

Mountain View's Pastor Nominating Committee, known as the PNC, is made up of nine members who were called to undertake the process of selecting the next pastor/head of staff for our church. These people were recommended by a church nominating committee, approved by the Session, and elected at a congregational meeting on May 23, 2010.



Sue Hooley, Sue Johnson, George Welu, Merry Cole Bender, Carl Johnson, Becky Muday, Pat Brock (chair), Jon Held (co-chair), Cal Stockman

### ***Current Update - December, 2010***

The PNC is thrilled to announce our unanimous decision on a candidate to nominate to the congregation! We asked the Session to call a special congregational meeting, which they have called for Sunday, January 9, 2011 directly following the last service. The candidate will meet with staff and members of the Session and Deacons on Jan. 8. He will preach during our services the morning of the 9th and then the congregation will hear the final report from the PNC regarding this candidate. Following the final report, a congregational vote will occur on extending a call to this person.

This has been a 7 month journey for all of us on the PNC. We have had the privilege to read through close to 1000 pages of Personal Information Forms from potential pastors, listen to over 10 hours of sermons, travel 4800 miles round trip, and attended close to 20 meetings. We have gotten to know pastors from all over this country who thought they might be a good fit for our church. We received resumes from the Presbytery's website and in response to our advertisement that ran in *Presbyterians Today* for 3 months. We received several referrals from our congregation; some had the pastor submit their PIF directly to us and some we contacted directly. Some of those applied and some thanked us for our interest, but didn't feel it was the right time or call for them. We have met, read, prayed, discussed, argued, listened and prayed some more. We used the MVPC Mission Study and the MVPC job description to create the Church Information Form, our screening tools, and reference and interview questions. We incorporated the values and needs from the study such as: worship, Christian education, fellowship, mission, scripture based, "big tent", and the need to grow our young adult/family ministry while maintaining our ministry to our other populations, into these tools and questions.

We were looking for someone with experience in a large church as well as experience as a head of staff.

From the very beginning of this process, one candidate stood out. All members of the committee came to our meetings very excited to talk about this person. And at each level of evaluation, we continued to all feel very strongly about him. We decided to move forward with this candidate while we continued looking at other candidates.

Each round of evaluation supported the previous information we had gathered. After reviewing his PIF and listening to several sermons, we contacted multiple references, including current and previous staff members, community members, fellow pastors and lifelong friends. We also had contact with members of his former church. We then sent 2 members of our committee to his home church to attend 2 different services and meet with him and his wife. And finally, brought this candidate and his wife to Arizona, where we heard him preach in a neutral pulpit, socialized with him on multiple occasions and conducted a lengthy interview.

After this process we voted unanimously to nominate him for our next pastor/head of staff. We found him to have the experience we were looking for, the ability to communicate well both 1:1 and to the congregation as a whole, able to connect with people of both genders, all ages and from various backgrounds. We heard and saw proof of his ability to lead staff, lay leaders and the congregation. We were impressed by his team approach to leadership, recognizing and developing the gifts within his staff and congregation and his ability to make the hard decisions when needed. We heard many examples from people of his gift of remaining calm in the midst of conflict, communicating well during challenging times and listening to all sides and then being able to lead the congregation through the conflict successfully. He is a good teacher, excited about growing Christian education for all. He has a strong commitment to mission and service. People find his sermons engaging to listen to, true to scripture while making the scripture understandable and relating it to current needs and challenges. Members of our PNC found themselves going back to his website to listen to more of his sermons on their own. And finally he seems to be someone who truly loves people and serves the congregation while answering to the Lord.

We felt the work of the Lord calling this person to be our candidate. We are in complete agreement about this candidate and enthusiastically recommend him to the congregation. We are so anxious for everyone to get to know him and his wife (they make a great team) and look forward to having him lead our church into the future. We will have more information and a brief biography of this exciting candidate a week prior to the January 9<sup>th</sup> congregational meeting.

Thank you for all of your prayers and words of support. We are honored to have been trusted with this responsibility and look forward to celebrating with you when we welcome our new pastor. We hope that this information has helped you have a glimpse into our process and to why we have chosen this person to recommend to you.

# Steps in the Search

We are currently nominating and preparing to rejoice!

# Pastor Process

Organize	Create	Search	<i>Evaluate</i>	Select	Nominate	Rejoice
Completion of Mission Study	Develop CIF	CIF is posted on the PCUSA's Church Leadership Connection website	Develop screening tools	Select top candidates and conduct phone interviews	Identify candidate of choice	Mt. View Presbyterian Church gives thanks to God and welcomes our new pastor
PNC elected at meeting of Congregation	Submit CIF to Session and COM for approval	Our CIF is matched to Personal Information Forms of prospective pastors that match our required skills and experience	Review and rank all PIFs received	Select top candidates, visit their home churches and at neutral pulpits to hear them preach	Receive COM approval and request Session to call a congregational meeting	Installation service is held, and we celebrate a new season in our church life
PNC begins meeting with guidance from our COM Liaison		PNC places ad in Presbyterians Today	Listen/view sermons from candidates	Conduct in person interviews	Prospective pastor is invited to preach to our congregation	
		PNC receives matched PIFs	Begin background and reference checks		Congregational meeting is held to vote on extending the call to pastor	
		PNC seeks and follows up on referrals from other sources including self referrals				

### Color Key

Orange = Step completed.

Green = On this step now.

Grey = Look forward to this!