

Called Congregational Meeting Minutes University Presbyterian Church (UPC) August 11, 2024

1. Call to Order

1.1 Mr. John Anderson, the acting moderator approved by the session (BCO 24-2), convened the called UPC Congregational meeting at 12:00 after the worship service on Sunday, August 11, 2024. This meeting took place in the UPC Fellowship Hall. Mr. Anderson noted Pastor Jordan Huff would normally be the moderator, however he and his family are out of town.

1.2 Mr. Anderson shared a devotional from Ephesians 4:29 - 32 (NIV) *“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen. And do not grieve the Holy Spirit of God, with whom you were sealed for the day of redemption. Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.”*

1.3 Mr. Anderson opened in prayer.

2. (M/S/C) Elect Mr. Cullen Combs clerk for this meeting (BCO 25-4).

3. Declaration of Quorum

The moderator declared a quorum. A count was taken which determined 85 voting members were present, which exceeds the required quorum of 36 based on 1/6 of 213 members (BCO 25-3).

4. Congregational Meeting Presentation

Several people provided an update on the revitalization process and the Session’s approach to hiring McGowan Global Institute (MGI) to assist UPC in this process (presentation attached).

5. Questions, answers, and input.

5.1 When will the Interim Pastor be installed?

A: End of September or early October.

5.2 Will the Session create a Congregational Survey?

A: MGI in collaboration with the Session will create a Congregational Survey.

5.3 To serve on the Pastoral Search Committee (PSC) is it required to be a member of UPC?

A: Yes, IAW the BCO.

5.4 How do we as Congregants nominate a member to the PSC?

A: We will use the same procedure for Officers nomination as with the PSC. An email will be sent out with specific instructions. More information will be forthcoming.

5.5 How will this transition happen with the Interim Pastor and Jordan?

A: They will work together for transition their positions and in tandem with the Session. If you have further questions and/or concerns, contact your Shepherding Elder.

5.6 What is the length of time for nominations for the PSC to happen?

A: As noted, details are forthcoming.

5.7 What is the scope of congregational survey?

A: It will go out to all members, and the Discovery Weekend will be a sampling of the Congregation.

5.8 Will the Interim Pastor be part or full-time and what is his length of service?

A: Both Rick and his wife T will move here and serve full-time. The appointment is up one year with an option to extend.

5.9 What are Jordan's plans for his future at UPC?

A: Moderator noted he is not free to answer at this time.

5.10 Is there a consideration to a Co-Pastor type set up?

A: The BCO gives three types of Pastors: Pastor, Associate Pastor and Assistant Pastor. There would be a discussion with future Pastor(s) and the Session for working relationship(s).

5.11 Will the Revitalization Team work continue?

A: Yes, they will continue working on the mission and vision statements and reporting their thoughts and progress to the Session.

5.12 What is the Purpose of Discovery Weekend (DW) and the participants?

A; This will give a cross section of the congregation to provide information to MGI and this will help build a church profile which will support the PSC's work.

5.13 When is the DW and when does the PSC form?

A: The DW will be 20-21 September, and the Congregational Meeting on September 15, 2024 will elect the PSC.

5.14 Can those who serve on Revitalization Team also serve on the PSC?

A: Yes, but it is probably not a good idea due to the work involved.

5.15 Questioner states it took him years to adjust to the culture of the Southwest.

Request made to be mindful of the culture.

A: Bob Bradshaw, CEO of MGI stated: MGI is a nationwide and global network of people endeavoring to serve the Church and would seek to be mindful of the culture of the Southwest.

6. Adjournment

Mr. John Anderson adjourned the meeting at 1:26 PM and Mr. Matt McCloskey closed by praying for UPC and her future.

Respectfully Submitted,

John C. Anderson, Moderator

J. Cullen Combs, Clerk

University Presbyterian
Church
Congregational Meeting

August 11, 2024

Agenda

- Status of Revitalization
- McGowan Global Institute
- UPC's Consultant
- Interim Pastor (IP) Search
- Pastor Search Committee (PSC)
- Next Congregational Meeting
- Congregational Q&A and Discussion

Benefits from Lampstand

- Lampstand Conference
 - ✓ 15 Attended from UPC
 - ✓ What it means to be Gospel and Christ Centered
 - ✓ Challenges and Blessings
- Mini Conference at UPC
- Expenses incurred
 - ✓ Costs associated with the Conference (we received significant discount on fees)
 - ✓ Travel (airfare, hotel, etc.) for those who came to the mini conference
 - ✓ No other costs

Reasons for Shift to MGI

- Not a change in direction for the future hope of the church, only in who helps us get there
- Lampstand is undergoing a re-examination of how they operate
 - ✓ Known all along this was happening
 - ✓ We agreed to be the first ones through the re-working in exchange for no fees
- Changes within Lampstand taking longer than expected
- We believe we need to proceed in calling an interim pastor and establishing a PSC
- The Session has contracted with MGI to support us in in these efforts

What will McGowan Global Institute Do?

- Interim Pastor Search Support
- Strategic Plan / Organizational Transition
- Senior Pastor Search Support
 - ✓ Discovery Weekend
 - ✓ Assistance with Senior Pastor Search Process

Status of Revitalization - Report from Revitalization Team

- Chartered Goal
 - ✓ Pursuing Revitalization and Health for UPC
 - ✓ Praying. Being a “listening ear” to the congregation
 - ✓ Communication of ideas and suggestions to session
- Input to Session
 - ✓ Shepherding communication with members and absent members
 - ✓ Repentance conversations
- Mission and Vision
 - ✓ Reviewing and learning from past mission statement and formation
 - ✓ Clarifying and crafting mission statement
 - ✓ Clarifying and crafting vision statement

McGowan Global Institute (MGI) Overview

- Introduction and Decision to hire MGI
- Who is MGI
- Discovery Weekend
- Congregational Survey

MGI Services – Resourcing Pastors & Executives Search



RESOURCING PASTORS & EXECUTIVES SEARCH

- MGI Four Phase Process
- Customized Search Strategy
- Strategic Planning Weekend
- Search Committee Coaching
- Ongoing Consultation
- Candidate Acquisition

MGI Services – Revitalization



REVITALIZATION

- Customized Strategic Planning
- Leadership/Staff Strategic Planning
- Full Ministry Alignment
- Staffing Assessments & Strategies
- Comprehensive Church Assessment

MGI Services – Coaching



COACHING

- Out Bound Strategies
- In Bound Strategies
- Leadership Consulting
- Conflict Resolution & Mediation
- Comprehensive Staffing Strategies
- Pastoral Health
- Leadership & Team Consulting
- Customized Analytics and Data Sharing

MGI Coach Toolbox – Search Process

The MGI Search Process includes:

- On Site Training
- Ongoing Consultation & Coaching
- MGI Church Assessment:
The Discovery Report
- Step-by-Step Instructions
- Sample Forms & Templates
- Candidate Classification System:
The Pastor Pipeline
- Candidate Evaluation Process
- Candidate Questionnaires
- Action Items
- Agenda Recommendations

MGI Coach Toolbox – Search Assistance

The Toolbox will show search committees how to:

- Organize Themselves for Maximum Effectiveness
- Set Operational Ground Rules
- Efficiently Evaluate Candidates
- Communicate with the Congregation, Leadership, and Ecclesial Bodies
- Engage the Congregation in the Process
- Avoid Major Mistakes
- Prioritize Their Time
- Move Step-by-Step Through the Process
- Interview Candidates
- Identify the Most Qualified Candidates
- Make the Final Selection

Discovery Weekend Assessment (DWA)

- September 20 – 21, 2024
- Phone Interviews with Leadership prior to DWA
- Consultant Bruce O'Neil will work with leadership and congregation
- Discussion with 20 to 30 members
- If Pulpit Search Committee is formed – 90 minute training

UPC's Consultant (Bruce O'Neil)

- Dr O'Neil's Qualification & Experience
 - ✓ Assoc Pastor, Redeemer Pres Lincoln Sq, NYC
 - ✓ Over 25 yrs pastoring in TN, AL and MD
 - ✓ Previously a teacher in public high school
 - ✓ BA, BS, MDiv and DMin degrees
 - Dr O'Neil's Assistance To UPC
 - ✓ Onsite teaching & guidance during UPC Discovery Weekend Assessment (DWA)
 - ✓ Coaching of the Pulpit Search Committee



Congregational Survey

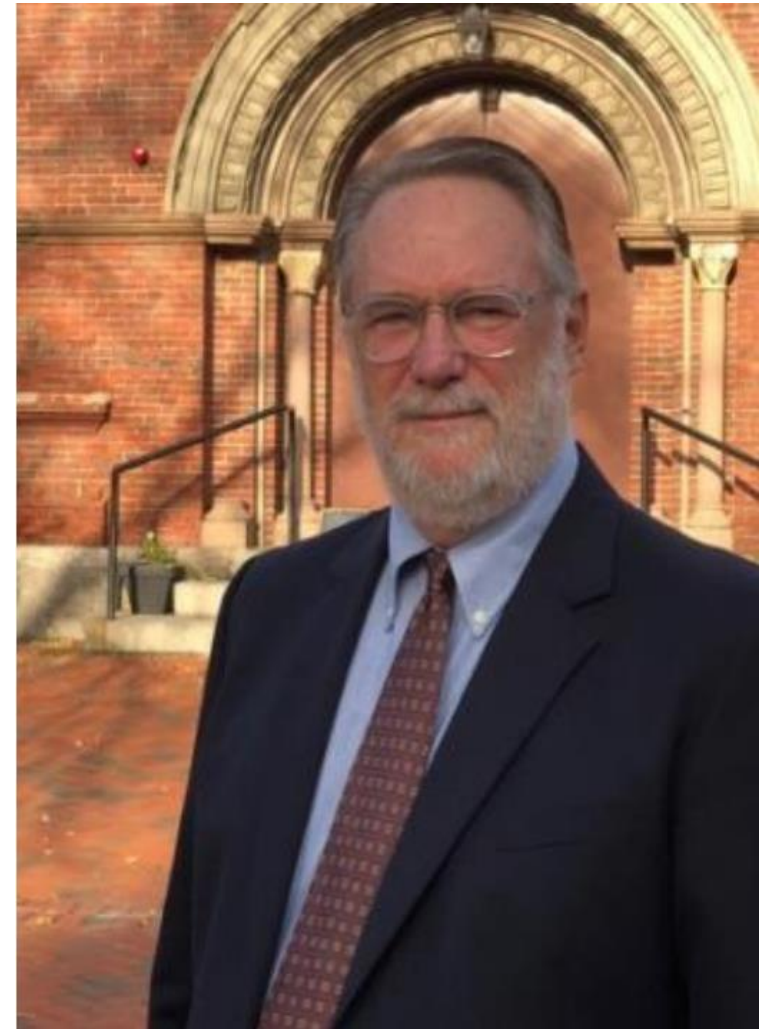
- MGI is developing, with the input of the Session, a congregational survey for all UPC members
- Members will be invited to participate in survey through a customized MGI survey portal
- Administered by MGI shortly after the completion of our DWA

Interim Pastor

- BCO - Hiring Authority for Interim Pastor
 - ✓ Session calls Interim pastor (BCO 22-6)
- Interim Pastor Search Process
 - ✓ MGI has recommended a candidate for consideration
 - ✓ Session evaluation is in progress with video conference on August 8, 2024

Rev Richard (Rick) Downs – Candidate being considered

- PCA pastor ordained in 1984
- M.Div. and counseling education
- Associate and then Senior Pastor at Redeemer Presbyterian, Winston-Salem, NC 1986 – 1999
- Senior Pastor Christ the King Presbyterian, Cambridge, MA 2000 – 2020
- Interim Senior Pastor at Grace Coastal Okatie (Bluffton), SC 2021 – 2022
- Interim Senior Pastor, Carriage Presbyterian, Peachtree City, GA 2023 - present



Pastor Search Committee

Searching for our new Senior Pastor

- Senior Pastor Search Process
 - ✓ MGI candidates
 - ✓ Pulpit Committee
 - ✓ Candidating
 - ✓ Congregation call
 - ✓ Presbytery transfer
- BCO 20-2 - Hiring Authority for Senior Pastor
 - ✓ The Session shall call a congregational meeting to elect a pulpit committee (PC - BCO's term for pastor search committee)
 - ✓ The PC may be composed of members of the congregation at large or the Session as designated by the congregation
 - ✓ The PC ought to keep the Session informed, but it does not report to the Session

Next Congregational Meeting

- Overview of Next Congregational Meeting to elect Pastor Search Committee (BCO term is Pulpit Committee) members
 - ✓ Session informs the congregation of PSC process, PSC membership size, and dates
 - ✓ Congregation send nominations to Session by August 30, 2024
 - ✓ Session collects names, determines if each person is willing to serve and alignment with UPC vision and mission
 - ✓ Session finalizes slate of candidates to be presented to the congregation
 - ✓ September 15, 2024 congregational meeting to elect PSC
 - ✓ MGI training of Pastor Search Committee on September 21, 2024

What will MGI Cost?

- \$12,000 for Interim Pastor search support
- \$50,000 for strategic planning, church assessments and Sr Pastor search support

Ephesians 4:29 - 30

“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen. And do not grieve the Holy Spirit of God, with whom you were sealed for the day of redemption. Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you. and opened in prayer.”

Questions & Discussion

Adjournment

We Invite you to stay for further informal discussion
with MGI and Elders