



MAYFLOWER

Congregational Church

My name is Ginger Young, and I am chairperson of the Mayflower Senior Minister search committee. While I am honored to serve with this wonderful committee of Mayflower members, I am not the leader of this endeavor...God is, and I have faith that he will guide us toward the individual who is the right person for our church.

Our committee, consisting of Amy Conway, Rachel Haddad, Phil Idema, Jessica Ruppert, Andy Schutt, Steve Waltman, and myself has been meeting regularly for about a month and making great progress in our endeavor to search for our next church leader. We have been working hard at developing both a profile of Mayflower to present to potential candidates as well as discerning the wants and desires of the congregation as we review and digest the data contained in the survey that over 150 members completed. Thank you to all who took the time to work on the survey.

We are now poised to move on to the next step. With the unanimous approval of the Executive Committee, we have hired Vanderbloemen Search Group as our consultant to lead and walk alongside us on this journey. Vanderbloemen is a search firm that exclusively works with churches and Christian organizations, and has developed a deep understanding of their needs, unique organizational structures and theological philosophies. There are a number of reasons why we choose them to partner with us.

- Their staff has 250 years of collective church leadership.
- They have completed 500 searches for churches, ministries and faith-based organizations.
- They have 85,000 Christian leaders in their data base – the largest in the U.S.
- They pre-screen candidates
- They do background checks on the applicants
- They guarantee that if the individual we hire does not work out, for whatever reason, within two years of the hire—they will help us to find a replacement at no cost to us.
- They are strategic in their approach making them both effective and efficient, using wisdom and discernment to find the right person in accordance with God's will.

All that being said, working with Vanderbloemen will expedite the process of finding the right Senior Minister for Mayflower, reducing the typical search time of 18 – 24 months to around 6 months! They will open a world of Senior Minister candidates to us, and they will share all their experience and expertise with our Search Committee to ensure the right hire in a timely fashion. To that end, Brian Jensen, the consultant assigned to us, will be meeting with our committee on Thursday, October 15th, to, as he put it, “learn about the DNA of Mayflower.”

We ask for your prayers for our committee and for God's continued guidance. Specifically, we ask that God grants us patience, wisdom, faith and unity as we move forward toward our goal.

Thank you for the honor of serving you on this important mission.