



Special Meeting • May 17, 2022 • via Zoom

Report of the Presbyters Search Committee Presbytery of the James

Name of Position: Lead Presbyter for Vision and Collaboration

Presbyters Search Committee (PSC) Co-Chairs: Jess Cook and Barbara Flynt

1. Briefly describe the process and timeline followed in writing the Ministry Information Form.

Once elected by the Presbytery, the PSC met to review the Strategic Plan spending much time on understanding the Mission Statement and the Vision Statement of the POJ. Members of the PSC are Rev. Jess Cook, Certified Christian Educator Barbara Flynt, Rev. Ken Henry, Commissioned Pastor Peggy Fox, Rev. Bev Bullock, Christian Educator Jen Rowe, and Candidate Noah Morgan. We were clear about the responsibilities of each position and wrote the job descriptions based on the Strategic Plan. Once the job descriptions were completed, they were sent to the Mission Council for approval.

2. What was the process by which candidates were reviewed?

The job descriptions for all 3 positions were uploaded and the CLC sent matching Personal Information Forms (PIFs) for the Lead Presbyter position. We also received self-referrals for this position. All PIFs and any other letters or emails from candidates, were uploaded to a Google Doc. All 7 members of the PSC read each of the 36 PIFs received and we had a system to rank the candidates. Each committee member checked off a box of either yes, maybe, or no. During a regular meeting, we then compiled the responses and those with 5 or more "yeses" rose to the top of the list. Jess, as co-chair, then reached out by email to those 10 and asked to schedule a Zoom interview. Of those 10, 5 got back to us stating that they would like to participate in a round one Zoom interview.

The Round 1 interviews were held on Friday, February 25th, up to one hour each with a 30 minute break in between. Our candidate rose to the top, to the point that we only wanted to speak further with this one person.

3. Number of PIFs Received:

- a. Total 36
- b. Men 21
- c. Women 15
- d. Racial Ethnic not listed

4. How many shortlist candidates

- a. Total 10
- b. Men 4
- c. Women 6
- d. Racial Ethnic not listed

5. How many ZOOM interviews

- a. Total 5
- b. Men 2
- c. Women 3
- d. Racial Ethnic not listed

6. Please share some of the most important reasons you chose your nominee.

This candidate rose above the other 4 instantly. This person already had mid-council (presbytery or synod) leadership and when asked what drew them to this position, the answer was that Synod Executive Warren Lesane had shared the job description with them and that they were interested in the inclusion and diversity of the job description. They also understood to the best of any of those interviewed, the analogy of the “three legged stool” where 3 Presbyters would work together, serving as a team, working together while being flexible and having trust to do something new in the POJ. This person has years of experience working to build relationships with people, serving 20 years in the military as a chaplain. This person also stated that it was important to be accessible to the people and to connect with them.

7. How does the nominee fit the qualifications/requirements of the position?

This candidate is a PC(USA) Teaching Elder with over 28 years of experience serving the Church. Currently they are a Transitional General Presbyter where they are using their skills to cultivate new strategies for ministry, especially during a pandemic. They have Continuing Education in Conflict Training and Executive Leadership. They have been a solo pastor, a campus pastor and a military chaplain. Some of the leadership qualities they have are that of Advisor, Change Agent, Willingness to Engage Conflict, and Strategy and Vision which were all listed as qualities needed for this position.

8. What support and help was received from the liaison? Are there other resources that would have been helpful? If so, what are they?

Warren Lesane met with the PSC at the very beginning outlining our task and offering whatever support we might need. Fred Holbrook also consulted with both co-chairs when there were questions that needed answers. The Mission Council was kept abreast of the progress of the PSC as was the Presbytery as a whole. What the POJ has been looking for, 3 Presbyters to work in conjunction with one another, no “buck stops here person,” has not been done to our knowledge before. We felt supported throughout this process and as we continue to seek the two others that God has called to become Presbyters for the POJ.

Next Steps:

The PSC is now proceeding with reviewing the PIFs for the two other positions of Presbyter for Relational Care and Presbyter for Congregational Life. The deadline to receive resumes and PIFs was April 1st. There were 21 PIFs received for each of these positions. The committee used the same process of ranking the candidates that we used for the Lead Presbyter for Vision and Collaboration. The first round of Zoom interviews for these positions will be held on May 11th and May 13th.

The Presbyters Search Committee continues to be led by the Spirit in each of our gatherings and we continue to ask for prayers as we discern whom God has already called to work as Presbyters in the Presbytery of the James.