

LAS PLACITAS PRESBYTERIAN CHURCH
PASTOR NOMINATING COMMITTEE REPORT
February 21, 2010

Chair – Doug C

Vice-Chair and Internet Communicator – Linda B

Secretary – Leah A-G

John D, Jerri F, Anna H, Glenn I, Gail M-M, Titus O, Sue W and representing the Presbytery’s Committee on Ministry – Debbie S

The Pastor Nominating Committee (PNC) is continuing its work and is close to presenting a draft Church Information Form to the Session of the Church and the Committee on Ministry of the Presbytery for their approval. The committee is grateful for the support that the congregation has given, and asks the congregation to continue to participate in the process by suggesting possible pastors, by praying for the committee and its process, and by respecting the need of the committee to be completely confidential about the substance of its deliberations and the nature or identity of any candidate under consideration.

Another way to support the committee is to donate money specifically to the search process. The committee has established a budget of \$18,000, which includes bringing candidates to New Mexico for interviews, as well as moving a pastor and his or her family to New Mexico once he or she is elected by the Congregation and ratified by the Presbytery. Approximately \$10,000 is currently pledged toward this amount.

In order to give a clear picture of the task before the committee, a three-stage process has been defined by the PNC for completing the pastoral search. The chart below will be a part of each committee report. The three stages and the tasks required to complete each are summarized as follows and marked to show the committee’s progress:

| Stage 1) Preliminary stage: Planning and establishing the requirements for the position of pastor. | Stage 2) Main stage: Conducting a broad and thorough search, screen the responses to a final set of candidates. | Stage3) Final stage: Evaluate the final candidates, interview and present the candidate of choice to the congregation for approval. |
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| <ul style="list-style-type: none"> ✓ Establish plan, budget, and scope ✓ Assemble basic information ○ Write the job description and complete the PC(USA) Church Information Form (CIF) ➤ Obtain approval of CIF by LPPC’s Session and Presbytery’s Committee on Ministry | <ul style="list-style-type: none"> ➤ Post CIF on the Church Leadership Connection website ➤ Determine and contact any other sources ➤ Develop screening process ➤ Evaluate responses ➤ Make preliminary visits/calls ➤ Screen to final set of limited size | <ul style="list-style-type: none"> ➤ Interview the final set of candidates ➤ Evaluate; identify the candidate of choice ➤ Session negotiates terms of call ➤ Obtain Presbytery, Session and Congregational approval ➤ Document PNC processes |

Marks before each item have the following meanings:

✓ means task completed ○ means task in process ➤ means task to be done