

## **An Exciting Proposal**

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The following proposal was made by Rev. Benjamin Broadbent, Lead Minister, to the Leadership Council at its meeting on May 16, 2018. The Council discussed it at length and discerned a shared sense of enthusiasm. Before approving the proposal, Council members determined that a next step was to invite the congregation, over the course of the summer, to share reactions and feedback to the proposal. Opportunities to share feedback will be communicated by the end of June.

### **Proposal**

To initiate a Search Process to call a full-time Associate Minister for Faith Formation.

### **Rationale**

Our church is in an exciting position. A new Lead Minister has been in place almost 2 years. Our Director of Youth Ministries recently left his position. Our Associate Minister has been building a robust children's ministry. Members' financial giving is strong. We have a new governance structure including a Leadership Council poised to provide strategic leadership. We want to build upon our children's programs, our history of engaged youth ministry, and the prevalence of many older members who are ready to take advantage of quality faith formation programs.

### **Why a called minister?**

Our membership will be well-served by someone with theological training and experience leading ministry programs with a variety of ages in a local church setting.

### **Why full-time?**

This will allow us to conduct a nation-wide search for the best available candidate.

### **Why Faith Formation?**

Faith Formation is a newer way of talking about the variety of ways in which congregations help people of all ages and life stages to be formed in the Christian faith, including through education, worship, leadership, and service.

### **What would the person in this position do?**

This person's primary responsibility would be to lead, and to train lay people to lead, Faith Formation programs for children, youth, and adults including Sunday morning Faith Formation Hour programs as well as monthly and annual programs. To begin, the position emphasis would be 40% children, 40% youth, and 20% adult programs.

### **What would happen to our current Associate Minister?**

Pastor Rachel's role would change to become Associate Minister for Pastoral Care. See Rachel's companion article in this newsletter.

The following items weren't in the original proposal, but are additional considerations...

### **What will it cost to compensate a new full-time Associate Minister?**

The cost to compensate will depend on the experience of the person we call and whether that person, and family, will require a health insurance benefit. Based on our current salary guidelines for all church staff, including called ministers, the range of cost is \$72,705 - \$105,551.

### **How will we afford that?**

Our congregation is currently in a strong financial position. Members are giving generously and consistently to our church's ministry and mission. Each of the past two years have concluded with a budget surplus. One church member has given a \$50,000 gift to fund an Associate Minister Housing Fund which could enable a candidate to relocate to the area. There is reason to hope and believe that church members will increase their giving to fund this position.

**When might this person start?**

Search processes are notoriously unpredictable, but the hope would be to call a new person sometime in the first half of 2019.

**What are the next steps?**

Think about it. Pray about it. Talk about it. Share your feedback with members of the Leadership Council and with the pastors. Share your hopes, your concerns, and what you would be willing to give to help bring this proposal to fruition.

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**From Pastor Rachel**

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Dear Friends,

I want to express to you my full support for the Leadership Council's proposal to begin considering the possibility of calling a full-time Associate Minister for Faith Formation. Our church is growing, and this position will enable us to be on the front edge of where we are already heading. These are exciting times for our church! A full-time Associate Minister, whose ministry encompasses Children, Youth, and Adult Faith Formation, would provide appropriate staff support to the ministries growing in our church – and would create an attractive package for high-quality candidates in the field. So, I am a big YES for our church calling a full-time Associate for Faith Formation! Hurrah!

And, I feel that my call is shifting toward pastoral care. I would be thrilled to be able to remain on staff as an Associate Minister for Pastoral Care, where I might visit our members in their homes, create healing blessings, and offer staff support to the caring ministries of our church. Such a position would allow me to continue in a part-time capacity, doing work that I love, while allowing me to attend to my "first call" as mother of four children. And, I have experienced deep gladness serving our church's children and families, and will continue to nurture and care for children's ministry with gusto and verve and so much love, until my current position concludes.

As the Leadership Council explores the possibilities of expanding our ministerial staff, please know that I am whole-heartedly in support of their work! And I am grateful for the ways the Spirit is moving in our church – growing us, stretching us, expanding us in ways we never dreamed before. Praise God!

In Faith,  
Pastor Rachel