

## **SETTLED PASTOR SEARCH PROCESS TO BEGIN BY THE END OF THE SUMMER Do you feel called to**

**serve?** First Parish will soon begin the process of searching for a new pastor. Council agreed that ideal criteria for serving on the committee include: regular church attendance, positive outlook, good listening and synthesizing of information skills, not being shy about speaking up in meetings, and looking to God for guidance. Further, the chair of the committee should have strong organization, motivation, and computer skills.

Our hope is to create a cohesive committee that is representative of our faith community with a balanced mix of ages, gender, family contexts, and theological perspectives, and with a shared commitment to the future of our church. Once the search starts, it will likely take six to nine months. The main components of the work include developing interview questions that help us assess whether a candidate would be a good match for our values, purpose, and vision; reading through candidates' profiles; deciding who to interview; conducting interviews; and then recommending a candidate to the congregation. The committee will meet once or twice a month to prayerfully work through their tasks, and individuals will be expected to read candidates' profiles in between meetings. There may also be a few visits to other churches to hear candidates preach. Our UCC Area Minister, Rev. Wendy Vander Hart, will help guide the committee through the search process, and Rev. Marlayna can be a guide as well—but only on the process itself, not in the choosing of candidates.

If you feel that serving God in this capacity might be a natural fit for your talents and interests, or if there is someone you would like to nominate who would also be a good fit, then

please feel welcome to speak with, or to email church moderator, Nancy Peterson [nancypete1@gmail.com](mailto:nancypete1@gmail.com). (Note: As a balanced mix of various components is required, not all people who volunteer for the committee may be appointed to serve.)

## **VISION PROCESS**

Building on our four congregational meetings in the Vision Process, we (the Transition Team) have drafted a Vision Statement, which the congregation voted to affirm at our Annual Meeting. With the congregation's blessing, the Vision Statement will be used to form the basis of a strategic plan, which the Executive Committee and Council will put together in the fall of 2018. Once a strategic plan (with goals and objectives) has taken shape, it will be presented to a "special meeting" of the congregation for approval.

We (the Transition Team) are also using the information we have gathered from the Vision Process to help form our "Church Profile," which is the document used in the search for a new settled pastor. We plan to have the Church Profile done by mid July.

Thank you for keeping our church's Vision Process in your prayers!

*Your Transition Team (Paul Driscoll, Lauren Gudonis, Mary Lumsden, Jeff Parker, Jason Smith, Lelly Smith)*

**Church Council minutes, Congregational Meeting minutes and documents can be found [online](#).**