

Search Committee Update

April 21, 2024

The Process... as Outlined in the Constitution for Selecting Pastoral Staff:

- “The Board shall appoint a committee from among themselves to secure suitable candidates and submit their names to the Board. The Board shall interview each candidate individually, act in affirmative or negative on each candidate in turn - not collectively. Only such men shall be recommended as can and will conscientiously sign the Articles of Faith, By-Laws, the Covenant of the Church, and the Constitution without mental reservations.”
- “Candidates shall have the opportunity to preach at a church service.”
- “The Board will give the membership written notice of a positive recommendation two weeks prior to a meeting where the membership will vote.”
- “A pastor shall be voted on and called... by ballot with a three-fourths (3/4) majority vote of the membership present. At least 40% of the voting members must be present to elect and call a pastor...”
- “The Board shall notify the pastor-elect of the action of the church and make arrangements for his installation.”

The Process:

- The Search Committee created a robust process for finding and selecting candidates.
- We created a job description and engaged a professional consultant, Lancaster Search, to assist in sending strong applicants.
- Since January, over thirty applicants have applied (applicant's identities are confidential).
- Every applicant is evaluated through an examination of their resume, answers to initial questions, experience, education, and viewing their sermons.
- Applicants are then placed into one of three groups
 - Group 1 – Immediate consideration given
 - Group 2 – Consideration may be given at a later time
 - Group 3 – No consideration given
- We have received five Group 1 applicants, and we have requested additional written information from them and, when warranted, conducted an in-depth interview(s) in person or via Zoom.

The Committee:

- Search Committee was Formed (November 2023)
 - Rob Barnes (Elder Chair) – Committee Chair
 - Orville Christeson (Board Chair)
 - Al Curtis (Elder)
 - Dan Kromminga (Deacon Chair)
 - Karl Klundt (Deacon)
 - Jeff Tompkins (Treasurer/Elder)
 - George Young (Sunday School Superintendent)

We covet your prayers for wisdom and unity for the congregation, search committee, and church board.

The Search Committee