

## **Restructuring rather than Replacing**

### **How:**

- Considered different options
- Vision drove the decision
- Good to Great & other business models

### **Why:**

- Farming out Jim's role makes more sense
- Construction is all about small group space
- Play to the strengths of our team

How will we pay for all this?

The dollars in our current budget for personnel salaries will cover the hiring of Shawn Coleman as University Associate as well as the hiring of a new Worship/Care Pastor. We do anticipate an increase in our benefit dollars because Jim has been on Medicare.

### **When does all this take place?**

We will establish a search team tonight. You will hear a recommendation from Church Council shortly. Nick will continue leading worship until a Worship Pastor is identified. Mike will maintain small groups, but work with Nick to lead the transition. Gail will remain Pastor's Admin assistant. Jim will move into a coaching role for the next 6 months.

### **Church Council Recommendation:**

Our bylaws currently state that 4 of the Personnel team are to serve on any search team, outside of the Lead Pastor search, and elect 3 at large from the church body, but all search teams must maintain representation from both services.

However, due to the special circumstances surrounding the restructuring of our church staff, the Church Council believes and recognizes the unique diversity of the current Personnel team, and recommends that the Personnel team be charged with serving as the Pastor of Worship and Care search team. Newly elected team members in January 2018 will only serve in their Personnel team capacity.

Therefore, we recommend Larry Viaille, Melba Crutcher, Harry Bruton, Todd Brashears, Mike Smith, Farley Reeves and Jim Barber be elected as our search team. Alternates will be: John Gardner and Cindi Cobb. Newly elected team members in January 2018 will only serve in their Personnel team capacity.

Welcome Shawn Coleman as University Associate!

Shawn and Kim returned to Lubbock and joined our church in the summer of this year after serving several years in Gilbert, AZ as University Campus Missionaries for the NAMB. Shawn also recently completed an Interim Pastorate at FBC Jayton, TX.

