

SOME QUESTIONS YOU MAY HAVE:

1. Do we vote on Pastor Dan again in June 2024? No, this is our vote for him as future Senior Pastor. We do not want Dan to sell their house and move with a future vote hanging over him and his family. He is making a commitment to us and we are making a commitment to him.
2. When does Pastor Ken retire as Assistant Pastor? Do we vote on this? Pastor Ken hopes to work at least through August of 2025, and beyond (less Social Security benefits) if he is still effective and this is agreeable to Pastor Dan and the Elders. According to our Constitution, we only vote on the staff position of Senior Pastor. Other staff positions are ultimately an Elder decision, though we welcome input. As Elders, we feel this will make a smooth transition for NBCC- 14 months of Ken and Dan ministering together with Ken as lead, then another 14 months of ministering together with Dan as Lead Pastor and Ken as Assistant Pastor. The Lord has blessed us with a team of 3 pastors who already love working together. What an answer to our prayers!
3. What will be the duties of Pastor Ken and Dan during this time, both before and after June 2024? This will be worked out as we grow together. Already, we are seeing Pastor Dan preaching, discipling, working with technology as Pastor Ken is attending to a myriad of administrative duties. Pastor Ken will give Pastor Dan more and more authority as the year progresses. We then plan to celebrate the official changing of titles in June of 2024.
4. Is this the best use of the church's savings? We believe so- 1) to cover the work load, 2) to continue the results we are already seeing, 3) to protect our Pastors from burn out, and 4) to ease us all through this transition. If our giving continues to increase, the \$100,000 we put back for the two Pastor, two+ year transition, can be used instead for further ministry, future staff positions, etc. Think what God could have in store for us! Thank you, NBCC, for your continued generosity.
5. Is there enough work to do for three pastors? Already, we three, Ken, Joel and Dan, together are averaging over 165 hours/week, which is equivalent to the work load of 4 full time employees. There is plenty to do. We hope to bring the hours down after this initial push, but realize there is more ministry to tackle too. This does not even include the potential new ministry ideas suggested as Young Adult, Prayer and Worship, a grade school mid-week program, Celebrate Recovery, Special Needs to name a few. So, pray for us, that we will train, delegate, and keep a good work-life-walk with Jesus balance.
6. Do we have enough savings set aside for other expenses like heat pumps, roofs, the Park and Parsonage? Yes, some \$50,000 of our total \$200,000 is earmarked and set aside for these building needs. Our budget also calls for \$15,000/year more to be set aside for future building expenses as well.

CONGREGATIONAL MEETING, 4/2/23 – AFTER THE WORSHIP SERVICE

- MOTION: TO CALL DAN KENYON AS ASSISTANT PASTOR WITH THE GOAL OF BECOMING LEAD PASTOR IN JUNE OF 2024 (requires a 75% vote)
- AGENDA – Moderator Jeff Kaiser
 - Note: Robert's Rules- no one speaks twice till all can speak once.
 - Secretary Susy Becher – taking notes only of motions, points of order, starting and ending time.
 1. Open in prayer.
 2. Questions, observations, discussion:
 - With Pastors Ken and Dan up front
 - The purpose of today's meeting is the calling of Dan as future Lead Pastor with June of 2024 as our goal.
 - Thus, to make our meeting most efficient, the questions and observations should focus on Dan as future Lead Pastor and how our three Pastors will function together in this transition, as we covered the other questions in our e-mails and the 3/19 meeting.
 3. Pastor Dan and Meg will excuse themselves – final discussion
 4. Vote, counting of vote
 5. Final questions, observations & discussion
 6. Motion to adjourn. Close in prayer.

YOUR VOTE:

- Yes, I believe God is calling Pastor Dan to be our future Lead Pastor
- No, I do not believe God is calling Pastor Dan to be our future Lead Pastor
- I am a NBCC member
- I am not a member, but I have attended for _____
_____ (list the length or date you started attending)
- Other thoughts, questions, or comments?

- If you cannot attend, please get your vote to an elder, in a sealed envelope, with the names of those voting on the outside, or by mail (which must be received by 4/1).