

Pastor's Proposal for the Future of Central Baptist Church

February 14, 2010



5811 Central Church Road
Douglasville, GA 30135



The proposal I submit to you is the result of much thought, prayer, consultation and self-examination.

To the best of my ability, I have sought to make it, first, a plan that will benefit CBC and, secondly, a change for me that will allow me to continue to serve the Lord.

A few months ago, last June, we celebrated ten years together as pastor and church. During those ten years we have seen many truly significant things happen: Hundreds have come to Christ; many of us have grown in discipleship and service; new ministries have begun; the church campus has more than doubled in size; buildings and ball fields have been built; missions involvement has expanded; we have seen God work in good times and tough times.

I am convinced that now is the time to announce my transition from being Senior Pastor of Central Baptist Church to what I call “my fourth quarter ministry” (hopefully, not my “2-minute warning ministry!”).

Traditionally, pastors resign or retire and vacate their position within a matter of weeks; the church names a search committee and an interim pastor; and the search committee collects scores of, if not hundreds, of resumes and begins the arduous and long task of narrowing them down to 20 – 25 to “start working on.” Normally, this process can easily take one year. Meanwhile, the church loses momentum. Attendance and finances can suffer, as well as the sense of well-being on the part of members “without a shepherd.” Furthermore, in today’s “political” climate in Southern Baptist life, “outside forces” seek to influence strong and strategic churches to call a pastor on the “inside” of their group.

I am, therefore recommending that we approach the pastoral transition at CBC in a cautious and creative way. Here is my proposal:

- 1) That effective on March 1, 2010 the position of “Senior Pastor” (reference Constitution and By-laws) be vacated.

- 2) That on the same date, the position of “Pastor” be established and filled by the current Senior Pastor. This will be in lieu of naming a traditional “Interim Pastor.” As newly named “Pastor,” I will fulfill the essential duties and responsibilities of Senior Pastor up to 12 months or up to the new filling of the position of Senior Pastor, whichever comes first.
- 3) That a Senior Pastor Search Committee be formed to seek God’s man to become Senior Pastor of Central Baptist Church.
- 4) That the formation and function of the Senior Pastor Search Committee be as follows:
 - a. That the Pastor Search Committee be composed of 12 members, including two members of the Personnel Committee (per Personnel Committee Handbook).
 - b. That the present Personnel Committee Chairman, Larry Tucker; the present Deacon Chairman, Ken Weaver; the present Nominating Committee Chairman, Harold Lanford; and the present Senior Pastor form the committee to recommend the Senior Pastor Search Committee Members to the church on February 28, 2010.
 - c. That the Senior Pastor Search Committee be given complete freedom to develop a Senior Pastor’s profile and find the best person qualified to recommend to the church as Senior Pastor.
 - d. That the Senior Pastor Search Committee selects its Chairman at the first organizational meeting.
 - e. That the current Senior Pastor meet with the Senior Pastor Search Committee in the organizational meeting to share alternative processes and procedures of pastoral transition for their consideration.
 - f. That any subsequent participation of the Pastor with the Senior Pastor Search Committee be solely at the initiative of the Senior Pastor Search Committee.
 - g. That the current Senior Pastor serve Central Baptist Church in the implementation of the Guatemala (2010) and Panama (2011) Pastor’s Conference Mission Projects for Global Evangelical Relations, Southern Baptist Convention.



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You might ask why would I want to recommend this proposal now? Firstly, because it provides continuity and stability during a time that churches can become weakened by abrupt change and a vacuum in leadership.

Secondly, because I am committed to the fine and dedicated staff God has called to Central under my leadership. The loss of a pastor often results in the unnecessary loss of other staff members.

Thirdly, at my stage of life, sooner or later I must be willing to step aside. I'd rather err slightly on the side of "sooner" than err on the side of "later" for the benefit of Central Baptist Church. I'd rather folks ask me why I retired rather than why didn't I retire!

Fourthly, I feel God is calling me to be a good steward of my missionary experience during the years of ministry I have left. I will give myself to assisting churches to conduct volunteer mission trips in my "4th Quarter ministry."

Kathy and I repeatedly say God saved the best for last when he allowed us to serve the Central Baptist family for these ten plus years. Kathy and I love Central Baptist Church as a family and we love you as friends. I want to finish honorably, contributing to the future health of Central Baptist Church until my final day in your service.

I love you.

Sincerely Your Pastor,

Garry E. Eudy