

# Pastoral Search

2025

Zion Church

Lincoln, Nebraska

[zionpca.com](http://zionpca.com)



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# Transformed By Grace, Poured Out For Others

## Introduction

Zion Church is a gospel-centered, multi-generational community committed to being transformed by God's grace and pouring out that grace in service to others. Rooted in rich biblical teaching and reverent worship, we seek to make disciples who love Jesus and live out their faith in everyday life. With a heart for discipleship, mission, and hospitality, Zion is a place where people can belong, grow, and be sent to further God's kingdom.

Zion Church gathers for worship every Sunday at 9:00 a.m., followed by an Education Hour from 10:15–11:15 a.m. where children, youth, and adults grow together through age-appropriate classes. Our services blend rich liturgy with heartfelt worship, including Scripture, song, prayer, creeds, biblical preaching, and weekly communion.

Our building is located in southeast Lincoln, Nebraska, near 27th and Old Cheney. Whether worshiping in the sanctuary, the family-friendly Hearth Room, or via livestream, everyone can find a space that fits their needs. A nursery is available for little ones up to age 3 during both the service and Sunday school, and our Safety & Security Team works quietly behind the scenes to ensure a welcoming and secure experience for all who attend. We're eager to meet new families, serve our city, and follow the Spirit's lead into new seasons of ministry. As we prepare to welcome our next Senior Pastor, our heart is to be a church that lives out our calling to be "Transformed by Grace, Poured Out for Others."

**\$120-150k**  
Compensation  
Package

**\$890k**  
2025 Approved  
Budget

**270**  
2025 Average  
Weekly Attendance

**9**  
Total Number  
of Employees



# Reaching the Community

Equipping the next generation of believers in Lincoln to understand who they are in Christ and live with purpose.

## The Future

Zion Church is eager to partner with a Senior Pastor who shares our growing passion to reach, disciple, and empower the next generation of believers in Lincoln. In a culture that often overlooks young people, we believe they are not just the future of the Church – but essential to its strength and witness today. From young families and children to students and college-aged adults, we see a generation hungry for truth, connection, and purpose – and we want to meet them with the love and message of Jesus.

Our vision is to be a multigenerational church where families are nourished by the Word, children and teens grow in their love for Christ, and parents and grandparents are equipped to lead their homes in faith. We believe spiritual formation begins at home and is deepened through the life of the local church.

That's why we're committed to investing in ministries that support families, raise up young leaders, and create environments where faith can grow – from the nursery to the college campus. We're praying for a Senior Pastor who will help us build on this foundation and lead us into a future where the next generation is welcomed, disciplined, and sent.

### Three Questions That Could Change Your Future

1. Are you passionate about ministering the word to people of all ages?
2. Are you ready to develop ministry leaders to reach Lincoln?
3. Do you desire to disciple the next generation for the glory of God?



## Our Local Mission Field

Lincoln's vibrant college communities – anchored by the University of Nebraska and its passionate Husker spirit – offers a unique and powerful opportunity for gospel impact. With thousands of students and young adults in a season of exploration and formation, the potential to shape lives with the hope of Christ has never been greater. Zion Church recognizes this moment and stands ready to meet the challenge with boldness and compassion.

We envision a future where more young people encounter a community that is both grace-filled and grounded in truth – where questions are welcomed, faith is deepened, and lifelong purpose is discovered. Our desire is to walk alongside students and young adults as they navigate identity, calling, and the complexities of life, helping them see how the gospel speaks into every part of their story.

Through faithful preaching, intentional discipleship, and a welcoming church environment, we long to see the next generation become resilient followers of Jesus – equipped to lead, serve, and be sent from Zion into whatever sphere God calls them.

As we look to the future, we are praying expectantly for a Senior Pastor who shares this vision and is ready to help us take the next step. Someone who will shepherd and inspire us as we continue reaching the campus and the city with the transforming love of Christ.



# Gospel-driven Discipleship

Our vision and values shape everything we do – from worship to discipleship, outreach to community life.

## The Present

### Why does Zion Church exist?

**Vision** | Transformed By Grace, Poured Out For Others

### What does Zion Church value?

**Values** | • Christ-Centered Worship

- Freedom in the Gospel of Grace
- Evangelistic Impact
- Biblical Worldview
- Relational Ministry
- Prayer
- Investment in Children
- Connection to the Historic Church
- Practical Expressions of Compassion and Mercy
- International and Local Missions



# Key Scriptures

“And he said to him, “You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first commandment. And a second is like it: You shall love your neighbor as yourself.”

– **Matthew 22:37-39**

“...take care that you are not carried away with the error of lawless people and lose your own stability. 18 But grow in the grace and knowledge of our Lord and Savior Jesus Christ.”

– **2 Peter 3:17b-18**

“Truly, truly, I say to you, unless a grain of wheat falls into the earth and dies, it remains alone; but if it dies, it bears much fruit.”

– **John 12:24**



## Pastors & Staff



### Interim Senior Pastor

**Rev. Dr. Tim Kirk** serves as Zion's Interim Senior Pastor. Tim is an experienced interim pastor helping Zion with the months of change ahead. Tim graduated with his Master's of Divinity from Gordon-Conwell Theological Seminary and earned a Doctorate of Ministry from Reformed Theological Seminary, Orlando. He has served in the PCA in the context of church planter, senior pastor, interim pastor, and director of church planting in the Central Indiana Presbytery. He is married to Sally, has four grown sons, and nine grandchildren.



### Executive Pastor

**Rev. David Chambers** serves as Executive Pastor through his Assistant Pastor position at Zion. David oversees small groups and educational ministries, as well as leading the staff, implementing the church's vision and ministries, and supporting the Senior Pastor with administrative responsibilities. He earned his Master's of Divinity from Reformed Theological Seminary, Charlotte, and is working on a ThM in Church History at Calvin Theological Seminary. He is married to Brittany, and they have two energetic boys, AJ and Jackson. He enjoys all things related to history, woodworking, and road trips with his family.



### Youth Director

**Kyle Lindgren** serves as Zion's Youth Director. With over a decade of experience in youth ministry, Kyle is deeply committed to cultivating a love for Jesus within the local church and throughout the Lincoln community. In addition to his leadership at Zion, Kyle has been actively involved with Youth for Christ, Lincoln, serving in the Juvenile Justice Ministry and as a men's leader in the Parent Life Ministry. He has completed certification through Youth for Christ, graduated from Covenant Theological Seminary with a Master of Arts in Biblical and Theological Studies, and completed the Nebraska Department of Corrections Staff Training Academy as a Full-Time Clergy Volunteer. Kyle is married to Chelsea, and together they're raising four awesome kids – Trey, James, Callie, and Jordyn. When he's not mentoring teens or leading ministry, you'll likely find him playing cards, quoting The Office, or enjoying a movie night with the fam.



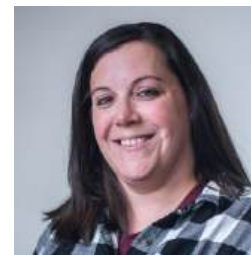
### Audio and Tech Specialist

**Joseph Ghormley** serves as Zion's Audio and Tech Specialist. Joseph brings over a decade of experience in live audio management. With a professional background in broadcast IT and a collegiate education in classical music, he oversees the technical side of our worship services. Outside of church, Joseph enjoys spending time with his wife and three boys, and playing tabletop games with friends.



### Children's Ministry Director

**Nicole Houfek** serves as Zion's Children's Ministry Director. Her role oversees the Christian nurture and education of our Zion children from Preschool through 5th grade through Sunday school, Wednesday night Kids Club, and Vacation Bible School. Nicole served many years on the VBS planning committee before stepping into the role of Children's Ministry Director. Before returning to Lincoln in 2014, Nicole worked for RUF at the University of Minnesota for 3 years, where she gained valuable vocational ministry experience. She uses her training to help our children at Zion grow in their love and knowledge of God. She and her husband, David, have been married for 15 years and have 5 precious daughters. She loves reading aloud with her girls, working on creative projects, and making tasty meals.



### Nursery Director

**Kelsey Nyenhuis** serves as Zion's Nursery Director. Kelsey coordinates volunteers to care for the tiniest churchgoers, ages 3 months to 3 years old. Her journey in nursery started back in middle school, helping in nursery, and hasn't stopped since. From a college leader to middle schoolers to an adult leader for Zion Youth Group, Kelsey's been investing in young lives since before she could drive. These days, she's married to Adam and is a full-time mom to two adventurous boys who keep her busy, slightly outnumbered, and always on her toes. Kelsey enjoys exploring new places, playing video games, and working out, mostly so she can keep up with her kids.



### Finance Coordinator

**Taryne Matzen** serves as Zion's finance coordinator. She earned a math degree from UNL and has 20+ years experience in administrative work. She specializes in pattern recognition, logistical wizardry, and solving problems. She homeschooled two awesome kids, adventured across the globe, and now shares life with her librarian husband and their cat. At home, she switches to homestead mode, wrangling a temperamental Bobcat (the machine, not the wildcat), waging war on invasive red cedars and honey locusts, and occasionally growing tomatoes. She enjoys quilting, board games, and serving at Foodnet.



### Music Director

**Anne Ramsey** serves as Zion's Music Director. Anne has a Bachelor's in Music Education from UNL and has spent many years teaching music and playing viola with the Zion music team. She's married to Geoff (her favorite duet partner) and is mom to Roger and Dora, who keep life loud in the best ways. When she's not wrangling sheet music or tuning strings, Anne plays with the Lincoln Civic Orchestra, dominates at board games, watches movies, and solves fictional crimes at murder mystery parties.



### Office Administrative Assistant

**Kati Miller** serves as Zion's Office Administrative Assistant. Kati focuses on ministry support, administrative tasks, and clear communication. She earned a Bachelor's degree in Music from Grace University in 2007. Married to Ben for 17 years, they share three high school-aged sons, Daniel, Jacob, and Isaac. They also have three cats, Twinkie, Mace, and Hank, and a fluffy Great Pyrenees, Fred. Kati enjoys spending time with her husband and sons, reading, enjoying music, working out, and keeping a garden.



# Leadership & Ministries

## Elders

John Anderson  
Lee Grossman  
Howard Huffman  
Jon Jonson  
Dennis Mann

## Deacons

Dwight Bender  
Lee Dreyer  
Jeff Keele  
Scott Nelson  
John Parish  
Monte Polivka  
Pete Tompkins  
Scott Weldon

## Ministries

### Teaching

Education Hour  
Sunday School (Pre-K to 12)  
Zion Kids Club (Ages 3-11)  
ZYG (Zion Youth Group)  
Bible Studies  
Vacation Bible School

### Worship

Sunday Service  
Special Services  
Worship Team  
Greeters  
Communion Team

### Fellowship

Small Groups  
Zion Connection  
Coffee Hour  
Church Picnics

### Mercy, Service and Prayer

Pray for Me  
Prayer Teams  
Foodnet  
Nursery (Infants and Toddlers)  
Safety Team  
Mercy Fund  
Samaritan's Purse

### Missions: Local and Foreign

Juniper Refuge (Lincoln)  
PCA Military Chaplaincy (Washington State)  
Reformed University Fellowship (RUF) at UNL  
International Student Fellowship (ISF)  
MTW (Asia, Ecuador, Japan)  
Isaiah 55 (Mexico)  
Equipping Leaders International Inc. (Southeast Asia)  
Hill Elementary Outreach  
Platte Valley Presbytery  
Covenant Seminary  
Operation Christmas Child (OCC)



## Staff and Congregational Focus Groups

*“Zion Church has consistent and encouraging worship services each week. There is a strong sense of community here with a focus on God's word.”*

*“Christian education has been a strength of Zion church. The education hours on Sundays and Wednesdays have been vibrant and nourishing. VBS has also been a highlight each summer!”*

*“Our support for local and foreign missions has been strong for years. We are a generous church that desires to steward its money and physical space well.”*

*“Exegetical preaching and relevant biblical teaching have been a stalwart of Zion.”*

*“Zion has a strong sense of community. The longevity and presence of Zion in the community can't be understated. It is seen as being a deep-rooted church here in Lincoln.”*

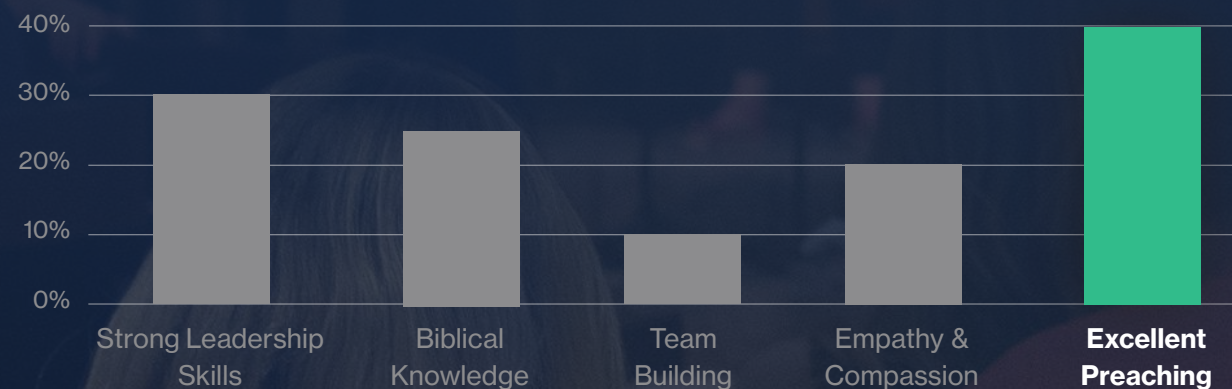
*“Our blended worship style is a joy to many! We have an organ and a worship team, so we try to reach a variety of people with our traditional and contemporary worship style.”*



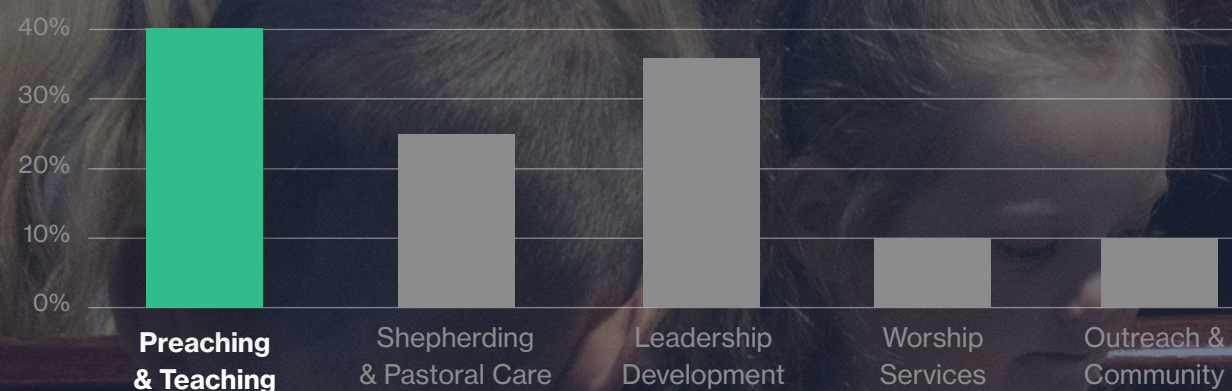
# Staff & Congregational Survey

Data as of June 2025

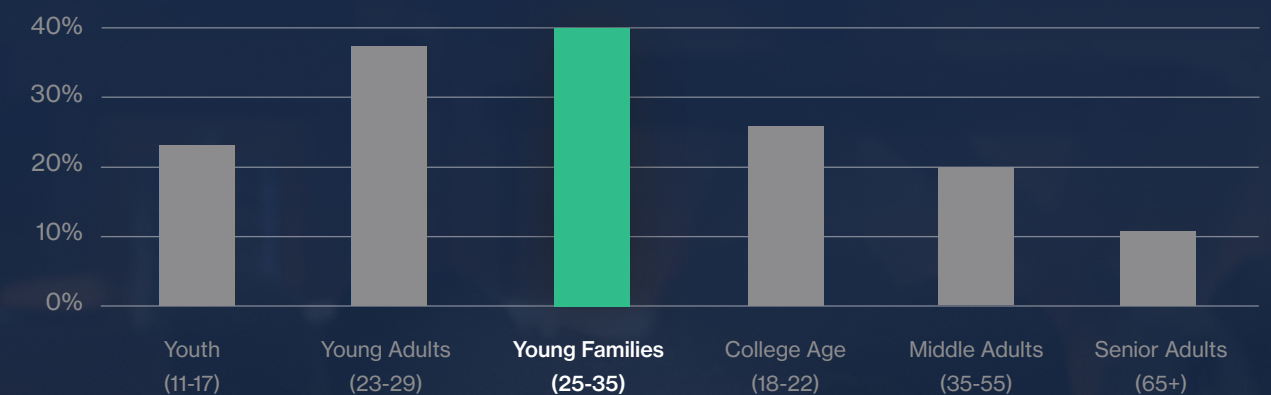
Which two qualities do you consider most important in a Senior Pastor?



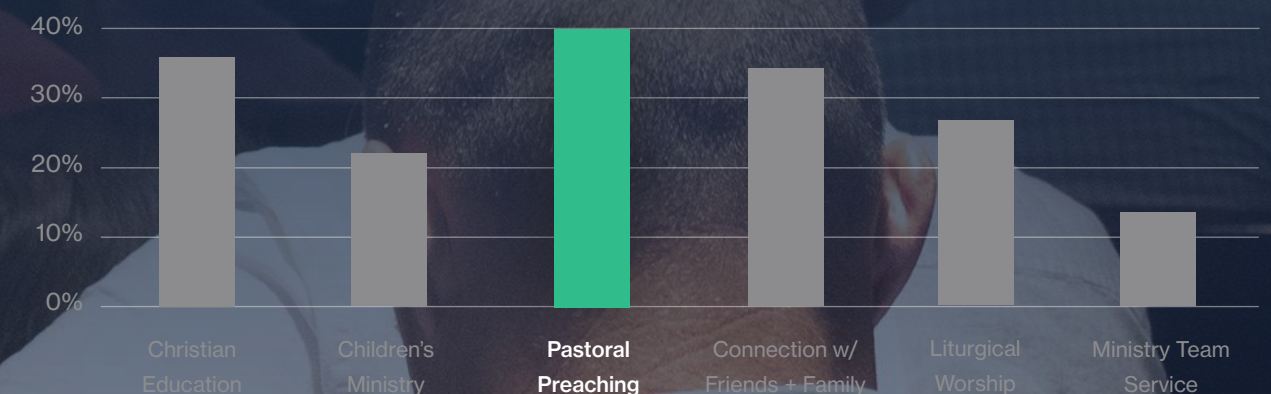
Which three ministry areas should the Senior Pastor prioritize?



Where is the greatest opportunity for gospel impact through Zion Church today?



What are your primary reasons for attending Zion Church?





# Two Stories One Mission

A legacy of God's faithfulness, shaped by the merger of two congregations united by a common mission.

## The Past

### Our History

Zion Church (PCA) is the fruit of God's faithfulness over generations, shaped through the merging of two distinct yet missionally aligned congregations. In 1997, the former Zion Congregational Church (ZCC) and Covenant Presbyterian Church (CPC) came together with a shared desire to know Christ deeply and make Him known throughout Lincoln, Nebraska.

Zion Congregational Church began in 1900, founded by German-Russian immigrants who established a gospel presence in Lincoln's south and north bottoms neighborhoods. Services were conducted in German well into the 1950s, reflecting the community's cultural heritage and deep roots of faith.

Covenant Presbyterian Church was birthed in 1966 by a group in Firth, NE, seeking strong biblical teaching and Christ-centered fellowship. After a season of mobile worship and prayerful growth, CPC joined the Presbyterian Church in America (PCA) in 1979. Under the leadership of Pastor Marlin Wismer and Assistant Pastor Hugh Bartlett, CPC flourished and eventually moved into a larger facility at 40th and Sheridan in Lincoln.

As CPC was experiencing vibrant growth, ZCC was sensing the need for a new chapter. Through God's providence, these two churches were brought together – uniting people, stories, and mission into the body now known as Zion Church.



### A Church Committed to Reaching the City

From the beginning, church planting and gospel expansion have been embedded in Zion's DNA. After the merger, Zion worshipped at the historic 9th and D location and planted a daughter church at 40th and Sheridan. That congregation, now known as Grace Chapel, is flourishing under the leadership of Pastor Ben Loos.

In 2008, Zion planted Redeemer PCA in the north bottoms – extending the reach of the gospel to a different part of the city. Today, the four churches – Zion, Grace Chapel, Redeemer, and Center Church – gather annually for a “*Unity for the Community*” worship service, celebrating their shared mission and exploring future church planting opportunities together. Center Church is the most recent plant in Lincoln.

At Zion, we believe that multiplying healthy churches is one of the most effective ways to impact people with the hope of Christ and to foster vibrant, relational communities across the city.

### Crisis, Resilience, and Renewal

Zion's story – like many of our own – includes moments of hardship and the unmistakable comfort of God's presence. In 2007, a devastating fire destroyed the church's downtown facility. Yet, from that loss came renewed purpose. The Redeemer congregation was born, and Zion relocated to Lincoln's Southwood neighborhood, embracing a new mission field.

In a beautiful display of God's continued care, the church later undertook a building expansion – only to experience another fire shortly after its completion. Even then, God provided. The Zion community worshipped creatively, stayed connected, and emerged stronger, more unified, and more committed than ever to their gospel calling.

### Looking Ahead with Gospel Hope

Zion's heartbeat is captured in our church motto:  
“*Transformed by Grace, Poured Out for Others.*”

We believe the grace of God not only changes lives – it compels us to serve our city, plant more churches, and disciple people through every season of life and faith. We desire to remain faithful to the Great Commission and to reach the hurting and the hopeful alike with the truth of God's Word.

One special symbol of our enduring mission came in the form of a time capsule discovered after the fire at the 9th and D location. Placed there in 1927 by the leaders of ZCC, it held this beautiful message:

*“Since the beginning, the congregation has found peace in Jesus Christ, their Redeemer... As fathers and brothers in Christ, we wish for our descendants that they will follow Christ's calling and the teachings of Jesus. His blood cleanses us from all sins. Till we meet in the eternal Zion.”*

That's the legacy we stand on – and the vision we're moving toward. We're praying for a Senior Pastor who will join us in shaping the next chapter of Lincoln.



# About Lincoln

Data as of June 2025

## Big-City Amenities, Small-Town Feel

Lincoln, Nebraska, offers a unique blend of Midwestern warmth, vibrant city life, and strong community values – making it an ideal place for a family to thrive.

In Lincoln, you'll find not just a congregation to lead, but a city that welcomes you with open arms and space to plant deep roots.

Lincoln is the capital city of Nebraska and the second-most populous city in the state after Omaha. Lincoln is home to the University of Nebraska-Lincoln, which gives it a strong college-town atmosphere, full of vibrant sports culture and innovative energy.

Lincoln is located in the southeastern part of the state, and as the capital city, serves as a political, educational, and cultural hub of the midwestern region.

Lincoln blends urban amenities with a small-town rhythm and offers a high quality of life, low cost of living (6.4% below the national average) and a strong sense of community. Its economy is diverse, driven by government, education, healthcare, manufacturing, and tech sectors. In 2024, Lincoln was ranked by Niche in the Top 24 Best Cities to Buy a House, and according to Livability, is considered #9 of the Top 100 Places To Live in the U.S. The city is known for its safe and family-oriented environment, and bike riders or runners will find 130 miles of trail routes and beautiful parks throughout all of its neighborhoods.

Lincoln is a refugee resettlement site and diverse community hub at the center of the United States, which promotes a welcoming atmosphere in the city and gives 340,000 people a place to call home. Long-time Lincolnites won't hesitate to make space for strangers on the street or time to talk to anyone about anything, even in the middle of a busy work day. These Lincoln natives are also the ones to invite you to family potlucks, cornhole tournaments, pickleball outings and football games – no matter who you are or where you come from.

The city also invites exploration at every age and is home of the Lincoln Children's Zoo, Lincoln Children's Museum and a number of public and private pools. With over 40 public elementary schools, 12 public middle schools, 8 public high schools and a variety of private hybrid options available, Lincoln has something to fulfill the needs of each and every family. The city is also marked by cozy, locally-owned coffee shops, such as The Mill or Crescent Moon, for study, the beautiful Sunken Gardens, and a lively performing arts community that attracts Broadway actors and talented international musicians to the Lied Center every year.

Overall, Lincoln is recognized for its "real" and friendly residents, safety, and steady growth, making it an attractive place to live, work, and visit in the Midwest.



## Quick Facts

### Lincoln Metro Population: 340, 217

State Capital  
Cost of living: 6.5% below National Average  
Average Work Commute: 18.5 minutes

### Big Ten Member: University of Nebraska-Lincoln

Husker Sports  
Devaney Sports Center – Husker Volleyball  
Memorial Stadium – Husker Football  
Haymarket Park – Husker Baseball  
Hibner Stadium – Husker Soccer  
Pinnacle Bank Arena – Husker Basketball

### Education

Public Schools  
Christian Schools  
Homeschool, Hybrid and Non-Traditional Options  
University of Nebraska-Lincoln Campus  
Nebraska Wesleyan University  
Union College  
Southeast Community College  
Doane University  
Concordia University

### Museums

Sheldon Art Museum  
Nebraska History Museum  
Lincoln Children's Museum

### Performing Arts

Lied Center for Performing Arts  
Pinewood Bowl Outdoor Theater  
Youth Actors Academy of Lincoln

### Activities

Omaha Henry Doorly Zoo (Highly Ranked Zoo - 1 Hour Drive)  
Golf Courses and Frisbee Golf Courses  
Star City Shores (Water Park)  
Youth Sporting Complexes

### National Rankings

Ranked in 2024 among Top 20 Best Cities to Buy a House (Niche.com)  
Ranked in Top 100 Best Places to Live (U.S. News)  
Ranked #9 of Top 100 Places to Live in U.S. (Livability.com)



# Candidate Profile

## Preferred Qualifications

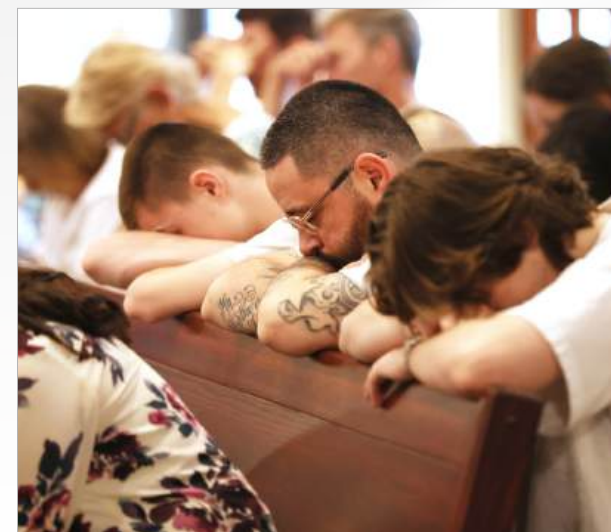
- A mature shepherd who resonates with midwestern values-marked by humility, a strong work ethic, approachability, community-mindedness, and a grounded, steady presence.
- A strong visionary leader who can inspire others with a clear and compelling vision, and work collaboratively to strengthen, expand, and build upon the existing ministries of Zion Church for greater Kingdom impact.
- A seasoned minister with 10-15+ years of pastoral experience, leading staff, interns and lay leaders within the life of the church.
- A pastor looking to understand, love, and grow a church that is ready to reach the next generation.
- A relational leader with a track record of successfully navigating conflict with grace, resilience, transparency, and kindness.
- An empowering leader who entrusts others with meaningful responsibility and authority, investing in their growth while cultivating a healthy, collaborative leadership model.
- Emotionally and spiritually aware – Possesses a mature understanding of personal strengths, limitations, and blind spots, and seeks accountability and grace in growth.

## Compensation

The total compensation package ranges from \$120,000 to \$150,000, commensurate with the candidate's education and experience. The package includes salary, housing allowance, benefits, and applicable taxes. The final structure of the compensation will be customizable based on the candidate's preferences within approved guidelines. In addition, the position includes paid time off, study leave, and access to a sabbatical policy, in alignment with church personnel policies.

## Qualifications

- A vision and values fit who understands and embraces **Zion's DNA** and commitment to reformed theology, discipleship, missions, and a liturgical approach to worship.
- An **exegetical Preacher** who is relatable, biblically faithful, and self-aware.
- A **missional Leader** who intentionally builds individuals, teams, and ministries.
- A **relational Shepherd** who is warm, friendly, people-oriented, and intentionally caring.
- An ordained (or eligible for ordination in the Platte Valley Presbytery) minister in the PCA with at least 8-10 years of pastoral and staff leadership experience at a mid-sized (300-500) or large church (500-800)





# Pray for the new Senior Pastor

With prayerful hearts, we rely fully on His guidance, His peace, and His sovereign care over Zion Church.

## Prayer

This prayer reflects the deep hopes and longings of the Zion Church family for our next Senior Pastor, shaped by the voices of our congregation through the 2025 Town Hall, interviews, and focus groups.

With humility, we bring these requests before the Lord, trusting in His faithful provision and abundant grace – knowing that the Spirit intercedes on our behalf, even when we do not know what to ask.

Guide us, O' Lord.

**Bring the right Shepherd.**



Lord, You are the Good Shepherd who knows Your sheep by name. You lead, protect, and care for Your Church with wisdom, tenderness, and faithfulness. We thank You for how You have guided Zion Church – through seasons of growth and joy, through seasons of waiting and refining, and through every quiet evidence of Your grace along the way. You have been faithful in the past, and we trust You completely in this new season.

As we walk through this time of pastoral transition, we come to You with open hands and expectant hearts. We believe You are already preparing the man who will serve as our next Senior Pastor – a shepherd after Your own heart. We ask that You would make the way clear and guide us toward him in Your perfect timing. May he be a man who walks closely with You, humbly leads Your people, preaches Your Word with truth and grace, and reflects Christ in his character and life.

We pray for a pastor who delights in being Your son – who depends daily on Your grace, treasures time in Your presence, and serves not from his own strength but from abiding in You. Bless his marriage and his home. Fill his family life with joy, peace, and unity, and may his love for his family mirror the patient, sacrificial love You have for Your Church.

Lord, give us a shepherd who will love this congregation well – who will celebrate with us, grieve with us, guide us, and walk beside us. Give him wisdom for leadership, courage to speak truth, and compassion to care for Your people. And prepare our hearts to welcome him with love, to support him in his calling, and to walk together in unity and purpose.

We entrust this entire process to You. Build Your Church, Lord. Shepherd Your people. Lead us in a way that glorifies You and blesses generations to come. We ask all of this in the name of Jesus, our Savior and King.

Amen.



# Our Process

## Application Process

To apply or recommend a candidate, please email Rev. Dr. Jeff Lee:

**Rev. Dr. Jeff Lee | Bridg Consulting Firm LLC**

jeff@bridgconsultingfirm.com

(703) 727-2744

## What To Email

Applicants, please email these documents:

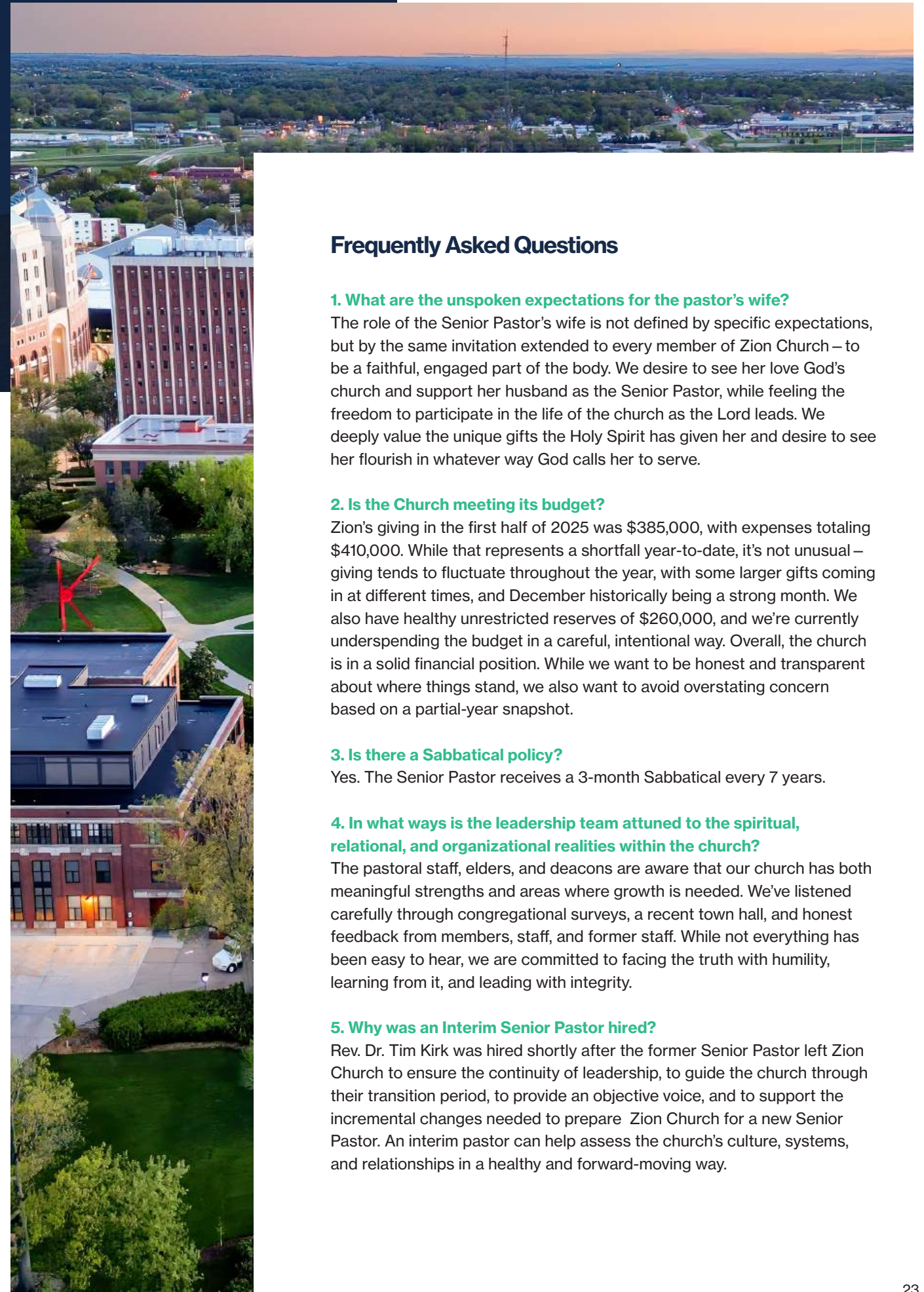
- 1 Page Cover Letter
- Resume/CV
- 1-2 Page Testimony
- Links to 2 Sermons
- 3 References and Contact Information

## Have a Specific Question?

**Senior Pastor Search Committee Chair (SPSC)**

Deacon: Scott Nelson, [application@zionpca.com](mailto:application@zionpca.com)

To learn more, visit [zionpca.com/psc](https://zionpca.com/psc)



## Frequently Asked Questions

### 1. What are the unspoken expectations for the pastor's wife?

The role of the Senior Pastor's wife is not defined by specific expectations, but by the same invitation extended to every member of Zion Church – to be a faithful, engaged part of the body. We desire to see her love God's church and support her husband as the Senior Pastor, while feeling the freedom to participate in the life of the church as the Lord leads. We deeply value the unique gifts the Holy Spirit has given her and desire to see her flourish in whatever way God calls her to serve.

### 2. Is the Church meeting its budget?

Zion's giving in the first half of 2025 was \$385,000, with expenses totaling \$410,000. While that represents a shortfall year-to-date, it's not unusual – giving tends to fluctuate throughout the year, with some larger gifts coming in at different times, and December historically being a strong month. We also have healthy unrestricted reserves of \$260,000, and we're currently underspending the budget in a careful, intentional way. Overall, the church is in a solid financial position. While we want to be honest and transparent about where things stand, we also want to avoid overstating concern based on a partial-year snapshot.

### 3. Is there a Sabbatical policy?

Yes. The Senior Pastor receives a 3-month Sabbatical every 7 years.

### 4. In what ways is the leadership team attuned to the spiritual, relational, and organizational realities within the church?

The pastoral staff, elders, and deacons are aware that our church has both meaningful strengths and areas where growth is needed. We've listened carefully through congregational surveys, a recent town hall, and honest feedback from members, staff, and former staff. While not everything has been easy to hear, we are committed to facing the truth with humility, learning from it, and leading with integrity.

### 5. Why was an Interim Senior Pastor hired?

Rev. Dr. Tim Kirk was hired shortly after the former Senior Pastor left Zion Church to ensure the continuity of leadership, to guide the church through their transition period, to provide an objective voice, and to support the incremental changes needed to prepare Zion Church for a new Senior Pastor. An interim pastor can help assess the church's culture, systems, and relationships in a healthy and forward-moving way.





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