



WE ARE VERY EXCITED TO ANNOUNCE THAT WE HAVE CALLED PHIL EUBANK AS THE NEXT SENIOR PASTOR CANDIDATE OF MENLO CHURCH.

Our vision remains strong; we want to lead our generation into a transforming relationship with Jesus and authentic community with each other, so that everyone in the Bay Area can flourish.

The Senior Pastor Search Committee (SPSC) spent hundreds of hours thoroughly reviewing and praying over many candidates. They spent much time considering and vetting candidates who were qualified, each with unique gifts and perspectives, and we are so grateful to each of them for taking the time to go through the process with us. After a thorough process of mutual discernment, the SPSC unanimously and enthusiastically agreed that Phil EuBank has the qualities that we believe will help Menlo Church continue to grow in a thriving community of discipleship.

As the SPSC and Session prayed throughout the months of the search, independent of each other and together, both mutually felt led to seek a prayerful, humble, and articulate Senior Pastor who would love, shepherd, and teach our congregation. Both SPSC and Session shared a vision for someone who would nurture deep devotion and discipleship to Jesus and inspire and equip each member of our community to compassionately and energetically engage with the world around them. Additionally, a fundamental requirement was the candidate's agreement with ECO tenets.

To find the candidate who would meet those needs, the SPSC went through a robust process to find and screen candidates. To start, the SPSC worked with AGORA Search Group to generate potential candidates. The SPSC and AGORA searched nationwide, starting with AGORA's email contact list of over 1,000 people. The committee also requested the congregation and staff to submit candidate names, and each of these candidates was screened by the search firm. AGORA and the SPSC focused on looking for candidates who had most of the identified qualifications, although the SPSC reviewed every application that came in and spent time discerning whether the candidate should go through the next steps in the process.

As candidates were screened and assessed, equal value was placed on their skills in preaching and teaching; pastoring and shepherding; and being a visionary leader. Other important considerations were that we wanted a candidate with experience working in diverse settings, someone with a heart for missions, and a leader skilled in developing and managing staff teams. For each strong candidate, AGORA interviewed the candidate extensively by phone, screening for interest and a match in qualifications. AGORA then presented the candidate to the SPSC, who met weekly to review candidates.

The SPSC then reviewed the candidate's information and AGORA's feedback and, if they thought there might be a good match, they reviewed several of the candidate's sermons. When they found that the sermon's delivery and content was consistently excellent and met with ECO tenets, the SPSC let AGORA know that they were interested in taking next steps with the candidate.

At this point, candidates completed an approximately 20-page questionnaire about their education, work experience, theological beliefs, and family background. The SPSC then conducted interviews by Zoom with the candidate and asked a myriad of in-depth questions. Following these interviews and a review of the questionnaire, the committee met to pray and discuss the candidate's potential as a match for Menlo Church. After those conversations, the committee requested an additional Zoom interview with the candidate on occasion.

Through the process of prayer, discussion, and extensive interviews, the members of the SPSC believed that the Holy Spirit confirmed to them that Phil EuBank was the candidate to recommend to Session for consideration. Please read the below letter from the SPSC which explains why they unanimously recommended Phil as the candidate for Senior Pastor. Once the SPSC presented Phil EuBank to the Session, the entire Session voted for him unanimously to be Menlo Church's next Senior Pastor candidate. Please also read the Session's letter on why they enthusiastically voted to call Phil as Senior Pastor.