



October 10, 2021



From the Lay Leaders of **UBC's Executive Council**

(Travis Grindstaff, Chair; Delynn Halloran; Robbie Kimbrough;
Scott Prochazka; and Brady Pyle)

Thank you UBC family for your prayers and support through this extended season of transition. As your elected lay leaders, we want you to know that we have been listening carefully, working proactively, and praying along with all of you. We are in awe of God's continuing work among and through the people of UBC and we urge you to continue to ask God for wisdom and strength as we search God together for UBC's next Senior Pastor.

Our responsibility, as members of the Executive Council, is to provide lay leadership to fulfill the Church's mission as developed and communicated by the Senior Pastor with resource management by the Executive Director and through the planning and programs carried out by the entire staff. A significant part of that charge is to communicate clearly and frequently with you. Frankly, this is something we have not been doing well enough. So, beginning today, you will find an increased emphasis on communication about the roles and responsibilities of the lay leadership, our ongoing areas of emphasis for the year, and our working relationship with the pastors and staff.

We will provide ongoing updates to you through our normal communications channels: our weekly e-news, the Sunday bulletin, and more. We are also launching an expanded webpage ubc.org/UBCLeaders, which is available now and will be refreshed regularly in the coming weeks and months. A Frequently Asked Questions (FAQ) section will be available in the next week to address a range of topics of interest as requested by UBC members.

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The Executive Council's current top priority is to support the Pastor Search Task Force as they work to find our next Senior Pastor. This search team is spending a tremendous amount of time, energy, and prayer to dutifully review the many applications that are now being received. We ask for your heartfelt support for our UBC search team as they look for and recognize the Senior Pastor that God has in mind for us.

Meanwhile, to increase transparency and improve communications with staff until a Senior Pastor joins the Executive Council, we are including Bart, Gareth, Aaron, and Randy in our meetings. Additionally, we have regular communications established between the leadership of the Executive Council, Trustees, and Deacon Fellowship.

There has been much discussion over the past several months about UBC's bylaws. The Executive Council and the Trustees have discussed and agree on the need for a comprehensive review of our bylaws after our new Senior Pastor arrives. We believe our new Senior Pastor should be included in the comprehensive review of the bylaws alongside the Trustees, staff, lay leaders, and members.

Recently, the Trustees received proposed UBC bylaw changes by some UBC members. These bylaw changes do not come from one of the elected leadership organizations, though members are certainly welcome to propose such changes and there is a process to do so.

The Trustees are currently reviewing the proposed bylaw changes and have met with the three members sponsoring the change. To consider whether the proposed changes are aligned with the mission of our church, the Trustee's review will include input from others who have experience and expertise in the areas of church governance and bylaws, including current UBC members, UBC pastors, and external experts. The Trustee review will also include an external benchmark with other Baptist churches of similar size.

The Trustees will present their disposition of the proposed bylaw changes at the next UBC Focus Meeting, which is scheduled for late January. If the Trustees recommend pursuing any changes to the bylaws, then there would be an open process to discuss all recommendations at that time followed by a publicized business meeting and a church vote. We encourage all members to support the well-defined UBC bylaw process which has been successfully followed on several occasions to amend the bylaws over the years.

The recently released *UBC Profile* provides a comprehensive look at UBC as told by the hundreds of participants in the Congregational Conversations and the UBC Survey. Within these pages is an intentional section on Unity through Diversity. That section closes with this statement: "We want to demonstrate that we are all joined in our common desire to become a family of Christ Followers, connecting people with God's Kingdom even when we see the world through different lenses."

The third UBC Prayer Guide has also been released and is titled, *A Time of Prayer for a Season of Transition*. We ask all who call UBC their church home to continue to pray as we work to become such a family.