



August 2, 2021

Dear First Baptist Family,

The Transition Committee was approved by church vote on February 21, 2021, tasked by our constitution and the membership *to arrange for pastoral leadership, including pulpit supply, while a new pastor is being sought*. Since that time, we have met regularly to visit with church leadership, develop a job description for an Intentional Interim Minister, provide pulpit supply through the summer, and interview candidates.

An Intentional Interim Minister will provide pastoral leadership to the congregation during the transition between pastors and serve as a consultant with our Pastor Search Committee.

We are pleased to announce Rev. Dr. Keith Herron as our candidate for Intentional Interim at FBC JC and to welcome him Sunday, August 15, to preach in each service in view of a call to serve as our interim.

THE CANDIDATE //

Keith Herron has a foot in two worlds as he is an ordained minister in both Baptist and United Church of Christ congregations. He and Wanda have recently moved from St. Louis, where he was the pastor at St. Lucas UCC, to Lawrence, KS, to be closer to their children, Ben and Alex, their loves, and their two granddaughters.



Alex, Ben, Wanda and Keith Herron (l to r)

Keith is the author of *Living a Narrative Life* (Smyth & Helwys 2019) and many essays and social commentaries (Cf. www.goodfaithmedia.org).

Keith is quite familiar with FBCJC and Missouri Baptist life, as he was pastor of Holmeswood Baptist Church in Kansas City, Mo, for nearly 15 years. He has degrees from Baylor, Southwestern Baptist Theological Seminary, and a doctorate in pastoral counseling and psychotherapy from Garrett-Evangelical Theological Seminary. He also

teaches a Doctor of Ministry course at Central Baptist Theological Seminary, "Understanding Yourself and Others."

In recent years, Keith has served as interim pastor in churches in both Missouri and Illinois.

During the fall months, he watches Baylor football and, of course, the Kansas City Chiefs. In the spring, he roots for the national champion Baylor basketball games.

Keith believes that healthy churches are no accident and that healthy churches call healthy pastors to lead them. First Baptist Church is a healthy church, and he looks forward to joining us for a few seasons as we prepare to call a healthy pastor to lead us.

THE PROCESS //

Keith will preach Sunday, August 15, for our 8:15 am and 10:45 am services. Our quarterly business meeting will meet at Noon in the Sanctuary where the membership will vote on calling Keith as our interim. While individuals may join the meeting via Zoom, voting will be conducted in person only.

If approved by majority vote, Keith will begin his ministry with us on Sunday, August 29. While his schedule will be flexible, tentative plans are for Keith to be in Jefferson City most weeks from Saturday evening through Tuesday evening. The enclosed proposed covenant provides further details.

Thank you for your prayers for this committee, Dr. Herron, and our church. We are excited about this next chapter, and we encourage you to join us on August 15. If you have any questions, please contact any member of our committee.

In Christ,
The FBC Transition Committee

Sharon Nelson, Transition Committee Chair
Susan Bell
Mandee Carney

Gary Collins
Travis Ford
Stephen Mathis

Intentional Interim Ministry Covenant
Between
First Baptist Church, Jefferson City, MO
And
Dr. Keith D. Herron

The congregation of First Baptist Church, Jefferson City, MO and Dr. Keith D. Herron do hereby enter into a covenant relationship for the purpose of Intentional Interim Ministry as a three-quarter-time pastor beginning Aug. 29, 2021.

Mutual Goals

This covenant expresses our belief that the interim period between pastors calls for leadership, maintenance of healthy congregational life, and the development of a vision and objectives to guide the future of the church. It also expresses our belief that the interim can be a renewing and energizing time in the congregation's life. In establishing this covenant, we affirm that a church in search of a new pastor must prepare in order to be sensitive to the leadership of the Holy Spirit.

During the covenant period, the congregation and the Intentional Interim Pastor will, with the help of God, seek to engage in congregational discernment, self-study and goal setting in such a way as to strengthen and enhance the mission and unity of First Baptist Church. The intentional interim process will include congregational conversations about the past, present and future of the church. The intentional interim process will provide knowledge and vision to the Pastor Search Committee, helping it to find the pastor who matches God's plan for First Baptist Church.

Pastoral Commitment

Dr. Herron's pastoral leadership responsibilities will be to:

1. Lead the services of worship that include preaching, the Lord's Supper, and baptism.
2. Lead the pastoral team.
3. Train and lead the team (known for now as the congregational team†) that will carry out the dialogue sessions and activities required to work through the intentional interim process.
4. Support the preparation of reports or summaries that result from dialogue sessions.
5. Help interpret the self-study (profile) of the church.
6. Provide pastoral care to the congregation.
7. Attend church business meetings, as needed.
8. Attend Deacon meetings, as needed.
9. Serve as a resource person for committees, ministry teams, and other church groups, as needed.

Transition Committee Commitment ††

The Transition Committee will support and cooperate with the Intentional Interim Pastor and agrees to:

1. Pray for the church, growth, and the intentional interim process.
2. Support the interim process, be willing to work through congregational issues, attend worship services, work with the congregational team, cooperate and be active intermediaries between leaders and church members.
3. Provide leadership and encouragement for the ministries of the church.
4. Maintain open and honest dialogue and communications with the Intentional Interim Pastor.

Commitment of Church Members

Church members will support Dr. Herron, the congregational team, and other leaders during the transition period through prayer and faithful participation in the life of the church. This includes:

1. Participation in worship services.
2. Participation in scheduled activities.
3. Faithfulness in the stewardship of time and money.
4. Participation in surveys and discussion groups related to the congregation's self-study and its preparations for the coming of a new pastor.
5. Prayer for the Interim Pastor, the congregational team, the Pastor Search Committee, all elected church leaders, and for one another.
6. Involvement in the ministries of the church.
7. Caring response to prospects, the hospitalized, homebound members, absentees, etc.
8. Commitment to open and honest dialogue and communication.

Covenant Period

1. This covenant is created with the hope that Dr. Herron will serve as Intentional Interim Pastor until First Baptist Church welcomes a new pastor.
2. Nonetheless, this is a twelve-month covenant that will be reviewed quarterly by the Transition Committee and the Intentional Interim Pastor and renewed beyond the twelve-month mark by recommendation of the Transition Committee, with the consent of the Intentional Interim Pastor, and with the approval of the congregation.
3. The Intentional Interim Pastor may terminate this covenant with a thirty-day written notice. The church may terminate the covenant with written notice and thirty days compensation unless terminated for cause.

Additional Agreements

1. Dr. Herron will serve on a three-quarter-time basis. He will also make himself available as needed for interaction with the congregation when not in Jefferson City.
2. Dr. Herron will not be a candidate for the permanent pastor position.
3. Due to prior commitments, Dr. Herron will be unavailable from Nov. 5-8, 2021 and Feb. 8-16, 2022.
4. The church will reimburse Dr. Herron for travel and in-town expenses related to church business.
5. Dr. Herron will earn one week of vacation per quarter.
6. Dr. Herron's employment at First Baptist Church is subject to a background check.

Compensation

For pastoral services rendered as outlined above, it is agreed that Dr. Herron will receive the following compensation:

- Dr. Herron will be employed as interim lead pastor at 3/4 time and will be compensated 3/4 of the 2021 budget allowance for the lead pastor's salary and payroll benefits.
- FBC will also provide for a local furnished apartment and travel expense reimbursement between Jefferson City and his home in Lawrence, Kansas.
- The 2021 church-approved budget amount for the pastoral leadership position including benefits and leadership expense account is adequate to meet these expenses.

† The congregational team (not yet formed) facilitates the congregation's engagement with the intentional interim process.

†† Per the FBC constitution, the Transition Committee is responsible for pastoral leadership, including pulpit supply while a new pastor is being sought.