

SENIOR PASTOR SEARCH COMMITTEE REPORT and RECOMMENDATION to UNION UCC CONGREGATION

The Senior Pastor Search Committee has concluded the year- long search for our next Senior Pastor. On Monday August 22nd, the committee unanimously, enthusiastically and prayerfully recommended to Consistory that **Reverend Kris Snyder Samuelson** be called as our next senior pastor.

Consistory approved the recommendation and called a special congregational meeting for **Sunday October 2nd at 10:30 AM** (one service only on that day, NO 8am worship) to vote on the candidate. All members in good standing, including newly confirmed members, of Union UCC are eligible to vote. Conference guidelines require that you must be present at the meeting to vote. Our By-Laws require a minimum of 85% affirmative vote of members present (no absentee ballots).

Members of Search Committee

David Fleming ,Chair; Donna Christman; Dennis Foster; Sue Ondrey; Aften Hamm; Ardith Kuhns; Don Penrod; Carrington Smith; Phil Wehr

Search Timeline

- January 2015** Leadership Planning Team (LPT) formed to develop Union UCC Plan for Ministry and Missions
- 8/15/15** Search Committee Kickoff Meeting
- 9/5/15 thru 2/21/16** Prepare Church Profile and Search Team UCC Process Education led by Len Kesselring, Chair PNEC Search & Call Team
- 1/24/16** Congregation approves Union UCC Finalized Plan for Ministry and Missions
- 2/26/16** Posting of Position on UCC Website
- 3/30/16** Mock Interview w/ Local Pastor
- 4/5/16** Begin Candidate Profile Review (Receive Initial Batch of 10 Profiles)
- 6/14/16** First Candidate Interview
- 6/28/16** Last Candidate Profile Received
- 8/2/16** Final Candidate Interview – Stopped accepting Candidate Profiles
- 8/8/16** Final Selection of Candidate to be recommended to Consistory
- 8/22/16** Consistory approves Rev. Kris Snyder-Samuelson as candidate of choice for Sr. Pastor and schedules congregational vote for October 2nd.
- 10/2/16** Call Sunday Congregational Vote 10:30 am (one service, NO 8am worship)

Notes on Process Leading to Final Selection

- The Union UCC Intentional Interim Planning and Visioning Process work conducted by the Leadership Planning Team between Jan 2015 through Jan 2016 formed the foundation of our Church's Profile and served as a baseline for the primary criteria used in evaluating Candidates for the position of Sr. Pastor.
- The Search Committee used a prayerful approach both individually and collectively throughout the process. We continually asked for God's grace and guidance in choosing our next Sr. Pastor.
- Search Committee met 27 times for average 3 hours. Countless additional hours were spent individually studying and developing materials, reviewing candidate profiles and sermons, and communicating via email.
- 34 Candidates submitted profiles. Candidates either self-nominated or responded to solicitation from PNEC or other Conference leaders.
- The search committee learned that the Intentional Interim Planning and Visioning Process work ultimately led Pastor Kris to feel called to continue her ministry at Union UCC and to apply for the Senior Pastor position. This was contrary to her initial inclination to leave Union UCC following the completion of the transition.
- 9 Candidates submitted electronic copies of Sermons for review.
- Conducted 6 interviews (minimum of about 4 hours)
- Established consensus for ALL decisions – Final decision was unanimous.

Primary Reasons for Recommending Rev. Kris Snyder-Samuelson

- The Search Team gained a comprehensive understanding of the interested candidate pool by thoroughly and objectively reviewing every one of the 34 candidates from across the nation, all of whom were certified by the United Church of Christ.
- Every Candidate demonstrated individual strengths and opportunities to grow. Pastor Kris was judged to have a far broader and deeper set of skills and relevant experiences than any of the other candidates.
- The Search Team discovered that the complexity of our Large Church with a long history of Team Ministry is not typical of most candidate's experience. Pastor Kris has 19 years of successful service as Associate Pastor and 1.5 years as Interim Senior Pastor.
- Pastor Kris demonstrated an extraordinary commitment throughout the transition process to always value the future success of Union UCC well above any personal desires on her part.

Thank you for your patience and support throughout this process. We ask God's continued blessing on this process and our beloved church.