



Why Do We Do That?

June 22, 2017

Our first question: What is happening with the organist search?

This is a great question! Even before addressing the question itself, the phrasing points out something important: the format of the prompt does not have to shape the question. For example, if your questions are not about why “we” do something, but instead why “I” do something, fire away! Or if your question, like this week’s question, goes in a completely different direction, we want those, too.

As for the search, we have formed a Search Committee, which was designed to represent a number of different interests within the congregation. The members of this committee are Paul Calderone, Kelly Landolfi, Renée Park, Connor Phillips, Hannah Ward, and Pastor Gregg. Some members of this committee attend the first service on Sunday morning, while others go to the second. Some members have been heavily involved in the music program, while others have been indirectly involved instead. All members are deeply invested in the success and growth of music in worship at Nativity.

The Search Committee has met twice so far this summer. We have reviewed the job description for the position and have made some suggestions for changes to some of the language. Once the Personnel Committee has reviewed our suggestions, they can send the job description to Council for final approval, and then we can post the opening with various professional organizations for musicians. Once we make the search public, each member of the committee will review all applications we receive. We will create a short list of the candidates who seem like the best fit, compare notes, and eventually begin the interview process. While we are waiting on approval, the committee is working on interview questions – that way, no time is lost.

This entire search process will take some time. Once we've narrowed things down to the person we feel is best suited for the position, we will recommend that candidate to the Personnel Committee, who will then review our recommendation. Finally, Personnel will send a motion to the Congregation Council that a job offer be extended to that candidate. If Council agrees, we'll have our musician.

Many people will weigh-in on the decision along the way. The Search Committee, Personnel Committee, and Congregation Council must all be in agreement for Nativity to obtain its next leader of music. We take this process very seriously, and in addition to the prayers we are praying together, we ask for your prayers as well.

In the meantime, Nativity is richly blessed to have Gary Mitchell continuing as our Interim Parish Musician. His gifts have enabled us to not only worship God, but to worship God *well*. Gary will continue to support us in song during this search process, and we thank him for that.

Thanks again for that great question! Beginning with the month of August, be sure to keep an eye on the minutes from Council meetings - the Search Committee will be reporting their activities to Council on a monthly basis, so the minutes should help us all stay up-to-date.

Yours in Christ,

Pr. Gregg