

Executive Regional Minister Search Committee
Report To Regional Board August 29 2015

ERMSC Time line

RMSC Search Process	Calendar Projection
Search Committee Formation	Complete
Training Orientation	Complete
Announcement	Complete
Timeline Target Dates	Complete
Budget 2016	October 2015
Develop regional profile	Sept to May
a) Self-Study Prep/strategy	September -November
b) Self-Study Regional input	January - May 2016
c) Regional Profile	June
Positon Description	June
Board Review profile job description	July
Position Announcement	July - August
Screening, Interviewing , select candidate	September 2016
Board votes on candidate	October 2016

Next major milestones

- ✓ Strategy Regional profile
- ✓ 2016 budget

Goal of regional profile is to provide a basis for the job description, which should reflect realistic expectations for the position. The person we call deserves for the region to have given deep reflection and thought to our identity, aspirations, dysfunction and to our vision for living our particular mission as region. The final document should be reflective of:

- A. Rich and complicated diversity
- B. History of congregational life in the region
- C. Authentically (not perfunctory) representative of the voices

How?

1. Ask questions about culture and history before we ask the search team
2. Talk to folk who are often not in conversation
3. Intentionally engage
4. Innovation

Questions to consider:

- Does regional mission/vision find acceptance throughout the region? Regional Governance Review Task Force found from surveys to congregations/pastors YES but we don't always live it out well.
- How do we get broad participation/feedback when developing regional profile?
- How do we do the survey? (online, in clusters, etc.) How do we tap into existing groups?
- What questions will we ask as part of the survey?
- What expectations does our region have of the regional minister?
 - o Identify old models
 - o Vision/Claim new models - and communicate/educate about that
 - o Clergy expectations vs. congregational expectations

Search Team takes a unified recommendation to the Regional Board; Board votes on:

1. Regional profile
2. Position description
3. Salary
4. Final candidate

Rev. Vinnetta Golphin-Wilkerson, Chair