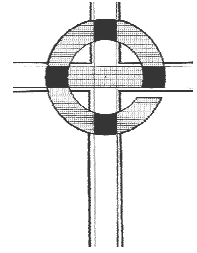




THE PRESBYTERY OF ELIZABETH

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To: All Pastors and Clerks of Session
From: The Council of the Presbytery of Elizabeth
Re: Interim Executive Presbyter Search
Date: April 17th. 2009

The Council would like to present, for approval, its plans for an Interim Executive Presbyter Search as well as a slate of candidates for the search team at the May 26th Stated Meeting of Presbytery. To that end, **we are seeking your recommendations for membership on the Interim Search Team.**

The Presbytery will need to support three major initiatives in 2009/2010 –

- A search for an interim executive presbyter (IEP),
- A mission study
- Development of a permanent Presbytery staffing proposal

We need to balance all three initiatives in the assignment of scarce resources, our time and talent, to all three projects. The Mission Study Team will be constituted concurrent with the selection of the IEP. A Permanent Staffing Committee will be formed after the completion of the Mission Study.

To assist in identifying nominees for the IEP search, an outline of the process to be proposed at the May Presbytery Meeting follows:

Timeline for the Interim Search– With a start date of May 26th (selection of IEP search committee), the goal should be to complete the interim search by no later than October 15th. If the interim search is completed more than 30 days before a regularly scheduled Presbytery Meeting, a special meeting of the Presbytery will be called.

Interim EP not Eligible for Permanent Staffing– One major task for the Interim Executive is to drive the Mission Study. An IEP who is independent of the study outcome would yield the best result. This stipulation should be included in the contract. Succession of an interim to a permanent Executive position requires two thirds vote of the Presbytery. [reference the *Book of Order* G-9.0706]

Synod and Council Expectations of Interim Search Committee- Rev. Clint McCoy will serve as our liaison with the Synod of the Northeast. The committee's responsibilities will include:

- Maintain minutes of every meeting and operate in absolute confidentiality.
- Develop a detailed timeline.
- Gather church input on goals, responsibilities, and person description (gifts and graces) for development of the CIF.
- Develop CIF (Council will review and approve).
- Prepare a Presbytery information packet.
- Develop Advertising Strategy.
- Acknowledge application receipt and application disposition.
- Develop Interview Strategy.
- Candidate Selection (Council will review and approve final candidate selection).
- Develop Contract.
- Candidate/Contract Recommendation for Presbytery.

Selection of the Interim Search Committee – Nominations will be requested from the Presbytery at large. After individual and collective discernment regarding the best committee of the whole, Council would confidentially vote on the submitted candidates. The committee will have seven members. Drivers of member selection are 3-4 Pastor/3-4 Elders, theological diversity, size of church, race, gender, age, ethnicity, and geography. Candidates would be contacted to ascertain their willingness to serve until the roster plus two alternates are filled. The proposed committee will be presented at the May 26th Presbytery Meeting for approval.

In the proposed 2009 budget, \$5000 has been set aside for the Interim Search.

Nominations, endorsed by the Session and/or Pastor, should be forwarded (using the attached form) to the Presbytery Office, Attention Presbytery Council, **by May 8th**. Prior to submitting names, please ensure the candidate agrees to serve, following the process as outlined above.