



Dear Centerpoint Church family,

The Elders Board would like to give you an important update on the search process for a Pastor of Children and Family Ministries. In February, the Elders had two representatives that met with the Finance Committee to discuss the best path forward in hiring a new staff member to help lead our day camp as well as children's and family ministries. The committee decided to recommend to the elders that the church pursue two possible positions: 1) a summer day camp director (a term position for May-August of this year), 2) a Pastor of Children and Family Ministries (a full-time position beginning in May of this year). The Elders approved this approach, and the search began.

The positions were posted on the websites of several Bible colleges' job boards, as well as on indeed.com. In addition, the position for Pastor of Children and Family Ministries was posted to four church employment websites that covered not only Canada, but also the United States. These postings represented a significant investment of money. The result of the search was as follows:

The search for a summer camp director had many applicants, but unfortunately there were only a few resumes that met the basic qualifications for the position. A promising candidate was found, and an offer was extended in March. The candidate chose another ministry position, however, and to date, we have not received any further applications that have merited consideration for the position.

The search for a Pastor of Children and Family Ministries also had several applicants and potential candidates rose to the forefront. For two of the individuals, further examination made it clear that neither were a good fit for the position. The third applicant, however, was much more promising. Through Pastor Glenn's personal connection, a student at Briercrest Bible College expressed interest and submitted his resume. The individual is his nephew:

Carson Parago. Carson is a student entering the final year of a 4 year B.A. in Christian ministry this fall. He has experience in ministry to children and youth in his home church (Altona EMMC) and worked as an intern during the summer of 2022. Carson also serves on Briercrest Bible College's student leadership team and has experience in ministry at a local drop-in centre for youth in Moose Jaw. He is currently a resident assistant at Caronport High School's boy's dorm, living with young men and helping shepherd them in their lives. Carson was very excited about the position and, after speaking to his faculty advisors, has been assured that he would be able to finish his final year of his degree remotely if he were to accept a full-time position this year.

While the Elders and Finance Committee were excited about the strength of this application, they also understood that given the close family connection to our lead pastor, it would be best if Pastor Glenn was removed from the interview process. Pastor Glenn agreed that this was the wisest approach and gladly stepped back. A panel made up of the Finance & Administration committee then interviewed Carson and were very impressed with his heart for the gospel, keen interest in working with parents to foster Christ-centered discipleship in the home, as well as his "go getter" attitude and enthusiasm for the Lord and the work. Carson has expressed that this position is exactly the type of pastoral calling to which he feels led. After prayer and much discussion, the committee decided to show interest and proceeded to calling his references. All the people contacted were highly positive about his reputation in working hard, his suitability for the job and his passion for children and youth. The panel to a person advised the Finance & Administration Committee to recommend to the Elders they extend an offer to Carson which was passed unanimously by them. The Elders reviewed everything and are certain that this is God's provision to move us forward so Carson was offered employment this past week—an offer which, we are delighted to say, Carson has enthusiastically accepted.

God continues to move His hand and has opened doors so Carson is able to start in the beginning of May. Given Carson's family connection with Pastor Glenn, the Elders (along with counsel from the Finance committee) sought how best to establish proper boundaries in the ministry and working relationship between staff. Pastor Glenn is still the daily leader of the staff, and the management of all staff members falls within his responsibilities. The handling of any conflict of

interest will be dealt with by the Elders, who will seek counsel from the Finance Committee if the need arises. The Elders are satisfied, however, that these challenges are able to be overcome with prayer, planning and faith. The truth is, there are many examples of family staff connections in other churches which are navigated with success. Boundaries and self-awareness are important components to any church staff dynamic. This will be in the forefront in the minds of the church leadership moving forward. It should also be noted that there is a strength to these relationships as well. Pastor Glenn has talked to his staff about Carson's addition to the team and there is a great deal of excitement about him coming on board.

The Elders understand that this process was quicker than some would have expected. Given the approach of summer and the need to have the leadership of our summer day camp established in time, there is an urgency in the hiring of a staff member. The new staff member will have a steep learning curve in order to be ready for staff training in June and the arrival of campers in a few weeks. The constitution of the church requires that the elders make the decision on the hiring of all staff, except for the hiring of a lead pastor. The Elders want our church family to know that this process, while expedited, was not done without careful thought and prayer. Carson will be introduced to our church in early May, and we want you to share in the excitement of the elders and finance committee as we welcome this man to our church family and pastoral ministry team.

If you have any questions, please contact us. God has been faithful through this process and we give Him all the glory. May we adopt a spirit of celebration and the expectation of a fruitful season of ministry. May the Lord richly bless the work of His church as we trust in Him for the future.

In His service, your Elders,

Jerry Wake     Don Pickel     Rob Lissenberg     Glenn Krobek