

Recommendations of the Church Leadership Team to the church:

The leadership team makes the following recommendations to the church:

Youth Pastor Recommendation

Objective:

The goal of the recommendation from the Youth Ministry Leadership Team is for the church to secure the services of an ongoing Youth Pastor to lead the youth ministry of the church with the help and counsel of the Youth Ministry Leadership Team, as structured by previously adopted church policy and as stated in the official Church Policies Manual guidelines for the Youth Ministry of our church.

Basis:

Several foundations for this goal are present and important:

1. The youth of our church are a vital part of the life of our church. Our church has already made a strong commitment to not only the young people in our church but also to the youth of our city to provide opportunity for them to serve God in and through our church.
2. The spiritual needs of the young people in our city mandates our best efforts as a church to provide opportunities for a growing number to learn of Christ and to come to saving faith commitment to Jesus as their Lord and Savior.
3. The Youth Ministry of our church requires the time and efforts of a Youth Pastor in order to move forward effectively in reaching ever larger numbers of young people in our city.
4. The church already has in place a clearly defined structure for a youth ministry in and through the church. This provides both definition and parameters for this program of the church to the youth of our city.
5. The Youth Ministry Leadership Team is directing the program of our church to the youth during this interim period until God leads us to a new Youth Pastor.

Recommended Procedure to the church:

1. The church will authorize a formal search to begin for a new Youth Pastor.
2. The Youth Ministry Leadership Team, in close coordination with the pastor, will serve as the Youth Pastor Search Committee and will prepare a recommendation to the church regarding a new youth pastor. Proper consultation with appropriate ministry teams, such as the Finance Team, will be done in the drafting of a recommendation to the church.
3. The search for a youth pastor will include developing a profile and job description that can be used to advertise the position for our church. This will be based on the Church Policies Manual guidelines for the church's Youth Ministry. The Youth Pastor Search Committee will receive and process all applications and recommendations for the position of Youth Pastor.
4. Once the Youth Ministry Leadership Team has found the person whom God is leading us to, they will bring a recommendation for the church to consider electing this person as Youth Pastor.
5. The Youth Ministry Leadership Team will provide to the church periodic progress reports in their search for a new youth pastor.

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The Church Leadership Team of the International Baptist Church Cologne recommends unanimously the following proposal to the church for adoption:

1. Proposal:

The Church Leadership Teaml proposes for the church to buy a new car for the use by the Pastor and one / two other church members (pool car). The leadership team believes this investment is necessary

- * to increase Pastor's time for visitation of church members.
- * to be independent from church members' offer of transportation.
- * to decrease time and energy needed for pastor's transportation and increase these for other areas of ministry.
- * to make Pastor's visitation available even to unaccessible areas where visitation is needed. Public transportation is difficult outside the city lines of Köln and Bonn.
- * to provide a transportation means for evangelization events and convention -and Bund – meetings.

2. Project:

Council proposes a Dacia Sandero ECO 12V to meet the requirements. The arguments for this type of car are developed in the QA-format below.

Technical Data:

Beschleunigung (0-100 km/h)	13.6 s
Höchstgeschwindigkeit	161 km/h
Verbrauch (L/100 km ECE)	5.9
CO2 Ausstoß	139 g/km
Bauart (Zylinderzahl)	R 4
Hubraum	1149 cm ³
Leistung	75 PS (55 kW) bei 4250 U/min
max. Drehmoment	105 Nm bei 4250 U/min
Antriebsart Serie	Vorderrad
Schaltgetriebe	5 Gänge





3. Questions & Answers

- Why do we buy a new car? A used one would be cheaper!
 By buying a car one has to look at the cash expenses over the whole lifespan of the project. Council believes that the follow up expenses of a new car are lower in comparison because the car has a producer's warranty and maintenance and repairs will be less.
- Does the Church have the funds for this project?
 Yes, funds are available. However, in order to leave sufficient funds for other ministry needs council proposes to stretch the expenses by partly financing the car.
- What does "pool car" mean?
 The vehicle will be a pool vehicle. That means that besides the pastor a defined number of other church members will be registered under the liability insurance to drive the car. The vehicle will be used by a defined pool of people for multi-purpose.
- Why don't we buy a van or minibus?
 A van or minibus offers more room for transporting certain items. However, considering the frequency that a van is needed and the higher gas costs, additional expenses on the car tax and insurance, plus the larger purchase price, it would not be economically sound to buy a van, It is cheaper to rent a van from "Europcar" when one is actually needed.
- What will the car mainly be used for?
 Primary use will be by the Pastor to enhance the time of pastoral care for the church. Therefore it is necessary for the car to have a good seating capacity (seats 4 adults easily and has 4 doors). Besides this purpose it will be used at special events (e.g. Midafrica festival) to transport literature boxes and other supplies. Because one can lower the back seat, the car has sufficient loading capacity.
- Why do we buy a Dacia? Are there other options?
 Yes, there are other options and brands. However our investigation has shown that Dacia gives the best car at the lowest price. All other cars we investigated were more expensive and had less seating and loading capacity.
 We believe that Dacia, being produced in Romania and a brand of Renault, is a sturdy basic car, designed for hard rough roads and not loaded with to many electronic devices.
- What is the future impact on our church budget?
 In regard to the church budget it is absolutely necessary to have predictable and plannable cash flows. Therefore budget will cover for insurance cost and financing cost. Additionally one has to consider periodic maintenance and tires.
- How will the value of the car be preserved in case of accident?
 The value will be protected by a "Vollkasko – Versicherung" with an up front deductible of approx. € 500.- in case the Pastor or one of the registered drivers be in fault for an accident.
- Does the purchase of the car have any tax impact on the church?
 No, the purchase has no income tax effect on the church. However, Pastor will be taxed on the private use of the car. Taxable income in this case is generated by calculation of total cost of car per year x privately driven km / year in relation to total driven km / year.
 However, KfZ-Steuer needs to be paid by owner which is the church. The Dacia Sandero is estimated at 70€ / year.
- Who is going to pay for gasoline consumption?
 The church is going to pay for the gas needed to drive the car for church use.
 Currently the church is paying a public transportation ticket for Pastor and wife. Ticket costs amount to approx € 160 / month. At the disclosed consumption of 5.9l / 100 Km this amount will allow (at the cost of 1,10€ / liter) to drive a monthly distance of 2460 km. (approx. more than 100 times the distance between Wesseling and the church)

4. Purchase Price and Financing

Purchase Price / down payments		
Price of the Car		9.500.-- €
Transport and registration fee	est.	700.-- €
Total purchase cost		10.200.-- €
Contribution by Pastor		- 1.100.-- €
Down payment by church		- 2.500.-- €
Direct payment of registration/transport	by church	- 700.-- €
Amount to be financed		5.900.-- €
Monthly payments by church ¹		
Financed part € 6000.- over 60 months	approx	120.-- €
Insurance:		
liability insurance €750./ y		
Vollkasko (140%) €640 / y	approx.	114.-- €
KfZ Steuer (tax) € 70 /y	approx	6.-- €
Monthly payments to be budgeted		240.-- €

In addition there will be a new set of tires and periodic check-ups at the garage

¹Budget categories to be set up as follows:

Properties Upkeep 200-7(replace heading "Building Upkeep")

Car Loan 200-7-4	120.-- €
Car Insurance 200 - 7 - 5	114.-- €
Car Tax 200 - 7 - 6	6.-- €
Car Maintenance 200 - 7 - 7	20.-- €