

Vision Team 2nd Proposal - Intentional Evangelism

4 Questions You Should Ask

1. What will be Charles' duties?
 - Oversee, Equip and Motivate. The job description written by Personnel and Vision Team, and collaborated on with Charles, gives more detail.
2. Will Charles have time to take on this new role?
 - a. VT would not have asked Charles had we not felt Holy Spirit leading us to do so.
 - b. Charles and Melissa have prayed about this extensively and feel led to accept.
 - c. Charles **IS fully employed currently** and he will NOT be able to, or expected to, do everything he is doing now plus the evangelism piece. Again, this will be a transition.
 - d. Charles has worked hard to develop both a Youth Leadership Team and an Adult Leadership Team, plus Barbara Ruiz is excited to help in the area of administrative tasks for Youth activities. They will take on most of the administrative and logistical duties which Charles will continue to oversee.
3. Won't Charles need to fill in some of the gap left by Jeff transitioning to Sojourn?
 - a. The job description written for "Associate Pastor of Youth and Evangelism" does NOT include any Associate Pastor duties.
 - b. Charles is not doing any of Jeff's Associate Pastor duties now even though Jeff is spending 25% of his duty hours leading Sojourn Church.
 - c. Lay leaders have picked up some of that gap and that is the plan moving forward for now.
 - d. Of course, Pastor Charles assists Darrell when asked or needed. That doesn't change with this new position.
4. Will Charles get a pay increase?
 - Nothing has changed. Personnel Committee will review Charles' compensation package just like they do with all staff. They will evaluate Charles at the end of this year based on his new responsibilities and work with Darrell and Stewardship and Budget to make a compensation recommendation in conjunction with the 2020 budget proposal.