FIRST PRESBYTERIAN CHURCH OF BAKERSTOWN

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# Supporting a Necessary Change in Ministry Staffing

**In a prior mailing, Session shared our growing need for a *part-time Operations Director*.** Since our 2020 staffing restructure, Pastor Paul has been carrying not only preaching, teaching, pastoral care, and vision, but also the day-to-day operational work that keeps our campus running. He is grateful for Elder Nelson Crook's tremendous assistance in these tasks. We are deeply grateful for Paul's and Nelson's service—and we recognize that managing facilities, finances, vendors, and administrative systems pulls time and energy away from pastoral care, discipleship, and leadership development.

**Scripture shows the apostles entrusting practical administration to qualified leaders so they could devote themselves to prayer and the ministry of the Word.** In that same spirit, we want to structure our leadership so pastors, elders, deacons, staff, and volunteers can each serve according to their gifts.

**Two areas make this operational support especially urgent:**

- **Campus Care:** Our *Campus Care Deacons* faithfully steward the facilities and grounds that support every ministry here. An Operations Director would coordinate their work and provide long-term continuity by building on the systems Pastor Paul has developed since 2020. (One such system is being on-site to call a contractor to plow and/or salt the parking lot. Another is handling computer and network issues.)

- **Preschool State Certification:** While the Preschool operates as an independent, board-directed nonprofit—and serves as one of our Disciplemaking Partners—we support its mission by absorbing most of the costs of its presence on our site. New state certification rules now require regular facility inspections and detailed records of repairs and renovations. Roughly one-third of the Operations Director's role would be dedicated to being present to respond and manage these compliance requirements on the Preschool's behalf.

**As Session weighs next steps, we are balancing these ministry needs against our financial realities.** Although giving has improved over last year, regular giving remains below our approved budget projections. As our recent financial updates show, our budget looks better largely because we haven't filled the Operations Director position yet—not because giving has grown enough to cover it.

**We are prayerfully evaluating both the ministry impact and the financial sustainability of our staffing structure.** The question before us isn't just whether we can fund a position, but how to configure our leadership to best advance our mission, care for our congregation, equip our deacons, and sustain the Preschool's presence.

**Thank you for your faithful prayers, service, and generosity.** Together, we trust God to provide the wisdom and resources needed to sustain the work He has entrusted to First Presbyterian Church of Bakerstown.