



SENIOR MINISTER SEARCH COMMITTEE

MINUTES OF JULY 2, 2019 MEETING

Present: David Rix (chair), Jason Abraham, Jim Bruce, Linda Herman, Richard Ibekwe, Leslie Liu, and Margaret Sloat; and Guest, Richard Kidd, search consultant from the Slingshot Group.

1. The meeting began at 6:00 pm with a light supper.

Linda gave a blessing for the food.

Conversation during the meal provided members of the committee and Dr. Kidd an informal opportunity to share their life's story with others as a way to strengthen our relationships and trust, and to provide a solid basis for working together in the search for Park Street Church's next Senior Minister.

2. The formal meeting began at 7:20 pm with prayer for the church and the committee — David.

3. Introduction to Richard Kidd, Senior Minister Search Consultant — David.

- a. Dr. Kidd began his conversation with the committee by stating his belief that the work he does in assisting a church in identifying a new senior pastor is Biblical. As an example, he reminded us that it was Barnabas who saw evidence of the grace of God in Paul and brought him to the apostles. Similarly, here. God is already at work and Rich sees his own work as searching for evidence of God at work in potential candidates. He believes that someone from outside the church can often see these qualities more readily than insiders.
- b. Rich noted that when he was first contacted, he was immediately excited to work with Park Street Church. Prior to starting the work, he realized that the committee had a markedly different process for searching for the church's next senior minister than the standard process used by Slingshot in the searches it supports. However, he wanted to work with Park Street and decided to work with the process the committee was using. The committee and its leaders worked hard. However, they were unable to bring forward a candidate. Rich emphasized that this new search committee and the church as a whole needs to extend to that committee its sincere thanks and gratitude for their work.

4. Discussion, questions and answers with Richard Kidd — Committee.

- a. Rich outlined the typical process that is used in a search supported by Slingshot:
 - i. All applications, no matter how received are forwarded to Slingshot, and in particular to Rich. (When a resume or the name of a potential applicant is forwarded to Rich, we need to always thank the individual for his interest and tell him that we have forwarded the resume to our search consultant and that he will hear from Dr. Rich Kidd shortly.)
 - ii. Rich then does an initial screening interview. (He describes this as discovering whether the candidate is "tall enough to ride the train.")
 - iii. If the candidate passes this screening review, he is asked to provide additional information which is used to create a digital portfolio.

- iv. At this point in the typical search, after a number of applicants are in the database, Rich reviews the portfolios of the applicants and selects, perhaps a dozen, applicants for a video interview with him.
- v. After the video interview, he selects a smaller number, perhaps four or five, to be considered by the church.
- b. At this point there are some 25 applicants at various stages of the application process. Rich expects to complete his preliminary work over the next several weeks. At that point, the SMSC will begin its review of the applications of those who have passed the first screen. (This work will likely begin in August.)
- c. As noted at the committee's June 27th meeting, the committee is open to applications from internal candidates. These applications will be considered through the search process outlined above.
- d. Prior to Rich leaving the meeting the committee agreed that:
 - i. Rich should enter data for those candidates not already in the Slingshot system into that system.
 - ii. Rich will do the initial screen and vetting on these candidates. He believes he can do this by the end of July.
 - iii. The committee will prepare to do sermon reviews on the viable candidates beginning in August.
- e. Rich departed at this point in the meeting.

5. Update on prayer arrangements and communication — Leslie and David

Leslie reported that she expects to meet on July 7 with interested parties. [As Leslie reported via email on July 8, she did meet with Lori Chang, Cindy Cutlip, and John Liu on the 7th. They had a good discussion, but more thought is needed as well as an individual, not on the SMSC, who will assume responsibility for the SMSC's prayer support.]

6. Discussion of publishing the Agenda and Minutes on the Committee's website – Jim.

- The committee's intent is to share as much about its work and the progress being made within the constraints of confidentiality about the candidates and specific details about the process.
- Jim will continue to produce a public version of the committee's minutes and a confidential set of additional notes available only to the committee.
- The public committee minutes (or, a summary of them, as is the case for the June 27 minutes) will be posted on the church's [search website](#).
- Elizabeth will communicate any questions she receives to David for a response.
- Margaret asked about how we respond to questions from elders. The general sense here was that we must be careful to not go beyond what is being publicly said on the website when we respond.
- Several spoke about working with Elizabeth to have a box in the Sunday Bulletin on perhaps a monthly basis to provide an update to the congregation on the search.

7. Next Steps — David.

- a. The committee needs to think about the criteria it uses in reviewing sermons. (This conversation is currently scheduled for July 23rd.) Margaret will check to see if John Liu will share the paper he wrote on the subject with the committee. Members of the committee are urged to come to committee's meeting on July 23rd having thought about the subject.

- b. The committee talked about inviting members of the former SMSC to one of this committee's meetings and decided that we would individually seek out those individuals we would like to talk with. David agreed that he would write the prior committee of our plan.
- c. David will invite internal stakeholders to the committee's meeting on July 16th to discuss the church's strengths / weaknesses / opportunities / threats and what that tells us about the senior pastor we are now seeking to identify.

8. Other Matters

- The committee's next meeting will be on July 16th at 7pm at the church.
- The next following meeting will be on July 23rd.
- The committee adjourned with prayer at 10:20 pm.

Revised Final 7/15/2019 12:17