

Motion to Renew Call to Rev. Dr. Rusty Edwards

Background

Following five years of leadership the Deacons conducted an extensive review of Rusty's service and performance. This included consulting widely with the congregation, the Finance Committee, the Board of Management, meeting with Rusty to discuss current successes and the challenges ahead, and finally reviewing Rusty's compensation package in light of both performance and competitiveness.

It is the Deacons' and broader leadership's view that we have a gifted and exceptional leader for a challenging time of transition in Christian ministry generally, and specifically here at First Baptist Church Halifax. Rusty's performance has been wonderful. There is much work to do and we wish to continue with his leadership.

Therefore, I move:

That, After five years of leadership in the role of Senior Minister the congregation of First Baptist Church Halifax agrees to renew and extend the call to ministry to Rev. Dr. Rusty Edwards for a period of six years subject to continuing annual reviews as outlined in the Employment Details document of June 12, 2017;

And that: A letter dated September 18, 2022 be delivered and receipted to confirm the Renewal of Call to Rev. Dr. Rusty Edwards.

Seconded by

Motion to Adjust the Compensation of Rev. Dr. Rusty Edwards

Background

Following a review of the compensation package for Rusty which included an analysis of each component of the package; comparisons to three leading churches in Halifax, Calgary, and Edmonton; and following a thorough review of Rusty's performance over the previous five years and our desire to continue in ministry with Rusty, I move:

That: Effective August 14, 2022 the following changes to salary and vacation allowance shall be made to the compensation package for Rev. Dr. Rusty Edwards:

1. *Salary: \$84,434.00*
2. *Vacation: 25 Days*

Seconded by

Prepared by Diaconate Chair Kathy Schwartzentruber and approved by the FBCH Diaconate August 30, 2022