

Staffing Update - September 2020

We first posted for openings on our Staff team back in February. After starting into the interview process, we hit 'pause' in mid-March, resuming the process in June. There were two streams to our hiring process:

Emerging Generations

We posted part-time roles for both Family & Children's Ministry and Youth with the option of combining both into a full-time role. The job was posted as a one-year contract given the uncertain times, with a stated hope that the contract would become a permanent role. **Melodie Sherk** was hired for the combined role and joined the team at the start of September. We're excited to have her on board!

Pastoral Role—Communications and Development

This role includes the implementation of our church's vision (specifically the areas of spiritual vitality and a culture of invitation), project/event management, ministry oversight and development, communications and virtual community, as well as staff management and administrative responsibilities.

About half of the elements in this role were held most recently by Graham when he was on staff full-time, so our pastoral team has had a gap in these areas for some time now. The other half of the role came together after a thorough analysis, led by Paul Sandusky, of gaps we needed to fill as well as areas where responsibilities could be shifted to allow room for current staff members to grow into areas of greater interest and gifting. Examples of this include Helen Kroeker shifting more of her focus to pastoral care and integration, and Melissa Burke expanding her hours and taking on new areas of leadership in the areas of justice and community development.

The Hiring Team, led by Chad Lebold of our Steering Committee, walked through the interview process, and while we met some great people along the way, we were unable to find the match that we've been looking for in a full-time role. In order to address our team's most pressing needs, we made a pivot and approached someone who had applied for a part-time role back in February.

We are now excited to introduce **Connor Jay** as the newest member of our team with a portfolio of *Digital Community*. This part-time, contract position will include areas of ministry such as social media, communications, and virtual community.

Our Steering Committee and Staff Partnership Committee remain committed to finding the full-time team member we've been seeking for some time now, but we feel confident that the additions of Melodie and Connor position us well to thrive in a season that has definitely thrown us all for a loop, but that is also so full of potential.

Thank you!

Connor will provide an immediate boost in some 'growth areas' for our team and will also be taking the baton from Melissa Burke, who has done an excellent job providing leadership to the live-streaming process to this point. All of this was unexpected and has required an incredible investment of her time and energy, so thank you to Melissa for going above and beyond during this season!

We'd also like to extend our appreciation to the rest of the team that continues to help bring our live-stream services together each week: Dave, Steve, John, Carl, Larissa, Darren, and Art—we are grateful for your efforts and hope that the addition of someone to our staff team sets you all up for continued success (and maybe a little less work!) moving forward.

If you have any questions at all about this update, please don't hesitate to reach out to myself or any member of our Steering Committee.

Brandon