

KCCUCC Pastoral Search Committee Annual Report

While this is certain to be the only annual report that this search committee submits, the special committee has been in service the entire year and has consumed a substantial amount of the energy of the lay leadership of the church. Tremendous progress has been made and should be shared with the congregation as well as preserved with our records.

The Search Committee was established by the Moderator, Eloise Boyle, on October 31st, 2008. Its membership consist of:

Van Kichline	Chairman
Melissa Kruse	Secretary
Ben von Ullrich	Chaplain
Eloise Boyle	Ex Officio
Joan McBride	
Jerry Rutherford	
Jennifer Gaskill	

Getting Started

The committee met with our conference minister, Rev. Mike Denton, on November 6th and was introduced to our commission and role. Most of November was devoted to our reading the extensive manual provided by the UCC and determining our course of action.

December of 2008 represented a bit of a speed-bump for the committee, as that was the winter of perpetual snow. But schedules were compiled, meeting dates set, and beginning with the January thaw the committee has met weekly with very few exceptions, and more often during interviews and other busy times.

The Local Church Profile

From January until July 17th, we worked furiously on our Local Church Profile, the vehicle that the UCC uses to inform pastoral candidates about the searching church. But the document is far more than that, it also serves to ensure the conference that the church has reflected on and understands its identity, that it has included its membership in the discussion, and that the search committee truly understands what it's looking for in a minister. Our profile is still posted at <http://www.kccucc.org/lcp>, and tells a lot about our church.

Pastoral Profiles

Pastoral profiles began flooding in immediately in July, and the committee began reading and evaluating them. Each is about 20 pages, and contains a good deal of historical data on the candidate, quite a few written recommendations by references, and two essays. Eighty four profiles were received, and each received careful consideration by every member of the committee and were discussed and evaluated at committee meetings.

Interviews

The committee cut off submission of profiles on September 30th, and developed a list of our "Top 10" candidates, containing twelve names, as it was just too close to call. All November was devoted to contacting three telephone references for each of these candidates and comparing notes on what we learned from many hours of conversations with those most familiar with the candidates.

At the beginning of December, we had reduced our list of final candidates to five, and conducted telephone interviews with each. These were absolutely amazing; each candidate was extremely impressive, but we were able to reduce our list of finalists a little more in the process.

We are currently at the point where we have arranged to fly in candidates who live far away, and visit candidates who are close at hand. All interviews will be completed by the end of February, and you may see members of the search committee much less than normal during that month. By the end of February we hope to have all the first-hand information we need to make our final decision.

Selection

Each of the final candidates represents an incredible opportunity for our church, in the immediate future and for many years to come. We never imagined that we would wind up with such exciting, inspiring candidates, or such a difficult decision to make.

Through the long process the search committee has solidified into an amazingly effective group; mutually respectful, thoughtful, discerning, and clear in its purpose and responsibilities. Many challenges have arisen and I have not been disappointed by a single course of action selected. I feel that we're ready to face the final decision and I'm confident in our ability to do it well. I'm proud to have served with each member, and I am *very* happy with the recommendation that we will be bringing you in the near future, no matter which candidate it will be.

Van Kichline

Chairman, KCCUCC Search Committee

January 2010