

Blessing to all!

Let us start by sharing the gratitude we all have for each of you. Thank you for your prayers and support over the past 11 months as your Pastoral Nominating Committee has been working diligently to represent you through the process of calling a new Installed Pastor. Some of you have expressed your gratitude by recognizing the many late night and Saturday/Sunday meetings. Some of you have questioned the timeline, expressed concern for the amount of time this process is taking and have asked for more specifics in our updates. We appreciate all of your questions and comments as they encourage us as a PNC to discern what your needs are for communications as you patiently await the arrival of a new pastor. To date our updates have been fairly nondescript intentionally both out of respect for the confidentiality of our candidates and because the process, while it is progressing, may not seem that way on the surface. In order to promote greater understanding of our work, we are providing a more detailed outline of what we have accomplished and the process we are following. The process we are following is outlined by the Presbyterian Church USA Office of the General Assembly. These guidelines have successfully assisted congregations for many years and have been very helpful to the team.

To date, we have received well over 100 Pastor Information Forms (PIFs) from a variety of sources, and we continue to receive PIFs at a slower rate. Some PIFs are system matched, some are self-referrals and others come as a result of someone's recommendation. Regardless of how a PIF comes to the team, each is prayerfully considered and thoroughly evaluated by each of the PNC members. This evaluation includes reviewing the compatibility of the information provided by the candidate to the information in the CPC Ministry Information Form (MIF) and the statement of preferences, experience, leadership competencies, and financial needs of each person as submitted in their PIF. A thorough evaluation of a PIF can take anywhere from 20 minutes to over an hour depending on the information a candidate provides. This evaluation process is referred to by the Presbyterian Church as "fit". Fit is the process of looking beyond education and formal credentials to considering attributes such as background, sharing what they are looking for in a church, compatible theology, ministry goals, chemistry, compliments to existing staff and disposition only to name a few. About 70% of the PIFs received did not meet the experience, knowledge, skills or abilities we felt would be a good fit for Cary Presbyterian Church. These candidates have been informed that we are no longer considering their PIFs.

For the remaining candidates, we continued the discernment process. Many candidates have websites, Facebook accounts, blogs, and/or other information they are sharing for consideration. For each candidate that meets our criteria, we are further reviewing supplemental materials and listening to (and reading) on-line or recorded sermons.

We have begun interviewing. We started with several days of Skype interviews. We used a consistent interview process of structured questions to ensure fairness and due diligence. These interviews gave us the opportunity to learn more about the person and helped us to further discern call, fit, and our shared vision for ministry. After these interviews, the pool of potential candidates was further narrowed resulting in second Skype interviews with five candidates. While these interviews continued to follow a structured interview process allowing the team to further evaluate candidates in a clear and objective way, time was also allowed for candidates to ask questions they might have of us. Many have asked questions about our history and mission and vision for the future. This is important because it allows our team to further understand their interest and ministerial plans for the future. In return, this gives them

the opportunity to determine whether they believe CPC will be a “good fit” for them. It is important to remember this process is a “two-way” process. The person must also feel called to CPC.

With even more information to consider, the team is now further discerning whether to continue the discernment process with any of these candidates by checking references and/or offering in-person interviews.

The team continues to review new PIFs as they are received and will continue to consider anyone who feels called to CPC using the same process as outlined above.

Please do not interpret this update as thinking that the PNC is close to making a decision. We may not be. The average time to call a pastor takes between 12 and 18 months. At any time and as the Spirit leads, any candidate and/or the PNC could discern that candidate is not being called to CPC.

Continue to pray for us. We are working well together to serve you, this church and the Holy Spirit. We are taking care of each other. We are using the resources available to assist us. And while Ted Churn, Executive Presbyter of the New Hope Presbytery, Gloria Johnson, Associate Pastor, White Memorial and Lori are not involved in the discernment of candidates, they have all been an incredible support to the process. Please know that we are taking this work very seriously and we will take all the time necessary to make the best decision possible. We are a determined team committed to following the Spirit by listening and seeking to understand who God is calling as our next Installed Pastor.

With Hope and Thanksgiving,

Your PNC team (Emma Anderson, David Bohm, Jeanne Bolick, Sherry Bradsher, Louis Lambe, Linda Oglesby and Matthew Simmons)