

Budget & New Staff Position FAQs

Q. Why is the budget going up by \$18K?

\$8K for routine increases

\$2K for unusually large increases in the cost of insurance

\$3K to include Pastor Andy in the church retirement plan (we are changing to a new plan that offers more options for full-time pastors)

An additional \$5K for the new staff position

Q. How will we fund the \$20K per year needed for the staff positions?

A. Reserves in the General Fund will cover about half of the cost over the next 6 years. For the remainder, we will need an extra \$24K increase in giving over the next 6 years (\$4K increase per year), beyond what would otherwise be needed.

Q. What if giving doesn't increase that much?

A. If necessary, we will reduce our ongoing investment to our Building Project Fund to help pay for the staff position.

Q. What is the focus of this new staff position?

A. We are envisioning a "Ministry Coordinator" position which would coordinate ministry across the whole church (vs. serving a specific ministry area like children, youth or young adults). The job description's position summary is to "coordinate ministry by engaging and enfolding guests, encouraging members and attenders, and equipping leaders."

Q. But isn't ministry to children, youth and young adults important?

A. Yes! We agree. These ministries are very important in the life of our church. And (Lord willing) in the near future, we will consider adding additional staff in these ministries. However, right now we thought the best way we could steward this staff position would be to create a more "generalist" position (vs. "specialist" position serving only one ministry, like with children, youth, etc.). In this way, the whole church will grow and be strengthened. Also, in listening to our children and youth leaders, they indicated a desire to have a deeper bench when it came to volunteers, and resonated with the idea of this new Ministry Coordinator position. Finally, there will be aspects of this position that overlap with children and youth ministries in areas like recruiting young adults and youth to teach/mentor children, multiplying disciples, supporting parents, and special events and activities.

Q. How will the Ministry Coordinator strengthen and grow the church?

A. We envision the Ministry Coordinator working with the Care Team and Community Life Teams so that a greater number of guests are welcomed and are connected to our church. Also, creating a culture where volunteers can use their gifts will help more people serving in a variety of ministries. Finally, leader development will both support and encourage existing small group leaders and ministry team leaders, as well as nurture and equip new leaders with the knowledge, skills and character necessary to lead in ministry throughout the church.

Q. Why haven't we filled this position yet?

A. Good question. We wanted to take our time and make sure we heard from leaders serving in our children and youth ministries. After we did this, the council discussed this job description and approved moving forward. Once the budget is approved, we will begin the search process for this new position.