



Presbyterian
Church of
Novato

Presbyterian ess

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KENT'S COMMENTS – JANUARY/FEBRUARY 2016 NEWSLETTER “My Thoughts About Future PCN Staffing”

In March, I will be celebrating my 65th birthday and anticipate that I will retire sometime before my 70th. Given this, I have recommended that PCN close the Associate Pastor position and move in a different direction in terms of our staffing structure for the duration of my tenure here at PCN. In December, our Session voted to approve this configuration change. However, this decision must also be presented to the congregation for approval by voting (active) members.

Why make this change? What might be the benefits of doing so?

- * Prior to my retirement, this would avoid the difficulty of trying to recruit a new Associate Pastor who would be aware I would be departing relatively soon after his/her arrival.
- * Following my anticipated retirement, it would also avoid the awkward situation of having an Associate Pastor in place before the arrival of a new Head of Staff, who might well want a hand in choosing his/her colleague in ministry.
- * Rather than hoping a new person will fit in with other staff and our congregation, by hiring mostly from within as I am suggesting, at least two of the three persons I envision are already known and loved and have the confidence and support of the vast majority of our congregation.
- * The plan I propose will not require a lengthy search process (in general, it is a 1 year minimum search time for a new Associate Pastor; our search for Amanda lasted 2 years, in fact).
- * This plan provides coverage for all of the major responsibilities listed in the Associate Pastor Position Description.
- * Closing the AP position and creating three 3 part-time positions reduces the overall Personnel budget. This is not the key reason for the change, but it does have the benefit of costing less.

First, I have suggested that we hire Ariel Mink as our “Ministry Assistant”,

a 15 hour a week position. Ariel grew up in our church and has chaired our most recent Associate Pastor Nominating Committee. She has frequently assisted in worship, preached occasionally, and served as the Moderator of the Presbytery of the Redwoods.

**Contemporary
Service
9:00
Traditional
Service
10:30**

Kent's Comments Continued

She would pick up the administrative duties Amanda had – including supervising Jeff Page, our Director of Youth Programs as well as another new part-time staff person, a new Director of Children's Ministries. Ariel would oversee our congregation's outreach efforts and follow up on those who attend worship with us. Ariel would lead worship regularly and preach approximately 4 times per year. She would also handle other organizational and administrative duties as requested by me. The Book of Order (our Presbyterian "rulebooks") allows for Ruling Elders to be commissioned to perform a variety of pastoral duties and functions. Ariel has agreed to complete the required training within the next 18 months. As a Commissioned Ruling Elder, our Presbytery could allow Ariel the freedom to perform all pastoral functions – presiding over the Sacraments, performing weddings and funerals, and moderating meetings of the Session and Congregation.

Second I have suggested that we hire (ideally) a PCN member or other properly skilled individual to be our part-time Director of Children's Ministries (25 hours per week). This person would provide leadership and oversee 3 children's ministries – our Seeker's Ministry, our Sunday School and monthly Power Hour program, and finally our annual week-long Vacation Bible School.

Third, I have suggested that we employ Parish Associate, the Rev. Dr. Steve Giordano to preach approximately 8 – 10 times per year and to provide pastoral coverage when I'm on vacation. Steve has been part of our church family for the last three years and is widely known and appreciated. He preached and responded to pastoral emergencies during my sabbatical in 2013 and during Amanda's sabbatical in 2014.

This plan has been endorsed by the Personnel and Finance Committees and was approved by the Session. Following that approval, the Elders used that anticipated staffing configuration as a framework when adopting our 2016 budget. However, as I stated above, the congregation alone has the authority to open or close a pastoral position. We will therefore vote on the issue of closing the Associate Pastor position at our Annual Meeting on Sunday evening January 31 at 6:15 p.m. in the Sanctuary. Between now and then we'll offer multiple opportunities to ask questions and make comments about this idea. In terms of the future, an Associate Pastor position may be re-opened any time the congregation approves that action, so this change isn't irreversible and needn't be permanent, unless the congregation desires.

Warmly in Christ,

Kent

Explorers' Annual Game Day

Jan. 23rd

1 P.M. – 4 P.M. Trevitt Hall

Join in on the fun as we play games and munch snacks.

Will it be Mexican Train, Yahtzee, Tripoli, or something else that you choose to play? Bring a snack to share. Beverages are provided. If you know a game player that would enjoy the afternoon, feel free to invite that person.

As is the tradition at Game Day, Pat Sullivan will sell jigsaw puzzles to raise funds for the Presbyterian Women. This year she needs some inventory. If you have any puzzles taking up space in your cabinet, consider donating them to Pat's sale. Just bring them along with you when we gather on January 23rd, to kick off the 2016 Explorers' schedule of events.



Missions

PCN FIGHTS HUNGER AND HOMELESSNESS IN A MULTITUDE OF WAYS...

2 CENTS A MEAL....The first Sunday of each month, change is collected at the doors of the narthex in a colorful round box. This monthly donation goes to our presbytery's **2 Cents A Meal** program. Mission Committee wants to thank **Betty Doerksen** for her unfailing attention to this program. Relieve yourselves of your pocket change every first Sunday. As you can read below, 2 Cents a Meal continues to do good in our community:

On behalf of the Novato Human Needs Center, I thank you for the \$1,000.00 grant to our weekly food pantry. This grant originates from the Redwoods Presbytery 2 Cents-A-Meal program, in which Presbyterian Church of Novato participates. The generous giving of PCN members helps us provide emergency foods to Novato households every week. This critical resource helps those in need to have a more stable source of nutrition as well as the support of a caring community.

With heartfelt appreciation,

Deanna Eurritt, Exec. Director, NHNC

MARIN FOOD BANK....

Our congregation's generosity has allowed the mission committee to donate \$1000.00 directly to the Marin Food Bank hunger programs, supplying pantries across Marin County, in both urban and rural areas. This bonus, along with your generosity during the holiday season, makes for a solid effort in our wider community. Not everyone in Marin County leads an affluent life, and your pledges help reach those who are struggling.

HOLIDAY SHARE...

2015's new method of donating new books and gift cards to the Sharing Tree, along with non-perishable foods to the Food Bank barrels seemed to go very smoothly. We hope this change in the method of giving was satisfying for you. If you have any questions or comments, either pro or con, contact Carolyn Gerrans. As always, the Novato Human Needs Center and Marin Food Bank appreciate our help, both at this important holiday time, and all year round.

CHRISTMAS JOY OFFERING....

Our December 20th offering garnered a terrific \$4,130.00. These monies will be used by the PCUSA mission headquarters to support the pension fund for pastoral and church retirees, and for the racial/ethnic boarding schools and universities which are affiliated with Presbyterian Church USA. This offering can make a world of difference, both in support of men and women who have given their lives to the body of Christ, and in support of young people who are gaining leadership skills and education for their futures.

HOMEWARD BOUND....did you know that Homeward Bound offers four separate branches of care, with a total of 22 programs or services altogether?.....

ADULT SERVICES

Transition to Wellness

Mill Street Center

New Beginnings Center

Meadow Park

Next Key Apartments

Warner Creek Senior Housing

Fourth Street Center

Housing at LLast

Fireside Apartments

FAMILY SERVICES

Family Center

Family Park

Next Key Apartments

Meadow Park

Family Place

San Clemente Family Homes

Oma Village (coming soon)

Fireside Apartments

MENTAL HEALTH SERVICES

Palm Court

Carmel Program

Voyager Program

JOB-TRAINING SERVICES

Fresh Starts Culinary Academy

Apprenticeships

NO WONDER HOMEWARD BOUND OF MARIN IS A MODEL FOR SUCCESS ACROSS THE COUNTRY!!

Stop Hunger Now

Saturday, March 19th 1-2:30 PM

Stop Hunger Now is a program that feeds the hungry. PCN youth and the mission committee are pleased to partner with Stop Hunger Now to once again package and send 10,000 meals to people who desperately need them.

Last year the meals we packaged were sent to Stop Hunger Now's ministry partner Children of Vietnam. Children of Vietnam serves of 8,000 vulnerable children in schools, orphanages, community programs, hospitals and clinics. In 2014 our meals were distributed by Trust In Education (TIE) in Afghanistan. TIE served these meals to the children (especially girls) and adults who are also receiving an education. TIE also provided them to internally displaced families living in IDP camps throughout Afghanistan.

Each bag of dried veggies, soy, and rice with a vitamin flavor packet feeds 5 people and we will package about 10,000 meals! That means we have the opportunity to touch 10,000 lives. Often these bags go to schools and offer food to children who desperately need it.

The process is done in a simple assembly line style with different stations and tables. We hope to have just as many, or more, volunteers to make quick work of the 10,000 meals! Lets work together to care for the needs of at risk children on Saturday February 28th at 1pm in Trevit Hall.



Session Highlights 2015—Last Quarter

The Session of the Presbyterian Church of Novato met in regular stated meetings in September, October, November and December and:

Welcomed new members to the PCN family: Carolyn Ainsworth, Betsy Ricketts, Wayne Flower, Jane Flower, Lori Pas, Todd Paddack, Stephanie Paddack

Called a Congregational Meeting for Sunday November 29, 2015 for the purpose of electing new church officers. Session also recommended the following to be submitted to the congregation for church offices:

For the office of Deacon: Nominee Class

Delane Ramser 2017
Les Church 2018
Jane Flower 2018
Pat Innes 2018
Carol Robinson 2018
Ray Shanahan 2018

For the office of Elder:

Kay Jones 2016 (Program/fellowship)
Ellen Breazeale 2018 (Mission)
Marcus Combs 2018 (Worship)
Natalee Fisher 2018 (Christian Ed)
Sylvia Jensvold 2018 (Membership)
Tanya Church 2018 (Finance)

Endowment Committee member:

Bill Bell 2018

At-Large Members of the Congregational Nominating Committee

Glenise Johnson, Steve Kinney, Ariel Mink, Judy Regalia, Bruce Stahley,
Kathy Takemoto

- Approved the purchase of three wireless microphone systems from Sound Expressions in Santa Rosa.
- Approved the 2016 Youth Mission trip to San Diego.
- Approved paying final legal expenses to the attorney representing PCN in conversations with a neighbor
- Approved the following policy regarding weddings performed at PCN:
- Clergy authorized to officiate at weddings on the PCN campus is limited to PCN's installed pastor or pastors.
- Approved a budget for 2016, including 25% allocation for Mission and a 2% raise for staff.
- Approved and recommend to the congregation the adoption of a new staff structure for PCN:
- -Closing the Associate Pastor position, and filling those AP functions with three part time staff members:
- -Hiring Ariel Mink as our Ministry Assistant. She would supervise the Director of Youth Ministry and the proposed Director of Children's Ministries, as well as perform some preaching and other ministerial duties—this person would be a Commissioned Ruling Elder
- -Hiring a Director of Children's Ministries who would oversee Seekers, Sunday School, VBS, and serve on the CE committee
- -Retain Parish Associate and retired RCA pastor Rev. Dr. Steve Giordano to help with preaching and pastoral vacation coverage



You are Invited!

PCN Connect Social Mixer

Saturday, March 5, 2016

5:30 -7:00 pm at PCN

Come enjoy appetizers, drinks and conversation. Learn how PCN is creating new ways to grow faith, friendships and fun!

What are PCN Connect Groups?

They are groups with approximately 4-12 people formed with the desire to:

- * Connect with God
- * Connect with each other
- * Connect and serve a greater community

Why do we need PCN Connect?

To find fellowship. To encourage and build deep relationships, ignite faith, and explore new ways to connect to others. It's a way to take time to feed the soul by discovering God's abundance for our lives.

How is PCN Connect unique?

PCN Connect groups determine their own faith focus and common interests to grow fellowship. It is open to anyone college age and up and groups may include families. Friends outside of PCN are welcome.

If you hope to find ways to grow faith and friendships, come March 5th to the PCN Connect Social Mixer!