

We want to take a moment to update you on an item related to church staffing.

Last Spring when the Lord led Kyle Sparkes from us to another church ministry opportunity, we were left with a staff opening in our church worship ministry that needed to be addressed.

After talking as a staff, and determining some direction, we were made aware that John Amos was considering some change in his ministry at a local church here in our area. We had several discussions with John at that point leading to our asking him if he was available to help us throughout the summer with our worship ministry. Since we have always had a staff position in Worship leadership, we felt that this would be appropriate and helpful in maintaining consistency in our Worship life as well as giving us time to think through the transition we were now in at that point.

Throughout the summer we gave thought to the kind individuals that could possibly help us, and who we could consider bringing on to the staff in a more permanent position. We soon found that what we were looking for was very challenging to find.

As we came to the end of the summer, we approached John again and asked if he would consider staying on in a limited capacity to help us throughout the Fall season. He agreed to doing this, and as you know he has been serving with us here during these months.

We have continued to give thought to our staffing in this area, but have not come to any solid conclusions or even individuals who are available to fill a position like this.

We presently have a job description for the Director of Worship position. In recent days we have made some adjustment to it in an attempt to find an individual that can help us accomplish some of the necessary aspects of this ministry to keep us moving forward.

Late in the Fall I had a discussion with John and asked him if he would be interested in doing more in this ministry, and would he be available to do so? He indicated that he was interested and would be available. As a result of this, we have begun a hiring process with John. The Pastor's have met with him, John has also met with our Personnel Committee and our deacons. All of these individuals have agreed that we should continue to pursue the hiring process with John, and we wanted to make you aware that we are proceeding. Please pray for our Worship ministry and for us as we move through this process. Please take this opportunity to review the job description, and if you have any questions or suggestions please contact us. These are available on the Member Services table in the hallway.

We want you to be aware of some specifics in relation to this position. It is the Director of Worship position, at 15 hours a week. The details of the position and financial package are stated on the job description. As a Director at Heritage this is a position that is not voted on by the congregation, but assessed and decided on by a combination of the Pastoral staff, the Deacons and our Personnel Committee.

We will continue the hiring process with John Amos for this position, with the goal of his beginning in this position on January 1 of 2019.