

February 3, 2011

## **Senior Pastor Search Committee Recommendation to call Dr. Phillip Reynolds as Senior Pastor of First Baptist Church of Hickory**

The Senior Pastor Search Committee has reached consensus regarding a candidate to present to the First Baptist Church family. It is with great excitement and anticipation that the committee recommends calling Dr. Phillip E. Reynolds as our next senior pastor. His profile is attached for your reference.

After election by the congregation in late 2009 the Senior Pastor Search Committee began a prayerful and deliberate search in January of 2010. The committee engaged the larger church family in the process through a church-wide survey, frequent updates during gatherings and ongoing individual conversations. Throughout the search process the committee has been aware of the expectation that our church family is poised to accomplish greater things in service to Christ. Dr. Reynolds combines this forward focus in ministry with a deep appreciation of our church heritage and a firm biblical foundation in proclaiming the Gospel. It is because of his authentic leadership as a Christian servant that Dr. Reynolds is the committee's unanimous choice.

Dr. Reynolds will be leading our church family in worship on Sunday, February 20<sup>th</sup> in a combined service at 10:30am. Following the combined service the congregation will have an opportunity to vote to extend a call to Dr. Reynolds as senior pastor in a called business session. Absentee ballots may be requested from the church office and must be returned prior to the called business session. The Senior Pastor Search Committee has arranged the following schedule for the congregation to meet Dr. Reynolds prior to the called business session:

### **Friday, February 18<sup>th</sup>**

- Meeting with Ministerial Staff
- Greeting and Travel Prayers for participants in the Winter Youth Retreat prior to their departure for the weekend

### **Saturday, February 19<sup>th</sup>**

- Brunch with all ordained deacons and their spouses at 10:00am in the Fellowship Hall
- Church-wide Reception at 3:00pm in the Fellowship Hall

### **Sunday, February 20<sup>th</sup>**

- Bible Study at 9:15am
- Combined Worship Service led by Dr. Reynolds at 10:30am
- Called Business Session immediately following the worship service

The schedule of the called business meeting would allow Dr. Reynolds to fulfill commitments to his current congregation and arrive in our pulpit before Holy Week activities.

Following our constitution, the Senior Pastor Search Committee developed a compensation package in consultation with the chairs of the Deacon, Finance and Personnel committees. The compensation included in the Terms of Call for Dr. Reynolds is below the national median for Southern Baptist pastors of churches comparable in attendance, membership and annual budget. Detailed information regarding staff compensation is available upon request by any church member from the church business office.

The Senior Pastor Search Committee deeply appreciates the continuous prayers and outpouring of support offered by the congregation as we have sought to make a holy choice in our recommendation. Dr. Reynolds embodies the qualities and demonstrated leadership that will effectively lead First Baptist Church to ***Reach Up, Reach In, and Reach Out.*** We request that you prayerfully consider our recommendation for senior pastor as we seek to worship together, grow in discipleship and minister to each other and our community.

Sincerely,

Senior Pastor Search Committee

Tom Foster, chairman

Tony Cox

Ruth Hastings

Frances Hilton

Woody Tucker

Sheree Watson

Greg Watson