach
 - Local Community
- Preaching Ministry
- Ability to work together
- Financial Management
- Giving
- Hospitality for Outside Groups

Ministry areas that are strong within our congregation and should remain a focus throughout the transition

All Congregation Survey Results

The number of persons that responded to the survey given the numbers of members statistically made these results viable and an accurate reflection of our congregation. Overall, 60% of our congregation is clearly satisfied with things at this church. The survey revealed that we are a conservative, adaptable, flexible church. This means that we have strong core beliefs but when change is presented whether it be worship or Pastoral, we are flexible and can adapt to meet these new opportunities. In addition, we are a church deemed to have relatively high energy and high satisfaction. This places us in the transformation 'quadrant' meaning that FCOB is a source of new meaning and purpose for our members.

When members look toward the future, their top goals are:

- Strengthen the process by which members are called and equipped for ministry and leadership.
- Develop ministries that work toward healing those broken by life circumstances.
- Develop a comprehensive strategy to reach new people and incorporate them into the life of the church.
- Expand outreach ministries that provide direct services to those living on the margins of society. (i.e. homeless, immigrant, transient people)

All 4 areas above are being addressed in our strategic plan, Forward Together

In comparison to other churches, three goals that are unusually strong for our church are:

- Deepen our sense of connection to God and one another through stronger worship services.
- Expand outreach ministries that provide direct services to those living on the margins of society. (i.e. homeless, immigrant, transient people)
- Strengthen the process by which members are called and equipped for ministry and leadership.

Transition Profile

- 91% stated that members will tend to be more involved as the transition process unfolds and are more likely to help with additional responsibilities.
- 97% responded that their giving will stay the same or increase over this transition period.

Future Pastor's Needed Strengths:

- Preaching - Capacity to inspire and connect people to God's Word
- Strategic Leadership – Capacity to cast a vision and lead the church toward realization of the vision
- Pastoral Care – Capacity to engage people empathetically and care for persons in times of need
- Teaching/Training – Capacity to deepen understanding, form character and equip members with new skills
- Change Management – Capacity to lead a church through a significant and necessary period of change