

Dear Members of New Covenant EPC,

Special Congregational Meeting Announcement

Important: We will be holding a critical Congregational Meeting **on Sunday, September 8, between the Early Service and the Second Service, at 9:30 AM.** to discuss and vote on a proposed partnership with the Go Center, aimed at enhancing our Pastoral Search process. This proposal, initiated by the Search Team and approved by the Session, involves a financial commitment. Due to the monetary significance of this decision, a congregational vote is required to proceed. Please make every effort to attend as your input and vote are crucial to this decision. **Please read the provided information below.**

Enhancing Our Pastoral Search with a Professional Partnership

As part of our ongoing efforts to find a suitable pastor to lead our congregation, the search committee has explored various strategies over the past year. Despite these efforts, finding the right candidate has proven challenging. We are now considering a new approach that promises to expand our capabilities and streamline our search process.

Partnership with the Go Center

We propose to partner with the Go Center, a professional organization specializing in church Pastor staffing. Their expertise and resources will augment our current search efforts by providing:

1. **Enhanced Marketing and Outreach:** The Go Center will help us develop a detailed church profile and market it to a vast pool of potential candidates, increasing our reach by 80%.
2. **Comprehensive Screening:** They will conduct thorough screenings of candidates and their spouses to ensure a missional fit with our church's values and needs.
3. **Professional Management:** The Go Center will handle all aspects of the search process, including managing inquiries, emails, and the coordination of interviews.
4. **Contract and Onboarding Assistance:** Once a candidate is selected, they will assist with contract negotiations and help equip the pastor for their role, including a year of mentorship post-placement.

Financial Investment and Structure

The financial commitment for these professional services is estimated at \$20,000, which is based on a percentage of the future pastor's compensation package. The payment structure will be divided as follows:

- 1/3 upfront to initiate the partnership and begin the search.
- 1/3 upon development of a shortlist of candidates.
- 1/3 when a pastor accepts the position. (No acceptance, no payment)

Congregational Realities

As we approach this pivotal decision, we must consider the following realities:

1. **Transitional Leadership:** Our Transitional Pastor, Billy, plans to step away at the end of this year.
2. **Stagnant Applicant Pool:** We have had zero new applicants since February.
3. **Financial Readiness:** We have funds to meet this need, with our general fund currently at \$160,000.
4. **Endurance Concerns:** Our endurance as a congregation may wane without a lead pastor.
5. **Competitive Environment:** Other congregations are also searching for pastors; we need to stand out.
6. **Support Uncertainties:** There is a question of how much support the Presbytery of the Alleghenies might be able to continue to provide.

Why Invest in This Partnership?

This investment is not merely financial; it is an investment in our church's future. By partnering with the Go Center, we gain access to their time, expertise, networking ability, and advertising resources—assets we currently lack. This strategic partnership will allow us to focus more fully on the mission that God has set before us, ensuring that we find the right leader to guide our congregation.

Prepare for the Meeting

We encourage all members to research and prayerfully consider the proposed partnership with the Go Center and our present recruitment realities. For more information, please visit the Go Center's website and review the detailed documentation with the links we have provided below.

Please note: There will be no Sunday School on this day to accommodate our meeting schedule. Your participation is crucial, as the decision will require the input and approval of our congregation.

Thank you for considering this pivotal step in our journey to secure a pastor who aligns with our vision and mission. We look forward to your active participation and feedback as we embark on this enhanced search process together.

Blessings,

Search Committee, New Covenant EPC

Links to the Go Center for you to consider

<https://gocenter.works/pastoral-search/> (Overview)

<https://gocenter.works/wrong-guy/> (Case Study)

<https://gocenter.works/church-profile-siloam-springs/> (Sample Church Profile)

<https://gocenter.works/cp-silo-springs/> (Sample Candidate Profile sent to candidates)

Link to videos from the EPC General Assembly Office regarding searching for a Pastor

[Understanding What You Are Up Against](#)

(Please watch this video! We are not alone in facing this challenge of having so few applicants for this Pastor position)

The rest of these videos were very helpful to the Search Committee and helped us confirm that we have done all we can in the process. We received these just this past month, but they have confirmed that we have done everything that they suggested.

[Past Assessment & Future Readiness](#)

[Telling Your Story Well](#)

[Practical Advice for a Search Committee](#)

[Bonus Material – Understanding the Heart of the Candidate](#)