



Leadership Framework and Interim Plan

May 2021 - Rachel Einfeldt, elder

What is the church?

- We are the body of Christ (Romans 12:1-8)
- We are salt and light on the earth (Matthew 5:13-16)
- We are a family of believers (Acts 2:42-47)
 - Teaching from the Word of God
 - Fellowship
 - Meeting each others' needs
 - Prayer
 - Welcoming those the Lord adds to our number



What is the church NOT?

- ⊘ A business organization
 - Yes, we follow state and local guidelines and requirements
 - But, we are first God's children
- ⊘ A hierarchy
 - We practice congregational polity - all equal in Christ (Galatians 3:26-29)
 - We are a priesthood of believers (1 Peter 2:9-10)
 - Pursue collaborative ministry

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Core functions of the church

- Worship
 - Through prayer, praise (music, art, weekly worship service), hospitality (welcoming newcomers), fellowship (loving one another well)
- Discipleship
 - Grow in God, live out our faith (outreach)
 - Three areas: Adult, Youth, Children
- Operations
 - Facilities (church and housing), Administration (finance, office, human resources)



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God's church is alive and thriving

- The church is “powered by” the Holy Spirit
 - The church is alive and thriving all over the world
 - Read Scripture, be transformed by the Spirit of God, obey
 - It can function without any paid staff or property
- Why do we pay staff?
 - To free up one person's time to devote to ministry
- Why do we have property?
 - To have a place to gather and serve our community



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What are the needs of our church?

- Pastoral leadership (after Pastor Jason Abbott leaves)
- Worship arts leadership (after Drew Oller leaves)
- Youth ministry leadership (after Josiah Haas leaves)
- Adult ministry coordinator (after Josh Dekker leaves)
- Welcome coordinator
- Local outreach coordinator



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Plan for Pastoral leadership

- Senior Pastor, Jason Abbott
 - Last sermon May 23, conclude role May 31
- Initiate new senior pastor search ASAP; expedited
- Interim Pastor for 3 months, to be extended if needed
 - Part-time, 20 hours per week, preach once a month
 - Collaborate with elders to provide pastoral care
- Guest teachers for the summer
 - June: mission, heart for urban ministry
 - July / August: 1 Peter sermon series



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Plan for Youth Ministry leadership

- Ministry Apprentice, Josiah Haas
 - Graduates in May, concludes role May 31
- New Hire: Director of Youth Ministry
 - Part-time, 20 hours per week
 - Compensation already in the budget (housing + cash)
 - Lead youth ministry
 - Lead local outreach



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Plan for Worship Arts leadership

- Ministry Apprentice, Drew Oller
 - Graduates in May, concludes role May 31

- New Hire: Director of Worship Arts
 - Part-time, 20 hours per week
 - Compensation already in the budget (housing + cash)
 - Lead worship ministry - music, art, service coordination
 - Lead welcome team, liaison for church gatherings



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Plan for Adult ministry

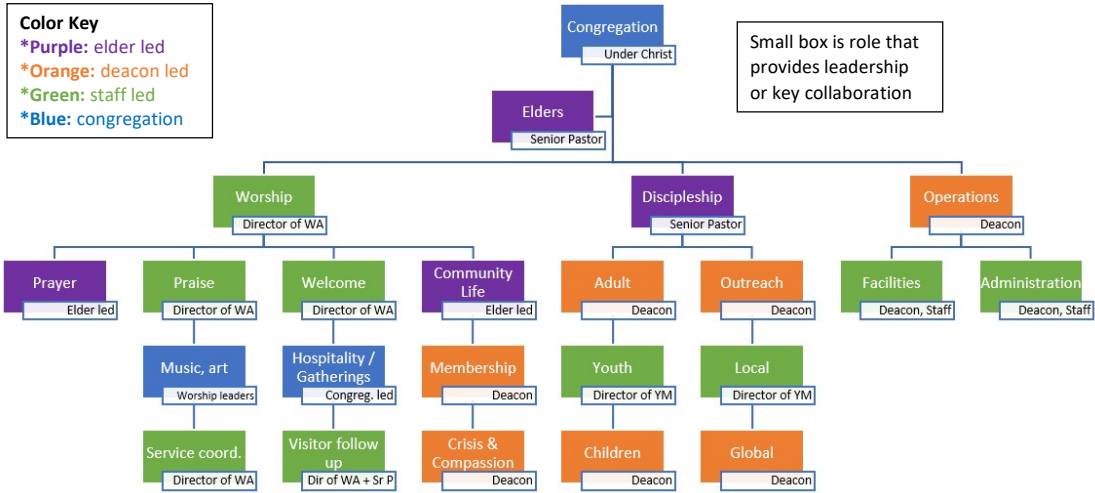
- Ministry Apprentice, Josh Dekker
 - Graduates in May, concludes role June 30

- New: Adult Ministry deacon (lay leadership)
 - 5 hours a week
 - Collaborate with Interim Pastor and elders
 - Liaison for small group leaders
 - Organize any Bible studies or topical book studies



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Org Chart for Collaborative Ministry



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List of Staff

- Staff FTE = 4.0
- 2.25 FTE receiving cash salary compensation
 - 1.75 FTE receiving housing compensation
 - Note: Recommendation is 1.0 FTE for every 75 people in a congregation (all ages)
 - First Free's 2021 congregation is about 200 people (all ages), therefore the recommended FTE would be 2.75

Position	Hours	Compensation
Senior Pastor - Interim pastor - Lead teacher - Lay elders	1.0 full-time - 0.5 part-time - 0.25 part-time - 0.25 part-time	Cash salary and benefits - Cash salary - Stipend - Volunteer
*Director of Worship Arts	0.5 part-time	Housing (5239 N Ashland), small cash stipend
*Director of Youth Ministry	0.5 part-time	Housing (5239 N Ashland), small cash stipend
Office Manager	0.5 part-time	Cash salary
Director of Finance and HR	0.25 part-time	Cash salary
Facilities Supervisor	0.75 part-time	Housing (5243 N Ashland)
Custodian	0.5 part-time	Housing (5239 N Ashland)

*Positions could be combined to create a full-time role (with compensation being part cash salary and part housing).

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Summary: Next Steps



- Interim Pastor
 - The elders recommend Pastor Del Shimandle for this role
 - Members vote to affirm this calling on May 23
- Senior pastor search team will be set up before the end of May
- Director of Worship Arts and Director of Youth Ministry positions will be posted and shared during May
 - One person could fill both as a full-time job
 - Goal is to fill these positions before the end of July
- Appoint an Adult Ministry deacon by the end of June

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Saying Goodbye Well



- Be rooted in Christ, seek restorative rest, engage in fellowship
- Celebrate Abbotts' ministry and say goodbye
 - Churchwide picnic - need volunteer coordinators
- Thank ministry apprentices
 - Need a volunteer to help organize
- Loss and grief is hard to process - there has been a lot of it over the last year with the pandemic, on the heels of our last interim period
 - Elders asked Chris Bruno with Restoration Counseling to help us
 - Crisis & Compassion fund available for individual counseling



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