

REVISED STAFFING PROPOSAL

The elders recommend the following revised staffing proposal to the EGCC congregation. This staffing proposal will be voted on at the January 2019 congregational meeting.

The elders recommend that:

1. The search to hire a full-time youth director continue until the position is filled.

Why: the elders believe that the lack of a full-time youth director prevents EGCC from ministering to the youth of our church and community as well as we should be. Therefore, the search should continue until a suitable person is found.

2. The search for the new senior pastor will commence on June 1st, 2019 or 120 days after the youth director has started at EGCC, whichever comes first.

Why: The elders believe that it is important for the health of EGCC that the new youth director get off to a good start in his ministry. The senior pastor is the best person to help the youth director coordinate with the children's ministry and get established at supporting the vision of the church. Therefore, the elders have set a "mentoring period" of 120 days to get the youth director integrated with the life of the church.

However, the elders also recognize that it is time to start the search for a new senior pastor. Therefore, in an attempt to balance these two desires, the elders have set a maximum "mentoring period" of 120 days and recommend that the senior pastor search commence no later than June 1st, 2019, even if the full-time youth director started on May 31st, 2019, for example.

3. Pastor Brad will leave EGCC as soon as the new senior pastor starts at EGCC.

Why: the elders have removed the option to have Pastor Brad stay and mentor the new Senior Pastor. Although the elders believe that mentoring of future church leaders should be the model, it is doubtful at this time that the church will be able to support it financially.

Implications of this recommendation:

1. The youth director may receive little to no mentoring from the senior pastor who knows the workings of EGCC. If this appears to be a possibility, then the elders will consider what additional training/mentoring of the youth director will be needed.
2. This recommendation may result in the search for both a Senior Pastor and a Youth Director at the same time.
3. Pastor Brad will remain as the EGCC Senior Pastor until a replacement is onboard. This could mean that Pastor Brad will remain the EGCC Senior Pastor for another year or more. While Pastor Brad is here, he is the Senior Pastor and the elders have charged him with carrying out all of the Senior Pastor's duties and responsibilities. As such, Pastor Brad is deserving of the respect, honor and support that every Senior Pastor deserves.