**Vision & Rationale for the Role of Pastor for Next Generations**

1. **What is the vision for the Pastor for Next Generations role?**
   The Pastor for Next Generations oversees the strategic vision for Children’s and Student Ministries at College Park Church (nursery through high school) and works together with members of the pastoral staff to integrate family-oriented discipleship and parenting initiatives throughout the church and across generational lines.

   This individual is responsible for overseeing key ministry functions including curriculum, programming, processes, recruitment, and training. He serves on the College Park Church Leadership Team, which involves participation in the directional leadership of the church vision, strategy, program development, and evaluation, and he represents his area to the Elder Council.

2. **How does this role compare to the Children’s Ministry leadership role previously held by Don Bartemus (until 2012)?**
   For many years prior to 2012, Pastor Don Bartemus served us well providing vision and oversight to Children’s Ministry in addition to providing oversight to Compassion Ministries (including hospital calls, funerals, and urgent care needs) and prayer initiatives. As the ministry needs grew, Don assumed a role with a singular focus on Compassion. Concurrently, the position of Pastor for Next Generations was established to further develop and implement the vision of shepherding and discipling the next generation, and work began to identify an individual to fulfill that role.

3. **What is the vision for Children’s Ministries and Student Ministries becoming more aligned?**
   The Elders believe there should be an integrated approach to raising spiritual children from birth to adulthood with the definition of key outcomes for every age group. Our desire would be for Student Ministries to implement curriculum and programming that builds upon and is connected to the foundation laid through Children’s Ministry. It is imperative that College Park works with families to create an environment that fosters ongoing spiritual development in both children and teens. This would include the development of materials and aids for parents as they disciple through various age groups. It would also include an approach that helps children transition well from elementary into Jr. High.

4. **Will this lead to any key changes for Junior High or High School in the near future?**
   This role will work closely with Joe Wittmer, Pastor of Student Ministries, to implement a vision for Student Ministries consistent with our current approach but also that integrates key advancements to enhance the ministry. Beyond aligning the roles under the Pastor for Next Generations, there are no major changes in the works or in the planning stages at this time. We will hire of a full-time administrator to replace Allison Rhea who was here on a temporary basis. We will also hire a full-time Jr. High Assistant Director. Both of these positions have been previously established and communicated to the body of College Park.

5. **How will this role serve parents at College Park?**
   The desire of the Elders is to greatly enhance the capabilities and effectiveness of a discipleship model that culminates in the spiritual development of our children and youth. For instance, as this model is developed, we would begin offering materials to parents that are aligned with our curriculum that parents can use at home with their
children. We would also offer parenting classes, training opportunities, serving opportunities, and practical aids for discipling children – all with the vision of helping parents raise and shepherd their children. In addition, The Pastor for Next Generations will be available to counsel families in crisis and help provide families the assistance they need.

6. **How does this role relate to other areas like Community Life and Soul Care?**
   The Pastor for Next Generations will work closely with the Community Life and Soul Care teams to integrate family ministry needs into small groups, women’s ministry, men’s ministry, and counseling.

7. **How does this role affect Awana and Vacation Bible School?**
   College Park has large and vibrant Awana and summer Vacation Bible School (VBS) programs. Both Awana and VBS will fall under the leadership of the Pastor for Next Generations, and we will continue to have them as part of our vision and strategy for community outreach and integrated discipleship with children, teens, and parents.

**Candidate Information for David Michael**

8. **Who are David & Sally Michael and their family?**
   David & Sally Michael have been married for 38 years and have two daughters, Amy and Kristina. Amy and her family live in Louisville, KY, where her husband is a PhD student at Southern Baptist Theological Seminary. Kristina lives and works as a nurse in Minneapolis. David & Sally have three grandchildren.

9. **What is David’s background? What strengths does he bring to this position?**
   David served as Pastor at Bethlehem Baptist Church in Minneapolis, MN for 27 years, working directly for Pastor John Piper for many of those years. His main role was focused in the areas of children’s ministry, parenting, and family discipleship. He obtained his Master’s of Divinity in 1979 from Bethel Theological Seminary. David brings a wealth of experience in children’s ministry and discipleship to the position, especially in the development of a philosophy of ministry for children and youth under the guidance and mentorship of Pastor Piper.

10. **What is David role with Children Desiring God? How does this affect his role at College Park Church?**
    David and Sally founded Children Desiring God in 1996 and David currently serves as the Director for Vision and Spreading for the Children Desiring God (CDG) organization. His role is to help in the implementation of the CDG curriculum in other churches and the U.S. and internationally.
    
    David would continue to spend 15% of his time performing this function with CDG primarily on a few weekends spread throughout the year. We believe that this would not compromise his ability to effectively fulfill his role here, and we also believe this is a strategic and worthwhile effort to help other churches, which is something College Park leadership wants to do.

11. **What will the Children’s and Youth Ministry organizational chart look like under David?**
    Bob Martin and Kristin Gilbert will continue to serve as Assistant Directors of Children’s Ministry. Bob’s focus is program development and Awana, while Kristin’s focus is
Sunday school, training, and communication to parents. Also serving on the Children’s Ministry team are Courtney Worl (part-time Sunday school coordination), Becky Brooking (part-time nursery coordination), Jenn Markette (part-time Awana administrative support), Debra Scheffler (part-time recruiter), Erin Cecil (part-time paid child care coordination), and Jen Schmid (contracted program development).

Joe Wittmer will continue to be Pastor of Student Ministries and will be the primary teacher/leader of the Student Ministries. Supporting Joe are Alex Anderson as interim Student Ministries Program Assistant and Allison Rhea as Administrative Assistant (until April, then a yet-to-be determined replacement).

12. To whom will David report?
David will report to Bill Dinsmore, Executive Pastor of Ministry, as do the other ministry-area pastors (except Eric Anderson who reports to Mark Vroegop).

13. Will David be an Elder at College Park?
David is certainly Elder-qualified, but the congregation is not voting on David as an Elder at this time. He will attend all Elder meetings and be able to participate in Elder discussions. However, due to the need to keep a majority of the Elder Council lay-led, he is not being nominated for an Elder position.

14. What has been the process for identifying and evaluating David as a candidate?
The process for identifying and evaluation David was quite thorough
- Numerous interviews with the Executive, Leadership Teams and Elder leadership
- One-on-one conversations with each College Park pastor
- Meetings with the Children’s and Student Ministry staff teams
- Multiple visits to College Park Church, including the observation of various ministries
- Numerous reference calls with multiple individuals who know David well
- Interview with the Elder Council on March 17
- Meeting the College Park staff

15. Why is David pursuing this position at this time?
David transitioned off of the staff of Bethlehem Baptist Church after Pastor John Piper stepped down from the lead pastor position. Upon leaving, David devoted his full-time energy to expanding the ministry of Children Desiring God. But his heart has been shaped by God to be a pastor, which is a fact supported by David’s references who have confirmed that before David is anything else, he is a pastor. David has found that he misses being a pastor at a local church and would very much like to be in a church where his gifts can be used to the fullest. He aligns very well with College Park Church and has a vision for what can be done here to intentionally shepherd the next generation and families.

16. Were there other candidates who were given consideration for this role?
We discovered that this pastoral role is one of the hardest positions to fill, and we proceeded very cautiously and slowly over the past two years. We were fortunate to have a handful of skilled, capable, and godly men apply for this position and have sought the Lord’s leading throughout the process as we interviewed these men. David brings a unique experience in children’s and youth ministry that we feel makes him the
best candidate for this important position. His vision for Children’s and Student Ministries combined with his vision for discipleship is very much needed at College Park and therefore we see a great fit.

17. How can the congregation get to know David & Sally Michael?
   We have planned a variety of opportunities for the congregation to meet David & Sally Michael and learn more about their heart and vision for the next generation. In consideration of him for the pastoral vote, we encourage you to do the following:
   1. Review his resume and Philosophy of Ministry documents online
   2. Watch the introduction videos online
   3. Come to the Parent Meeting on Sunday April 6 at 7 p.m. in the chapel
   4. Attend a Sunday morning Q & A Times on April 6 or April 13 (rooms TBD)

Please plan to attend the evening Congregational Meeting on Sunday, April 13 at 6 p.m. in the sanctuary, where we will have a congregational vote. Child care will be provided. Absentee ballots will be available the morning of April 13 at the Welcome Desk.