

**Pastor Search Committee Meeting
2022-12-06**

Attendance:

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

Absent:

None

Approval of Prior Minutes - 2022-11-16

- **@Rodney Woosley** will clean up minutes to remove opinions

Review of Action Items - 2022-11-016

- Responses to applicants to date—under control
 - Timely response to let candidates know
 - We've received the application and we will review.
 - Hiring of search firm.
 - We are considering and in-process
 - Decision by January and will not be reviewing any applications until that time.
 - 4 total and one pulled their application out.
- Evaluation matrix for search firm final evaluation proposed by David Milligan
- Biblical guidepost verse—Ben Borsay
 - Several suggestions
 - 1 Samuel 2:2 He's our rock
 - Proverbs 3:5-6 Trust in the Lord
 - Jeremiah 17:7
 - Hebrews 11:1
 - Faith and confidence
 - All of Hebrews 11 is about characters doing things "By Faith"
 - We all like this one and the banner would be "By Faith"
 - Steve Shimp does not want to limit it to Hebrews 11:1 and wants to expand to Hebrews 11
 - Verse on website will be Hebrews 11:1
 - The scripture will be listed as Hebrews 11, without the verse designation.
 - **@David Milligan** to work with Shawn to add Hebrews 11:1 verse
 - "By faith" will be added as a standard opening for recent highlights
 - We will change our masthead on the website
- **@David Milligan** to submit Highlights to Shawn for the website
- Prayer request by Meg LaRue - Colossians 3:23
- **@Meg LaRue** to submit prayer verses monthly at the first meeting of the month
 - We can envision the prayer based on what we're going through at the time
 - Last month's highlight and this month's prayer request would speak to relevancy of what we're trying to wrap our minds around at that point
 - Encouraging once-a-month prayer
- Communication Plan
 - Focus on promoting the webpage
 - Questions may be answered by reading on the website
- Bill Reisenweaver call
- **@Steve Shimp** will do the monthly Sunday reports to the congregation
- If anyone comes with a concern, we can direct to the website for us to address concerns as a committee
- If someone wants direct contact, they can be directed to Steve Shimp

Search Firm Process—evaluation of three responses, shortlisting

- Evaluation of three responses
 - Shortlisting
 - VanderBloeman - Location?
 - Shepherd Staff - Tampa
 - NL Moore - Minnesota
- We will move on to the next phase of interview with each of the three firms
 - 1.5 hours with them, either in person or over zoom
- **@Steve Shimp** will develop a format for interview presentation and Q&A meeting tomorrow 12/07
- **@Steve Shimp** to communicate with the three firms by 12/07

- **@Group** will do interviews on 12/21, 01/03, and 01/10
 - 6:30 pm - 8:00 pm
 - Introductory presentation - 10 minutes
 - We will be providing questions in advance
 - Open ended dialogue regarding what we've learned to date
- **@Steve Shimp** to draft an email for the three firms to confirm the interview dates and send 12/07
- **@Steve Shimp** will send the group a starting framework for the interview
 - You're shortlisted, here is the plan and the dates for the next interview
 - Three questions for them to prepare to address based on their proposal
 - We will plan to address any aspects of their firm that we may not have covered with our first round of questions
 - 20 minutes of new questions
 - Open ended discussion about responses
- **@Group** will get agreement by Friday 12/9 for the format of the interviews
 - We will be sending communications with firms by Friday 12/9 with the format we will plan to use in the interview
- **@Group** will evaluate and choose firm on 01/18
- **@Group** to send Steve Shimp the questions we have for each firm
- **@Steve Shimp** to compile questions for the interview

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
- Search Firm Process
 - Schedule with each firm
 - Draft questions for the interviews
 - Present recommendation to Session

Action Items

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