

**Pastor Search Committee Meeting  
2023-06-06**

Attendance:

Sarah Harre (Zoom)  
David Milligan  
Steve Shimp (Zoom)  
Tabitha Dillehay  
Steve McKinnon  
Meg LaRue  
Rodney Woosley  
Jamie Sipsma

Absent:

**Improvement and preparation process**

- Rick gave a positive report and he is very encouraged
  - People are understanding their roles
  - Jamie asked him if session and staff were in a healthy enough space or doing the right type of work to point to evidence of improvement to a candidate
    - Past week - engaged and intentional meetings
    - Ready to go
- Steve Shimp Received snapshot earlier today
  - NL Moore will use that to reach out on our behalf to individuals
- We will be off to the races this next week
  - Jamie and Melissa had a prep call today to download all the information, documents, and approach
  - NL Moore had a strategy session this afternoon
- Rick asked Jamie to monitor action items with Staff and Session improvement champions to ensure critical movement in key areas
- **@Steve Shimp** will ask Jamie to list the key action items and send them to Ashley, David, and Rodney to review
- David was going to ask the same thing
- Ashley sent a very good summary
  - Looks to David that session is doing well on a few items
- Steve Shimp discussed an update to the congregation with Ashley
  - We can see the horizons but no one should relax on it
- The more we can communicate, the more places we can go for information, the more truth will be communicated
  - It will behoove us to overcommunicate
  - We will plan churchwide communication about the search, every two weeks for the next few months
- **@Steve Shimp** will coordinate with Ashley Kelley and draft the congregational report for 08/20
  - We will suggest going to NL Moore website
  - The search is active and healthy
  - We must be rooted in truth
  - The Session has been making progress
  - The Staff is working on their things
  - We will remind the congregation these are things we need to work on together
- The townhall meeting has not moved forward
- We want people tired of us talking about this so that there is no chance for things to be misconstrued

**Opportunity Snapshot**

- Compression of the approved document
  - We should avoid tinkering
  - The main contact information is for Melissa Goodman
- It will be posted tomorrow, 08/08
- We'll have to get that snapshot on the EPC website
  - Feel free to put it where we want
- Kickoff for congregational purposes will be 08/20
- **@David Milligan** will work to put the snapshot in the bulletin on 08/20
- **@Sarah Harre** will work with staff to put the bulletin on the website

**Interview questions breakdown**

- Typically, the questions should be tailored by Melissa and Jamie
  - Melissa and Jamie will work with our base questions to draft their questions for each candidate
- There is nothing further to do other than awareness of the process
- If something comes up with a common reality or common question, it's good to shape custom questions around that common dynamic

- Melissa and Jamie will think about how they are going to help you and other questions that understand that level of alignment within our unique dynamic and context at New Hope

#### Melissa Goodman

- Been with NL Moore for 1.5 years
- First touch with candidates, learning their stories, moving candidates through the process
- Ordained PCUSA
- Husband is Methodist
- Moved as of July 1st
- Intimately aware of what it's like to be in transition as a pastor family

#### Next Steps

- Work on the search team bio sheet
- Continue to meet monthly for prayer and anticipation for what the schedule will look like
- We're about 90 days out from the candidate presentation
  - First week or two of November
  - We should calendar off from there
- We will continue to craft questions
- It will be good for someone on the search team to be the welcome person and point of contact for candidates and interview scheduling
  - We can collaborate on this scheduling with Jamie
  - Then begin talking about the Zoom interviews
- Announce the kickoff on the 20th
- Communicating to the congregation every two weeks
- Get the point of contact sorted and work out how we will communicate and schedule with candidates
- Communicate big vacations during November and December
  - Dealing with Thanksgiving and Christmas season can be done, but needs to be done with intentionality
  - What are Sundays to avoid
  - November 8th (is 90 days) would be the start and this is what we look like from there
  - Debrief after the collective candidate process and we've interacted with all four candidates
  - Debrief time with Jamie - who to release and who to move forward with
  - Could be bringing in candidates within 10-14 days after initial zoom interviews
  - Nov 8th presentation
  - Potential timeline
    - Nov 15-22 Zoom interviews
    - Nov. 24 Debrief
    - Thanksgiving
    - 1st and 2nd weeks of December - Make final decision
    - Jan 15 - Candidate weekend and vote
  - Expect a January-February process
  - Dependent on the candidate
  - Jamie and Melissa will be communicating candidate calendars during presentation
  - Zoom calls can happen at any time
  - The difficult part will be getting someone here for a Sunday

#### Action Items

- **@Steve Shimp** to reach out to Reisenweaver to communicate formal kickoff
- **@Steve Shimp** will ask Jamie to list the key action items and send them to Ashley, David, and Rodney to review
- **@Steve Shimp** will coordinate with Ashley Kelley and draft the congregational report for 08/20
- **@David Milligan** will work to put the snapshot in the bulletin on 08/20
- **@Sarah Harre** will work with staff to put the bulletin on the website
- **@Dave Milligan** and **@Rodney Woosley** to stay the course and take the leadership report to session