



DEAR MENLO CHURCH FAMILY,

Happy Advent season! We want to share a brief update to let you know where we are in the Senior Pastor search process. We have several candidates who are in the beginning of the discernment process, where both our committee and the candidates discern whether the role and our church are a good fit as we continue to seek additional candidates.

To date, Rob Lauer, from AGORA Search Group, has followed up with all the recommended candidates that were made to the Senior Pastor Search Committee (SPSC). Some of the candidates we are engaged with are from those recommendations. Others he contacted either did not feel the call or did not respond. Once Rob reviews recommendations and has contact with candidates, he makes suggestions to the SPSC for initial review.

The ongoing mutual discernment process considers a wide range of gifts that the Senior Pastor will bring to our congregation, specifically the roles of Pastor/Shepherd, Teacher/Preacher, and Leader/Head of Staff. The initial review of candidates focuses on the candidate's teaching and preaching gifts through sermon reviews, when the SPSC evaluates several recorded sermons for their biblical depth and whether the teachings are rich, challenging, and relevant to our congregation.

After the initial review, we will then continue the mutual discernment process with an in-depth questionnaire developed by AGORA, created with input from and reviewed by the SPSC; a multi-day discovery process between AGORA and the candidate; interviews; and, eventually, vetting through our ECO denominational partners and discovery weekends (visits) at Menlo Church. Final prospective candidates will be presented to Session (made up of Elders, the Transitional Pastor, and the Pastor of Campus Pastors). Election of the final candidate will be presented to the congregation for a congregational vote.

As we continue to post updates every month, we would like you to know that there are some limitations in what the committee is able to share.

- Candidates are likely employed at another church, and we want to respect their privacy to be the least disruptive as possible to the candidate and their church. Therefore, we will not discuss any individual candidate or their process publicly.
- We have formed a covenant agreement among SPSC members to freely express their opinions and how the Holy Spirit may be moving them. We believe God speaks through many people, and we must provide a safe space for sharing. Therefore, we will not publicly discuss details of individual conversations that happen within the committee.
- Everyone on the committee is striving to bring on a Senior Pastor as soon as possible. However, we also recognize that we are not privy to God's timing and plans, and we are committed to be patient and obedient to his will. Therefore, we cannot commit to a timeline.

Please continue to pray for patience throughout the search process and for the incoming pastor whom God has selected. We welcome you to keep sending potential candidates to us by emailing the SPSC at spsc@menlo.church. Please also feel free to contact us with any questions you may have.

We wish you a very Merry Christmas.

In Him,

SPSC (SENIOR PASTOR SEARCH COMMITTEE)

