

## **Message to Congregation**

**From Meg Good, Moderator and John Hallberg, Vice-Moderator**

**July 14, 2021**

We wanted to give you an update on the progress we are making in finding our next pastoral leader at Wayzata Community Church. As we have mentioned in previous emails to the congregation, the Church Council authorized the formation of a Search Committee, and we are pleased to announce that committee has been formed and has already begun to meet.

The committee is being led by Dick Minors, who served on the Search Committee that brought John Ross to WCC, and he brings a deep history of the church and great experience to this important role. Dick is being joined by a dedicated group of members, including:

- Lydia Botham
- Webb Friedly
- John Hallberg
- Brandon Moore
- Chris Paulson
- Lindy Purdy
- Anne Sample
- Rima Torgerson
- Jen Hawley

We have tried to recruit members that represent a broad cross section of our membership, with all ages and stages being represented on the committee. I would encourage you to visit the Leadership Transition section of our website to meet each of the Search Committee members and learn more about their work.

The Church Council and the Search Committee are planning to engage a search firm to help identify and screen prospective candidates for this important role. There are a number of reasons why we believe this is the best approach at this time:

- It will help us cast the net as wide as possible in recruiting qualified applicants;
- It will allow us to move more quickly – leveraging the search firm resources – AND reduce the burden on our volunteers;
- These are times of great staffing change within the larger church, and using a search firm will help the Committee stay close to the applicant market.

The Committee will also use the resources of the MN Conference of the UCC and our own clergy networks to attract applicants.

In a meeting last month, the Church Council voted unanimously to pursue a Co-Pastor model for WCC, with Danielle Jones as one of the Co-Pastor leaders. This recommendation was made informed by several factors:

- In late 2020, John Ross and Danielle Jones had already begun to develop a Co-Leadership structure to move WCC forward; this structure builds on that good work.
- The strategic initiatives identified by you, the congregation, in the Strategy Transformation work points to a Co-Pastor model as one way to better align clergy skills with church priorities.
- We are blessed to have, in Danielle Jones, a clergy leader who is respected by the staff, beloved by the congregation, and who is personally invested in and committed to this Co-Pastor model.

We will hold listening sessions after our Worship services on July 18 and August 1 to answer questions about this leadership model. We will also schedule a Zoom call listening session for those who are unable to attend the Sunday sessions. We will also have an FAQ page on the Leadership Transition webpage. You will receive more information about these meetings in the coming days.

And while we are excited about this search process and the potential of this pastoral model, it is by no means the only transition that is underway at our church.

- The Search Committee for the Middle School Director, led by Kari Abood, is making good progress and is conducting second round interviews with a few candidates. They are continuing to review candidates for the position as they discern the right balance of skills needed for this important ministry.
- The Associate Pastor Search Committee, led by Reid Shaw, has begun to screen applicants and will begin interviewing their top choices next month. They hope to have this new clergy member on board later this fall.
- Tyler Ames, who joined the staff earlier this summer as Associate Camp Director, is at Chi Rho completing the last week of camp, and has been a great partner with Chris Paulson. The college age young adults and high school work crew have really benefitted from Tyler's extensive camp experience and training.
- And finally, just last week, church member Michele Ramert joined the team as Interim Director of the Special Needs Ministry. Michele brings 26 years of experience in working with both children and adults with developmental disabilities, and a deep passion for this important work.

As we said in our message last month, WE are the church, and we are blessed to have a growing staff and dedicated group of lay leaders and other volunteers who are helping to create the foundation for the continued growth of WCC. Please join John and me in thanking them for their work, and supporting them with your prayers.