

## Lead Elder Announcement

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Good Morning Church! We are excited to share with you who our candidate is for new Lead Elder, and also the story of how we got to this point.

Over the past (5) years Foothills has seen a great deal of change and transformation. If you are relatively new around here you may not have experienced it personally but it will be good for you to hear your church's recent history.

(5 1/2) years ago, Pastor Brian Goodman retired after 22 years of serving as Lead Pastor of Foothills Baptist Church. A search team was formed and an 18 month process began as they searched for a new lead pastor for Foothills. Dr. Tony Chute, Professor from California Baptist University served as our interim preaching pastor during this time.

June of 2015 Pastor Nathan Millican is called here to serve as our new Lead Pastor. During his 3 1/2 year tenure here, we as a church underwent some considerable change.

- Auxano Group helped us develop a Visionary Plan which includes our Mission Statement, Values, Strategies, and Measures.
- Church Bylaw redesign which took nearly two years, moving us to an Elder lead congregation.

Nate's departure came rather abruptly which left our (4) vocational Pastors to begin getting their hearts, heads and hands around the process of implementing these changes.

Church, in my opinion we have been served well by our (4) vocational Pastors, Jeanne and Sara as they sought the Lord's leadership as they began to implement these changes, the biggest being the selection of Lay Elders, including their installation and training.

A new search team could not be formed until this process was completed because the Bylaws required that a Lay Elder chair this search team. The first (4) Lay Elders were affirmed in April of this year.

This Search Team was formed and affirmed on May 19th at a Family Meeting. (3 Months ago) We began our work that night before everyone had left the building. We went down the hall and I could see it in their eyes and feel it in my own heart, the weightiness of what just happened and what we were about to do! (So we prayed!)

We began meeting, praying and educating ourselves on this process and what approach we would follow in this LE search.

- We all read the book "Search" The Pastoral Search Committee Handbook.
- We watched a Mark Dever lecture at a Pastor's conference at Southeastern Baptist Seminary on the biblical approach to your Pastor Search process.
- We read articles on the topic of Lead Pastor searches.
- We interviewed members of the previous search team on what they learned for their process.
- We sought out and talked to (7) different churches, search team members and leaders what they learned from their search processes.

I'm sure you have figured it out by now, that the Search Team was trying to learn from other's success's and mistakes and trying not to make the same ones ourselves.

### **We identified (2) common hiring mistakes made in the Lead Elder hiring process!**

#### **Mistake #1: Attempting to "Hire the Best" verses hiring the Right leader.**

Many churches go down this common hiring path. They (a) identify pastor role they need filled and then (b) search for the subjective "Best" person to fill the role. While hiring the best may sound wise, the practice can easily lead to disastrous division.

Your Search Team, instead of seeking to hire the Best leader, set out and determined to search for the Right leader to serve as the next Lead Elder of FBC. This is why we did not put out a public notice as if we hiring an employee, this was not just another job opening.

- At this point the Search Team agrees on process that we would personally seek a new LE through personal contacts and relationships with churches, pastors and leaders we appreciate, respect and trust, for referrals.
- The Team did not think it was right or necessary to do a job posting and solicit 500 resumes.
- In addition to this, we were committed to looking at one candidate at a time as we searched for the right LE for Foothills Baptist Church.

The right leaders will hold deeply to the ministry philosophy of the church and the values that make her unique.

It is a massive mistake to only hire people who ascribe to a churches doctrinal statement and the Baptist Faith and Message.

While theology alignment is essential, alignment around ministry philosophy is equally important! Obviously you want to hire staff that hold to the actual values of the church.

The search team identified some of our Ministry Philosophes and Values that make our church who she is:

- Expository Preaching
- Authority of Scripture
- Discipleship
- Outward orientation
- Gospel centric
- Prayer
- Intentionality toward families

To give you complete context: This challenge of bringing in a 10th Elder to an Elder Team that already is aligned in theology and doctrine and also has ministry philosophy and value alignment which is currently functioning at a highly efficient level was not going to be an easy task.

#### **Mistake #2: Do you hiring from the inside (or outside) the church.**

If a church hires from the inside, this person typically has already committed to the ministry philosophy and values of the church.

Hiring from the outside the church gives an opportunity for a fresh perspective and possibly to acquire some leadership experience needed for the churches next season of ministry.

**Question:** So how do you know if you should hire from inside or the outside?

**Reasons to hire from outside the church:**

1. Love the current culture of the church. (You like the way things are going)  
Need new skills that do not exist in your church to further the ministry.
2. Church needs a new culture. (You do not like how things are going)  
Need new skills to get there.
3. Church needs a new culture. (You do not like how things are going)  
Skills exist. (Person(s) on the staff are not leading the church in a new direction)

**Reason to hire from inside the church:**

1. Love the current culture inside the church, even though it may need some development and clarity.  
Skills exist inside the church. (Person(s) on the staff that can continue to lead)
- From the very beginning the Search Team committed to follow our search for a new Lead Elder where ever the Lord lead us as a church.
  - The Search Team also believes that we as a church have gone through a transformation over the past 5 years, and we believe the Lord today, is clearly leading us as a church.
  - The Search Team unanimously choose to pursue looking from within the church before we looked outside. (We did not look outside for the reasons I just stated)
  - On July 1st 2019 Search Team independently and unanimously decides to look inside the church and to talk to one man. That man is Pastor Brian McCoy.
  - On July 8th Craig and I meet with Pastor Brian M. to review the process the Search Team went through and shared with him each person's comments as to why they believe God led them to him and asked him to submit his resume for LE for our consideration. At this meeting it was affirmed to us that the Lord had been doing a work in Brian's life as well. (You will have a chance to hear his story of how God was leading and affirming this in his life at the Q&A's.
  - One week later we receive his resume, theological questionnaire and an extensive personal questionnaire.
    - Search Team reviews all these documents and sets up interviews with Brian and then with Brian and Madonna.
    - Search Team does background check, and reference checks with (9) individuals.
    - Brian meets all the requirements of an Elder in 1 Timothy 3:1-7 Titus 1:5-9.
    - Brian has been our Discipleship and Missions Pastor for nine years.
    - Brian was a key contributor to the Auxano Vision Cast in 2016.
    - Developed and drives the Discover Foothills new member class we currently have.
    - Responsible for initiating and driving our New Comer Deserts that we do monthly.
    - Since January, with the absence of a LE, Brian has stepped to the front and has lead us well through some very difficult situations.
  - Church we are excited about this, and believe the Lord has clearly led us to this point, and it is without any reservation or apprehension that the Search Team unanimously recommends to you Pastor Brian McCoy as our new LE candidate. (Pause)
  - Three weeks ago the Search Team handed over to the Elder Team our recommendation and all supporting documents we compiled, for their consideration. Gary Plooster is going to come and speak to you about the Elder Team process.