

Pastor Search Committee Summary for Dan Busse

Of the nearly a hundred applications which we received after posting the Senior Pastor position in January, Dan's was one which ranked in the top percentage objective scores based on the stated criteria. In comparison with others, his preaching was dynamic and easy to understand while thoroughly anchored in God's word. His responses to our questionnaire were also a positive indicator. Others who also rose to the top of our consideration were scheduled for video interviews.

From those who were initially interviewed, Dan was in the top three. As the committee prayed and considered which of the candidates would best fit the needs of CBC Bastrop, it became clear that we should pursue a deeper engagement with Dan. A second video interview, an in-person visit to his current congregation, and a tentative agreement regarding compensation led us to invite them for an informal visit. The outcome of that visit confirmed that many leaders within CBC felt the same kind of connection; Dan and his wife, Morgan, were also able to get a clearer sense of the church and community as a place where they could be effective. All of that led to the committee inviting him to come in view of a call.

To summarize why we picked Dan:

- Evidence of appropriate experience (amount and types), including Texas
- Good theology in responses to questionnaire
- Dynamic preaching
- Personality which could pair well with Bastrop
- Interviewed well, liked his approach to ministry and leadership
- He was willing to come for the compensation we could offer
- Other church leaders responded well to interactions with him and his wife

Financial Status:

CBC Bastrop has an approved budget for a Senior Pastor annual salary at 100K (knowing we would not have a pastor in place the whole year, only 9 of 12 months were included at 75K).

The PSC has offered an annual salary at 95K (less than the budgeted amount); in the absence of a senior pastor, the church has been banking the unpaid budgeted salary. If Dan starts in July, his salary for the rest of the fiscal year would be \$23,075 (of the 75K). The PSC has also offered some additional one-time funds for moving expenses and making the transition.

The church will vote later this year on a new budget for the upcoming fiscal year. By the time of the vote, the impact of having a senior pastor may be evident in contributions.