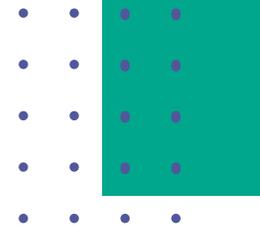


# THE CO-PASTOR NOMINATING COMMITTEE (CPNC)



## CO-PASTOR search



After being formed at the congregational meeting last fall, the Co-Pastor Nominating Committee (CPNC) got right to work.

We gathered and reviewed all of the congregational input and information that had been gathered by the Transition Team and in the most recent pastor searches. We then discerned how best to describe our church community and exactly what sort of person we were looking for so that we could put together the materials necessary to attract the highest quality candidates for the position.

Before beginning the actual search, there is a formal mandatory process dictated by the Presbytery. This includes first drafting answers to what the Presbytery calls “The 12 Questions” - a deep dive into where the church is and where it seeks to go. After that is reviewed and approved by Presbytery, the next step is to draft what is called the “Ministry Discernment Profile,” describing exactly what the church is seeking in the way of a new co-pastor and why this position should be seen as desirable to potential high-quality candidates. These documents were then submitted for approval by both our Session and the Presbytery.

At the same time, the CPNC was laying the foundation for a successful search. We retained PneuMatrix, a church-oriented consulting firm that specializes in searches for new pastors and has a wide ranging network and process for surfacing high quality candidates who are otherwise not actively searching for a job.

We also searched for candidates through publishing the job on the Presbytery's established system, Montview's and other faith related websites, and networking by the staff, members and friends of the church. We did, in fact, wind up with a diverse pool of very talented people from all over the country who are primarily senior or long-serving associate pastors.

After a first round of interviews by the search firm, the CPNC then worked diligently, meeting several nights in a week and even entire weekends, doing a second round of one-on-one interviews with each of the candidates, followed by a third round of interviews with the top several candidates. At that point, Reverend Beal and Reverend Hays also met with those top candidates on Zoom.

In November, we hosted two candidates and their spouses for in person visits in Denver. The jam-packed weekends included multiple meals together, Denver neighborhood exploration, meetings with Montview staff, and with the Denver Presbytery. On Sunday of each weekend, the candidates preached in a neutral pulpit. The committee then listened to feedback from the visits and conducted additional due diligence on the candidates.

We ended the year in a very positive and constructive place, but we do still have work to do entering 2026 to ensure that we, in fact, call the very best person to be our next co-pastor. We very much appreciate everyone's continued prayers and support.