

07.03.2023 MX Sr Minister - How to manage transition?

From: Blackford, Bret B. (mblackford@archrsc.com)
To: mxelders@mcknightcrossings.org; keaton.jones@sbcglobal.net
Date: Monday, July 3, 2023 at 01:10 PM CDT

Gents,

No Elder meeting tonight but I want to keep us thinking about finding a new Sr Minister. This is a key decision in the life of the McKnight church body and deserved thought, prayer and discussion.

At the next Elder meeting, if Steve Awtrey is agreeable to adding to agenda, I'd like each of us to express their thoughts on how wee see the transition timeline.

On June 5 we met with Carson Reed to get some advice on transition timeline. Carson is affiliated with Siburt Institute (<https://www.siburtinstitute.org/>), and has experience in this area. The general timeline discussed is noted below. Basically, **Carson recommends ...**

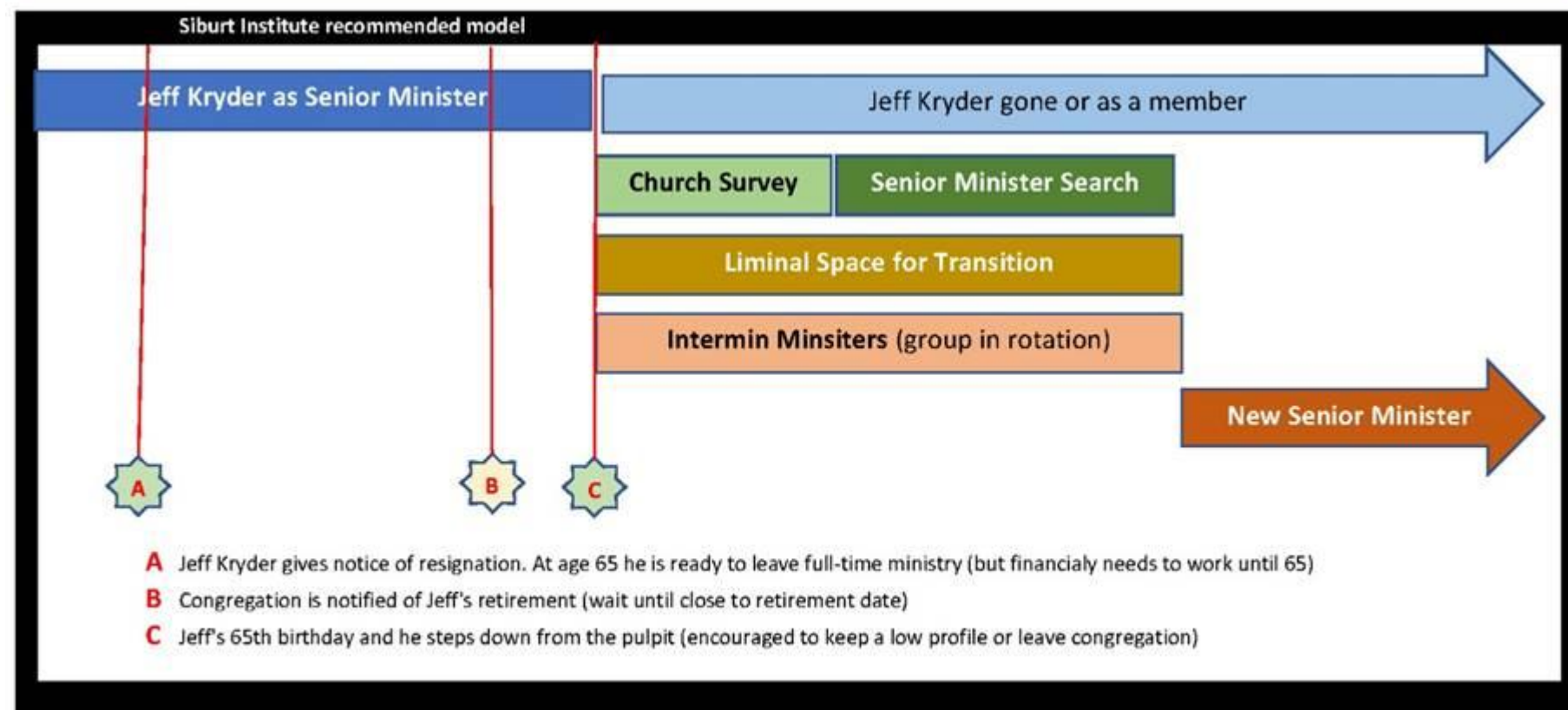
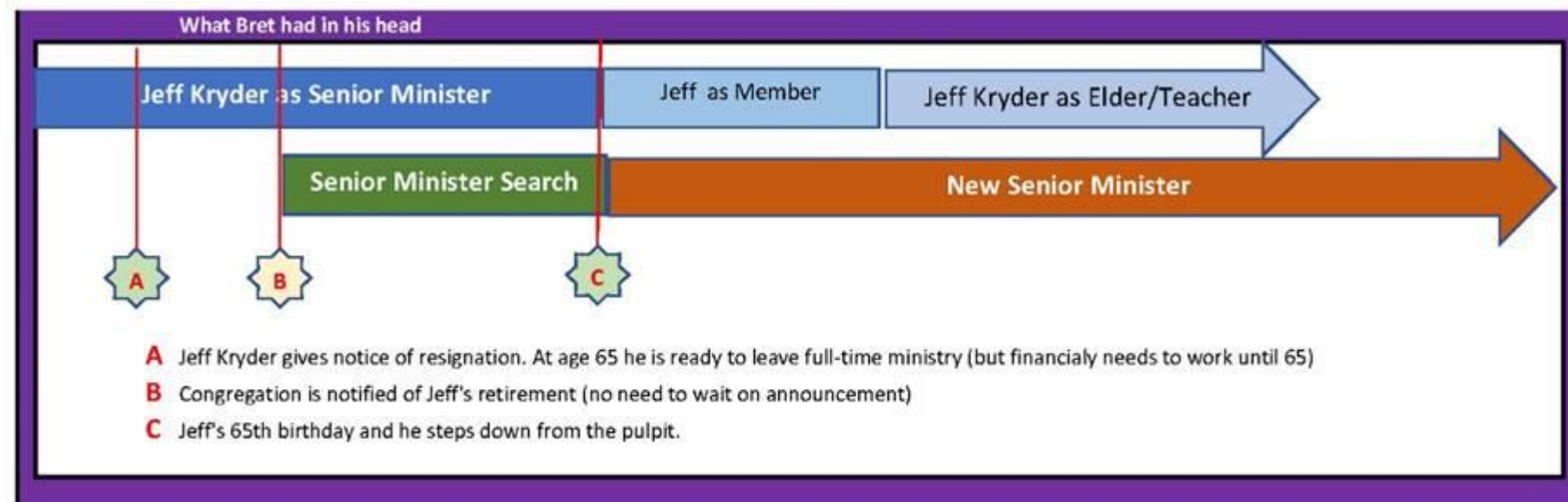
- 1. Give short notice to congregation about Jeff's retirement
- 2. Provide an interim period before bringing on a new Sr Minister. A "liminal space"
- 3. Start looking for new SrMinister during interim period.
- 4. Perform a congregational health assessment during interim period
- 5. Jeff Kryder have no, or limited contact with congregation for a time
- 6. Interview, select, hire new Sr Minister
- 7. Sometime later Jeff Kryder allowed some contact with church

Bret's thoughts on transition:

I've given thought to what Carson and Siburt recommend and understand much of the reasoning. However, I do not see this as a good fit, necessary, or helpful for McKnight. I am not worried that Jeff Kryder would intentionally or unintentionally work against the elders or the new Sr Minister. My thoughts on possible path forward ...

- 1. Inform the congregation shortly after Jeff's 64th birthday (November 2023).
- 2. Begin searching for new Sr Minister early 2024
 - a. Draft requirements
 - b. User Siburt and other avenues
- 3. Plan to interview starting Q2 2024 (April)
- 4. Hire as soon as acceptable candidate found
 - a. Can overlap with Jeff Kryder
 - b. Can learn from Jeff Kryder

These are just my thoughts. I'd like to hear the thoughts from the other Elders. It would be worth giving each elder 2 minutes at the next meeting to discuss their thoughts and how they would like to proceed.



My notes on the MX Senior Minister Selection Process are attached and available on-line here:

- .pdf version - <https://www.shepherd.mx.mxcoc.xyz/positions/docs-23/MX-SrMinister.pdf>
- .docx version - <https://www.shepherd.mx.mxcoc.xyz/positions/docs-23/MX-SrMinister.docx>

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Time Zone: **Central**

OOO: July 14, July 17