

The Transition Team, along with the endorsement of the Deacons, bring these two recommendations for the Church to consider for approval.

Interim Recommendations

- 1) The Transition Team made up of the Personnel Team and Deacon Representatives recommend that we call David Smith to serve as our Interim Pastor.

The Covenant Agreement (*below) between him and the Church will be for 3 month periods at a time and the Transition Team will renew for additional 3 months as agreed upon by them and the Interim.

The basic tasks of the Interim Pastor will be to:

- **Preach on Sundays. (If he cannot be here on a Sunday, he will enlist and pay his replacement.)**
- **Assist us in gathering information to write a “profile” that the Pastor Search Team will use as a guide in search of our next Senior Pastor.**
- **Assist the Transition Team in writing a recommendation to present to the church on electing a Pastor Search Team.**
- **Provide Orientation and Training for the Pastor Search Team once they are elected by the Church.**
- **Guide the Church on how to best receive the arrival of our next Senior Pastor and his leadership.**
- **Meet with Staff Ministers as needed**
- **Handle unanticipated Pastoral duties as they arise.**
- **Meet with the Church Transition Team at least once per month to report on:**
 - Ministry and Work accomplished for the compensation of pay units received
 - Progress on the listed tasks assigned
 - Expectations of the work in progress
 - Current concerns of the state and health of the Church
 - Consideration of the renewal of the next 3-month Agreement at least 1 month before the current one expires.

- 2) The Transition Team recommends that the Transition Team, in consultation with the Finance Team, be given the authority to determine the Compensation paid based upon tasks and work load for each quarterly Commitment Agreement.

Recommendations Offered by the - Transition Team Members with the endorsement of the Deacons:

Transition Team Chairman - Steve Thomas

Members: Shelley Helyer, Joe Towns, Bill Gibbens, Darelle White, Joleen Freres, Eddie Aurispa, Kevin Ruiz

Ex-Officio Members: Daniel Roucloux, Mike Northen

*** Covenant Agreement between the Transitional Interim Pastor and First Baptist Church Pflugerville**

The Interim Pastor Covenants to:

- Seek God’s Will and demonstrate Christian character under the leadership of the Holy Spirit in every aspect of his life and ministry.
- Consider all members with respect and speak the truth in love.
- Lead the congregation in meaningful preparation to seek, call and accept the next Senior Pastor.
- Preach the whole council of the Word of God believing that it is infallible, inerrant, authoritative and sufficient.
- **Agreement Period:**
 - Is initially for 3 months to begin November 23, 2020 and end on February 22, 2021.
 - Can be renewed for additional 3-month periods as agreed upon by both the Church Representatives (The Church Transition Team) and David Smith if done at least 1 month prior to the end of each 3-month period.

- **Assigned Basic Tasks:**

- Preach on Sundays. (If he cannot be here on a Sunday, he will enlist and pay his replacement.)
- Assist us in gathering information to write a “profile” that the Pastor Search Team will use as a guide in the search for our next Senior Pastor.
- Assist the Transition Team in writing a recommendation to present to the church on electing a Pastor Search Team.
- Provide Orientation and Training for the Pastor Search Team once they are elected by the Church.
- Guide the Church on how to best receive the arrival of our next Senior Pastor and his leadership.
- Meet with Staff Ministers as needed
- Handle unanticipated Pastoral duties as they arise.
- Meet with the Church Transition Team at least once per month to report on:
 - Ministry and Work accomplished for the compensation of pay units received
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The Church Covenants with the Interim Pastor to:

- Pray for and support the Church and the Interim Pastor.
- Listen to his Godly counsel especially his leadership to us on how to seek, call and accept the next Senior Pastor who God has already prepared and set aside to lead our Church to reach new heights of accomplishing God’s Great Commission, which is to reach and disciple new people to come to know Jesus as their Lord and Savior.
- Speak directly with him in a loving, Christ-like manner when there is an area of disagreement.
- Work together with him as he leads us in the transition tasks needed to discover, call and prepare to follow the leadership of our next Senior Pastor.

This Covenant Agreement is signed by the Church leadership of the Transition Team and Deacons, Ministers and the Interim Pastor.

Transition Team

Steve Thomas

Shelley Helyer

Bill Gibbens

Joleen Freres

Darelle White

Joe Towns

Kevin Ruiz

Eddie Aurispa

Deacons

Coy Hearin

Jon Grimes

Buster Shelton

Wayne Fletcher

Don Jernt

Ken Lancaster

Bob Parker

Daniel Saenz

Eddie Aurispa

Aaron Nelson

Roger Leathers

Roger Killingsworth

Frank Hamilton

Bill LaGrone

Bill Sanders

Don Carlson

Charlie Lewis

Tom Gunter

Darelle White

Shelby Shellenberger

Ron Studebaker

Aaron Rogers

Russell Woodward

Kevin Ruiz

Mike Small

Danny Holder

Don Johnson

Ministers

Daniel Roucloux

Mike Northen

John Woods

Daniel McGinty

Matt Downing

Transitional Interim Pastor – His Name and Signature

Signed and Dated this _____ day of _____, 2020

Explanation of Responsibilities:

Transition Team

- *does not search for our next Senior Pastor. That task will be assigned to a Pastor Search Team that the church will elect.*
- *is assigned to recommend to the church for consideration an Interim Pastor,*
- *monthly meets with the Interim Pastor for updates on his work and performance evaluation*
- *brings a recommendation for the church to consider on how the Church should go about electing a Pastor Search Team. That team will be elected as soon as the Interim Pastor leads the Church to decide the characteristics we prefer in our next Senior Pastor.*

Interim Pastor

- *will not be considered as a candidate to be our next Senior Pastor.*
- *his tasks are listed above in recommendation # 1.*
- *he is specifically trained and has experience as an Transitional Interim Pastor*
- *he brings an outside and objective view on what and how to lead us during the transition period*
- *he is only here temporarily until our next Senior Pastor is selected and begins his ministry at FBCP.*

Pastor Search Team

- *the Interim Pastor will present to the Church for approval his report from the Discovery / Listening groups and surveys the recommended characteristics (profile) of what members would like to see in a new Pastor.*
- *after the “Pastor Profile” has been approved by the church, the Transition Team in consultation with the Interim Pastor and with the endorsement of the Deacons, will bring a recommendation on electing a Pastor Search Team to the church for approval.*
- *the Pastor Search Team will be elected once the “Pastor profile” and “Election Process” have been approved by the Church*
- *the Team once elected will be trained by the Interim Pastor and then proceed with their search for a Pastor.*

Expected Process for Calling a Next Pastor

1. Calling of an Transitional Interim Pastor

1. The Transition Team with the endorsement of the Deacons will recommend to the Church the election of an Interim Pastor at a Called Business Meeting.
2. The Called Business meeting will be announced around 2 weeks ahead of the date chosen to discuss the Transition Team’s recommendation.
3. The plan is to elect an Interim before Thanksgiving.

2. Discovery Listening Groups and/or Surveys-

1. Begin the first quarter of 2021 and continue for however long is needed to complete this task.
2. Interim Pastor and other resource people will use these groups and surveys to help us all to discover information of what we want in a next Pastor.
3. Once these group meetings have ended the Interim Pastor will present these findings at a Called Business Meeting for Church approval.

3. Pastor Search Team –

1. A Called Business meeting will be announced to discuss for approval the process the church will use to elect the Pastor Search Team.
2. A Called Business meeting will be announced to elect the Pastor Search Team
3. The Interim Pastor and other Resource people will give an Orientation and Training to the church elected Pastor Search Team.
4. Pastor Search Team begins their work.
 1. They will announce how resumes will be received and collected.
 2. They will process resumes and do discovery interviews of a Pastor candidate.
 3. They will give the Church regular progress reports on the search and how we can pray for them
5. When the Search team is ready to present the candidate they chose, the Team will announce a weekend for us to consider him as our Pastor.

4. View of a Call weekend – This weekend will include but not limited to these items:

1. Get acquainted with the candidate and his family in fellowship meetings including a Q & A time.
2. Hear him Preach

5. Business meeting to vote whether to extend a “call” to the candidate to be our Senior Pastor.