

Grace Transition Team  
November 17, 2009

In attendance: Charlie Leahardy, Steve Peterson, Rick Sims, Dan Wittenberg,  
Deb Peterson, Cindy Baker, Jim Heddles, Meta Mason, Michelle Fleming

1. Charlie opened the meeting with a reading from 2 Corinthians 5:16-21. He asked if anyone had any prayer requests and the team spent time in prayer.
2. Charlie set the GTT discussion ground rules, "Senate Style", so all would feel they had the chance to speak without interruption.
3. The minutes from the 11/9 meeting were reviewed and approved.
4. The Communications Subgroup (Rick, Deb and Cindy) gave an update on what they had done including:
  - a) Setting up Google doc and resolving issues around document retrieval.
  - b) Discussion on how and when to best disseminate information to congregation, which would include meeting with small groups, ministry groups, focus groups to ask 3 questions:
    - 1) What is Grace doing well?
    - 2) What concerns do you have about Grace?
    - 3) What is one hope for the future you have for Grace?
  - c) Discussion was given to waiting to meet with groups until we established what we were trying to accomplish in asking these questions and also when a more formal and focused discussion with groups could take place. However, we should communicate the above three questions to the congregation to begin to "prime the pump" – get them thinking about these 3 questions and letting them know they will have the opportunity in the near future to discuss these. It was suggested to do a bulletin insert with our pictures/contact information along with these 3 questions listed. The communications subgroup will begin work on this and get back to the team.
  - d) Also suggested was to do a project span/timeline to show where we are headed and what the congregation should be thinking about.
  - e) Communication is key – also, make sure there is a link on Grace notes to Transition Team.
5. A lengthy discussion began on bringing in an outside Interim Lead Pastor versus having Jed fill this role. Pro's versus Con's were listed and discussed. Many opinions were respectfully discussed including; Jed, budget concerns, time schedule for the interim, staff, job descriptions etc...All were in agreement that it was critical to protect the perception of Jed and keep the congregation well-informed as the process develops.
  - a) In summary, all were in complete agreement of the following decision:  
"None of us lack confidence in Jed's abilities, but in the end we agreed with the advice given to us by the Covenant denomination that we look outside of the church for an interim lead pastor, with Jed continuing as our Associate Pastor. Among other things, this will safeguard the integrity of our search process and Jed himself against any hints or accusations that he is improperly influencing the process. This, in turn, lets us consider Jed as a candidate for permanent lead pastor on a fair and level playing field with the other candidates we'll be looking at.
  - b) It was agreed upon that Charlie would communicate this information at the congregational meeting on Sunday, 11/22.
6. Setting 3 non-negotiables, as suggested by Alan Forsman (Church transition consultant), for the Interim Lead Pastor were discussed. Input will be needed from current pastoral staff (paid and volunteer) to help refine. The following were possible non-negotiables.
  - 1) This individual must be a good, Word-centered preacher.
  - 2) Demonstrated commitment to model of leadership that is lay-centered/experience developing lay leadership.
  - 3) Desire to promote/contribute to/pursue Grace's current mission and vision
  - 4) Fit within the parameters of our finances/budget, have a flexible work week.
  - 5) Be equipped to do pastoral care to the congregation.
7. Establishing more sub-group committees will be done at next meeting.

Next Meeting : Nov. 23, 2009 7:00pm.