



**David Evans** *Acting Head of Staff*  
**Kathy Escandell**, *Associate Pastor for Christian Formation*  
**John Leedy**, *Associate Pastor for Youth and Families*  
**Krystal Leedy**, *Associate Pastor for Campus Ministry*

## UNIVERSITY PRESBYTERIAN CHURCH

*Rooted in worship  
Growing through service and education  
Connecting to campus and community*

December 19, 2016

A Letter from the Staff Support Committee:

The Session proposed at its monthly meeting on December 14 to hold two informational question and answer sessions on the proposed staff changes voted on unanimously by the Session on December 5 and to be voted on by the congregation on Sunday, January 8. Session members, as well as the Staff Support, Finance, and Pastor Nominating Committees which initiated the process leading to the proposed changes, are aware of (and experiencing themselves) the array of feelings such difficult changes and transitions bring. Those of us involved in this decision have been informing ourselves; reaching out to Presbyterian ‘consultants’; discussing / debating; worrying and praying over these decisions for some time but we are aware that the announcement to the congregation of the proposed changes may have felt sudden to some.

We are offering two meetings to help any concerned or interested congregation members understand the problems which led to this proposed change, as well as the process and reasoning behind it. Given the holiday season schedule and travel plans of many, we are hoping that holding two meetings the first week of January prior to the congregational meeting will provide the opportunity for as many congregation members as possible to have their questions and concerns addressed prior to the Sunday meeting.

This is a challenging time for our church, our beloved pastoral staff, and for the chosen leaders at University Presbyterian Church. Though as church leaders we feel we are being called at this time to deal with difficult budget realities, we remind ourselves that ultimately we are called to be a people of hope with trust in the promises of God through all circumstances as revealed to us in the life and death of Jesus. May we gather in that spirit.

Please join us at one of the two informational Q and A meetings on either **Thursday, January 5, 2017 at 7:00 p.m.** or **Saturday, January 7, 2017 at 10:00 a.m.** Both meetings will be in the Youth Room. Representatives of Staff Support, Finance, and the Pastor Nominating committees will make a brief presentation and then be available to answer questions.

On behalf of the Staff Support Committee,

Julie Miller, Brian Bedford, Kay Bryant, and Debbie Warden