

TRANSFORMATION UPDATE

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The Transformation implementation is moving full steam ahead, thanks to all of the volunteers and former staff members, who are showing a tremendous amount of commitment (a core value) and a tremendous amount of urgency (another core value).

DRAFT CORE VALUES

The initial implementation focus was the communication of the drafted core values to all segments of the church community – former staff, church officers, pastors, ministers, the executive board, volunteers, members of the church, etc. There were numerous meetings conducted and plenty of valuable feedback from participants. There is an excitement in the air as we proceed to conduct church business with behaviors that are consistent with the core values.

Pastor Pridgen will deliver The Tier 1 - Core Values Orientation Program. It is mandatory for anyone active in the affairs of the church to attend the 2-hour session. It will also be open to other members of the church.

Since opening the Subway store is a priority, Pastor conducted the first Core Values Orientation session on August 28 for Subway employees.

Future sessions will be delivered in the Sanctuary on the following scheduled dates:

- **September 15 – 10:00 AM to 12:00 Noon & 6:00 PM to 8:00 PM**
- **September 19 – 10:00 AM to 12:00 Noon**

DRAFT ORGANIZATION STRUCTURE

The members of the Transformation Retreat Team, and members of the board, worked diligently to create an organizational structure that will enhance the work of the church.

The structure will provide both paid and unpaid leaders with more empowerment to get things done in a timely fashion with less confusion in the process.

The new organizational structure will provide clear lines of responsibility and authority. It will enable the Pastor to spend less time on organizational issues, and more time on teaching, preaching, and attending to the important member needs of the church.

The basic organizational structure is divided into two major sections. One section of the organizational structure focuses on the spiritual side of the church. The other section focuses on the business side of the church.

You will notice that both of the above initiatives are written with the words “draft.” There were two reasons for that. First, it allowed for changes during this process, based on input and feedback from others. Second, both the core values and the organizational chart need to be approved by the Board of Trustees. We are looking forward to that action in early September. Once approval takes place, there will be a process for sharing both these documents in public venues.

THE HIRING PROCESS

The Hiring Committee, under the leadership of Arlene Kaukus, has undertaken the arduous, difficult, and time-consuming hiring process.

It is no easy task to:

- Create job descriptions that set out clear expectations for top performance
- Create announcements that communicate jobs availability
- Review the numerous job applications against the job descriptions to ensure qualification
- Set up and conduct first round telephone interviews
- Conduct face-to-face interviews
- Determine the top candidates
- Send the names of the top candidates to the Pastor for the final interview (s)

They deserve a lot of credit for undertaking this responsibility. The general goal is to have the Pastor’s Confidential Secretary, Director of Worship/Urgent Care, and the Director of Music hired by September 15th. The rest of the hires will come shortly thereafter including, Director of Church Administration; Chief Operating /Chief Financial Officer; Office Manager; Working Facilities Manager, and Coordinator of Volunteers.

THE TRAINING PROCESS

The Training Committee has just started to meet to develop curriculum for The Tier 1 - Core Values Orientation sessions scheduled in September, and noted above.

In addition, the committee will be working on Tier 2 Core Values Training. Tier 2 will provide the skills training necessary for leaders at all levels to model, support, and reinforce core values in daily operations.

These sessions will be in-depth, multi-day experiences designed to develop the competencies inherent in each of the Core Values. We want each leader to “own” the core value skills and demonstrate them in their daily interactions with others at True Bethel.

NEXT IN-LINE INITIATIVES

There are several next in-line initiatives being discussed:

- Develop a performance system which includes objectives, performance evaluations, and improvement plans
- Develop a communications plan to ensure that everyone feels “in the loop” regarding organizational and church affairs
- Conduct an audit on all organizational processes that effect True Bethel
- Conduct Process Improvement activities to reduce process problems and defects
- Develop external and internal customer service initiatives
- Set long-term strategic direction

The Transformation is truly a massive teamwork effort. Everyone involved should have a sense of pride and self-satisfaction in the work that has been done and will be done.

Many genuine thanks to all of you for your level of engagement to this important effort.