



## **PASTORAL SEARCH TEAM (PST) PROCESS FAQ**

**Q: The PST will be composed of three categories of nominees. What are those three categories?**

A: The three categories are elder, deacon, and member at large. The PST will be made up of 2 elders, 2 deacons, and 5 members at large, all of whom will be nominated and elected by the congregation.

**Q. What is the deadline to submit nominations for the PST?**

A: 3.20.22

**Q: Do the elder and deacon nominees for the PST need to be nominated by a member, or will they be nominated by those boards?**

A: In order to be considered for a role on the PST, elders and deacons need to be nominated by a member of the congregation, as is true for the member at large nominees.

**Q: Who are our active elders?**

A: Luke Walker, George Kang, Sean Ozbolt, Jubilant Sykes, Harold Shin, Glyn Milburn

**Q: Who are our active deacons\*?**

A: Ben Friday, Jaki Granger, Andrew Kuo, Sammi Rawlings, Tracy Thompson, Chris Han, Ravi Sankaran, Sarah Walker, Steve Nimick, Amanda Brockermeier, Eugenie Ooi, Joyce Lee, Michelle Lin, Wayne Van, Jon Duey

*\*We do have several unlisted members of our diaconate who are either inactive or on sabbatical.*

**Q: Have we edited our membership roll since our vote this past summer, to help ensure we can gather a quorum of members for this upcoming vote?**

A: The Presbyterian Church in America (PCA) Book of Church Order (BCO) does not offer a provision for simply deleting a member from our roll as an administrative action. The removal of a name from the roll is a shepherding function, intended to provide care for departing members, and to ensure the transfer of their membership to a new church. We have made every adjustment thus far possible, and are working in the next few weeks ahead of our 4.3.22 vote to make sure that our roll is as accurate as possible. Additionally, we do have the ability not to count members who live out of town and are not able to attend regularly toward our quorum requirements. We will take this step as well ahead of 4.3.22. We will publish the needed quorum for this meeting several days in advance of the 4.3.22 meeting.

**Q: How many people can a member nominate for the Pastoral Search Team?**

A: There is no limit as to how many nominations a member can make. However, each nomination form must be submitted individually. All nominations will be made online, using the PST nomination form, which you may access [HERE](#).

**Q: Some leaders in our congregation are not eligible to serve on the PST. Can you please clarify who is not eligible?**

A: The PCC Session has determined that, in accord with best practices in pastoral searches, PCC staff and staff spouses are not eligible to serve on the PST. (The one exception here will be community group coaches or their spouses, who will be eligible to serve, as per the directive of the PCC Session.) You can find a list of our staff members [HERE](#). Additionally, PCA Teaching Elders are not eligible for nomination, since their church membership resides within the presbytery and not within the local church. This designation applies to Paul Hahn, Shawn Gendall, Matt Trexler and Alex Watlington. Otherwise, all leaders within our supported ministries (eg. Reformed University Fellowship, Center for Faith and Work Los Angeles) are eligible for nomination.

**Q: How will PCC staff be involved in the pastoral search process?**

A: Staff members will be invited to participate in the Discovery Weekend with McGowan Global, which is scheduled for the end of April. Additionally, once a pastoral candidate is identified by the PST, staff will be invited to formally engage with the candidate as part of the final discernment process as to his calling to serve here at PCC.

**Q: Will non-members have a voice in this process?**

A: PCA polity is designed so that only members can formally participate in the nominating and voting for the PST. We encourage all active attenders to consider membership by engaging in the membership process. In the meantime, non-members are welcome to attend meetings, and engage informally by making nomination recommendations within community groups or alongside friends or family members who are members of PCC.

**Q: Will the members of the Pastoral Search Team be required to sign a confidentiality agreement?**

A: Though confidentiality will be critical to the health of this process, it is not our intention to request a formal signature. By making thoughtful nominations, and by keeping a prayerful commitment to the peace and purity of the church, we believe that the PST members will honor Christ in their wisdom and prudence.

**Q: What type of time commitment will be required of PST members, and how long do we expect the search process to last?**

A: This is a significant role that will require weekly time. We expect that the team will meet weekly, for 1 ½ to 2 hours on average. Sub-teams will also engage in assigned responsibilities, varying weekly according to the needs of the process. Though a search timeline in a non-denominational church is often much longer, the typical time frame for a search within the PCA where McGowan Global consults is approximately 12 months. Our goal is to have a new permanent senior pastor with us by spring/summer of 2023!

**Q: How will the Session present the list of nominees to the PST to the congregation?**

A. Nominations for the PST will close on 3.20.22. During the week of 3.20.22, the PCC Session will screen all nominees, working with them as needed to ensure that they are willing and able to serve in this role at this time. On 3.27.22, the Session will present to the congregation a list of all qualified nominees to the congregation in each of the three categories – elders, deacons, and members at large. In each of the categories, the session will present their recommendations for a slate – the two elders whom they believe can best serve in this PST role out of the list of elders who may have been nominated; the two deacons whom they believe can best serve in this PST role out of the list of deacons who may have been nominated; and the five at large members whom they believe are the best fit from the list of all nominated members at large.

**Q. How will the election work on 4.3.22?**

A. We will open our congregational meeting with prayer on 4.3.22 after the morning worship service in Santa Monica. We will close the meeting with prayer at the conclusion of the voting following our evening service at St John's. This meeting will not involve discussion, save for any procedural instructions or questions. We will proceed to the vote as immediately as possible. Unlike some of our meetings last summer, we do not anticipate either segment of the meeting to take long at all, either in the morning at SamoHi, or in the evening at St John's.

On your ballot, you will have a list of all the eligible nominees in each category – elders, deacons, and members at large. You also will have the session's recommended slate – these names will be starred in each category.

You will not simply be voting the session's recommended slate (their recommended candidates for each category) up or down. You may vote for any nominee that you feel led to vote for in each category. This is an important step in this process! We need the Spirit to speak through the collective wisdom of the body as a whole, rather than merely rubber-stamping what the Session puts forward (We saw the importance of this in our journey together last summer!)

You will have two votes to cast in the elder section, two votes to cast in the deacon section, and five votes to cast on your ballot in the member at large section. The top two vote getters in the elder category, the top two vote getters in the deacon category, and the top five vote getters in the member at large category will be elected, regardless of whether they were on the Session's recommended slate or not.

**Q. What qualifications will the Session be looking for in recommending a slate of officers and members for the Team?**

A: The Session would, ideally, like to recommend a team that honors the breadth of our congregation's demography. We would like to have a balance of men and women representing a variety of life stages, regions, and engagements towards different elements of PCC's mission. (eg. faith and work, families, community, outreach, global mission, etc.)

**Q: Can you provide more detailed information about the role of the Pastoral Search Team? What do they do? What is the outcome of their work? What are they not empowered to do?**

A: The fundamental task of the PST is to identify the pastoral candidate that they believe God has chosen for this calling of senior pastor here at PCC. Their work is to prayerfully and deliberately make a recommendation of a candidate to the congregation. They will not call the pastor. You, the members of the church, will elect the pastor and formally call him to this work, or not, as the Lord leads you and speaks through you collectively.

This succinct paragraph from our BCO might be helpful here (please note that we are using the term “Pulpit Search Team” synonymously with “Pulpit Committee”):

*BCO 20-2. Every church should be under the pastoral oversight of a minister, and when a church has no pastor it should seek to secure one without delay.*

*A church shall proceed to elect a pastor in the following manner: The Session shall call a congregational meeting to elect a pulpit committee which may be composed of members from the congregation at large or the Session, as designated by the congregation (see BCO 25). The pulpit committee shall, after consultation and deliberation, recommend to the congregation a pastoral candidate who, in its judgment, fulfills the Constitutional requirements of that office and is most suited to be profitable to the spiritual interests of the congregation.*

**Q: Will Paul Hahn have a role in the search process?**

A: As one of the primary leaders within the PCA’s commitment to church planting and church renewal, and as the moderator of our Session, Paul Hahn’s voice will be key to this process. Though he will not be a formal member of the PST, Paul will serve adjunctly with our McGowan partners, will offer pastoral encouragement and advice to the PST, and will engage in the discernment process with pastoral candidates. He, along with the Session, will also help guide all of the necessary timelines and protocols. Paul will not be a candidate for this position.

**Q: What is the relationship with our presbytery, the Pacific Presbytery, in this process?**

A: The PST recommends the candidate to the congregation. The congregation prayerfully considers the candidate and votes as to whether to issue him a call to this work. Before a formal call can be ratified, the pastoral candidate will need to be examined and approved by the Pacific Presbytery.

**Q: When someone is nominated for the PST, will they be contacted to determine their interest?**

A: Yes, the Session intends to contact all nominees, to notify them of their nomination and engage in discussion about their potential service.

**Q: What happens if a member of the PST is unable to finish the process? Will there be alternates designated to take their place in the event someone needs to step down?**

A: The Session will determine our approach with regard to alternates to the PST in advance of our 4.3.22 vote. All meetings of the PST will be documented through the keeping of minutes. If an alternate member needs to be added, the co-chairs of the team will share all necessary information with the new member.

**Q: How will the PST Co-Chairs be selected?**

A. After the PST is formed, they will elect their co-chairs, one female and one male.