



Celebrating the past
& looking toward the future
2024 Leadership Plan

September 2023

Leadership Transitions

Pastor Rusty, Pastor Jason, the Deacons & Trustees are recommending to the Church a leadership transition process beginning January 1, 2024 with church approval.

The plan is for Rusty to pass the leadership baton to Jason, who will become our new Senior Pastor.

After a sabbatical time, Rusty will return in the new role of Legacy and Preaching Pastor through June 2028.



When I became Senior Pastor at FBC Platte City, I dreamed of investing 25 years of my life here. That number came and went as we were closing in on building our new church home. Clearly the goals had more to do with mission accomplishment than how many years had passed. Since the incredible launch into our new church building, God has been making my heart ready for a next chapter that He has been unfolding.

When my Dad passed on, the church graciously allowed me some time away to pray and grieve. A precious friend offered the use of their family cabin in Colorado, and God met me there. While I was away Pastor Jason took the lead— preaching and leading the congregation and staff. When I got back there was a calm realization that this is God’s church, not mine. I had always known that, but I saw it in a new light.

God began stirring my heart with the question of ‘What’s next?’

I LOVE this church, and I LOVE being your pastor. But the answer to the what’s next question had me looking beyond the walls of our church. Stephanie and I sensed God opening doors for us to launch a ministry we’re calling Resilient Shepherds. The idea is to mentor ministry couples through some of the challenges of church life.

At the same time, Jason and I had been talking about finding ways for our church to be a blessing to the larger Kingdom of God. It started to feel like there might be a synergy in all of that.

For several years I’ve been studying pastoral succession. I’ve listened to podcasts, read books and articles, and interviewed pastors who have transitioned well, and some who didn’t make the change well at all. My heart’s desire as we go through this process is to launch the church into the next leg of the journey strong and well-led, and to continue to be used by God as an ambassador for His Kingdom. It will be my privilege to help and encourage in this next season in the role of Legacy Pastor and be part of the Preaching team.

My dear brother and co-laborer in Christ, Jason came on staff at FBC Platte City almost 6 years ago. He was instrumental in accomplishing our relocation and navigating the church through the challenging seasons of Covid and construction.

God’s hand is on Jason to be our next Senior Pastor. God will use him to lead FBCPC to reach people we’ve never reached. We’ll see God do things we’ve never seen.

Jason is clearly ready, and I’m clearly sensing God’s call. Still LOVE Being Your Pastor,

Rusty

FBC Platte City History

1851



FBC Platte City was founded

1972



New Sanctuary built at 214 Ferrel Street in Platte City

1991



Rusty Savage became our Senior Pastor

2007



Purchased 100 acres off Highway 371 to eventually relocate

2018



Jason Crum came on staff as our Executive Pastor

2019



Broke ground for our new building on Easter Sunday

2021



FBC gathered for our first Sunday morning service at Platte Ridge

Moving Forward

September 10, 2023

Share the Transition Plan with the Congregation.

October 1, 2023

Informational Meeting from 4-6pm to discuss the Transition Plan. We'll talk about the timeline, overlap period, and Rusty's role moving forward. Childcare will be provided.

October 15, 2023

Congregational Business Meeting at 5pm

We'll be asking church members to confirm the Transition Agreement proposed by the Deacons, Trustees, Rusty and Jason.

We'll also ask members to cast a paper ballot vote affirming Jason Crum to become our new Senior Pastor effective January 1, 2024.

November 26, 2023

Celebration for Rusty & Stephanie with guest speaker at 9:30 and 11am.

Evening reception with prayer for Rusty and Stephanie at 6pm.

This will be a time to bless Rusty and Stephanie as they prepare for their next chapter of ministry.

December 31, 2023

Family Worship services at 9:30 and 11am installing Jason Crum as our next Senior Pastor.

Rusty begins his sabbatical January 1, 2024 through April 30, 2024 to make space for Jason's transition in leadership.

May 2024 through June 2028

Rusty returns as our Legacy and Preaching Pastor through June 2028. The role of Legacy and Preaching Pastor will be evaluated annually. If adjustments are necessary, they would be proposed by Deacons and Trustees.

What an amazing opportunity and blessing to be part of the FBC family these last 9 years and now to be considered for the role of Senior Pastor.



In 2014 my family and I first began attending FBC. It wasn't too long after this when Rusty, Stephanie, Lyndsay and myself sat down to visit because I had been wrestling with a call to ministry. Prior to coming on staff, I had worked in the financial services industry but I had this increasing desire to become a pastor.

During that process, Rusty was integral in pointing me in the direction of going to seminary and then later in providing an opportunity for me to come on staff as our Administrative Pastor to help with the relocation project of our new church home.

The relocation project is one of the highlights of my life given the relationships that were forged and seeing all the different ways the Lord worked to make it all come together. It was truly an unforgettable experience.

After things began to settle down as it related to the relocation project, I was given more opportunity to preach and from that grew a desire to eventually become a Senior Pastor. I can still vividly recall praying to the Lord and asking for His direction in all of this. Later that same week Rusty shared with me some initial thoughts about a possible future transition. What an answer to prayer! I have thought about that often.

I want to say a special thank you to Rusty. He has been such a great encouragement to me and my family and has been instrumental in helping me grow as a follower of Jesus and as a pastor. I'm extremely thankful for all the ways he has influenced my life to this point.

In addition, the Deacons and Trustees have been diligently and prayerfully working through what a succession plan might look like at FBC. It's hard to put into words all of the prayer, time, and effort they have put into this process and I'm thankful for their leadership.

FBC is an incredible church! We are a church with so many dedicated and gifted people that love God and love others and I can't wait to see all that the Lord has in store for us. I'm grateful for the opportunity to be your next Senior Pastor!

Jason



A little over a year ago, Pastor Rusty began sharing with the Deacons that he felt it was his calling to step down as Senior Pastor. In the same breath he shared that Jason felt the calling to be a Senior Pastor and Rusty was wholeheartedly recommending that Jason be the next Senior Pastor at First Baptist Church. Rusty also felt his calling was to remain at the church in a new role and help support the ministries of God's Church here at FBC Platte City. At that time Jason had been part of the Ministry Staff and Preaching Team for 5 years. Rusty has done a marvelous job of preparing Jason to be our next Senior Pastor. The Deacons, without exception, have witnessed the progression of Jason and God's blessing on Jason's call to be a Senior Pastor. The Deacons have spent considerable time in prayer and discussion asking for God's guidance and blessing in this transition. It was always our prayer that we were seeking "God's will for the church" and for Rusty, Stephanie, Jason, and Lyndsay.

At that point the question was how, should, and when could this work. The Deacons and Rusty asked the 3

Trustees of the church, Colby Horn, Dean Snyder, and myself to begin meeting with Rusty and Jason to explore a transition plan to present to the church. The Trustees, who are also Deacons, began numerous discussions with Rusty and Jason. The tone for every meeting was to seek "God's will for God's Church" here at FBC. We spent time with just Rusty and heard his heart and what he was hearing from God and his continued call to be his servant. We met with Rusty and Stephanie and heard her heart and her support for this transition. We also spent time with just Jason and heard his heart and call to be our Senior Pastor. We were excited to hear about his vision for our church. We spent time with Jason and Lyndsay and were blessed to hear her heart about her all-in support of Jason in his call to be a Senior Pastor. There was a lot of research and talking with other churches who have been through this process. After months of intense prayer and discussion, a Succession Plan was developed. The Trustees then went back to the 10 Deacons who have been a part of this transition discussion and with unanimous consent, all 10 Deacons, Pastor Rusty, and Pastor Jason were in favor with moving forward with this Transition.

It has been my privilege and honor to serve alongside Rusty in his 32-year ministry here. I have had the gift of seeing how God has used his servant to bless this church and community with his servanthood. In the last few months there has been

a lot of emotion, sadness, but also excitement of how God will use Rusty for our church in his new role as Legacy and Preaching Pastor and other ministries he will be involved in.

I had the privilege to work with and get to know Jason during the Church Building Project. Many don't know the hard work he put in during that project and the success of the project was in large part to all the bases he covered. I have witnessed how well he works with the church staff and helps facilitate them in their ministry endeavors. When Jason shared his vision with the trustees, I was moved with his heart for missions and how our church can be more of a part in that. I have learned that Jason is a deep thinker and very strategic about how to accomplish tasks that will build God's kingdom through our church. I am also moved by how God speaks through him when he is at the pulpit. I find myself saying Wow and personally moved after every one. I am very excited that God in his ultimate wisdom has planted him here to be our next Senior Pastor.

I am, and I can speak for all the Deacons, very excited for Jason and how God will use him to bless our church for eternity. The Deacons and Trustees recommend to the Church that Jason Crum be our next Senior Pastor.

Doug Gutshall

Deacon & Trustee

FAQ's:

How did we get here?

Rusty has been seriously studying pastoral leadership for years now. One obvious truth is that every leader has a season, and then hands off to the next generation. He knew at some point he would step aside as the Senior Pastor of FBC Platte City. He has been preparing himself, his wife, and FBCPC for that important transition.

Rusty and the Deacons of our church have been praying into and discussing this process for many months, and they've come up with this proposal.

What is succession?

Succession is the opportunity to transfer leadership from a known and trusted leader to a next generation of trusted leadership without missing a beat— like a baton pass in a relay race. It is not just watching one person leave, then searching for a replacement.

Jason didn't come on staff over 5 years ago thinking he would be our next Senior Pastor, but it's clear looking back on it that was God's plan.

How is FBC Platte City's Senior Pastor selected?

The Senior Pastor is elected through a vote among the members. We will have a meeting for that purpose October 15th in which all members present will be asked to cast a written ballot to approve Jason Crum as our next Senior Pastor.

When there is an opening for Senior Pastor, it is the job of our Deacons (highest level of lay-leadership) to assemble a search team for the person to fill it. The old term for that was a 'Pulpit Committee.' As Rusty began talking with the Deacons about his sense that a transition was on the horizon, they realized this was a new era in the life of our church and would need a different approach. FBCPC is a very different church today than it was 30 plus years ago when Rusty became our pastor. The reach and scope, the staff, and impact are so much more.

As the leaders prayed, it was clear that God had been preparing Jason to be our next Senior Pastor for years—right here in our midst. The transition plan needed to consider both the outgoing leader and the incoming leader. The process has been committed to finding God's will for our future as well as defining what new assignments God may have for Pastor Rusty.

A small team was appointed to talk through next steps with Rusty and Jason and to chart a path forward for our church.

Will Pastor Rusty have a role at FBC Platte City after the succession?

Rusty and Stephanie have invested over half their lives in leadership at this church. They raised their children here and are now watching some of their grandchildren grow up here. Some of their adult children are on foreign mission fields partially supported through our church. This is their church home and they love it!

After the leadership hand-off January 1, 2024, Rusty and Stephanie will step away for a Sabbatical of rest and retooling for the next season of ministry. It will also give everyone a chance to really learn to treasure and trust Pastor Jason's leadership.

Rusty will return May 1, 2024 in the new role of Legacy and Preaching Pastor. He and Stephanie will be an active part of the life of our church under the leadership of our new Senior Pastor, Jason Crum.

This entire agreement is based on FBCPC thriving in Kingdom mission. There is a non-compete, non-solicitation, non-fundraising clause built into this agreement. Rusty has agreed not to pursue anything that would compete or detract from the unity and health of FBCPC.

What are the financial implications of this succession to Pastor Rusty, Pastor Jason, and FBCPC?

Part of any succession is wise financial planning. Our Deacons and Trustees have set a fair compensation package for the incoming Senior Pastor, Jason Crum.

They and Pastor Rusty have agreed to a financial package as he exits the Senior Pastor role that honors not only his 32 years of leading well at FBC Platte City, but also recognizes his lifetime in ministry since age 15. The agreement also reflects Pastor Rusty's future contributions to the church. As an employee on staff at FBCPC, he will be compensated through June 2028 at a declining scale as he supports the church and begins his next chapters of ministry life.

The faithfulness of God, and wise stewardship of the church's financial health put us in a position to accomplish all of this while we carry out our mission.

Rusty & Stephanie have agreed on a timeframe to move out of the parsonage (home owned by FBC Platte City). After that, the church will decide what's next with the house.

What will happen between now and the succession?

Rusty and Jason will continue to lead our church well sharing the preaching and leadership responsibilities together as they have over the last several years until the end of December 2023.

Pastor Jason has already been providing leadership to our ministry staff, as well as increasing the number of times he preaches. He has also been attending and participating in Deacon and Trustee meetings for the past two years, understanding the role of the Senior Pastor and building trust that he is God's choice to be FBCPC's next Senior Pastor.

Pastor Rusty will continue to mentor, work alongside, and remain focused on the process of a seamless transition to Jason through the rest of this year.

What's the role of a "Legacy & Preaching Pastor"?

Here's the job description:

REPORTS TO: Senior Pastor

SUMMARY

The Legacy and Preaching Pastor will work under the direction of the Senior Pastor to leverage his communication gifts, tenure, experience, and relational influence to help FBC continue to realize its vision of connecting people with God, each other, and the world. This will primarily be achieved through preaching, pastoral care and counseling, and support of FBC's Senior Pastor.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The Senior Pastor will assign and direct all duties and expectations.

- Preach as the secondary Preaching Pastor as assigned by the Senior Pastor.
- Support the Senior Pastor through prayer and counsel.
- Support the Senior Pastor in key influencer relationships, utilizing the history and familiarity of the past to drive the vision for future investment in FBC.
- Support new initiatives with presence, communication, vision, and confidence in FBC's past, present, and future as directed by the Senior Pastor.
- Provide pastoral care, mentoring and counseling as assigned by the Senior Pastor.
- Conduct occasional funerals and weddings as assigned by the Senior Pastor.
- Help facilitate ministries of FBC as assigned by the Senior Pastor.

SUPERVISORY RESPONSIBILITIES

- There are no supervisory responsibilities in this role.

EXPECTATIONS

While striving to achieve the desired outcomes of the church:

- Committed to the overall mission and vision of FBC.
- Active, growing member family of FBC.
- Exemplary lifestyle in the church and community.
- Supportive, accountable relationships with the church staff and leadership.

What are we asking of the FBC Platte City congregation?

We are asking church members to support this transition.

Come to the Informational Meeting on October 1 from 4-6pm.

Church Members should plan to be at the Special Called Business Meeting on October 15 at 5pm to affirm the Transition Agreement Plan and to acknowledge Jason Crum as our next Senior Pastor.

This is a rare and unique moment for our church. This is the first time in our nearly 175-year history that a succession plan for the Senior Pastor has been implemented.

Please pray for God's hand on this special season. Pray for guidance, wisdom and strength for Pastor Rusty to finish well as our Lead Pastor. Pray for Stephanie as she and Rusty enter this new chapter of life together.

Pray for continued favor and the Lord's anointing on Pastor Jason and Lyndsay, and our leadership team.

Pray for fresh vision, continued unity, extraordinary commitment, and faithful dedication to be a part of all that God is calling FBC Platte City to be in the future.

Pray for Pastor Jason's wife, Lyndsay, and their children, Jackson, Lucas, and Jalyn, as they love and support Jason in his new role as Senior Pastor.

Pray that Jason continue to realize that his marriage and home-life are his loudest gospel message.

Pray for our Deacons and Trustees to continue to help lead the FBCPC family with wisdom, compassion and clarity for this important and exciting season ahead of us.

If you have questions or comments, please reach out to us.

We'll be answering questions at our October 1st meeting, but if you have a question before then, we're here. By asking your questions in advance it will help insure we're able to communicate clearly at the meeting.

Comments and questions can be sent to connect@fbcplattcity.com or you can reach out directly to Rusty, Jason, Doug Gutshall, Dean Snyder, or Colby Horn.