



September 14, 2025

Dear Church,

As a part of the work of the Pastor Search Team, the second Sunday of each month we will communicate to the congregation where we are in the process of performing the Pastor Search duties prescribed in our church's By-Laws. Details of our activities will remain confidential throughout this process. At the appropriate time, once the Holy Spirit reveals to this team the man He has chosen, that candidate shall be presented first to the Council of Elders for approval and then to the congregation for affirmation. You can find the details of this approval process in our By-Laws on the HNW website.

Since the first meeting of the Pastor Search Team in mid-August:

- We established a regular weekly meeting cadence and location.
- We open each meeting by each of us praying and asking the Holy Spirit for His guidance and wisdom in our discussions and thought processes. We established an internal and external communications protocol, stressing the confidential nature of our activities out of respect for the process, while also recognizing our responsibility to give regular progress updates to the Elders, the Deacons and the congregation. We set up an administrative system to help keep the process organized and our team on-task.
- We are developing a process to receive submissions. A link will be added to the church website so interested candidates know where to send correspondence.
- We identified Senior Pastor qualifications and job roles from the By-Laws, Scripture and aspects of HNW's DNA. With these qualifications and roles, we are creating draft job descriptions and job posting criteria.
- We have identified a number of locations to post the position and will continue this effort. We are expecting to post the position soon.
- We have an initial draft of the instrument to capture the candidate information received.
- We have many activities in the queue that we will share over the coming months. There will be many questions, and we ask for your patience as we work through this process.
- This process will take time. We do not take our responsibility lightly. The right length of time for this process to take is however long it takes for the Holy Spirit to reveal his man for the job, and not a moment before. We are working diligently to discern His will.
- We ask for your continued prayers for the team and for our church family as a whole—that the Holy Spirit would continue to go before us and guide us all in unity as we keep in step with Him in identifying the next Senior Pastor of HNW.