

# Resurrection MCC Pastoral Search Committee Agreement

We have identified the following areas of agreement with one another for our service together as the 2023 Resurrection MCC Pastoral Search Committee to build upon the values of our guiding principles, to establish trust with one another and respect one another's commitment to serve with integrity, and to function effectively as a team during the pastoral search process:

## Ground Rules

1. All discussion and deliberation occur when the Pastoral Search Committee is meeting together either face-to-face or electronically (could be by telephone conference call, in an Internet conference site, or Zoom call).
2. Members do not discuss Pastoral Search Committee matters among themselves or in small groups of members of the Pastoral Search Committee.
3. Members do not discuss Pastoral Search Committee matters or transmit confidential information through email. The Co-Chairs will determine what constitutes confidential or sensitive information in cases where it is unclear.
4. The members of the Board of Directors do not discuss matters related to the Pastoral Search Committee when the board is meeting either in open or executive sessions.
5. The entire Pastoral Search Committee selects the Co-Chairs.
6. The Co-Chairs will guide the process and assure transparency of process while maintaining appropriate confidentiality of content.
7. The Co-Chairs will be the only ones to initiate and receive communication from the congregation regarding matters of the Pastoral Search Committee and its process.
8. The Co-Chairs only will be the one to initiate and receive communication with prospective candidates for the office of Senior Pastor.
9. The Co-Chairs and Board Member(s) on the PSC only will be the contact between the appropriate Elder(s) and the Pastoral Search Committee. This will include regular contact with the appropriate Elder(s) throughout the process and facilitation of the appropriate Elder(s)' ongoing consultation with the Pastoral Search Committee.
10. All deliberations of the Pastoral Search Committee are strictly confidential. Members of the Pastoral Search Committee will not disclose the discussions, deliberations, or processes of the Pastoral Search Committee with anyone outside the committee, except the appropriate Elder(s) and any others as determined by the Co-Chairs. The members of the Pastoral Search

Committee will hold one another accountable for such confidentiality and will remove from the Pastoral Search Committee any member who breaches this confidentiality.

11. The decision of the Pastoral Search Committee to select the candidate to be presented to the congregation shall require the consensus of the Committee members.

### Meetings

Regular team meetings will be held weekly on Thursday evenings, beginning on June 1, 2023, unless otherwise indicated. Meetings will begin promptly at 7:00 PM and will end no later than 9:00 PM. Committee members will be responsible for providing dinner. Unless otherwise indicated, team meetings will be held in a meeting room of the church. Meetings are open only to team members. Others may be included to participate in an advisory role upon the agreement of the committee. Meetings beyond the regularly scheduled meetings should be expected, especially as the search process nears the nomination of a final candidate for presentation to the congregation for election as Senior Pastor.

### Attendance and Participation

All committee members agree to share any known forthcoming absences well in advance of regularly scheduled meetings. In case of an emergency or sudden change in one's schedule, a member must notify one of the Co-Chairs as soon as possible. These types of absences will be considered excused. If unreported, an absence will be considered unexcused, and two consecutive unexcused absences will result in possible dismissal from the Committee, depending on the circumstances. Significant teamwork will be required outside of the committee meetings. Therefore, full participation includes assuming responsibility for a balanced share of tasks.

### Confidentiality and Communication

Names and identifying characteristics of any candidate (e.g., age, race, gender identity, sexual orientation, geographic location, etc.) will be held in the strictest confidence, and will not be shared beyond the committee members. In addition, meeting deliberations and conversations—especially those that include personal opinions and sharing—will be held in confidence unless otherwise agreed upon by the committee. Public information about the search process such as the timeline and number of applicants may be freely shared. The committee will identify the official means of communication with the congregation to widely distribute public information.

### Consensus and Conflict

Open dialogue is necessary for a sound discernment process. Therefore, all committee members are encouraged to freely express their views and opinions in the meetings. Conflict is expected during the discernment process. When such conflict is based on differing opinions about ideas, priorities,

processes—it is welcomed. When the conflict is personal—that is, based on differences of personality, style, personal histories, or personal agendas—then it is unwelcome.

The quorum of the committee is five (5) members. Committee decisions will be made by consensus whenever possible. When consensus is not possible, a majority vote of the committee will prevail. Upon reaching a decision by vote, all committee members will support the majority decision, even if their personal opinion differs.

Spiritual Practices

The search process is a spiritual process. Calling a Senior Pastor will be successful only if God works in the hearts and lives of the Pastoral Search Committee. Therefore, we commit to the following spiritual activities as part of our meeting process:

- Open and close each meeting with a prayer.
- When the discussion reaches a difficult and/or important moment, pray and, if necessary, take a brief break.
- Engage in prayer exercises on occasion.

Signed on this 15th day of June 2023,                      **Signatures are on file with the Clerk/Recorder**

Van English (Communication Specialist)

Adan (Adam) Garcia (Member at Large)

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Sharri McGlaughting (Member at Large)

William (Bill) Russell (Co-Chair)

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Terry L. Talley (Clerk/Recorder)

Paula D. Thomason (Parliamentarian)

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Raymond E. Turner (Co-Chair)

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