

Re: Children's Minister Timeline Update

From: Stephen Walker (srainey6@yahoo.com)

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Date: Sunday, February 27, 2022, 11:35 PM CST

We sent meeting notes earlier this evening. As I read through the notes, I realized it may be a little difficult to understand where we are in the process. The graph below should help with that.



Search Process

- Search team to develop a timeline and meeting schedule.
- Solicit input from the parents whose children are age appropriate to the ministry.
- Refine the job description.
- Begin the candidate search process.
- Identify qualified applicants.
- Screen selected applicants.
- Invite qualified candidates to interview for the position.
- If Elders, parents and search team determine there's a fit, make an offer.

Post-Employment

- Tools for success post-employment.
- Onboarding and parent mentoring.
- Introduce seven values using logic model.

There were some revisions made to the job description (JD). The committee is reviewing the revisions and we will send you a copy of the revised document by mid-week. The plan is to have a final JD in the team's hand this weekend that's responsible for posting the the position in placement channels.

Sent from my iPad

On Feb 27, 2022, at 4:48 PM, Stephen Walker <srainey6@yahoo.com> wrote:

Attached are notes from the search team's first meeting.

2/27/22

2:00 PM

Children's Minister search committee as lead by Steve Haupt

- Noted Gwen filling in until we are able to hire for the position
- Noted decrease of applicants in labor crisis
- Attendees (genuine apologies if I missed someone): Gwen and Steve Walker, Kate Schneider, Jeff and Beata McGlawn, Pattersons, Laura Picker, Leon Sewkarran, Matthew Bardowell, Philip Matheny, Hannah Grimshaw, Nay nay Taylor, Phillip Matheny, Ross and Alicia Brown, Joyce
- Notes on setting a group vision that we'd like to see in our children's ministry:
 - Increase children's ministry numbers and get more young adults going to McKnight
 - Seeking the lost
 - He/she should walk alongside the parents, working together to help the child mature
 - Someone who is passionate about children, teaching the Bible to our children, organized, creative (recruiting, activities, reaching children, relating to kids of all kinds)
 - Husband and wife couple as potential (seems like we have a history of losing children's ministers to life changes such as getting married)
 - Lots of great things we do already, but would like to see someone take our vision further
 - Help with boundless volunteers
 - Connecting with young parents virtually
 - Using their skills to fullest potential
 - Support for bringing in families, make sure goals are obtainable
 - Connects with all kids
 - Coordinates staffing the room for boundless
 - Connecting young families together to build stronger committee (e.g., virtual small groups between parents?).
 - Next gen ministry coordinator/ children's minister question?
Steve mentioned we're hiring a consultant to help us ID staffing changes. Right now as the position stands some next gen responsibilities
 - Mentioned there's a lot of job responsibilities on the current list is A LOT, will need help or skill of delegating.

- Dynamic and exciting personality to engage kids
- Focus on getting our own families more engaged
- Intentionality and growth mindset
- Again noted a lot of responsibility, leadership experience would be great
- A good “fit” with our vision
- Address needs first, engage our church, then overflow into community
- Agreed that we need a clear vision and then the person search should be easy to see if it’s a fit
- Many comments on large list of job responsibilities and likely need for leadership skills
- How to find contacts
 - Everyone on the committee keeping eyes and ears open
 - Needing candidates
 - Potential team to post job and advertising
 - Connecting with Lane Ham
 - Matthew willing to help ask within churches and colleges and old and current McKnight Contacts, Ross Brown, Jeff McGlawn, and Gwen willing to help Matthew
- Job description notes
 - Should probably have description of our church and vision (matching the youth minister search from years past)- Steve and Jeff to Follow up, group to review it
 - Adding boundless (Kate, Jodi, Karen, and Darrah ready to help again but could use direction)
 - Job hours, and salary range included on there (experience considered) potentially save time with clear expectations up front
- More notes on the process:
 - Steve and Steve to present candidate to us
 - Virtual screeners
 - Team members submit questions for interview questions as asked
- Follow up and wrap up discussion
 - Meet again in 3-4 weeks to see we get candidates
 - Steve and Jeff to finalize job description to then give to Matthew, Ross, Gwen, Jeff to work on avenues to post
 - Question: how does the consultant play into this? We will keep moving forward, and the consultant will give us feedback on next steps (little involvement in the committee, just some

- feedback with minor adjustments)
- Question: timeline question- Gwen stepping in on part time basis, quick is good but finding best person is priority for a full time role
 - Noted virtual meetings have great advantages
 - Moving forward, keep core criteria in fore front
 - Steve will make sure we have candidates to discuss for next meeting