

From Pastor Karen's Desk

May 2009

## ~Change~

We are in the midst of change here at First UMC. You all received a letter a few weeks ago telling you about the staffing changes that are being implemented. Here's a summary of what the new staffing plan looks like:

- **Lead Pastor** – 3/4 time
- **Pastor for Outreach** – 1/2 time
- **Music Director** – 3/4 time
- **Faith Formation Director** – 3/4 time
- **Parish Nurse** – 1/3 time
- **Building Engineer** – 90%
- **Accounting and Records Supervisor** – 80%
- **Secretary** – 1/2 time

These changes represent a cost savings of **\$44,360.00** over the course of a year. Since we are implementing them part way into the year, the savings will be less in 2009.

These changes also represent **a shift toward a more outward looking emphasis in our staffing**. This is represented not only in the change in the job description for our associate pastor, but will also show in the way the new positions are defined and in how we go about planning programming in the future.

### *Some changes you will see right away:*

- **Office hours will change** – the church office will no longer be open on Fridays.
- Andy White will no longer work on Fridays.
- Pastor Karen Ebert will no longer work on Saturdays or Friday afternoons.
- Justin Lowe will work Sunday mornings, Mondays and Tuesdays 8:30-3:30, and Wednesdays 8:30 till the last rehearsal ends.

### *Some changes you will see soon:*

The current positions of Christian Education Director and Youth and New Discipleship Coordinator are ending at the end of May. In their place, we are creating a position of **Faith Formation Coordinator**, who will be responsible for the arc of Christian Education and discipleship across all the age groups of our church – children, youth and adult. **We are accepting applications for this position now.**

In an unrelated, but overlapping, set of changes – **Justin Elliott Lowe** has been approved not only as a candidate for ordained ministry, but to begin serving as a Licensed Local Pastor this summer. He has been appointed to begin serving at the Community UMC of North Fond du Lac on July 1. This means Justin has chosen May 31 as his last Sunday with our congregation. Kristen Lowe will also be leaving the staff after that day. Kristen's position has been incorporated in the new Faith Formation position that is mentioned above, and we are also **accepting applications for the new Music Director position at this time.**

### *How Can You Help?*

As always, pray – **pray** that we are listening for God's direction and that we will hear it. Thank and celebrate our staff, especially those who are in transition in their hours, pay, or position.

**Thank the members of the Staff-Parish Relations Committee**, who worked many long hours and shed sweat and tears to help this reconfiguration plan come into being.

**Offer your time and talents** – with reductions in staff hours in most areas, there are things that will need to be done in other ways. Your time to help make them happen is one of the best gifts you can give right now.

**Be patient.** All transitions take time, and there will be loose ends and unanticipated glitches as well as time to learn new roles.