



CBC Transition Team Overview

Over the next 12–15 months, Century Baptist Church will continue in an important season of focused transition and revitalization. To help lead us faithfully through this season, we are forming a **Transition Team (TT)**.

This team will serve as a guiding coalition of spiritually mature leaders who will work alongside Pastor Dave and in support of the elders to help guide CBC into a healthier, clearer, and more missionally aligned future.

The responsibility of the Transition Team can be summarized in two words:

Organization and Organism.

The first addresses our governing structure.

The second addresses our spiritual direction and vision.

Both are necessary for renewal.

Scan to watch a video
from Pastor Dave about
the Transition Team



Why a Transition Team?

Change is never easy. It requires clarity, courage, ownership, and spiritual maturity. The Transition Team exists to help a church:

- Face real issues honestly
- Develop governance wisely
- Engage strategic planning faithfully
- Build unity around change
- Refuse gossip and unhealthy conflict
- Submit to the leadership of Jesus over His church

The Transition Team is not a replacement for the Elders.

It is not a congregational parliament.

It is not a complaint forum.

It is a **leadership body called to help guide CBC through intentional renewal.**

The Two Primary Responsibilities

1. Organization (Immediate – Completion Target: End of June)

During this first phase, the Transition Team will:

- Review and update CBC's governing documents:
 - Constitution
 - Bylaws
 - Charters for standing committees
- Clarify and document our governance structure



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- Develop clear communication for our congregation explain how CBC functions

CBC's model can best be described as:

Elder-led, congregationally affirmed, with a framework of Policy-Based Governance.

The Transition Team will help articulate this clearly so that:

- Members understand decision-making pathways
- Authority lanes are defined
- Roles are clarified
- Confusion is reduced
- Unity is strengthened

This phase focuses on stability and clarity — strengthening the skeleton of the church.

Target Completion: **End of June**

2. Organism (Vision Renewal – Begins Fall)

Beginning this summer, the Transition Team will prepare for the second major responsibility: renewing CBC's vision and focus.

We will utilize the **Focusing the Church** process — a proven, Spirit-dependent pathway designed specifically for churches in transition or renewal.

This process includes:

- Summer training of the TT reconsidering the New Testament DNA for church
- A Focusing the church training event (end of Summer) for TT
- Three congregational Summits (1-2 Fall, 3 Spring 27)
 - Summit 1: Where have we been? (Assessment)
 - Summit 2: Where are we going? (Discovery)
 - Summit 3: How will we get there? (Implementation)
- Pulse Groups for broad congregational input
- A leadership Summit to ensure elders and staff are committed to next steps
- Develop a discipleship pathway
- A Mission Plan providing clarity on initiatives to bring vision forward

The Focusing process is not about imposing a vision. It is about discovering together what the Spirit is saying to CBC.

Ownership increases with participation. This is a congregational discernment process — not top-down programming.



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This second phase focuses on spiritual vitality and missional clarity — strengthening the heart of the church.

Who Should Be on the Transition Team?

The Transition Team will consist of **7–9 CBC members**.

Members should:

- Demonstrate spiritual maturity (1 Tim 3; Titus 1 principles)
- Be trusted and respected
- Be able to lead, not merely represent
- Resolve conflict biblically
- Refuse gossip and slander
- Work as team players for the good of the whole
- Be willing to be trained
- Submit to the leadership of Christ

This is not a role for:

- Personal agendas
- Ministry protectionism
- Institutional preservation
- Those resistant to change

This is for men and women who long to see CBC become a vibrant, balanced, Christ-centered congregation.

Commitments of the Transition Team

Transition Team members will commit to:

- Prayerful leadership
- Active participation in meetings
- Training for both governance and Focusing the Church
- Biblical conflict resolution
- Clear communication
- 12–15 months of faithful engagement

This is a meaningful leadership equipping and stewardship.



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The Nomination & Application Process

We invite CBC members to prayerfully nominate individuals who:

- Are spiritually mature
- Are gifted in leadership
- Show great potential for future leadership at CBC

Nomination Process:

1. Consult with and pray with your nominee
2. Submit a brief paragraph nomination to Pastor Dave.
 - Describe why you believe this person would serve well.
 - Highlight spiritual maturity and leadership gifting.
3. Pastor Dave will send the nominee a Transition Team Application.
4. Applications are due by **mid-March**.
5. The team will be finalized and launched by **the end of March**.

This team will serve for approximately **12–15 months**.

What This Is — and What It Is Not

This is not about reorganizing for the sake of reorganization.

It is not about control.

It is not about power.

It is about preparing CBC for a healthier future.

As the Focusing material reminds us:

Personal renewal precedes corporate renewal.

Our hope is that this process will not simply adjust documents, but renew hearts.



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A Word to the Congregation, from Pastor Dave

We truly believe that God has placed CBC here — in this community, in this moment, in this season — for a purpose.

This is not accidental. It is providential.

The Transition Team is not about paperwork or programs. It is about helping us see more clearly who we are and who God is calling us to become. It is about clarifying how we function so that we can move forward with unity and confidence. It is about discerning whom we are uniquely positioned to reach. And it is about becoming the kind of church that reflects the heart of Jesus in our community.

In the months ahead, you will have opportunities to engage — through town halls, congregational summits, prayer gatherings, and conversations. This will not be something done for the congregation, but with the congregation.

So we invite you to pray.

- Pray for humility.
- Pray for wisdom.
- Pray for unity.

We invite you to participate — not as spectators, but as members of Christ's body.

And we invite you to trust the process. Healthy renewal always requires both structure and Spirit. Both clarity and calling. Both wise organization and living organism.

Our hope is not in a team or a plan.

Our hope is in Christ.

May Jesus lead His church — and may we follow Him together.