



Executive Pastor Search

Update and Candidate Introduction

08.16.20

Agenda

BRIEF INTRO OF THE CANDIDATE

PROCESS REVIEW

WHY HIM?

NEXT STEPS



Meet Jason Read



Meet Jason Read

- Lives in Louisville, KY
- Married to Deb (who is from Spartanburg, SC) with four children ages 7mos. to 7yrs.
- B.A. from Purdue University and M.Div from SBTS
- Pastored at Sojourn Church in Louisville until Covid caused layoffs
- Introduced to us by David Mathis at Desiring God
- An outwardly-facing pastor with an administrative gift for systems and process, who is temperamentally even, and resourceful... with a sense of humor



Process Overview



Thanks to our committee

Who are these guys?

- Kevin Johnson
- Steve Hall
- Sandy McCormick
- Trent Hunter
- Lee Hendsbee
- Barry Formanack
- Dan Rundle
- Bryan Keener

Process Review

How did we get here?

- Personnel committee began a master planning process just over one year ago
 - A. Together, we identified the Executive Pastor as our highest priority hire
- We developed a new job description for the Executive Pastor role which the elder team approved unanimously
- We created a web page, wrote a detailed profile of our church, and setup BambooHR (software system) to manage the application process
- We announced the transition in February and began taking applications on March 21

Process Review

- We posted the role on six job boards and pursued all contacts and suggestions we could find
- We had 80 applicants
 - A. Resume, cover letter, sermon link, and a few other items
- The entire committee reviewed each application
- We invited 15 people into initial discussions and to complete our questionnaire
- 13 of those people completed our 58 question questionnaire
 - A. 225 pages of questionnaires reviewed by the committee!

Process Review

How did we get here?

- Specifically, with Jason Read we have:
 - A. Engaged in multiple lengthy video interviews
 - B. Spoken with at least seven references -- some he submitted and some sourced ourselves
 - C. Engaged in a video discussion with Jason & Deb + several HBC elders and wives
 - D. A few in-person meals with Jason and then with Jason & Deb
 - E. Engaged in multiple lengthy email exchanges across various topics
- Ultimately, all 8 of us on the committee enthusiastically and unanimously voted to recommend him to the elders as our candidate

Why Jason?



Why Jason?

What we've seen over the last 3 months

- A godly husband, father and pastor of high character (1 Timothy 3 and Titus 1)
- By God's grace, we believe he is someone who meets or exceeds all of the qualifications listed in our job description
- At first, we were curious about how his younger-than-expected age (36) would work, then over time very impressed by the wisdom and maturity he has demonstrated
- He has held a wide variety of pastoral roles and already filled much of our XP role at a much larger ministry than HBC
 - A. Pastoral Asst., Director of Administration, Pastor of Care & Next Steps

Why Jason?

- We were highly impressed with his administrative gifting and ability to design, implement, and manage complex systems
- Jason supports our confession, constitution, and other documents we've had him review
- With each candidate, we were careful to make sure they understand the uniqueness of the Greenville church culture and the history of HBC
 - A. Deb grew up in Spartanburg and is a Furman graduate, and Jason spent a few years living and working in Greenville

Why Jason?

- He seems to be a gifted coach of staff who invests himself in making sure each staff member is “connected, equipped, and loved.”
- He has shown himself as someone who can lead in high-stakes, dynamic situations.
- We think he adds an outwardly-facing posture that will strengthen our team
- He is temperamentally even and easy-going
- You’ll discover more about Jason yourself in the coming weeks



Thank You

