



EVANGELICAL FELLOWSHIP CHURCH

An Evangelical Covenant Church

"We strive to follow, love & share Jesus"

October 4, 2021

Dear EFC Church Family,

Re: Increasing Pastor Jesse's hours to full-time for the remainder of his contract

We've recently said goodbye to Pastor Josh, whose last day as Senior Pastor at EFC was August 31. The Farewell Service at Camp Evansburg on August 15 was well attended and provided an opportunity for our congregation to express our appreciation to Pastor Josh and Helen for their many years of faithful service to our church family.

While Pastor Josh will be missed, EFC is blessed to have the continuity and stability that Pastor Kelvin and Pastor Jesse are providing during this time of transition. A Transition Plan dividing and balancing pastoral duties and simplifying aspects of the work was jointly prepared by the pastors. As well, the Church Council is reviewing the pastors' workload to ensure that they are able to support EFC's key ministries and goals in a sustainable way at a time when we are attempting to increase EFC's presence and visibility in the community and to hopefully expand our outer ministries.

It became clear that there's more work than can be reasonably accommodated within the current working hours of the pastors. While Pastor Kelvin is full-time, Pastor Jesse is currently part-time. However, Pastor Jesse has been consistently working well beyond his regular paid hours for months now. He has been doing so on a voluntary basis, with no expectation of financial compensation. The work he is currently doing in excess of his regular hours is work that's in close alignment with EFC current and future priorities and is furthering the effectiveness of EFC's inner and outer ministries and initiatives. This is work that the Church Council would like to have continued into the foreseeable future.

It's reasonable and respectful to properly compensate Pastor Jesse for all of the time and energy he devotes to supporting EFC's ministries and goals. Therefore, the Church Council is in agreement that Pastor Jesse should be made full-time for the remainder of his current fixed-term contract, which will end in the fall of 2022. Council will amend Pastor Jesse's contract to full-time, retroactive to September 1, 2021. Anyone having concerns or wanting further information is invited to talk with any member of the Church Council.

In Christian love,

Your Church Council