

Report of the Senior Pastor Nominating Committee-8/15/21

On June 27, 2021, you, the congregation elected 9 of us to serve on a PNC to find the next senior pastor after Roger retires on August 1, 2022. The 9 people selected were:

- Barb Denlinger
- Jeff Doane
- Barb Droz
- Dick Entz
- Eric Hoerner
- Evelyn Lisi
- Nancy Messner
- Scott Orndorff
- Leigh Shuman-chair

We have been meeting weekly since July 1 and want to keep you apprised of our progress.

We were delighted to receive more than 100 responses to the congregational survey we sent out to you. Thank you to all who contributed. We read every one of them. The good news is that there weren't many surprises. The committee and the church as a whole appear to have similar priorities. While there are many things we are seeking, 4 areas stood out on many of the responses you sent us:

- Growing the church, especially with younger members and families
- Dynamic preaching and teaching with real-life applications
- Support for Highland's tradition of musical excellence
- Support and expansion of our missional work, especially in the Lancaster community

We have now completed the Ministry Information Form (MIF) which serves as our "advertisement" for the position and describes to potential candidates who we are as a church and what we are seeking in our next senior pastor. Session has approved this document, along with a job description, salary range, and benefits package. This material now goes to the Donegal Presbytery's Committee on Ministry (COM) for final review. Once approved, we will be able to post our MIF to the website used by the PCUSA to match churches seeking pastors with pastors seeking churches. We will also be able to advertise in several key publications and can follow up leads from a variety of other sources to find the right person.

Once the MIF is live, we will turn our attention to interviewing potential candidates using a mixture of written responses and live discussions. We suspect many of those who apply will already have sermons on YouTube or elsewhere, which will simplify the screening process. We may still need to visit the very top candidates in person and will then bring our leading candidate(s) to Lancaster to visit the church and the community. Our goal is to complete this process so that there is slight overlap between the new pastor's arrival and Roger's retirement.

We remain energized and excited by the work we are doing and look forward to the next chapter in the life of Highland. Keep praying for us!