

Proposal Regarding consultant from the Center for Congregational Health:

**Background:**

With Linda’s retirement, the task for considering replacements and staff issues falls to the deacons of the church. After thoughtful discussion, the deacons recognized some important things to consider:

- Linda’s job description and actual duties were so broad that finding a replacement for her position would be difficult, if not impossible.
- The gifts and talents of the church as a whole may have filled in some of gaps left behind by her absence, but there might be other gaps in ministry that need to be explored for us to take next steps.
- Because all of us at Central might approach things from a familiar, “insider” perspective, there might be something the church needs that an outsider could recognize and recommend.
- We have money in the bank that will be leftover from the hurricane repairs we have made.

With these recommendations, we contacted 2 entities to give us wisdom. One was Florida CBF. Ray Johnson was willing to come at no charge to give us some insight, but felt that we would get the best information and recommendations from the Center for Congregational Health, our second organization. Under the direction of the deacons, Jim Shoopman and I contacted the Center for Congregational Health (CCH). Charity Roberson, from the CCH, listened to the story of the church, as well as some of our hopes and dreams for Central Baptist Church. About 2 weeks later, she sent us a proposal from the CCH for our congregation. This proposal is based on church size, the needs of the church, and the time needed to do an appropriate assessment.

**Proposal:**

Her proposal is as follows:

3 days of onsite consulting @\$1200/ day (150/hr)	\$3600
7 hours of telephone/email consulting @\$125/hr	\$ 875
4 hours developing tools for assessment	\$ 500
4 hours developing report	<u>\$ 500</u>
Total:	\$5475

**This does not include travel or accommodation expenses**, which will be additional cost. Her plan during the 3 days that she is onsite is to facilitate focus groups of 10 or less people, up to 15 groups, which will

give her a chance to get a big-picture assessment of the church. I have attached both the cover letter she sent to us, as well as her break-down of costs associated with the consultation.

So based on her proposal the deacons make the motion that we hire Mrs. Roberson for the purpose of providing consultation to Central. Ray Johnson of the CBF has said that he will make himself available during the process to help with any follow-up, at no additional cost.

**Here are the pros for this motion:**

- We get an outside voice to give an assessment of the church
- That outside voice is a trained consultant from the CCH who has helped churches like ours in the past.
- CCH is the consulting firm that guided us through the intentional interim process with Richard Phillips, which was a positive experience for the church.
- After checking with the treasurer, we have enough money in the bank to fund her work.

**Here are the cons:**

- It is sometimes hard to hear what someone has to say about your church, but if you don't hear it, you don't know it.
- There are no guarantees that "success" will come from the hiring process, but looking carefully and professionally at our church gives us the best chance at success.
- We will have to be partners with Mrs. Roberson in doing the work necessary for her consultation to be a success. That will mean signing up for focus groups, sharing our hopes as well as our frustrations to each other.