

Report of the Transitional Executive Presbyter Search Team (TEPS)

July 13, 2020

The TEPS team has been working diligently since its inception in November 2019. It has accomplished the following tasks.

- Held 3 separate town hall meetings in January and February to obtain feedback from throughout the presbytery on how our presbytery might ultimately be, what needs to change to get there, the kind of leadership that will guide it to its goals, and an estimate of timing
- Contracted for temporary head-of-staff
 - Notice of this opening was distributed throughout the presbytery and on the presbytery web site.
 - Five candidates applied from within the Presbytery – 3 women, 2 men, one African American.
 - Four candidates were interviewed.
 - Bob Agnew and Neeta Nichols were contracted as co-heads of staff beginning January 1, 2020.
- Used feedback from the town hall meetings to develop a Minister's Information Form (MIF) and job description for the (now called) Transitional General Presbyter (TGP) in March.
- Advertised the TGP opening throughout all churches in the presbytery, on the presbytery web site, to Synod of the Covenant, General Assembly's Church Leadership Connection, Michigan Black Presbyterian Caucus, National Black Presbyterian Caucus, Racial Equity Advocacy Committee (of General Assembly), and 1 magazine, beginning March 2020.
- Established page on Presbytery web site to provide transparency during search.
- Consulted with resources from Synod of the Covenant on process and ways the Synod might assist.
- Received 16 candidate applications by May 15, 2020
- Submitted supplemental questions to 13 candidates
- Interviewed (via Zoom) 8 candidates May 27-28: 2 African Americans, 2 Latino, 1 Asian American, 3 White, 4 women, 4 men.
- Held second interview with 3 candidates June 18
- Made offer to lead candidate June 28.
- Negotiated Terms of Contract and start dates with top candidate by June 30