



## CHURCH OF THE OPEN DOOR

May 21, 2018

Dear COD family,

In Psalm 126:3, the psalmist declares, “The LORD has done great things for us, and we are filled with joy.” God has done GREAT things for us as we find ourselves at the midpoint of 2018. The lost have found Christ through our people, our ministries and our partnerships; God is restoring broken lives and bringing hope to the hopeless; and we continue to ask God to provide direction as we seek to be #forYork and for the World.

A few years ago, we began a Journey that resulted in us adopting a Multisite strategy to reach York and beyond. As we continue through 2018, we wanted to update you on our Journey, share with you a few things, and help you understand a bit about where we are and where we are headed as we get ready for what we believe God wants to accomplish through us.

1. Multisite – God continues to bless our multisite strategy, and we want to celebrate that the EYC campus is regularly seeing over 500 people come through the doors each week, while the WYC continues to see growth as well. We continue to explore possible sites for a third campus, though as of now, God has not yet given us clear direction regarding any options. As you may recall, our decision to multisite, and our identification of the EYC site, came after much prayer and seeking the Lord’s guidance by our whole church congregation, and so we invite you to continue to pray with us as, together, we explore where God might next lead us in our journey with Him.

2. Finances – Each week, in the bulletin, we provide you with limited information regarding the giving of our congregation, both to the general offering and to the building fund. The limited amount of space we have, however, doesn’t necessarily allow us to paint the whole picture for you, so let us assure you, the church is in good financial shape, for which we praise God! It is true that the numbers reflect that our giving has been under budget so far this year, but what the bulletin doesn’t reflect is that our giving so far this year is actually almost 4%, or \$38,000.00 above where we were last year. It also doesn’t reflect our expenses, which have also been considerably below-budget so far this year. And so, while we have generally been running a bit below budget, the church remains in a strong financial position. We continue to be grateful for your generosity to what God is calling us to do, trusting that He will continue to provide through His people all that is needed to accomplish the ministry here at COD.

Igniting a Passion for God

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3. Staffing – As God continues to grow our church and the needs of our church change, the responsibilities of our staff continue to adjust as well. We are grateful for the ways that God has used Pastor Dan as our EYC Campus Pastor, to shepherd the East York church family, to provide leadership to the East York staff, and coordinate the implementation of our Local Outreach Strategy there. We have seen the value a Campus Pastor brings to church life and will be implementing that position at our West York Campus as well.

At the West York Campus, the rest of our pastoral staff has worked to balance their responsibilities to the West York church family, with their responsibilities to the church at-large. We have divided up the roles of a Campus Pastor among the team, and while this has worked reasonably well, we have also recognized that at times we have struggled to effectively manage all of the competing demands. And now, as we begin to contemplate our third campus, we believe that our West York Campus would be well-served to have its own Campus Pastor, who would serve as a point-person for our Local Outreach Strategy, provide weekly leadership to our staff, and help coordinate/oversee the shepherding of our West York ministries.

Pastor Brett Ayers, in addition to serving as our Pastor of Youth and Families, has been serving unofficially in a variety of these roles for some time now – he has been the host pastor in our Gathering services in the Family Life Center, he has been leading our West York staff meetings for several months, and he and Pastor Don have been meeting with our community Outreach Partners to talk about the ways that the West York Campus might engage more deeply with them. And so, the church leadership has invited Pastor Brett to assume new responsibilities as the West York Campus Pastor.

At this point, we do not anticipate the need for another pastoral staff member – the congregation has already approved a total of 7 full-time pastoral positions, we believe God has enabled us to function well with only 6 of those positions filled, and we expect that we will continue to operate with 6 full-time pastoral staff members until we prepare to launch our third campus and hire a Campus Pastor there. The West York Campus Pastor, therefore, is not a new pastoral position, but rather a restructuring of responsibilities among our existing staff, pastoral and otherwise.

So, what exactly, does this mean? Let us try to answer some of what might be your initial questions, and then let us encourage you to reach out to any of our elders or pastors to address other questions you may have. Here are a few preliminary questions and answers:

a. Will Pastor Brett continue to be involved in CODstudents ministry? In his redefined role, Pastor Brett will continue to provide church-wide oversight to the CODstudents ministry at both of our campuses. He will not, however, carry the primary responsibility for leading the CODstudents ministry at the West York Campus.

b. So, who will lead CODstudents at the West York Campus? With the growing student ministry at the West York Campus, the church leadership has decided that the students and families involved at West York would actually be best served by both a full-time High School Director AND a part-time Junior High Coordinator. We believe that the growing needs of the students and their families, combined with the numbers, merit both of these positions. And so, at the West York Campus, these two positions will collectively serve the needs of our students, all under continued pastoral oversight from Pastor Brett, as the Campus Pastor.

c. How does this affect the responsibilities of the other pastoral staff? The rest of the pastoral staff will continue in their primary areas of oversight, and this restructuring should

in no way be interpreted as suggesting that Pastor Brett is preparing to assume the role of Senior Pastor – this is simply a reallocation of certain pastoral and other responsibilities to better align the current and anticipated needs of our church. Pastor Bob will continue to be the Senior Pastor – providing church leadership and vision, serving as our primary teaching/preaching pastor, shepherding, and overseeing the pastors across all campuses. Pastor Don will continue to oversee our worship and arts, will work with Pastor Dan and Pastor Brett to coordinate efforts across our campuses, will lead the charge for our multisite initiatives, and will work closely with Pastor Bob to provide church-wide leadership. Pastor Scott will continue to oversee our international outreach; business, personnel and finance; leadership development; and other initiatives. And Pastor Jeremy will continue to provide oversight to CODkids across all campuses, while also working with the rest of the pastoral staff to provide overall church leadership in a variety of ministry areas.

d. Why are we making this move now? With the implementation of our local outreach strategy, the growing needs of our student ministry, the continued growth at our West York Campus, and the anticipation of our third campus in the not-too-distant future (as God leads), we believe that we need to take some steps not only to address current needs but also to prepare for what God is leading us to do, and we believe that these changes make the best use of our pastoral staff, and the gifts and experience that each one brings to our church.

e. How will this affect the church financially? It has zero impact on our 2018 budget, as this restructuring fits well within the proposed budget for the year. And with the reallocation of various responsibilities among other staff members, we anticipate that we will end the year well below budget for our staff compensation.

f. When will this occur? Our plan is to begin the hiring process for the CODstudents positions in the near future, with the goal to have them in place sometime this summer. This will give Pastor Brett some time to work with them, and it will also give them some time to get acclimated to our church and culture, prior to the fall kick-off. Our hope is that they will assume ministry leadership and oversight at the West York Campus by the fall.

We recognize that this may not answer all of your questions, and so again, we encourage you to engage with any of our church leaders to address additional questions you may have. Rest assured, these decisions were made after much prayer, and over a number of months, and we firmly believe that this is how God would have us to move forward as a church and as a staff.

On behalf of the leadership here at COD, we want to thank you – for your love for God, your service to our church, your generosity, and your continual encouragement and prayer for our church and for us as your leaders. We are blessed to have a congregation that models Christ so well. And as we continue to seek after God’s direction, may He continue to use us “to ignite a passion for Him in all people that, through Christ, they might pursue Him with all their being.”

Blessings,

*Robert H. Riedy*

Robert H. Riedy  
Senior Pastor

*Don Greenfield*

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Lay President