

REPORT AND
RECOMMENDATION:
*IBC PASTOR SEARCH
COMMITTEE*

THE COMMITTEE MEMBERS

- Judge Roger Crittenden
- Joni Crowe
- Sherri Henley
- Fran Johnston
- Jill Lemaster
- Andrew Tippett
- Guthrie True

WHAT YOU TOLD US

- Age a factor: **No (58%)**
- Gender a factor: **No (92.5%)**
- Masters & Doctorate: **Yes (66%)**
- Moderate to Progressive Theologically: **85%**
- 6 to 10 years of experience: **60%**
 - Experience not important: **17%**
- Important skill sets: **Pastoral Care, Preaching, Communication**

WHAT WE LOOKED FOR

We are seeking the person Christ has prepared for this opportunity, but pray our new pastor has a heart for missions, values pastoral care, possesses the vision to help renew a fellowship of believers striving to meet contemporary challenges to Christ's church and the energy to shoulder the task of renewal with us, and is a preacher/scholar of God's word who endeavors to reach and motivate the heart of each member of our fellowship regardless of their theological perspective. Our pastor must value every person as a child of God.

PASTOR (Dr.) EMILY HOLLADAY



Emily, Scott, and Franklin



EDUCATION

- Samford University
 - Bachelor of Arts 2008
 - Political Science and Music
- Mercer University, McAfee School of Theology
 - Master of Divinity 2013
 - Christian Social Ethics
- Louisville Presbyterian Theological Seminary
 - Doctor of Ministry
 - Expected 2023

EXPERIENCE

- 2008-2010 Passport, Birmingham, AL
- 2010-2014 Cooperative Baptist Fellowship, Decatur, GA
 - Communications Associate
- 2011-2013 First Baptist Church, Decatur, GA
 - Pastoral Ministry Intern
- 2013-2014 Smoke Rise Baptist Church, Stone Mtn., GA
 - Interim Minister to Children and Families

EXPERIENCE

- 2014-2018 Broadway Baptist Church, Louisville, KY
 - Associate Pastor, Children and Families
- 2018-2021 Simmons College of Kentucky
 - Adjunct Professor
- 2020-Present Village Baptist Church, Bowie, MD
 - Senior Pastor

COMPENSATION PACKAGE

Basic Compensation:			
	Salary		\$ 34,000.00
	Housing Allowance		\$ 42,000.00
		Subtotal	\$ 76,000.00
Protection Benefits:			
	Retirement/Life Insurance/Disability		\$ 13,120.00
^	Health Insurance		\$ 6,000.00
	Social Security		\$ -
		Subtotal	\$ 19,120.00
Ministry Related Expenses:			
<	Education Expenses		
<	Automobile Expenses		
<	Book Allowance		
<	Convention Allowance		
<	Professional Expenses		\$ 15,000.00
		Subtotal	\$ 15,000.00
	Total Compensation:		\$ 110,120.00

COMPENSATION COMPARABLES

- Church 1: Mid-Size Town
 - Associate experience only
 - Master of Divinity
 - \$85,000 total
- Church 2: Mid-Size Town
 - Senior Pastor experience
 - Master of Divinity
 - \$85,000 plus benefits (\$100,000 total)
- Church 3: City
 - Senior Pastor experience
 - Master of Divinity
 - \$138,000 total

COMPENSATION PACKAGE

- 5-day work week
- Vacation: 18 days (max. 4 Sundays)
- Conferences: 2 weeks (max. 2 Sundays)
- Sick Leave: Reasonable Time
- Parental Leave: 12 weeks
- Holidays & Vacation: Per IBC Policy
- Moving Expenses: Actual cost not to exceed \$10,000
- Sabbatical Leave after 5 years

SABBATICAL LEAVE

- 3 month paid sabbatical at the 5-year anniversary
- Emily applies for grant funding for sabbatical expenses
- IBC sets aside \$3500/yr. in a Sabbatical Fund (sabbatical expenses)
- Draws on sabbatical fund if grant funding not awarded
- Sabbatical expenses to be fair and reasonable

TIME LINE

- June 25: Chuck's last Sunday
- July: Terry Lester pulpit supply
- August 6: Pastor Emily Holladay begins service
- Approx. Oct. 1: Parental Leave

GET ACQUAINTED OPPORTUNITIES

- **Meet and Greet Session: *Friday, June 9***
 - 4:30 p.m. until 7:00 p.m.
 - IBC Fellowship Hall
 - Light refreshments provided
 - Drop in to meet Emily and family*
- **The Gathering: *Sunday, June 11***
 - 9:15 a.m. until 10:15 a.m.
 - IBC Fellowship Hall
 - Breakfast provided
 - Question-and-Answer Session with Emily*
- **Worship: *Sunday, June 11***
 - 10:30 a.m.
 - IBC Sanctuary
 - Emily to preach in view of a call—Special Business Meeting to follow*

PASTOR (Dr.) EMILY HOLLADAY



Committee Recommendation

- Committee **unanimously** recommends the call of Pastor Emily Holladay
- “She’ll be good for us and we’ll be good for her.”
--Roger Crittenden