

Report to Heartland Presbytery  
Personnel Committee/IEP Search Committee

When Charles Spencer resigned in June of 2017, the Personnel Committee turned to the Employee Handbook, VII.A for guidance:

*If an elected position is vacated, the Personnel Committee should make a determination whether it is appropriate to fill the position on an interim basis, based on the needs of the office, the Presbytery's finances, and the time needed to fill the elected position. If the Personnel Committee determines the position should be filled on an interim basis, they should submit to the Presbytery Council their recommendation along with an interim position description. If approved by the Presbytery Council, the Personnel Committee will hire a qualified person to perform the interim job. The compensation and benefits of the interim position shall be set forth in the terms of call.*

Little did we know that one year later we would still be evaluating the appropriate way to fill the position on an interim basis. We heard voices all around us asking for guidance; someone to steer us towards our mission and vision. Considering that, we wrote a position description for a Transitional Executive Presbyter (TEP). We felt it met the desires we heard from the presbytery. To be a more diverse group the Personnel Committee added two ad hoc members with the approval of council. Rachel Danner and Jason Carle joined us in the process. During the year Bond Faulwell and Mary Jane Houston rotated off Personnel and Don Wilson rotated on. Bond continued to serve as part of the search committee through May 2018 and is no longer serving. Mary Jane Houston continues to serve.

We have considered approximately 20 PIFs, found both through CLC and self-referrals. Some very promising candidates found other calls, while others decided this is not God's intention for them. Interviews were conducted by skype, zoom and telephone. Some candidates were interviewed twice and two came to Kansas City for in depth interviews. Sadly, in the end, we did not find our TEP. While disappointed, we recognize that we are not a Human Resources department looking for a warm body to do a job. We are charged with listening for the Holy Spirit; awaiting the person God intends for us.

Nothing happens in a vacuum, so while working towards our goal, the presbytery initiated new ways of working together. The COM has developed a new model, including regional groups to care for churches and hopefully hear more voices. Business Affairs is working towards a more realistic budget, and our Council has become smaller and more focused group. Council has spent the last year delving into the work of each of our Committees/Commissions/Divisions. Council also initiated a series of listening sessions at our Presbytery meetings. The results of the first two sessions were reported out to the presbytery by e-mail and through the Heartland Connection. As new voices spoke, we listened to them. We heard from Council/presbyters/candidates and began to reevaluate the appropriate way to fill our vacant position.

Through conversation and prayer, we reached the conclusion that Heartland Presbytery has begun a new stage of working together. We no longer feel that the presbytery is ready for a Transitional EP to guide in mission and vision. Maybe we were overly confident in the beginning, or maybe we have discerned a shift in the body.

While a year ago we heard the need for mission/vision guidance, today we hear the need for better communication and self-reflection. Heartland Presbytery is voicing a need for better communication in

order to come together in a unified mission and vision. With this in mind, the Personnel/Search committee feels Heartland would be better served by an Interim Executive Presbyter; someone to help us continue our conversations, improve our communication and lend support to all.

At their May meeting Council approved a new position description for an Interim Executive Presbyter. That position description, as well as an updated MIF are now available on the Heartland website and in the Connection. As before, this position is open to both Teaching and Ruling Elders.

We ask for your continued prayers as we listen for God's guidance.

Please direct Questions, PIFs and resumes to the Personnel Committee Moderator, Jean Murphy at [revjmq@hotmail.com](mailto:revjmq@hotmail.com).