

Recap

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All,

Attached is my recap of our meeting with Michalie yesterday along with my proposed announcement outline for the congregation. At our next meeting would propose we flesh out more detail on how we will move forward on our respective minister searches.

As always, welcome feedback.

Thanks,

Lane

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January 2021 Announcement.docx
16.9kB

Steve Awtrey and I [Lane Hamm] met with Michalie Brown and as a result are recommending that we make our announcement on 1/16/2022.

- She reconfirmed that she will be leaving the ministry at the end of May.
- We discussed the need to secure two interns for the summer. All parties are going to work their networks. Would encourage all Elders to do the same.
- She does not have a clear view on her ideal next role. She has some concern about ending this job and not having anything else lined up. I agreed to work with her on her resume and suggested that she start her job search in March after she has clarity on where she would like to go next in her career.
- She will be drafting a paragraph to be used in the announcement sharing her news and reasons for leaving
- We discussed a possible replacement for Michalie but this individual would need to apply for the role versus being solicited by McKnight.

I am meeting with Jeremy Picker on 1/6/2022 to discuss his ideal role long-term and to discuss his thoughts on overseeing the Youth Ministry over the summer if we do not have a replacement for Michalie in place at the end of May.

As to the announcement, I would propose the following:

- An announcement goes out via email prior to and again in the service that the Elders have an update for the congregation at the conclusion of services
- Youth group and Michalie go to the Canteen at the end of service to announce her decision and Elder shares plan moving forward (Steve A.)
- Lane shares several things with the congregation
 - Children's Ministry plans
 - The Elders have approved a full-time minister for this ministry moving forward
 - Gwen Walker has agreed to take Heather's place until we find this individual. She will be starting in mid-February
 - Heather Goff is currently working on securing volunteers through May for our children's classes – please sign up
 - Steve Haupt and Steve Walker are the Elders managing this process and are putting together the search committee that we will need to find our next leader for this ministry
 - If interested in being a part, see Steve or Steve
 - Youth Ministry news and plans
 - Michalie leaving the ministry at the end of May
 - Read her statement
 - Steve Awtrey and Lane Hamm managing this process and are in the early stages of moving forward on a search for her replacement
 - No immediate changes...
 - Jeremy Picker has agreed to oversee the ministry after Michalie's departure should we not have a replacement in place at the end of May
 - Planning for two interns this summer
 - Acknowledge how these changes may appear.
 - Collecting feedback from the staff
 - Elders reviewing and discussing how to restructure responsibilities to ensure that we have a supportive environment for the ministry team moving forward
 - Share a vision for our future. A time of reset, rebuild and renewal to further God's kingdom and we will need each of you to be involved
 - Minister searches
 - Ministry Identification / Ministry Leaders
 - Open the floor to limited Q&A

Michalie, Steve A and myself will be available in the Canteen after we adjourn to chat with parents/teens, answer any questions they may have and manage general concerns.

No classes after the announcements