Several factors influence the profile and search and call timetable.

- The available pool is influenced by external market factors and the congregational Profile's thoroughness and clarity.
- The thoroughness and clarity of the profile is influenced by congregational participation: thoughtfully, transparently, steadfastly discerning and producing content answering Profile questions: "Who are we? Who is our neighbor? Who is God calling us to become?"
- Readiness for work on the profile is measured by the willingness of congregants to gather regularly in conversation, and engage one another with mutual trust, respect, and curiosity. God will speak, together we will learn about who we are and hope to become, and who we serve.

Best practice for Profile, then Search and Call, balances effectiveness with efficiency. Together we will discover and affirm our purpose then search and call a Pastor who shares our vocational purpose.

Proposed Timetable

When	What
April 19	Call for nominations goes out to members
April 29	Nominations Close
April 29	Interviews begin with prospective committee members
May 12	Notice to congregation of special meeting
June 2	Congregational vote and commissioning of Search Committee All Congregation conversation and luncheon facilitated by Pastor Arlen and COT following the vote
June 2 to Nov	Committee meets several times a month (see job description for details) Congregational conversations continue, led by Pastor Arlen and facilitated by the committee Committee publishes the profile for congregational feedback and alignment
Dec	Pause for Christmas
January 2025	Publish profile Begin receiving candidate profiles
February onward (till a candidate is selected and they accept)	Communicate with congregation and candidates Interviews and discernment, then consensus and recommendation Candidating Weekend On-boarding new Pastor/family
TBD	Installation of new Pastor
Year 1 of new Pastor's tenure	Search Committee serves as Pastoral Relations Committee for one year