

**Pastor Search Committee Meeting
2022-11-16**

Attendance:

Ben Borsay
Tabitha Dillehay
Sarah Harre
David Milligan
Steve Shimp
Steve McKinnon
Meg LaRue
Rodney Woosley

Absent:

None

Approval of Prior Minutes - 2022-11-01

- Approved with no changes

Review of Action Items - 2022-11-01

- Website is set up
- CIF and job description is posted to the EPC website
- Analysis of current EPC Churches with open Senior Pastor positions is completed
- Auxano information is circulated and shared with the SPSC
- SPSC (Steve Shimp and Meg LaRue meeting with staff is complete
 - Monday 11:30 meeting
 - A dozen people
 - Reception was favorable
- Shared e-mail is set up and shared with the SPSC
 - Two factor authentication goes to Sarah Harre
 - SPSC will not be communicating with each other through the SPSC email
 - All of us need to enter before Nov. 27th to avoid authentication difficulty
- SPSC Google Drive is set up and shared with the group
 - SPSC can add to the drive and share working documents
- Search questions – started
 - Additional questions to consider:
 - What challenges do you typically find for shortlisting candidates for a church?
 - How do you evaluate candidate's soft skills vs. their accomplishments
 - Based on what you know of us now, what are three key criteria do you consider in shortlisting candidates to forward to us
 - Questions 1, 3, 6 plus Dave's two additions and Rodney's additions
 - **@Steve Shimp** will consolidate the questions and submit to the group for review
- Bill Reisenweaver and Dave Swanson Orlando visits are completed

SPSC Communication Plan

- Dave Milligan is reporting to session
 - Session report is congruent with the website recent highlights and eNews update
- The key message of our first congregational communication will be to outline the ways the congregation can see our communications
- Every recent highlight will have a new prayer request
 - **@Group** to provide suggestions for prayer requests

Search Consultation Firm Process

- **Vanderbloeman**
 - Success - 97 positions placed in FL, 26 positions in the EPC
 - They conduct an onsite visit early on to understand our church DNA
- **NLMoore associates**
 - 83% of the positions they've placed are still in place
 - Stressed the gathering the DNA of our church – 30-day process
- **Shepherd Staff**
 - Next step will be to learn more about us
- **McGowan**
 - Leader at McGowan was a leader at the EPC General Assembly
 - Their firm was formed in 2021
- **@Steve Shimp** will let McGowan go
- **@Steve Shimp** will contact NLMoore, VanderBloeman, and Shepherd Staff to let them know we're moving forward with them as an option
- **@Steve Shimp** will consolidate the questions for submission to three firms
- **@Steve Shimp** will work to receive answers for review at the 2022-12-06 SPSC meeting

- **@Group** will begin drafting questions for the next stage of the search firm interview process
 - These will be the questions we will we ask these search firms when we sit down with them

Candidate Responses

- Received emails from three candidates
 - Sarah Harre already acknowledged the first applicant
 - Chapter 6 - we need to communicate with the candidates regularly
 - We should respond to confirm receipt of all applications
 - If someone won't make the final cut, it's fair to let them know that as soon as possible
- We need to determine what our timeline looks like and what criteria we are evaluating
- **@Steve Shimp** will draft an initial standard response to a candidate application
- **@Rodney Woosley** to make a criteria matrix document
- **@David Milligan** to work with **@Rodney Woosley** on 5 focus areas for evaluation
- **@Steve Shimp** to draft template emails for "Review and Disqualified" and "In Consideration"

Biblical Guidepost

- Expecting immeasurably more served the building foundation committee well
 - Steve Shimp would like to see us do something like that for this committee
 - Ephesians 3:20
- **@Ben Borsay** will work on choosing a Biblical guidepost verse
- We will post our biblical guidepost on the top of the website

New Items to Consider

- Other Postings
 - We will plan to skip
 - We will have our hands full with the EPC posting and the search firm
- December Meeting Schedule
 - Tuesday, December 6th
 - Wednesday, December 21st

Action Items

- **@Steve Shimp** will consolidate the questions and submit to the group for review
- **@Group** to provide suggestions from the group for prayer requests
- **@Steve Shimp** will let McGowan go
- **@Steve Shimp** will contact NL Moore, VanderBloeman, and Shepherd Staff to let them know we're moving forward with them as an option
- **@Steve Shimp** will consolidate the questions for submission to three firms
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- **@Ben Borsay** will work on choosing a Biblical guidepost verse