

Church Business Information

Sept 8, 2019

The vote for each position passed with 80% approval for all positions.

Announcement:

Dear Park Ave Family,

It has been a busy summer for our congregation as we have dreamed, prayed, and planned together. We have affirmed our church leadership model, created the Council, and approved new wages and three job descriptions for our Pastoral Team. We are so grateful for everyone's commitment and spiritual insight during this process. We are truly a better community with everyone's input!

As discussed during the last business meeting, we will present candidates for a vote to fill the three pastoral positions in a business meeting this Sunday, September 8th. In light of [Lanta Carroll's letter](#) that went out last week, we will ask the congregation to vote on Lanta to serve as the Interim Pastor of Families and Formation through the end of the year while the other two positions will be permanent.

We understand that you may not be able to attend Sunday's business meeting, and we are supplying a method of voting via email. We ask that you vote only if you are a member OR have attended Park Ave regularly for at least a year.

Please follow these steps:

Step 1. Send the email to the Personnel Team's email address: **PABCpersonnel@gmail.com**

Step 2. Type the word **VOTE** in the subject line.

Step 3. Copy/Paste the following and indicate a **YES** or **NO** after each line:

Pastor of Community Engagement and Stewardship: Henra Chennault

Interim Pastor of Families and Formation: Lanta Carroll

Pastor of Worship, Advocacy, and Arts: Darci Jaret

Thank you for your input! If you are voting via email, please send it in to the Personnel Team's email address by **Sunday, September 8th at 10 AM**. Votes will be counted by the Personnel Team and a Deacon. **We will announce the results following the meeting.**

In peace and love,

Nikki Hardeman

Lindsey Huggins
Lorie Voshell

Aug 26 2019

Letter from Pastor Lanta

To the Personnel Team and my Park Ave family,

After serving on the pastoral staff at Park Avenue Baptist Church for ten years, it is with a heavy heart that I write this letter announcing my resignation from my role as Pastor of Families and Congregational Care, effective December 31, 2019.

This church has been my home since August 2009. It has been a space that has fully affirmed me and my calling with open arms. I have been given the freedom and the capacity to dream big and create intentional programming that has sought to meet the needs of children and families in a time when many families are in the midst of a faith shift toward a more inclusive theology. Not only have I been given the opportunity to use my gifts as a minister to children and families, but I have been given the equal opportunity to use my voice and practice my gifts in preaching and pastoral ministry. It is so rare that churches create space for a multiplicity of gifts as Park Ave has done for me and all of its staff in this intentionally non-hierarchical leadership model. This has been a true gift that words cannot adequately articulate. I have received so much love and support and grace from my church family and for that I am deeply grateful.

Over the past two years, I have experienced an increased struggle to balance my roles as minister, therapist, partner and mother. I have noticed myself being stretched too thin and needing to reevaluate how much time I realistically have to give to Park Ave in this current season of my life. Between a growing need to create more space for my own health and wellness, and a sensitivity to the current growing needs at Park Ave, I can say with clarity it is my time to step away.

I deeply believe it is my time to pass the mic so the gifts of other qualified ministers can be amplified and celebrated in the ways that mine have been. The gift of serving as a pastor at Park Ave is too good not to share, and in a season where I realize I need to step away, I see great potential and theological intentionality in offering this role to someone new as they, too, are given the freedom this church has given to me in living out their full call to ministry.

In light of the many transitions and changes Park Ave is experiencing, I wanted to give this announcement early and I want to do what I can to assist with this transition. I am committed to leaving as well as I can, as I carry a deep love and care for the future of this community.

To say I will miss being a pastor at Park Ave is an understatement. This church is the place where I painted animals and trees on walls as we renovated and dedicated the children's space many years ago. It's the space where Matt and I were married surrounded by the love of our Park Ave family. It's the space where I opened my first counseling office (more renovations and painting involved)! Most importantly, as the first church to call me pastor, it's the space where I

have clarified my ministerial calling. I have witnessed the most beautiful growth and change in many seasons of the life of Park Ave, and I can say with confidence that Park Ave is in good hands and will continue to be a community that welcomes everyone equally to the table.

With love to you all,

Lanta

The personnel team offers their full support to Lanta in this season of transition. We are grateful to her for ten years of dedicated ministry to the families of PABC and for giving the church plenty of notice to prepare for the closing of her time as a Pastor at PABC. On September 8, we will present candidates for a vote to pastoral positions in a business meeting. At that meeting, we will ask the congregation to vote on Lanta to serve as the Interim Pastor of Families and Formation through the end of the year. In that time and with the guidance of the council, we will form a search committee to find a permanent Pastor of Families and Formation, prepare an ad that can be distributed to appropriate sources, and begin the search for the right person to fill this vital position. As that time line develops we will continue to keep everyone informed.

Aug 4 2019

- ★ Building update-All gender restroom was worked on
- ★ 3 candler students checked in last week, the rest will check in soon
- ★ Adult Day Care is on board!!! \$60,000-\$70,000 of work. By the end of the year they will be in the space
- ★ Tenants include: Music academy, preschool, Lindsey and K, 6 artists fixed income coming in is \$7,800 a month. With Adult Day Care will be over \$10,000 a month.
- ★ The Dream is Real nonprofit collab with the church and after school program. Start in Jan.
- ★ Lydias House and Lost and Found-short term housing for LGBTQ youth
- ★ Finance-
 - Grant was received in March, average was \$13,531 in and \$10,383 out \$16,010 in account today
 - Vote on salaries- \$18hr for pastors at 20hrs a week for all 3 to \$18,720 and Admin for \$15hr at 10hrs a week
 - Henra and Lanta will increase immediately and Darci will if congregation affirms
 - Kevin motioned to vote: All votes yes, no objections, Motion passed!!
 - 2020 Budget will be voted on in Dec.
- ★ Personel
 - Deacons- Will move to do Park Ave 101 and not one of the pastor positions
 - Policy will be written next about the circle model
 - Intentionally hiring b--vocational pastors, issues of accountability and freedom, how to hold them accountable for all their work but also freedom and flexibility

- Add language to community engagement position that reflects functional partnership and oversight with the finance team. Motioned and voted on-Passed!!
- Motion to vote on positions-all in favor, it passed!!

Job Descriptions approved:

Each member of the Pastoral Staff at Park Avenue Baptist Church (PABC) will embody our shared church values to live boldly, love inclusively, and serve creatively. In their shared and individual responsibilities, they will be bold in their ministry as they seek to live into and create brave spaces for our congregation, inclusive as they minister to the members of both our church and surrounding communities, and creative as they conceive of new, innovative ways in which they can engage opportunities for spiritual growth and community development.

Because PABC governs and operates with a circle pastoral and leadership model, each pastor has responsibilities inherent to the office of pastor.

- All pastoral staff will preach on a rotating basis with the preaching team.
- They will be responsible for a specific aspect of congregational and communal spiritual development.
- Pastors will be accountable for setting up and implementing a structure of communication between the pastoral team, the congregation at large, the deacons, and the Council. Communication will be transparent and frequent to keep members engaged and connected to the work of the church.
- The pastoral team will meet once a week and will be expected to hold 20 hours each week. Hours may include time spent in the building accomplishing tasks as well as meeting with congregants/community members individually.
- All pastors will be responsible for crafting and facilitating the vision of the church in partnership with the congregation as PABC continues to move forward.
- All pastors will be responsible to craft a reasonable budget for the church as a whole and for their individual ministries, using consensus building processes in conjunction with their lay leadership, the Council and the congregation. They will work with the finance team to make these budgets transparent and accessible on appropriate levels to the congregation at set, frequent intervals and upon request.
- All pastors will be engaged in community outreach to engage community members and the congregation in opportunities for social justice.
- All pastors will facilitate the professional development and continuous learning of the pastoral team members amid the circle leadership model, and support the development of identified and emerging leaders within the congregation and those who serve as ministry interns. To that end, they will also be encouraged to find or maintain a mentorship relationship with a person outside of PABC for the purposes of their own spiritual development.
- Serve as site mentor for ministry interns.
- Coordinate and facilitate church business meetings and other congregational meetings.
- Connect with first-time visitors and those interested in membership or baptism.

Planning and Professional Development

- Plan a bi-annual staff retreat

- Work with the Personnel team as they develop a yearly professional development plan for the pastoral team, and yearly evaluations.
- Continue to research, study, evaluate, and document the circle leadership model, consensus decision making in the context of the pastoral team and the congregation.
- Work with the Personnel team to assess and evaluate all church policies and procedures
- Serve as contact for denominational and other partnerships for conferences, events, etc

Pastor of Families and Formation

Pastor is responsible for overseeing the development, programming and implementation for the Children, Youth and Family Ministries at PABC. Pastor will also partner with the Spiritual Development Team and the Deacons to promote congregational care.

Children and Families

- Develop and implement programming for the spiritual formation of children and youth in conjunction with Formation Team
- Develop and provide resources to equip parents to shape their children's faith at home
- Provide vision, strategy, & development for all children and youth ministries
- Review, purchase and oversee the implementation of all curriculums for children and youth ministry activities
- Recruit and oversee volunteers for special events, providing leadership, training, and appreciation
- Develop and maintain a safe, clean, aesthetic for children and youth ministry environments
- Coordinate children's ministry and youth ministry intern/volunteer as applicable
- Provide regular quality faith development programming and activities for children
- Provide pastoral care to young people, their families, members, and visitors as needed
- Collaborate to create strategies for and structures of congregational care

Spiritual Formation

- Partner with the Spiritual Formation team to develop and market a plan for identifying and addressing the spiritual growth needs of the congregation
- Collaborate with the Council to create strategies for and structures of congregational care, infusing spiritual growth initiatives into church activities as determined by the Spiritual Formation team
- Develop the Deacon Team and equip the deacons for ministerial care

Mental and Spiritual Health, Wellness, and Recovery.

- Develop and provide resources to equip congregants for health and recovery.
- Meet with individuals as needed to connect them to resources.

Pastor of Worship, Advocacy, and Arts

Pastor will provide leadership for PABC'S worship services and worship teams. They will actively work with the Justice & Advocacy Team and will partner with the Lydia's House Coordinator to develop modules that promote education surrounding social justice issues.

Sunday Mornings

- Serve as a liaison between staff and Worship Team.
- Recruit and train greeters, ushers, and others interested in connecting with guests in worship.
- Outreach to visitors and local community

Lydia's House:

- Develop and deliver module curriculum to groups in partnership with the Lydia's House Coordinator.
- Work with community partners to pair relevant, equitable immersion experiences with module content.
- Train additional staff as needed.

Justice and Advocacy

- Seek out ways for our congregation to partner with other organizations engaging in activism that aligns with our congregation's values.
- Find creative ways to incorporate justice initiatives into services and congregational activities.
- Seek opportunities in justice education for the congregation.
- Connect with resources that help us promote inclusivity (race, gender, sexuality, economic, ability, etc.)

Creative

- Facilitates creative engagement through visual artist coordination, individual participation through group projects and themed expressions.
- Integrate creative expression and adult formation through programming and special events.
- Cultivate design and liturgical aesthetic of the worship space and building in conjunction with the creative team and building and grounds.
- Works in collaboration with artist-in-residence to design creative vision for engagement in liturgical seasons and the church calendar.
- Directs grant funded creative programs in connection with the Atlanta artist community.

Pastor of Community Engagement and Stewardship

Pastor is responsible for connecting the congregation to community events and partners to create connections, provide opportunities for service, and build trust with our closest neighbors. Pastor will be responsible for communication with community partners and organizations that utilize the physical facilities and property of PABC. In consultation and partnership with the Building & Grounds and Budget & Finance Ministry Teams, they will negotiate memoranda of understanding with each partner and organization, and serve as the direct liaison for facility and building management concerns.

Community Engagement

- Develop partnerships with people, organizations, and other key stakeholders in Grant Park and Atlanta
- Plan and implement regular opportunities for PABC to engage the communities of which we are a part

- Serve as pastoral connection to offer hospitality to community organizations and individuals who make use of our facilities

Facilities

- Relate and partner with Building & Grounds Ministry Team for facility management.
- Relate and partner with Budget & Finance Ministry Team to evaluate contribution levels of partners using PABC facilities.
- Define, secure, and keep digital and paper records of memoranda of understanding with partners using PABC facilities
- Relate and partner with and Budget & Finance Ministry Team to develop strategic and equitable relationships with partners using Park Avenue facilities.
- Assist Pastoral Team in long-range planning around building and facility use.
- Negotiate contracts with tenants and form contracts for use of spaces in church

Community Groups

- Work with the lay leader of community groups
 - To ensure that the groups meet the needs of the congregation and reflect the values of PABC
 - To develop and market the calendar of groups to ensure that groups have distinct start and end times
 - To collaborate with the lay leader to ensure that the community groups are functional, effective, and accessible

Financial team and Finance Admin

- Serve as primary contact for Finance Team
- Ensure that Finance Team articulates financial information to the congregation regularly

Motion to close the meeting. Done 11:55am

June 7, 2019

Recommendations For The Council

Church Family,

The Personnel team is excited to redevelop and launch a group of leaders in our community. We are calling it the Council. (We realize this sounds a bit Game-of-Thrones-ish)

We hope that this Council will achieve the following:

- Increase communication between the church, the teams and the staff
- Intentionally tackle and solve issues that arise
- Share among the Council members an update on their respective teams and engage with other teams based on this co-sharing
- Work to develop stronger relationships with each other and the community at large

- Share the burdens and joys of leading an ever-changing and developing body of unique individuals by supporting the staff in practical and spiritual ways
- Proactively spur their teams to seek to make Park Ave a safe and loving space for all
- Facilitate the sharing of skills, ideas and vision with their teams
- With their team, set short and long term sustainable goals for their teams

We recognize that these folks will not be compensated for their work and we acknowledge the time and sacrifices they will make as a part of this team. We honor their determination and investment in our church.

We also recommend the following practical items:

- The Council should meet at least 10 times a year in conjunction with the staff and should create a way to easily communicate among themselves on a regular basis so that the flow of information is open and intentional
- The Council should consist of the chairs of: Fundraising, Worship, Spiritual Development, Finance, Personnel, Building & Grounds, Deacons. It should also include 3-4 church congregants at large. These 3 or 4 people should be nominated or chosen by the congregation as representatives of the congregation that do not technically hold leadership positions, but do have a vested or heavy interest at PABC
 - The implementation of the Council, the times and dates it will meet and its members and how they are chosen is all up to the Council and Staff. If new teams arise, those teams may need to have reps on the Council.
 - The Council members from each team could be rotated in and out based on the number of people on a given team so that no one person carries the responsibility. We leave this up to their discretion.
 - The Council could elect one or two members to “convene” the meeting and facilitate it, not to “lead” it, but to ensure that it happens and to schedule it in conjunction with the staff.

We recommend that the chairs of the above teams and the staff and any other interested parties find a date over the summer to meet and discuss the details.

The Personnel team will have a representative on the Council, but will not facilitate it. We are merely developing the concept, and we are excited about it!

Looking forward,
Lorie, Lindsey, Nikki

June 6, 2019

Business Meeting Follow Up
Park Ave Community,

Thank you so much for your participation in this past Sunday's business meeting. The Personnel Team was grateful for each voice that added to our discussion in the form of many thoughtful questions and insights. We are truly a better church family when we have as many people contributing to the conversation as possible.

Throughout the past few months, the Personnel Team has been working hard to engage the thoughts and ideas of the congregation as we move out of an interim period and into the work to which God has called us to as a body of believers. We have held listening sessions, exchanged emails, and talked in person and over the phone with many individuals in order to gather a vision forward for our congregation.

Out of this process, we created a list of needs that emerged and used this to inform the creation of a leadership model, job descriptions, and budget. We sent the document out to the congregation with plans to discuss and potentially hold four separate votes on Sunday June 2nd. We proposed a vote on 1) the model, 2) the job descriptions, 3) the budget, and 4) affirming Henra Chennault, Lanta Carroll, and Darci Jaret in those three pastoral roles. We recommended that we vote on these four proposals for a six month probation period to ensure that the model, job descriptions, budget, and leaders were a good fit for our congregation. The Finance Team recommended that we wait to enact this plan until September when we will be in a healthier financial position. In order to ensure that others who could not be present at the meeting had a voice in the process, we offered an absentee ballot for the last vote on affirming the individuals in the three pastoral roles for the six month probation period. We chose to only offer this option for the last vote because we knew the other three measures could change depending on the conversation in the meeting.

Meeting Recap

After a presentation from the Personnel Team, the congregants present were able to ask questions and engage in dialogue regarding these proposals. Following much conversation, the group present asked for more time to consider the votes on the positions, budget, and leaders. Due to the desire to postpone the vote on the last three measures, we will not be counting the absentee votes that we received and will ask for a new vote when the time comes. [The leadership model was unanimously affirmed \(click here to view\)](#). Alexia Rice-Henry also volunteered to serve as a church administrator until September in order to support the staff and was affirmed by the members present at the meeting.

Next Steps

As we move forward, we want to value the momentum of many voices who were present who wish to contribute to the work of refining the job descriptions and budget as well as forming the Council. If you have an interest in participating in any of this work, please:

- 1) Get connected! Contact Megan Chandler (megan1118@gmail.com) to partner with the Finance Team and Lindsey Huggins (lindseykhuggins@gmail.com) to work on job descriptions.
- 2) Meet with your group. Our hope is that these teams will be able to meet and make progress in their particular areas before July 14th, 2019.
- 3) We will be sending out a separate document outlining the process for forming the Council soon. Please see that email for more information!

4) We will then plan another business meeting where the teams working on the job descriptions and budget will present their proposals.

Again, we are so grateful for each person's participation and willingness to contribute questions, thoughts, and ideas. We are a church family that seeks to value many voices. Please let us know how you would like to plug in!

Love and Light,

Lindsey, Lorie, and Nikki

May 31, 2019

Exciting Attachment & Info For June 2nd Business Meeting

Park Ave,

We understand that you may not be able to attend Sunday's business meeting and we are supplying a method of voting via email. We ask that you vote only if you are a member OR have attended Park Ave regularly for at least a year.

Please DO NOT reply to this email. The info@parkave email is not confidential.

Note: this vote is specifically to make a yes or no statement regarding the actual pastoral candidates to fill [the pastoral job descriptions in this attachment](#). The other matters up for vote will be debated in the meeting and as such can not be voted on by email.

Please follow these steps:

Step 1. Place all three email addresses in the "To" field: lorraineeday@gmail.com, nikhardeman@gmail.com, lindseykhuggins@gmail.com

Step 2. Type the word VOTE in the subject line.

Step 3. Copy/Paste the following and indicate a YES or NO after each line:

Pastor of Families and Formation: Lanta Carroll

Pastor of Worship, Advocacy, and Arts: Darci Jaret

Pastor of Community Engagement and Stewardship: Henra Chennault

Thank you for your input. We will announce the results following the meeting.

Lindsey, Lorie and Nikki

May 25, 2019

Announcement About The PABC Business Meeting June 2

Park Avenue Baptist Church,

The last 8 months have been a season full of change and transition for us as a congregation. In this time, we have done the hard work of listening and truth telling in community. As your Personnel Team, we have appreciated the ways you have spoken with us and supported us as we have been doing our work.

In our business meeting on June 2, the Personnel Team will present to you the following items:

1. A congregational leadership model that supports and complements the circle model for our pastoral staff, with explanations of the four groups that we envision supporting the congregation and staff.
2. Three new job descriptions: Pastor of Families and Formation, Pastor of Worship, Advocacy, and Arts, and Pastor of Community Engagement, Formation, and Stewardship.
3. Job descriptions for other support staff.
4. The outline for the personnel policy. (We are continuing our work on this policy through the summer to bring to you in August for a vote. However, we want you to see how we are proceeding with these policies to help put the rest of the model in context.)
5. The Finance Team will also be presenting a rough budget for the rest of 2019. We know that the Finance Team will be working diligently to create a more detailed budget for 2020 in conjunction with the staff to be presented at a later date.

At this business meeting we will be voting on the following separately, so that we can affirm or deny each piece:

- The pastoral job descriptions
- The budget
- The leadership model for our church
- Our recommendations for pastoral staff candidates

In order to confirm that this model is sustainable for us and to allow feedback from the staff and congregation, the Personnel Team will be recommending that we put this new model in place for a 6 month probationary time period. At the 2 and 4 month marks, the personnel team will do an evaluation with the Pastoral Team to see if it is working and make needed adjustments in consultation with the deacons, the council, and the congregation at large. At the 6 month mark,

we will do a 360 degree evaluation for the model in which the entire congregation will participate.

We look forward to the rest of year and anticipate great things for Park Ave. Thank you for participating. Each of your voices has been heard, and we value this process and you.

Grace and Peace,

Lorie Voshell

Lindsey Huggins

Nikki Hardeman

April 15, 2019

Pastor Jen's Important Announcement

Dear Personnel Team and the entire Park Ave family,

In March of 2011 our family moved into Grant Park so Trey and I could serve as community pastors alongside you all at Park Ave. I was honored to join the pastoral team in 2015 as you all took a risk on a new model of church leadership that honors the diversity of our congregation and seeks to dismantle traditional hierarchies that too often exclude. The last eight years have more than I could have ever asked for as pastor. Sharing life with you all continues to be one of God's greatest gifts to me.

The past few months have been a season of transition for our family, from jobs to homes to schools we have navigated this time with the love and support of the staff, the personnel team, and the entire Park Ave family and we are settling into new rhythms of life. Within the last month, I received some health news that will require more of my time and attention in the coming months. Trey and I have prayed and considered how to best to move forward.

Considering all the transition and my new health concerns, I am resigning my position as one of your pastors. My last Sunday will be April 28, 2019. This has not been an easy decision, but one that is best for our family at this time.

We love you all and will always consider Park Ave home. I am confident that the Spirit is moving at Park Ave in new and creative ways and want only the best for you all. I am thankful for all the ways the personnel team and Leah have been working so hard during this transition. I am grateful beyond words, for my fellow pastors. Park Ave is special place full courageous folks committed to following the way of Jesus and I am a better pastor and person because you have allowed me into your lives. Thank you.

With deep, deep love for you all,

Jen

April 6, 2019

Listening Sessions Information

Dear Church Family,

As you know, the Personnel Team, with the expert guidance of Leah Clements, has been conducting listening sessions in order to gain input from the congregation as we prepare leadership models to help us move from an interim time of transition to what is next for PABC. Your participation and input have been invaluable in this process.

On Saturday, April 13, we need your input again. On that day, from 9am-12pm we will host a meeting designed to receive more feedback on the work we have done so far. At this meeting, we will:

1. Share what we learned from the first three listening sessions.
2. Present two possible leadership models, both including strong lay and pastoral leadership accountability.
3. Share what we expect our work will be after the congregation decides what model we will be move forward with.

After we present this information to those at the meeting, we will continue the meeting in the style of another listening session in order to hear your thoughts, question, affirmations and concerns about what we have developed. Leah Clements has graciously agreed to provide her professional support and guidance to this process again. With this information we will make needed adjustments to the models before presenting them to the congregation for further discussion and a decision.

If you have any interest in providing feedback to the Personnel Team regarding our future leadership structure, you are invited to this meeting. We need all the input we can to ensure that we are presenting models to the congregation that will best represent who we are as a congregation.

Important note: this will be a hearty conversation, so we ask that everyone, as you are able, bring a snack to share so that we can be nourished. We will make sure there is coffee!

If you have any questions, please do not hesitate to reach out to any member of the Personnel Team.

Sincerely,

Lindsey Huggins (lindseykhuggins@gmail.com)

Lorie Voshell (lorraineeday@gmail.com)

Nikki Hardeman (nikhardeman@gmail.com)