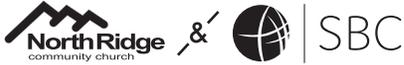


Better TOGETHER



25 CORE QUESTIONS

When the leadership teams of two churches conclude that a merger is possible, the next step is to determine if a merger is feasible. Are we compatible? Are we similar enough to merge? What are the issues that need to be addressed for a merger to happen? What are the issues that would prevent a merger from occurring?

Below is a list of 25 issues provided by Jim Tomberlin, author and church merger expert, that have been addressed by the Elders and Senior Pastors of both SBC and NRCC regarding a potential merger. Both sets of leaders have unanimously approved the statements that follow.

Doctrinal

- 1. Theological beliefs.** Is your church theologically conservative, moderate or liberal? Is your church charismatic, reformed, or dispensational? Do you share similar or divergent views on the Bible, baptism, spiritual gifts, divorce, and the role of women?
Scottsdale Bible Church is a theologically conservative, biblically-centered Bible church. We are respectfully complementarian in our functioning as a local church and affirm women in leadership at all levels except for the role of Elder or Senior Pastor.
- 2. Governance.** How similar or different are the two churches when it comes to local church government? Are they congregational or episcopal? Is your church elder-governed or staff-led?
Scottsdale Bible Church is an Elder led church with a high view of pastoral leadership. Its senior pastor is a voting member of the Elder Board and the primary vision-caster to the church. The primary purpose of the Board is to ensure that SBC's mission is being carried out effectively without delving into day-to-day operations.
- 3. Affiliations.** Are the two congregation's members of the same denomination, network or association? If not, is there compatibility? Are the affiliations mandatory? Will they remain or change?
Scottsdale Bible Church is an independent Bible church and is not affiliated with any denomination, though it will be joining the Willow Creek Association as part of the merger. SBC has been a member at times throughout the years.

Philosophy of Ministry

- 4. Mission.** How does each church answer the question: "Why do we exist?" An honest answer will reveal how close or far you are on the primary purpose of the church. The strongest mergers are those that are primarily mission-driven.
Scottsdale Bible Church exists to WIN people to faith in Jesus Christ; BUILD them up in their faith; then SEND them out to be 'winners and builders in their spheres of influence.
- 5. Vision.** Vision is the picture of your preferred future. How does each church answer the question, "If we succeed in fulfilling our mission as a church, what would our church look like ten years from now?" How similar are the two visions? Are the two congregations creating a new vision together? If not, can you embrace the vision of the other church?
Scottsdale Bible Church's vision is to create a COMMUNITY of Christ-followers who are marked by an UNWAVERING FAITH and UNCONDITIONAL LOVE. SBC has a dream to see the Valley transformed by the power of Jesus Christ, and believe we have a part to play through multisite expansion as the Lord leads.
- 6. Values.** Values are the principles that guide how a church on does its ministry. They reflect what really matters to a church. How similar or divergent are your values?
Scottsdale Bible Church values are...
 1. Transformational Bible Teaching
 2. Engaging Worship
 3. Authentic Community
 4. Service-based Outreach*All encompassed in Grace.*
- 7. Strategy.** Effective churches develop strategies to implement their mission and fulfill their vision. Are you drawn or repelled to the way the other church does ministry?
Scottsdale Bible Church's 'full service' strategy revolves around a desire to do whatever it takes to achieve our mission based on the realities of our surrounding communities and paying attention to the gifts that God has given us within our people. We envision a multisite future whereby we reach lost people in the Valley (and beyond) by putting an SBC congregation in their communities!

- 8. Worship Style.** How similar or different are the worship styles of your church from the other church. Are you contemporary, traditional or blended? Is your worship style more participatory or performance-oriented? Does your church have choirs or worship bands, drums or organs, pews or theater-seats, stained-glass or video screens? Often worship style is the primary basis people like or dislike a church. If not similar, are you willing to embrace a different worship style?

Scottsdale Bible Church worship style incorporates everything from traditional to modern depending on the unique needs of the community it serves. The North Ridge Campus will continue to offer a blended service at its 9am Sunday service that will incorporate elements of choir and orchestra. Other worship styles at other times are to be determined.

- 9. Preaching.** Who will be bringing the weekend messages to the congregation? Will the sermons be delivered in-person or by video?

Pastor Jamie Rasmussen is the primary teacher at Scottsdale Bible Church who is broadcasted live to all campuses. Local Campus Pastors teach live, in-person at their campuses several times throughout the year.

- 10. Membership.** What are the requirements for church membership at your church? Will those requirements transfer to the other church? If a merger does occur, will the membership transfer automatically or will a membership class be required?

Members from North Ridge will be given the opportunity to transfer their membership if desired. Scottsdale Bible Church will offer its Membership class a few times in September and October for any North Ridge attendee or member who wishes to attend, though it is not required to transfer membership.

- 11. Programs.** What church programs and ministries are non-negotiable and therefore un-touchable? What programs could be integrated into the new entity and which ones would need to be re-calibrated or eliminated?

Scottsdale Bible Church has intentional and well-defined programs but is open to incorporating new programs that facilitate opportunities that are unique to North Ridge.

- 12. Budget.** Budgets reflect the priorities of a church. What do you learn about each other by reviewing their budget? What percentage goes to staff, debt reduction, ministries and missions?

Scottsdale Bible Church operates debt-free under the supervision of its Elders. Our budget breaks down into these categories:

- Personnel: 57%
 - Programs: 20%
 - Operations: 12%
 - Allocated Expenses: 10%
- SBC has no long-term debt.

Personnel

- 13. Expectations.** How does each congregation understand the merger relationship? Is this merger a marriage, an adoption, a rebirth or an ICU merger? How each party sees the merger determines their expectations of the relationship. The sooner both parties can define the relationship and get on the same page concerning expectations, the smoother the merger process will go.

As the merger occurs, there will be a uniting of staff, programs and assets; the North Ridge members will adopt SBC's name, mission, values and strategies while honoring and protecting the unique history and heart of NRCC. Both Elder teams view the merger as an 'adoption' (as defined by Jim Tomberlin, in his book, *Better Together*) with some unique caveats.

- 14. Senior Pastors.** The first question that has to be addressed if there are two senior pastors involved is the status of the senior pastor of the joining church post-merger. Will he or she remain as pastor of that location (if it becomes a two-campus merger), be re-deployed in another staff position within the church, or be given a severance package. This is usually already decided between the two senior pastors in the Exploration stage.

Jamie Rasmussen will be the Senior Pastor of Scottsdale Bible Church. Mike Burnidge will be SBC's Pastor of Community Engagement, taking the amazing network of connections he already has and broadening it to benefit the broader SBC future.

- 15. Boards & Committees.** Will the existing boards and committees be integrated, re-calibrated or eliminated? Will the board members stay the same? Will all, some, or none remain?

Scottsdale Bible Church's Elder Board will be the governing organization for the merged SBC. Winn Sammons, North Ridge's current Chairman of the Elder Board, will join SBC's Elder Board for a three-year term. Additionally, one each of North Ridge's current Elders will join SBC's Finance Council, Risk Management Council, and Building and Facilities Council.

- 16. Staff.** Are the job descriptions, pay levels, contracts, and benefits comparable or dramatically different? What will be the staff needs in the new church entity? What staff will remain in their current position, be redeployed to another area in the church, downsized, or released? What are the severance policies?

Staff of North Ridge Community Church may continue to serve in the same capacity or could be redeployed to another area based on need, compatibility and skill set. Where transitions from employment become needed, SBC will provide a very generous severance offer.

All salary ranges at Scottsdale Bible Church are at the industry standard or above.

- 17. Missionaries.** Will funding support for the missionaries, para-church ministries and organizations supported by the church be continued, phased out over time, or ended upon completion of the merger?

Scottsdale Bible Church will continue to support North Ridge's current missionaries and para-church ministries for at least one year and thereafter will evaluate the continuing fit of each missionary and organization within the mission, vision and values of Scottsdale Bible Church.

Legal

- 18. Lawyer.** Do you have legal counsel to guide you through the legal steps of a church merger?

Scottsdale Bible Church has legal counsel to provide guidance through a church merger.

- 19. Church Name.** Will there be a name change of one or both congregations? How will that be decided?

The new name will be Scottsdale Bible Church, North Ridge Campus.

- 20. Voting.** How will the decision to merge be decided and by whom? What does the church by-laws require? Will a congregational vote be required? If so, what will be the process and what percentage is required for approval? What is the lowest approval percentage the two churches are willing to accept?

North Ridge Community Church members must vote to become Scottsdale Bible Church, North Ridge Campus. Its legal threshold to approve the merger, as confirmed by its lawyer, is 50% + 1 of its active membership. Both churches look forward to a much higher percentage of the membership vote!

Scottsdale Bible Church does not require a membership vote to approve the merger.

- 21. Dissolution.** What will be the dissolution process of the joining church? Will this be a strict merger, asset purchase by the lead church, or a donation by the joining church? What do the laws of your state dictate?

The legal dissolution process will be determined by Bob Brown, lawyer for both churches in this matter, in a way that aligns with legal precedent.

- 22. Property/Facility.** What will the new church entity do with any property and/or facilities gained in the merger? Will the property and/or facilities be kept or sold? What are the legal requirements and state laws for transfer of church property? What legal counsel do we need?

The property and facilities of North Ridge Community Church will legally become part of Scottsdale Bible Church. There are not plans to use the property for anything other than to be a campus of SBC.

- 23. Assets & Liabilities.** What tangible assets do the two churches bring to the table in terms of property, facilities and equipment? Is there an inventory of all property and equipment? Due diligence is a must to determine what repairs, maintenance costs and hidden liabilities come with these items.

Scottsdale Bible Church has full inventory of all property and equipment. Both churches will bring all property, facilities and equipment to the merger. NRCC's property, facilities and equipment will become a part of Scottsdale Bible Church. NRCC will enjoy the benefits of all Scottsdale Bible Church properties, facilities and equipment post-merger.

- 24. Debt Management.** What debt does either church bring to the merger? Is it manageable?

Scottsdale Bible Church has no debt. North Ridge has minimal debt.

- 25. Timeline.** When is the earliest possible date a merger could occur between the two churches? What are the things that need to happen and by when for a merger to occur?

For the merger to take place, the members of North Ridge Community Church will need to vote to approve it. The vote is scheduled for September 30, 2018, and the first service of the merged church is planned to be on January 13, 2019.