



Most Everything You Wanted to Know About How the Pastor Nominating Committee Did Its Work

The following provides a brief, outline summary of the work of the PNC. If you have any questions, please speak with a PNC member.

Committee Members

- Rosanne Becker, Bob Bridge, Michael Dodd, Jon Eddison, Byron French, Meg McReynolds, Stephanie Morris, Debbie Warden
- Diverse – gender, age, places in life
- Range of styles and opinions

Most Important Selection Criteria (what did we look for?)

- Strong spiritual life
- Outstanding preaching
- Enthusiastic and high-energy
- Demonstrated leadership
- Commitment to PC(USA)
- Support for our music program and mission work

Our Candidates

- Nationwide search yielded 145 candidates
- Sources: Referrals by others – 76%; PC(USA) computer match – 35%; Self-referrals – 34%
- Our focus was heavily on “Referrals by Others”. Sources included:
 - Most PC(USA) seminary presidents and several seminary professors who teach preaching
 - Former UPC colleagues
 - Retired pastors worshipping at UPC
 - APTS professors and staff
 - Members of our congregation

A Year's worth of work summarized in 205 words!

1. Regular weekly meeting for 1.5-2 hours; other ad-hoc meetings as needed
2. A Mission Study had to be completed before the PNC work could start
3. The Session chartered the Mission Study group in Jan 2016.
4. The Mission Study Group worked Jan-May 2016, collecting information from the congregation, writing the study, and getting valuable feedback from knowledgeable Session members along the way
5. The Session approved Mission Study in May 2016
6. The PNC started work June 2016
7. The PNC used Mission Study as basis for Ministry Information Form (MIF) (church info and job description)
8. The PNC educated ourselves through meetings with:
 - a. Mission Presbytery Committee on Ministry liaison, Phil Barnes
 - b. APTS staff and faculty
 - c. Human Resource professionals
 - d. Mock interview with detailed feedback
9. The PNC members did considerable homework (reading Pastor Information Forms, listening to on-line sermons, researching candidates on-line)
10. The PNC had Skype calls with select candidates.
11. Our approach to talking about UPC with candidates:
 - a. Openness and transparency
 - b. We shared what is exciting about UPC
 - c. We shared the challenges UPC faces
12. We narrowed our list
13. For our short list, we spoke with candidates' references, and Mission Presbytery did its checks
14. We met with candidates in Austin and attended worship in candidates' home churches
15. We prayerfully agreed on a recommendation