

My Dear Members and Friends of NCC,

Over the years of my ministry I have witnessed churches that have experienced some rather difficult days because they did not have a plan of succession in place for when their pastor would have a need to retire or be gathered into the arms of our Savior. In some cases, the values and beliefs of the founding pastor were ignored, rejected or treated with indifference by his successor. Sometimes the successor lacked the giftedness and abilities of his predecessor to sustain the core values of the church. Whatever the situation, the life work of the founding pastor and those members who worked alongside of him over the years, suffered greatly, or in some cases, diminished altogether.

Although I have the utmost confidence in our Elders that they would not let that happen here, I initiated a discussion with them about a succession plan. I desired to play an active role in the selection of the person to whom I would surrender my life work. Last year, we devoted our elder's retreat to this topic. After much discussion, prayer and additional meetings, we have selected a person and a plan that would take NCC into the future.

The person that we have selected to occupy the position of Senior Pastor in the future is Tim Handyside. I have been meeting with him individually for over six years and it is obvious to me that we share a kindred spirit regarding the role of the pastor and the purpose of the church. Tim is completely aligned with the core values and beliefs of our church. He currently serves as one of the Elders. He has already ministered to our people in many ways. He has also demonstrated his giftedness to effectively proclaim the word of God from the pulpit in a manner that challenges and edifies the saints. I believe that he is more than qualified for the task.

Tim attended [Northland International University](#), where he earned a degree in Pastoral Studies, and Heart of America Seminary where he received a M.A. in Pastoral Theology. Tim served at a church-plant in the Kansas City area as youth and associate pastor for several years, and led a church plant in the St. Louis area. He currently works as the branch manager at Voss Lighting, where he has worked since 2001, both in Kansas City and St. Louis.

Tim and Valarie, along with their daughters Carly and Molly, have been a wonderful blessing to our church. I thank God for this lovely family.

The way the succession plan will unfold is that Tim will be hired as my assistant in January 2018. At that time he will assume 25% of the pulpit responsibilities along with other ministry tasks. In January of 2019, Tim will assume 50% of the preaching responsibilities along with other responsibilities, and in 2020, Tim will assume 100% of the pulpit preaching responsibilities and the role of the senior Pastor of NCC. At that

time, I will have served this church for thirty years.

As for me, Lord willing, I will not be going anywhere! I will continue to minister at NCC on staff, but with an emphasis on teaching classes, discipleship, Bible studies and preaching as the situations arise. I will continue to carrying out other shepherding responsibilities as an elder of this church.

The Elders of NCC, are confident that this plan represents a wise decision that will result in our church maintaining its unbending conviction in the authority of God's word, as well as a future leadership structure that will safeguard the theological fidelity of NCC.

May the Lord richly bless NCC,

Pastor Jerry Marshall