

Emails received from teens and parents in reference to the Youth Ministry search.

Confidential

Received from Szofi McGlawn 9/25/22

Hello there!

I have heard lots of what other people in the youth group have said about the search and I agree with some but disagree with others. So I'm going to tell you what I think.

Honestly, I don't care if you pick Nathan or Wesley because I just want a good youth minister. They both seem good in ways but in many others, I see that they aren't really what we are looking for in a youth minister. Wesley is good at interacting with most of the kids but his teaching is not interactive with us and just feels like another sermon (not that they are bad necessarily but they aren't engaging). Nathan however really only says hello to everyone and then focuses more on certain people (some of the middle school boys, not even all of them though) I feel. Though he is better at engaging in lessons, which I'm sure he could continue to get better at as time goes on. If I had to pick one of the 2 of them I would probably pick Nathan however if it is possible to just not pick either of them and continue the search I think that would be our best option. Because while Nathan is good at some things I see him more as a helper as he has been now when coming to youth group things, I'm not sure that he would be ready to jump into being a full-time youth minister as of right now. So I would say we should keep looking for an overall better youth minister candidate. But I trust the decision you all will make and know that God will put the right youth minister in our church at the right time.

Thank you for your time,
Szofi McGlawn

Ian Picker 9/25/22

Hey Steve, I just wanted to tell you how I feel about the youth minister candidates. I don't really want any candidate and here is my reasons why, with Nathan he is a bit immature for his age and I did not understand his lesson at all. And with Wesley I also had a hard time paying attention to his lesson and it was all over the place and his way of teaching is very confusing. That is why I think we should not hire any of them.

Received from Kennedy Picker 9/20/22

Dear Steve & Elders,

Regarding the ongoing youth minister search, I have some thoughts that I would like to share and that I hope you all will take into consideration when making this decision. There are great things about both Wesley and Nathan, and there are concerns I have with both of them. Although both candidates have a lot of potential, I, along with a majority of the high school and some middle school students, believe that neither of them are the right fit for us.

Nathan connects well with some of our students, but his teaching is not good, and he has very little to no experience. He also has been a volunteer for quite some time and has never once tried to initiate a conversation with me, my sister, or my brother. And although Nathan connects well with some of our students, he does not connect well with a large group of our students, specifically the high school girls. Nathan is also extremely immature in my opinion, and acts like he could be in the youth group himself, not in charge of it. Personally, it feels like he is trying to gain a youth group experience that he never got to have, and leading that is his way of trying to grasp on to whatever he can. Eric McPherson also said that he feels the same way about Nathan as he did when we interviewed Michalie. This is not a good thing to base our decision on at all. First of all, the spiritual development of 40-50 teens should not be based upon one person's "gut feeling", because it

can be wrong. Also, if any of you remember, Michalie was not originally brought in to be our youth minister. She was originally brought in to be the children's minister, so we can't take his original "feeling" about Michalie and Nathan into consideration when making this decision, because there is no way that they are the same. On the topic of Nathan, a large group of students (including all four teens on the search committee) were not given a fair chance to interview him because we were in Colorado. Not only was I confused as to why this happened, but I was very upset about it because it made us feel like our opinions were not valid, and did not matter.

To transition to my thoughts on Wesley, he has experience and can teach a much better bible class than Nathan can. However, when talking to my friends, most people thought his class was very sporadic and a lot of his analogies made no sense. My sixth grade brother walked out of both of his bible classes and was completely confused and got nothing from the classes because they were set up almost like a high school history class lecture. In his interview, Wesley said he believed that the bible was very black and white, right and wrong, and whenever he was questioning his faith, he turned to Paul. First off, everything that we have been taught as a youth group has told us that the bible is not a black and white book. Second, it just doesn't make sense to me why in a religion based upon the life, teachings, death, and resurrection of Jesus Christ, a person who is fully human and fully God, why would he turn to Paul, a human, to find answers to his questions. His beliefs just don't seem to align well enough with our church and our youth group to be a good fit for us. He also didn't do a great job connecting with us at his interview and nobody was particularly excited about him. I think that he doesn't want to be *our* youth minister at McKnight Crossings, he just wants to be a youth minister, and we don't need somebody who just wants to be a youth minister, we need someone who wants to be our youth minister.

Nobody is excited to have either one of these candidates as our youth minister. We don't want to settle on a choice. I would rather have no youth minister than one that we settle for. Think about your wives. You didn't settle for your wife. You didn't marry her just because you wanted a wife. You married her because you're in love with her and wanted to spend your whole life with her. Although we won't be spending our entire lives with this youth minister, their impact on us has the ability to last throughout our lifetime and shape our spiritual life, and we don't want someone who has such a big impact on so many kids to be someone we settle for. Someone who nobody really wants. Somebody who convinces kids to leave our church and join another youth group. If you were unaware, several students have threatened to leave our youth group to join another youth group on both sides. If Nathan is hired, people will leave, if Wesley is hired, people will leave. I don't want that, you don't want that, their parents don't want that, and they themselves don't really want to leave, they really just want to go someplace where their views are taken into consideration and someplace where they feel seen by the youth minister and leadership. This decision is causing so much division in our youth group, and between parents and their children. It is causing more trouble than we need, which is why I, and many others, believe that neither youth minister is the right choice for us. I know it is ultimately up to the elders, and I know that you all want to choose one candidate, but I also know that you all need a majority of us to be on board with your decision. We have a very strong and healthy high school group right now, but if one of these youth ministry candidates is chosen, it will weaken. People will leave, and our youth group will not be the same. If the high school is not strong and does not believe in the decision made, it will break our youth group apart. People will stop showing up to events, people will view youth group events as something they have to go to and not something they want to go to, and our relationships with each other will undoubtedly falter. Nobody wants this to happen. With so much change happening in our lives, we need somebody who will allow our community to keep our relationships with each other and with God and help us grow, and neither candidate will offer that to us.

Thank you all for your time,

Kennedy Picker

From Laura Picker 9/17/22

Steve and Steve,

I don't know what the plan is as far as regrouping/discussing/making a decision on the youth ministry position. I'm assuming the shepherds will take it from here following Nathan's class next week, and I don't know whether the staff/wives will take part in anything further from here. I thought I'd just share with both of you what I'm thinking and where I'm at right now. I do plan on attending Nathan's class, and with him having had more than 2 weeks to plan and prepare, I would hope and expect that it will go well.

Both candidates seem like great young men. They both have a passion for our teens and I commend them both for that. With so many leaving the ministry right now, I'm thankful we still have people wanting to become ministers. I know the two weekends both of these guys have been through/are going through is grueling, and I do not envy them at all.

I'll start with Wesley. He didn't hesitate on a single answer he gave us. Everything seemed so well thought out and he didn't struggle with anything we asked. I felt like we were talking to a seasoned youth minister, as he thoroughly answered all of our questions, often citing examples of specific things he's done/encountered as an intern. There were a few questions asked to him that he didn't answer quite like I hoped, but nothing that was alarming or concerning to me. He clearly demonstrates a strong faith, great Biblical knowledge, and a wealth of experience, even if only through internships. I loved how he so easily talked about the 3G's and the ABC's of his ministry philosophy. I felt, based on his answers, that he has given ministry a great deal of thought and is prepared to step into a church and create or continue a successful youth ministry. I enjoyed his class, (he definitely has some strong teaching abilities) but really hoped for more interaction with the kids. However, my kids left his class feeling it was confusing and he jumped around too much, leading me to think that although I feel he is a strong teacher, he needs to learn to put it more on the level of middle schoolers/teens. Making a class more interactive and even him just asking questions where he truly wants the kids to answer would have fixed that problem in my opinion. Though it wasn't his class that made me impressed with him, it was simply Wesley as a person, and his genuine, thoughtful answers during the interview process. It was me leaving feeling that he truly understands ministry and is prepared as much as a 22 year old can be.

On to Nathan. Nathan came well-prepared last night. If you know me, you know I love organization, and Nathan has organized his vision and plan for the youth group. However, the phrase about the "milk and meat" that we've used in church kept coming to my mind. I felt like Nathan didn't really fully answer many of the questions, and he just kept referring to the trips and activities that he is already planning for the youth group. I know the "milk and meat" phrase isn't referencing exactly what the Bible talks about in regards to the milk and meat of the scripture, but I feel Nathan is jumping ahead and planning mission trips to Nashville for example, without really focusing on the true "meat" of the youth group. The reality is we have 12 graduating seniors this year, and then our very large, robust youth group is going to look teeny tiny compared to what it has been. We have so many middle schoolers completely inactive in our youth group. Before I hear about the trips, service projects, and weekly devos, I want to know how he really plans to maintain our youth group and help it grow, and I really couldn't gather a concrete plan in any of his answers. In my opinion, he is excited about all of the fun parts of youth ministry that gave him so many great memories as a teenager, but really hasn't thought too in depth about the other (challenging) parts of ministry. I do plan to attend Nathan's class next week, but as I mentioned earlier, he's had over 2 weeks to prepare, and I expect him to put forth his very best effort. Even if it's amazing, it will not change my feeling that Wesley is more qualified and more ready to be a youth minister at this point.

I wish I had taken specific notes so I had more concise examples, but when Wesley was asked what a strong youth ministry looks like his answer was "a youth group full of youth ministers." He then went on to describe that more in detail, give examples, and further explain what he meant. When Nathan was

asked this same question, his answer was "unity." He then stammered around a bit and referred more to his printout of activities that will help this, but never really gave concrete ideas of how to foster unity, or even more specifically how to get our kids to gain unity in Christ. That's how most questions with Nathan went last night. He would sometimes get a little deeper, but it was often after someone would go a little further into the question, trying to get him to elaborate more (or at least that's how I took it, perhaps that was just me though)? Wesley's answers always somehow connected back to strengthening the students' relationships with God.

I said earlier both have a passion for our teens, and I think they do. I think Wesley's passion involves as he said "creating youth ministers within our own youth group" whereas I think Nathan's passion leans more towards having fun with kids and doing all the things he loved so much as a teenager. As a parent of three teens, I want them to have fun, belong, and feel accepted at youth group. But most importantly, I want them to grow in their relationship with Christ, and I see them having a better chance of doing that with Wesley leading them. I know some feel Nathan is the "easy" choice since he's already here and connected. He has family here and a support system. Logistically he may be the "easy" choice, but I fear choosing the easier option could result in hard lessons later down the road. I'm happy to chat more about this if needed, and feel free to share with the rest of the leadership.

Thanks for all you do!
Laura

Keely Beauchamp received 9/16/22

Dear elders,
My first choice for our youth candidate would be to choose neither of them. Both of these candidates are good people but they are not a good fit for our youth group. It's better to keep looking than settling. Another reason we should keep looking is because choosing one or the other is going to cause much division in the youth group and the church. It's important that the high schoolers are involved in the youth group and lead in order to keep a healthy youth group, because in the end we are what makes or breaks the group. If I had to choose one it would be Westly. He seems to make a better connection with the youth group and is well educated in the bible. Nathan is neither of those things, he makes a good connection with the middle schoolers but it's important to make a connection with the group as a whole.

Sincerely,
Keely Beauchamp

Coen Reijger received 9/16/22

Dear Steve Awtrey,
The purpose of this email is to inform you that I and many other people all think that the best thing to do is to wait for a candidate that most of us can agree on. I have acknowledged that it may take a while to find the right one but I think that it is best to wait for the right one instead of picking one that half of us may like and the other half of us may not like them. I would appreciate it if you considered my email.

Sincerely Coen Reijgers

Roselyn Brito received 9/15/22

Hi this is Roselyn from the youth group and I would like to share my opinion about who I feel would make an excellent youth group minister.

I really like the way Nathan acts around the group. He is funny and I think he would make our youth group fun, but also he talks about the Bible in a way that I can understand. and I think that is perfect for a youth group.

Thank you

Roselyn Brito

Received from Dylan Beauchamp 9/11/22

Hi Steve this is Dylan Beauchamp. I'm emailing regarding the search for the new youth minister. If I had to choose between Nathan and Wesley, I would chose Wesley. I think that Nathan lacks the biblical knowledge needed to be a youth minister. I also think Nathan lacks the leadership abilities needed to guide us. I think that Nathan is a good person, but not a good fit for our group. Wesley has a lot more knowledge of the Bible than Nathan. Wesley's lessons are also a lot more engaging and more interesting than Nathan's. Wesley does a good job of engaging the students while Nathan's teaching is a lot of rambling. Overall I think Wesley is the best choice of the two candidates and I'm not the only person who thinks this. Thank you for considering my opinion.

From Michelle Blackford 9/11/22

Good evening,

I don't have a lot to say, but I believe Wesley is a good candidate for the youth minister position. He seemed very composed through all of our grilling. He shows a lot of maturity in how he handles himself and he seems very grounded and knowledgeable of Scripture.

Michelle

Received from Izzy Heneghan 9/10/22

Hello Steve. I think Nathan Strickland should be our youth minister. There are many reasons why Nathan should be our minister such as...

- Nathan includes a fun activity into Bible classes
- Nathan already knows most of the youth group,
- Nathan is always someone you can come to when you having a problem
- Nathan is very passionate when it comes to teaching the Bible, he makes sure you understand it
- Nathan knows how to make our youth group laugh

There are many more things he does would benefit our youth group in many ways.

Thank you Steve and Elders for reading this.

Izzy Heneghan

From Harmony Patton 9/4/22

I believe that you guys should keep looking for youth minister because I don't really think they would fit in with us. And why I think it, Wesley reads the Bible different and Nathan his classes I won't be able to get anything from them

Received from Jenny Reijgers end of August/first of September

I have been dragging my feet on writing this because of my close relationship with the Strickland family, Carrie and I even grew up at McKnight together, and putting this friendship at risk causes me tremendous anxiety. But, my kids are my utmost priority, and therefore I have no choice but to voice my concerns. I adore Nathan Strickland as a person, a kind and funny soul, and a buddy to my kids, but I have concerns over him becoming the youth minister. Nathan is young, inexperienced, and has little idea of what being a youth minister entails (nor could anyone until they are in the midst of it all), which is the exact situation we, as youth group families, already experienced with Michalie. Though, to be fair, I cannot predict the fated outcome of this hypothetical situation, we are in a place now where our kids need and deserve stability, they need to know they have that safety net in a youth minister without the concern over yet another possible loss. If Nathan were to be hired this will be my son, Coen's, fourth youth minister in five years and I think we, and all of the youth group families, have been fairly patient and trusting in the leadership but now is not the time to bring in someone new and bring about more change. I, personally, had a chance to speak with Jeremy on the Middle School mission trip and was not only impressed with the way he taught, prayed with, joked with, and cared for the kids during the trip, I was also impressed with the way he has established relationships with the families of those in the youth group. He has reached out to families and has more middle school and high school youth and their families wanting to get involved. Jeremy has gained the trust of the kids and their families (especially middle school families who were not participating before he took over). Jeremy enjoys the job, is not a "flight risk", and has proved his dedication to our kids and the job of being youth minister. Basically, it simply comes down to what is in the best interest of the pre-teens and teens at McKnight and who can be trusted with the responsibility of achieving this best interest of all involved.

I realize you have many opinions to hear on this issue and I am only one but I have a request, please make this decision swiftly. We have all been through a lot and it really isn't fair to drag this out much longer, as we have much to discuss as a family and would like to be settled before the school year begins.

Thank you for your time.

Sincerely,

Jenny Reijgers

From Laura Picker received middle of August

McKnight Leadership,

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> First and foremost, I appreciate all that you do for our body at McKnight. I know at times it can seem like a thankless job, but we are very grateful for each and every one of you.

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> I wanted you to know that I am extremely concerned about the direction the youth ministry search has taken. I have been concerned for over a month, but I was trying to be patient and faithful that it was all going to work out. After my daughters came home from the search committee meeting last night upset, I am more concerned than ever.

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> Kennedy and Ansley were both part of the search committee. They were present at Jamie's interview and Wesley's interview. Nathan's interview happened while the youth group was in Colorado, therefore leaving all the teens on the search committee unable to attend. In fact, they had no idea that Nathan had even interviewed or applied for the

position. My daughters were very upset by this, and didn't understand why they were asked to be on the search committee if things were going to be done without including them. They felt their voices were unheard and not valued. My girls like Nathan as a person, but have been very vocal they do not want Nathan to be their youth minister. Not only did my girls feel slighted, but I don't think it was fair to Nathan to have an interview weekend when very few teens/families were even in town. In addition, we were never given the opportunity to watch Nathan interact with our kids or see him come up with an activity to do with them like we did the other candidates. It doesn't seem he had quite the same interview process the other candidates had, and I'm really unclear as to why this was. When asked, I was told the kids have already been interacting with him, which I understand, but the parents have not been a part of that. I would have loved to see him come up with an activity for our entire group and watch those interactions. Kennedy took it upon herself to email Lane about her concerns and Lane did respond to Kennedy and offered to meet with the search committee teens at camp.

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> At camp, Kennedy was approached by Lane to gather the search committee (4 students) to meet together. Other teens in our youth group overheard this and asked if they could join the meeting too. What ended up happening was a large number of our teens attended, while others had no idea the meeting was happening and were "not invited." I don't believe this was purposeful or malicious, but if they planned to open the meeting to all MX teens, they should have made all MX teens at camp aware. I was not at this meeting, so I cannot say what happened or didn't happen. All I know is both of my girls left the meeting knowing that Nathan was the clear choice for Eric and Lane both, and again felt unheard with their opinions. They also felt like Nathan was "campaigning" at camp, telling kids why he should be hired as the youth minister. At this point some of the teens really wanted Jeremy to apply for the position and it seems some teens had decided they were either "Team Nathan" or "Team Jeremy" which was extremely difficult for Kennedy and Ansley to hear and witness. Two youth group members took it upon themselves to tell Kennedy they did not want her dad to be the youth minister. It all became very petty and silly, and ultimately led Jeremy to the decision he was not pursuing the youth ministry position because he didn't want to divide our teens more than they already seemed to be.

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> Last night my girls came home from the search committee meeting very discouraged. They said it was clear Lane and Eric were wanting Nathan, and it was clear Steve Beauchamp and the McGlawns wanted Wesley. They said Eric and Lane only said good things about Nathan and bad things about Wesley, and vice versa for the other parents--only positive things about Wesley and bad things about Nathan. They said they appreciated Sarah Matheny because they couldn't tell which candidate she preferred, she had positive and negative things to say about both candidates. (I should add they said Jamie was not even considered an option, to which they were both fine).

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> My girls are not happy with either candidate. They want to continue looking, and expressed that last night at the meeting. Again, they felt unheard and pressured to say who they preferred. They both came home now saying if they have to choose, they want Nathan to be their youth minister. They said they trust Lane and Eric, as they have spent more time with the youth group than the other parents have. They said Eric kept saying "I just have a feeling Nathan is the right candidate. I felt that way about Michalie too, and I was right about that." They also said they feel bad because Nathan has already quit his job and he needs a new job, which is something they learned at last night's meeting.

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> We were shocked by their change of tune. They have not had one positive thing to say about Nathan since he started helping with the youth group. They think he is immature, they dread attending his classes, and they don't think his background has prepared him for this job. Now suddenly they have a new opinion. They look up to Eric and Lane, and I feel that they are feeling pressured to choose a candidate that aligns with them. It's beyond clear Nathan is Lane and Eric's top and only choice.

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> I have to agree that Wesley didn't "wow" me like I had hoped, but I feel he is more prepared and he has more experience than Nathan does. His answers showed thought, intention, and maturity. On the other hand, during the minister's lunch with Nathan, Jeremy asked Nathan what he would do if a teen came to him with a problem or question and he didn't know how to answer it. Nathan's reply was "Google is my friend." While Google can be a helpful tool for some things, I would truly hope our youth minister would seek guidance from other spiritual leaders and the Bible, first and foremost, before turning to Google! In addition, there was an evening after a Wednesday night Bible Study when Nathan and one of our senior youth group girls wanted to stay and chat at the church by themselves after everyone

left. Jeremy had to tell them they couldn't be in the building by themselves. I don't think Nathan and this girl had any ill intentions, but it concerns me that Nathan didn't even think about the implications that he and an 18 year old girl alone in the church building could have. It's these little things that really concern me and make me feel that Nathan is not quite ready for this big responsibility.

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> I would love to see some of our leadership step in and offer guidance and wisdom on this decision. I know many parents feel Wesley is the strongest candidate, as does the majority of the adults in the search committee. Yet, they were unable to come to an agreement last night from our understanding. (Our girls left early since they had school today, but when they left, that was the consensus as they understood it.) I'm not quite sure how the decision was left unresolved if 4/6 of the search committee preferred Wesley over Nathan. Is this decision truly being guided by what we think is best for our church, or by personal relationships with certain candidates? Do we have to make a decision by Monday, or does more time need to be taken to pray, discern and maybe even decide to wait until the best person for this position comes along?

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> If we have the luxury of waiting and hoping for more candidates, I would choose that option, as would my kids. Regardless, if a decision absolutely has to be made and is going to be made soon, I wanted you to know how I feel. I apologize this is so lengthy, but I feel like it needs to be heard.

Sincerely,
Laura Picker

From Laura Picker August 21

YM Search Committee,

Just as I've sent feedback for Jamie and Nathan, here is my feedback on Wesley. First I'll start with what my kids have shared. All three are hoping we are still looking beyond these three. They have set the bar high for what they want to find in a candidate and are comparing all three to Michalie, who is top notch in their minds. My girls also really want a female youth minister, but we've explained that's not always easy to find. If it has to be narrowed down to one of the three that we have brought in, they all unanimously agreed Wesley is their top choice. They enjoyed his class today, they had fun with activities last night, and overall they like him.

For me personally, my initial concern was his age. Selfishly, I'd also love a candidate to be married, so that we get a new couple to our congregation, but I know that's just a wish, not a need. Wesley presents himself very well, and although young, he has years of ministry experience, even if only as an intern. He seems to have a good head on his shoulders, his biblical knowledge was very evident, and I actually really enjoyed his class today too (though I am a former history teacher myself...)

If we are stopping our search here, he would be the lead candidate in my opinion. His energy and excitement certainly surpasses Jamie, and his experience in the field surpasses Nathan, making him my top choice.

Thanks for listening, and I look forward to hearing updates soon!

Laura

From Laura Picker on 8/20/22

Search committee,

I know we haven't been asked for our opinions yet on Nathan, but I feel the need to share my thoughts with you.

I really like Nathan as a person. I've seen him interacting with the kids firsthand. He came to the fireworks with the youth group (which I attended) and he brought supplies for a fun game to do with them while we waited. No one asked him to do so, he just came prepared, which I thought was really great. He seems to get along with the kids and has fun with them.

I think he has a heart and passion for teens, and I appreciate that greatly. He's been volunteering his time with the youth group for months, and I know Jeremy was super thankful especially that he volunteered to help chaperone the lock-in in May.

I desperately want a youth minister for our kids. Our kids have undergone so much change over the past few years, and particularly our younger teens have been neglected, and boy have we felt that in our family. They are unengaged and struggle to fit in. We have a number of teens in middle school at our church that do nothing with our youth group. Next year we will have 12 kids graduate, with the majority of those being really active youth group members. Our youth group will continue to dwindle in size, and we need someone to come in and do something to help get/keep our kids engaged.

While I think connecting with kids would be one of Nathan's strengths, I'm not sure he is the person to tackle this difficult task. I feel pretty strongly we need someone with at least a few years experience to fill this role, and if not, then at the very least we need a person that has a major or minor in youth ministry. It's not going to be an easy job. We need someone that connects with the kids in a fun way, but even more importantly, spiritually. I saw a lot of glazed over eyes/faces in Bible class Sunday. Ian (unprompted) told me he had trouble understanding the lesson and this is not the first time my kids have mentioned Nathan's teaching ability. All 3 have been less than impressed when he teaches, and do not look forward to Wednesday nights when they know he is teaching.

My girls both have strong opinions that Nathan is not the right person for the job. Neither can give me super concrete reasons why, other than "sometimes he acts like a middle schooler." I took that with a grain of salt, because we do need someone that can connect with our middle schoolers, but we also don't want to turn off our older students in the process. Kennedy especially, was very unhappy when she found out he was being interviewed. (Again, she's 17 and can be unhappy with a lot of choices we/other adults make, but I do think it's worth noting.) As a side note, both of my girls felt pretty frustrated when they found out an interview happened this weekend—when they both are supposed to be student representatives on the search committee. When they realized that every student on the search committee was in Colorado they had lots

of questions as to why were they even asked to be on the search committee and whether or not their voice really matters, when they were in no way included in this process.

In trying to keep this from becoming a novel, here are a few other concerns/questions I have:

—Did he take any classes in college that can help him prepare for this role? There's a lot more that goes into being a youth minister than hanging out with and teaching kids. There are safety concerns, discipline issues, etc. that he may not have ever thought about. Being so young and potentially not having any of that background training concerns me.

—Is he old enough to drive our church vans? (I believe we have set the age at 25?)

—His mom has mentioned on more than one occasion that once he has paid off his school debt he plans to move back to Tulsa. How long realistically does he see himself in this potential role?

And lastly, how do we get more parents involved in this process? It was so disheartening to only have 5 families represented at the Q&A Sunday. I would have loved to have had it announced Sunday with a plea to youth group parents to participate. My gut tells me many overlooked the email last week and didn't even realize what was going on. I'm really hoping it was that, and not a lack of caring.

I appreciate all you are doing, and I'm looking forward to hearing about the other potential candidate we may have. Thanks for all your hard work.

Laura Picker

