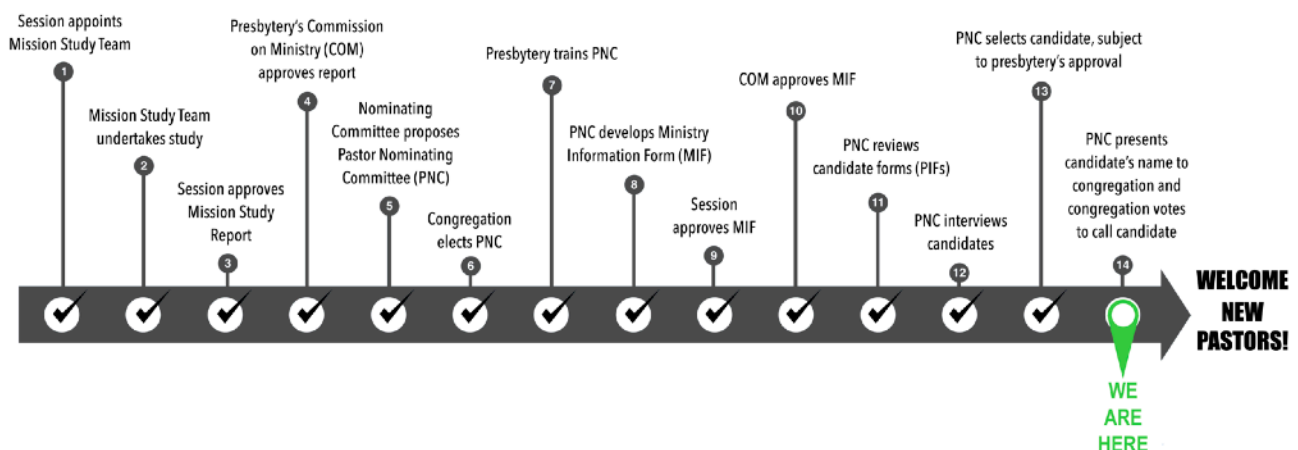




Report of the Pastor Nominating Committee

UPC is a vibrant Presbyterian congregation located in a dynamic community across the street from a major public research university. We seek a pastor who will guide the congregation toward faithful servanthood, bold leadership in the community, and deep examination into how the scriptures guide us toward a life in Christ. Our new pastor will lead by example in showing compassion and love, not only to everyone in our congregation, but also our local community and the greater world.



Pastor Nominating Committee:

Brian Curran

Patty Baum Haydon (Chair)

Carolyn Karpinos

Mary Ellen Olson

Scott Singleton

Karen Vandersea

Hank Waters

Bill Whisenant

Eleanor Wilson

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PNC NOMINATION

The Pastor Nominating Committee unanimously and joyfully recommends that the Reverend Jarrett McLaughlin and the Reverend Meg Peery McLaughlin be called to the positions of Co-Pastors / Heads of Staff at University Presbyterian Church.



Social Media Embargo:

Meg & Jarrett will be telling their congregation about UPC's call later today. Our first gift to Jarrett & Meg is to let their congregation first hear about this change from Jarrett & Meg, and not hear it first through social media, Facebook or conversation chains. Information on new calls flows quickly through the PC(USA) community. Please help Meg & Jarrett by strictly limiting discussion of UPC's call until 5:00 pm this evening.

Ways to Learn More About Meg & Jarrett:

<https://www.burkepreschurch.org/pastors/>

<https://www.burkepreschurch.org/sermon/>



INTRODUCTION

Dear Friends,

On behalf of the Pastor Nominating Committee I would like to thank you, the congregation, for electing this committee and trusting us to work on your behalf to bring you a candidate for your approval.

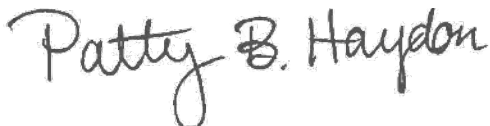
We are grateful to God for how—supported by your prayers and trusting in God’s providence—we have been led to the **Reverend Jarrett McLaughlin** and the **Reverend Meg Peery McLaughlin**. As many of our candidates said in this process, God had already called our next pastor before we ever got started with this work. We felt God nudging us in Jarrett’s and Meg’s direction along this journey; and, among a field of candidates leading awe-inspiring ministries, Meg and Jarrett stand out as truly exceptional, wise, and dynamic. I’m excited to report that our decision to call this amazing couple to UPC is unanimous. We all feel excited about the promise of Meg and Jarrett leading University Presbyterian Church into a faithful and responsive future, with energy, exceptionally strong preaching, and a heart for the calling of following Jesus.

The information following introduces Jarrett and Meg and their three young daughters: big sister Naomi and, twins, Caroline and Zanna. We are also providing links that you can follow to learn more about Meg and Jarrett by reading sermons and listening to podcasts.

If the congregation decides to call Jarrett and Meg today, we expect them to start at UPC on August 1.

I ask that you keep Meg’s and Jarrett’s current congregation in your prayers as they work through the sadness that accompanies the departure of their beloved co-pastors, and as they start their own process of searching for a new senior pastor.

In humility and gratitude,

A handwritten signature in cursive script that reads "Patty B. Haydon". The signature is written in black ink and is positioned above the printed name and title.

Patty Baum Haydon

PNC Chair

About Jarrett & Meg

Meg and Jarrett are both natives of North Carolina. They both **attended UNC** and met in the hallways of UPC as **members of our Presbyterian Campus Ministry**. After college, Jarrett served as a youth minister for one year and then spent another year traveling, spending a great deal of time in Port-au-Prince, Haiti living in community with disabled children at **Wings of Hope**.



They graduated with Master's degrees both in Divinity (**MDiv**) and in Christian Education (**MACE**) from **Union Presbyterian Seminary** in Richmond, VA. After seminary, Meg spent a year as a non-ordained Pastoral Assistant at Southminster Presbyterian Church in Chesterfield, VA, a suburban congregation of 500.

They were both ordained as Ministers of Word and Sacrament at **Village Presbyterian Church** in Prairie Village, KS where they served for seven years. Village Presbyterian is a suburban congregation of 4,800 near Kansas City. Meg served as the Associate Pastor for **Pastoral Care**, supervised two administrators — a Respite Care director and a staff therapist — and served as Staff Liaison to the Presbyterian Women. Jarrett served as the Associate Pastor for **Mission and Young Adult Ministry**, supervised the Director of International Mission and the Director of Community Food Pantry, and served as Staff Liaison to Front Porch Alliance (a community non-profit and church mission).

Since June of 2013, Jarrett and Meg have served as co-pastor Heads of Staff at **Burke Presbyterian Church** in the suburbs of Washington DC. Together, they are partnering to serve this suburban congregation of 650 and supervise six program staff.



In addition to their many other educational and service activities, Meg and Jarrett participate in **The Well**, a lectionary-based, annual study group of seventeen pastors. This group, in which they have participated since 2007, also nourishes other pastors who are well known at UPC.

Meg and Jarrett have three young daughters: big sister **Naomi** (7) and, twins, **Caroline** and **Zanna** (5). This past spring, Jarrett finally convinced his daughters that college basketball is fun and cheering for the Tar Heels is way more fun than anything involving princesses or unicorns. They are both thrilled to return home.



MEG

Meg Peery McLaughlin feels called to share good Gospel news—in word, in deed, in silence, in all things—to all of God’s beloved children.

Meg has been described as one of the best young preachers in the denomination. Meg also excels at making vision reality by mobilizing and creating a game plan to get the church moving. Jarrett says she can listen to stories all day and cares deeply about the people she shepherds and serves.

She has hitched her life to the promise that Jesus Christ is the light that overcomes darkness, is the love that is stronger than all fear, and is the sure and certain assurance that new life is possible, even when it seems otherwise.



From Karen Vandersea’s reflection on Meg:

“Meg comes from a family of PC(USA) preachers, so you could say that ministry is in her blood! However, Meg would tell you that she chose this journey on her own, due to a deep sense of call to serve. Meg is passionate and caring—simply amazing with her pastoral care. Her preaching is genuine, engaging, uplifting, and polished. Her messages are relatable, and they leave you thinking deeply about your faith.”

Formal Education

- Union Presbyterian Seminary, Master of Divinity, 2005
- Union Presbyterian Seminary, Master of Arts in Christian Education, 2005
- Clinical Pastoral Education, Basic Unit, UNC Hospitals, Summer 2001
- University of North Carolina at Chapel Hill, Bachelor of Arts in English Literature, 2001

Academic Honors

- Phi Beta Kappa, UNC Chapel Hill
- Martha O. and Fred R. Stair Fellowship for graduate study, Union Presbyterian Seminary, 2005

Continuing Education

- Stepping up to Staffing & Supervision with Dr. Susan Beaumont, November 2018
- Community Organizing and Congregational Leadership Training with The Industrial Areas Foundation & NEXT Church, October 2017
- CREDO, September 2015
- Stephen Ministry Leader Training, January 2007

Selected Service to PC(USA)

- Commission on Preparation for Ministry, 2015 to present, current clerk
- Preaching, Keynoting, Recreation Co-Leading, Montreat Conference Center, 2005, 2011, 2018
- Co-Preacher, Union Presbyterian Seminary Convocation, September 2017
- Executive Board, Covenant Network of Presbyterians, 2009 - 2012
- Sexual Misconduct Response, Heartland Presbytery, 2008 - 2013

Meg's Statement of Faith

I believe in God, whom Jesus called Abba, Father,
whom scripture testifies to as a mother who gathers her children under her wing;
this is the loving parent to whom all of life belongs
and in whom all of creation finds its origin and finds itself good.
God is a mystery beyond our greatest attempts to parse and explain,
and is at the same time as close to us as our own breath.
In that intimacy, God calls humankind into relationship
- with God, with one another, and with all of creation.
These relationships are to be characterized by love, undergirded by justice,
and lived out authentically; and yet, all too often they are fractured by failures,
polluted with greed, and broken by hurt.
But God refuses to let go. We are included in relationship not because of our own efforts,
but by God's grace alone.

This unrelenting and redeeming love of God is fully disclosed in Jesus Christ:
through his life and ministry, his death and resurrection.
Jesus enters into the vulnerability of human life, companions us in the chaos,
and shines light that no darkness can overcome.
His life-altering teaching, radical hospitality, and constant call to discipleship
consistently challenges us today as we seek to live as those who call Christ "Lord;"
and during his day, his gospel threatened those that thought they were Lord,
leading to Christ's crucifixion.
On the third day, angels spoke words beside Jesus' empty tomb, proclaiming to us all,
that in the midst of our own hopelessness and in the shadow of the grave:
we need not be afraid.

God's Spirit works faith in us to help us trust the truth of the Gospel:
that life is stronger than death,
that we are never, ever alone,
that grace is new every morning, as sure as the sunrise,
that hope is risky, yes; but hope does not disappoint,
that God's promised day is coming and we can joyfully and fearlessly work for it.
That Spirit gathers the Church to do just that,
as we enact and embody the divine command to love God and neighbor
by being sent out to be the body of Christ in and for the world.
The Spirit is at work in the sacraments of Baptism and the Lord's Supper,
both reminding us of God's grace and imparting it to us.
The Spirit inspires the Scriptures of the New and Old Testament,
God's Word through human documents which guide and equip the Church.

**To this God we belong in life and in death.
To this God be all honor, glory and praise.**

JARRETT

Jarrett McLaughlin has a deep passion for the Church as a place of radical welcome and hospitality and tries his best every day to honor the ways he has experienced that in his own life as grace upon grace.

Jarrett has been described as one of the best young visionaries in the denomination. He likes to look at the big picture, ask questions of purpose, and enable the community to articulate vision. He is full of energy, has a great sense of humor, loves working with youth and is described by Meg as an intellectual who loves diving into theology.

When not engaged at Church, Jarrett enjoys running and hiking. He is also an obsessive music fan intent on keeping up with independent music of all kinds — reading blogs and record reviews, scoping out live shows, and constantly spinning tunes in the car, home or office.



From Karen Vandersea's reflection on Jarrett:

"Jarrett is creative, full of energy, and beloved by his congregation. He is always his true self, whether you see him engaged in pastoral care, leading worship, overseeing a meeting, or parenting his young children. His leadership has been described as collaborative, collegial, and very team-oriented. Jarrett's creativity enables those around him to think about their own faith in new ways."

Formal Education

- Union Presbyterian Seminary, Master of Divinity, 2005
- Union Presbyterian Seminary, Master of Arts in Christian Education, 2006
- Clinical Pastoral Education, Basic Unit, Maine Medical Center, Summer 2003
- University of North Carolina at Chapel Hill, Bachelor of Arts in Religious Studies and Bachelor of Arts in History, 2000

Academic Honors

- Thomas and Katherine Belk Scholar, Union Presbyterian Seminary, 2005
- Patrick H. and Mary P. Carmichael Fellowship for graduate study, Union Presbyterian Seminary, 2006

Continuing Education

- Stepping up to Staffing & Supervision with Dr. Susan Beaumont, November 2018
- Community Organizing and Congregational Leadership Training with The Industrial Areas Foundation & NEXT Church, October 2017
- Montreat Arts, Recreation and Worship Conference, May 2016
- Next Church Conferences, 2011 to Present

Selected Service to PC(USA)

- Board Member, Washington DC Young Adult Volunteer Program, 2015-Present, Co-Chair
- Co-Directing, Keynoting and Recreation Leadership, Montreat Youth & College Conferences, 2019, 2011, 2006, 2005
- Co-Preacher, Union Presbyterian Seminary Convocation, September 2017
- Keynoter, Presbytery of Scioto Valley Youth Retreat, February 2015

Jarrett's Statement of Faith

I believe in God the Creator, whom Jesus invited us to know as Father,
who fashioned all that was, is and ever will be.

I affirm one God, incomprehensible to the human mind,
though revealed in wisdom and sovereignty through the intricate wonders of this created
universe. God the creator is the God I know.

I believe in God the Redeemer, Jesus the Christ,
who restores all creation to a right relationship with God.

Jesus Christ is Immanuel, God with us,
a complete revelation of God's persistent love for all creatures.

Christ took on human flesh and lived for us in order to bear witness to God's will for a more just
and loving creation. Christ's death exposes the depths of human hostility to the reign of God,
and his sacrifice invites us to turn away from sin and take up our place in the family of God. God
raised Jesus Christ from the dead as a vindication of his sinless life, breaking the power of
death forever.

Christ judges all creation with perfect justice and with perfect grace,
being himself the Redeemer. Christ the Redeemer is the God I see.

I believe in God the Spirit who is the beginning and author of all faith

and who equips the Church throughout all time to bear a faithful witness to the Gospel of Jesus
Christ.

The Church testifies to the Gospel of Christ through the Word proclaimed,
through the sacraments shared and through compassion and justice mingled and extended to a
broken world in need of God's grace.

The Word of God is Jesus Christ,

and scripture is the Word of God in that it bears witness to the one true Word of God.

The Spirit directs our understanding of scripture and activates its claim on our lives.

The Spirit seals the sacraments with the ever-present grace of God that sustains the Church in
all that it does.

Through the waters of Baptism, the Spirit unites us with Christ and sets us apart as a member of
God's covenant community, the Church.

Through the bread and wine of the Lord's Supper, the Spirit nourishes us with the promised
grace of our Lord Jesus Christ.

The Spirit sanctifies believers in every time and place to proclaim God's kingdom with
confidence by word and deed.

The Spirit enables all believers and doers of the Word to grasp with certainty the promise of
salvation that lies at the heart of God. The Holy Spirit is the God I feel.

From Meg & Jarrett

Dear Friends of University Church,

In the weeks since the Pastor Nominating Committee extended the call to be the co-pastors of University Presbyterian Church, we have not been able to get Charles Kuralt's voice out of our heads: **"What is it that binds us to this place as to no other?"**

UPC looms large in both of our stories. Week after week, we both gathered in the PCM student center to eat a home-cooked meal and find a place to belong, a place to believe, and a place to become. Sunday nights, Jarrett could be found in the Youth Center where the youth and other adult leaders made space for him to explore a fledgling call to ministry. Most Sunday mornings he perched in the second-to-last row of the balcony for worship. There was something about this church that enticed both of us to become involved in the church community. We must confess that this shared history indeed binds us to this place.

But with all due respect to Charles Kuralt, we believe there is a more interesting question at play: **what is it that calls us to this place as to no other?** It is not the sign out front announcing the preacher and sermon title. It is not the whiteboard in the office that causes worshippers to pause and pray for a friend. It is not the magnolia tree that lifts climbing children in her arms. It is not Vance Barron or Bob Dunham, though their fingerprints are all over the church's ministry. No, our call to this place is the clear sense that God is still stretching and shaping UPC in fresh ways.

The Church — any church, every church — is always becoming. The UPC we knew twenty years ago is not the same as the UPC that exists today. We cannot wait to discover that church. The UPC of today is not the same as it will be twenty years from now. We are energized to be a part of that journey. The Spirit of God stretches the Church, and thus all of us, in so many beautiful and unexpected ways. Our love for the Church — any church and particularly University Presbyterian Church — is based on the fact that it is, as it was meant to be, the Church of Jesus Christ.

We eagerly look forward to meeting each and every one of you.

Grace and peace,

A handwritten signature in dark ink, appearing to read "Meg & Jarrett". The signature is fluid and cursive, with a long horizontal line extending from the end of the name.

IN THEIR WORDS

We spent a lot of time sorting through the Personal Information Forms (PIFs) from our applicants. These are some of Meg's & Jarrett's words that stood out to us.

Meg:

"How can we worship the one who fled his birthplace as a refugee and not consider conversations about immigration? How can we follow the one who said 'blessed are the poor' without examining class and race and distribution of wealth? The point is not that we agree, but that the church is willing to engage in conversations that matter, and then take the fruit of those conversations into the world."

Jarrett:

"UPC taught me the value of having difficult conversations, and trusting that the center will hold even when there is tension."

Meg & Jarrett:

"Well, first we would love them."

Responding to our question, "What are two or three ways in which you would support and challenge our staff?"

Meg:

"Much of ministry is *going with the Christians you got* and imperfectly together plodding toward God's perfect love."

Jarrett:

"No matter the size of the Church, community is not only possible, but essential."

Jarrett:

"It's probably ill-advised to lead off the narrative portion of one's PIF referencing the present political environment, but I will say this has been an interesting time to lead in the Church. I say this with no assumption that the PNC reading this is of the same mind politically. Frankly, political homogeneity is the last thing that the Church needs right now. Faith communities may be one of the final frontiers of ideological diversity in these increasingly polarized times."

Meg:

"At a recent workshop on 'Cultivated Ministry' I was given words that helped me articulate another of my ecclesial convictions—that of the church being an 'input.' I have long trusted that the church does not exist for itself; it is indeed an exhibition of the kingdom of heaven for the world. Its job is to point to something bigger and work joyfully for it. As such, the church is the input in the growing process, not the output. The result is God's kingdom."

PNC REFLECTIONS

We read applications, listened to countless sermons, and conducted interviews, among other activities. Here are some of our thoughts on Meg and Jarrett.

Bill Whisenant:

"When I think back over the PNC's many deliberations from last August until now, I can't envision a better outcome."

Brian Curran:

"Their names kept coming up from denominational thought leaders as well as other potential candidates for the position... I went from thinking that a clergy couple was 'an interesting idea,' to 'maybe we could make this work,' to 'these two pastors are exactly what we need at UPC!' It was a journey to get to that final conclusion, but it is a conclusion that I feel confident in. I just love them for this church. I think you will, too."

Carolyn Karpinos:

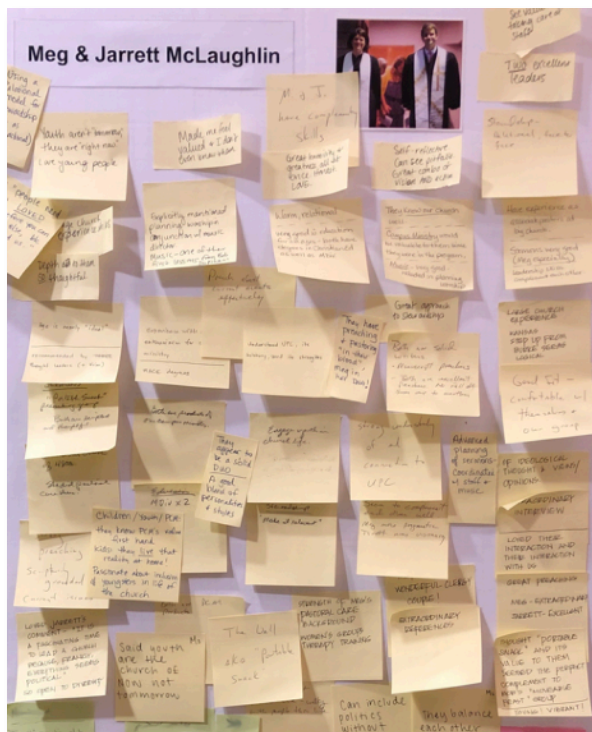
"Their theological knowledge and grounding in our own Presbyterian tradition is impressive and immediately evident as you speak with them and listen to them preach... But I predict that their goodness of spirit and thoughtfulness as you get to know them will just bowl you over."

Hank Waters:

"For those of you hoping for someone who can gently nudge you towards a better understanding of your relationship with God... rejoice! For those of you interested in ways and means of establishing a more intimate relationship with your neighbors...rejoice! For those of you hoping for a caring pastor and companion to accompany you into an uncertain future...rejoice with hope and deepest thanks to God!"

Mary Ellen Olson:

"I was a UPC member when Meg and Jarrett were students at UNC and participating here in our campus ministry program. Jarrett was a youth advisor with our youth program at the time. Our older son, now 38, was in the youth group then. When I met Jarrett in person last month, he immediately asked if I was Ian's mom and how was he doing. And he asked about many of the other youth in the group at that time. There is something special about the connection Meg and Jarrett have to this place. It feels very organic and natural for them to return here and continue the story of UPC."



PNC REFLECTIONS

Hank Waters:

“Their preaching is singularly outstanding. They always bring to their congregation a compelling, studied, and thoughtful message that promotes both a deep reflection on our collective response to the grace of God and a unified commitment to serve our community and our world in ways that truly matter.”

Carolyn Karpinos:

“They come to us at UPC as vibrant and forward-thinking individuals—but also as a complementary team, both ready to listen and to walk with us with wisdom and care.”

Karen Vandersea:

“Meg and Jarrett make co-pastoring look seamless and simple. While we know that it’s a new model for most of us at UPC, we feel confident that their personalities and leadership styles will blend well with our current pastoral and program staff—and of course with all of us in the congregation!”

Mary Ellen Olson:

“Did we know that strong preaching skills were a prerequisite for this position? Why yes we did! We have had such wonderful preachers here at UPC—it is a tough act to follow. Someone told us to look for the person we wanted to listen to every week... I have no idea how many sermons I have listened to over these past months, but these two stand out as the ones for me!”

Eleanor Wilson:

“When the Mission Study Team asked us at PYC to tell them what we saw when we envisioned UPC's next pastor, my mind drew a blank. I wasn't able to picture anyone but Bob in our pulpit until we got the applications from Jarrett and Meg. I have learned that nothing in life is perfect, but I truly believe that Meg and Jarrett are as close to perfect for UPC as anyone could be. I wasn't incredibly excited to have to leave my semester school in June, but now I am counting down the days until I get to come home and welcome the McLaughlins to our church family!”

Scott Singleton:

“There are myriad admirable qualities in Meg and Jarrett. I particularly like that each of them individually offers a special combination: they embody deep and utter commitments to Jesus Christ and sharing the gospel—that’s the driving force in their lives—and simultaneously they are open, engaging, and loving in ways that draw and welcome every person into real relationship with them.”



WHAT WE HEARD

Bill, Brian, and Karen spent many hours talking with senior pastors and thought leaders from the larger Church. Here is some of what we heard.

“They have been leaders in the denomination from the beginning (of their careers).”

— **Mindy Douglas, Pastor**
First Presbyterian Church (Durham, NC)

“The finest colleagues I’ve ever had. Time with them was a sweet spot in my ministry.”

— **Tom Are, Pastor**
Village Presbyterian Church (Kansas City, KS)

“It will be an absolute joy to welcome Meg and Jarrett to UPC and Chapel Hill. Your congregation will have the privilege of being partners in ministry with a couple of the most talented people our denomination has to offer, who also happen to be married to each other! Both of them, in unique ways, bring gifts of scholarship and compassion, energy and pastoral wisdom. You will delight in their preaching, but even more in conversation with them, in meetings, in the hallways, or over a cup of coffee (with Meg, not Jarrett, who hates the stuff). They will listen to you so carefully, and will invite you to listen even more fully to God’s call for this congregation, together.

In their time at Burke—and Village before that—they have had time to also find their rhythm as a clergy couple. The essential component is what is key in all relationships, clear communication and trust. They have settled into a wonderful rhythm of the responsibilities that are truly shared, and the areas in which one or the other is best suited to take the lead. It will be critical for everyone to be clear about how those pieces are to be sorted out, and to work with them just as professionally as you would with any of the other of your wonderful staff. You will also have the chance to fall in love with their entire family. You will not only come to respect their extraordinary gifts for pastoral leadership, you will come to love them, as I — and so many others — have come to...”

— **Chris Tuttle, Pastor**
Westminster Presbyterian Church (Durham, NC)

“I listen to their sermons often. Even when she (Meg) is telling me something I don’t want to hear, I want to hear it from her.”

— **Tom Are, Pastor**
Village Presbyterian Church (Kansas City, KS)

“The fact that they have been serving as a clergy couple for five plus years and want to continue is significant.”

— **Mindy Douglas, Pastor**
First Presbyterian Church (Durham, NC)

CO-PASTOR MODEL

We know that you may be entertaining the thought of a clergy couple for the first time, and that a co-pastor model would be a new pattern of ministry for UPC. We have a vision of how that works—and how well it works—where the Jarrett & Meg serve presently.

Meg & Jarrett on serving together in partnership:

“Nobody does ministry in isolation, but rather in community. We believe that the Co-Pastor model communicates this from the start. Even among leadership, there is a balance of power, perspective and a diversity of gifts. We share a passion for preaching and leading worship, but do so with different styles. In our experience,

our congregations have benefited from hearing different voices in the pulpit. Similarly, we offer distinct leadership styles. We truly value one another’s gifts and the ways we complement one another. We find joy in working together. This also allows our whole family to experience church together.”

How can UPC fill a single position with two pastors?

In its wisdom, our session has maintained both our senior and associate pastor positions as interim positions. Calling Meg and Jarrett as co-pastor heads of staff will fill both positions. Thus, UPC will not need to search for and call an installed associate pastor.

How will they share responsibilities and divide the work?

Jarrett and Meg will equally share the privilege of preaching and worship as well as moderating session. Beyond that, it makes sense to have a clear division so that the congregation knows “who to go to with what.” At Burke, they divide the Session Committees and staff supervision clearly. Likewise, they will broadcast in as many ways as possible who is responsible for different areas of the life of UPC.

What if some people like one of them better than the other?

Meg and Jarrett have assured us that this will surely happen! Humans are beautifully singular—we each have personalities and idiosyncrasies that endear us to different people. From what we’ve seen at their current church, this is a strength!

Will they go on vacation at the same time?

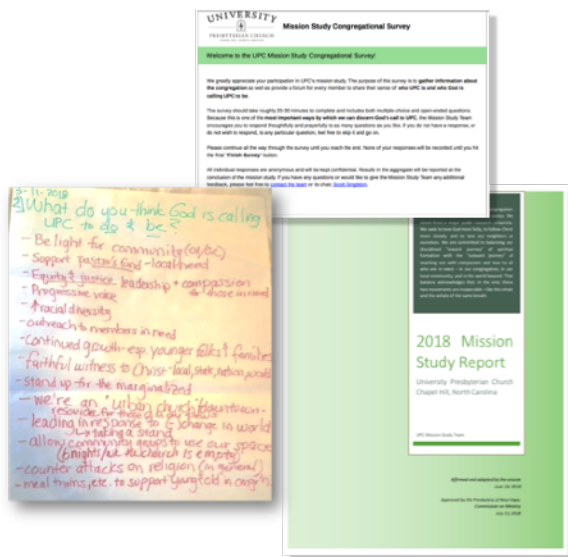
Yes, they will. As it is for so many of us, that is important family time for Jarrett & Meg. They are also in an annual study/preaching cohort called The Well. Together with the Session, they will make sure that all bases were covered appropriately.

Who’s going to get the big desk?

When you hear Co-Pastor Heads of Staff, we know what one of your first questions will be. To eliminate the suspense, Meg will take that office...mostly because she keeps a cleaner desk.

OUR PROCESS

The journey that led us to Meg and Jarrett began 2 years ago when the Transition Team worked to bring us our interim Margaret LaMotte Torrence; then continued through the introspective work of our Mission Study, and finally to the election of the PNC and its work in searching for a new pastor head of staff. Details of this process are described below.



Election Congregation elected 9-member PNC at Congregational Meeting July 22, 2018 Charged & Trained By Ted Churn, Executive Presbyter of the Presbytery of New Hope August 29, 2018 July–August 2018	Ministry Information Form Concise description of UPC's vision of ministry and hopes for our next pastor Approved By the session of UPC October 18, 2018 Approved By the Commission on Ministry of the Presbytery of New Hope October 22, 2018 Posted to CLC To the PC(USA)'s Church Leadership Connection online system October 23, 2018 Candidate Profile & Review Process 56 preferred skills, characteristics, or attitudes; 3 first-pass prioritization criteria; 4 additional criteria September–October 2018
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Application Review Stage 1 Applications were read, reviewed, and prioritized based on three key criteria "Triage" Application Review Stage 2 In-depth review focusing on evidence for four additional priority criteria "Candidate Identification" Application Review Stage 3 Further reading of candidates' writings and watching more online sermons "Candidate Prioritization" Preliminary Candidate Vetting NHP Executive Presbyter reached out to colleagues in the candidates' presbyteries November 2018 – January 2019	Video Interviews with Candidates VTC with approved candidates using 12 questions to ensure focused and consistent interaction Visit Finalists' Home Churches Worship anonymously and review the congregation & community; join pastor for informal lunch meeting Finalist Candidate Vetting NHP Executive Presbyter conducts more extensive vetting including background checks on finalists In-person Finalist Interviews Hosting finalists & spouses in CH: four community, UNC & UPC; 3 shared meals; 22 prepared questions February – early April 2019	Notify Intended Nominees PNC's desire to issue a call; agree on proposed terms of the call, including a compensation package Examination at Presbytery NHP Executive Presbyter meets nominees; Commission meets nominees; separately meets 7 members of PNC Session Calls Meeting Upon presbytery's approval of the call and final clearance, the session calls a congregational meeting Congregational Meeting Congregation hears and acts upon the report of the PNC; congregation votes on whether to elect nominees mid April 2019 – mid May 2019
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As with all things Presbyterian, we have been following a prescribed and well-ordered process. The congregation elected us to serve as the 9-member PNC at the Congregational Meeting on July 22, 2018.

We were charged and trained by Ted Churn, Executive Presbyter of the Presbytery of New Hope, on August 29, 2018. We have met weekly since that date.

We used the congregation's opinions as to the characteristics and qualities sought in our next pastor (shared in the first half of 2018 during our mission study) to produce our Ministry Information Form (MIF).

Our MIF was approved by the session on October 18, 2018, and then by the presbytery's Commission on Ministry on October 22, 2018.

PROCESS (continued)

The PNC spent more than 6 months sorting through application materials, listening to sermons, conducting interviews, visiting websites, and trying to put together the puzzle of whom God was calling to be the next pastor and head of staff at UPC.

We deliberated over the applications of over 100 pastors, including many received through the Church Leadership Connection (PC(USA)'s national database).

We contacted 15 leading pastors, seminary presidents, and thought leaders from the larger church who recommended more than 30 additional pastors.

We reviewed applications using a rigorous three-stage process. As we reviewed applications and listened to sermons, we prayed continuously for God's guidance, referring frequently to our Ministry Information Form, while considering a number of distinctive qualifications and prior experiences.

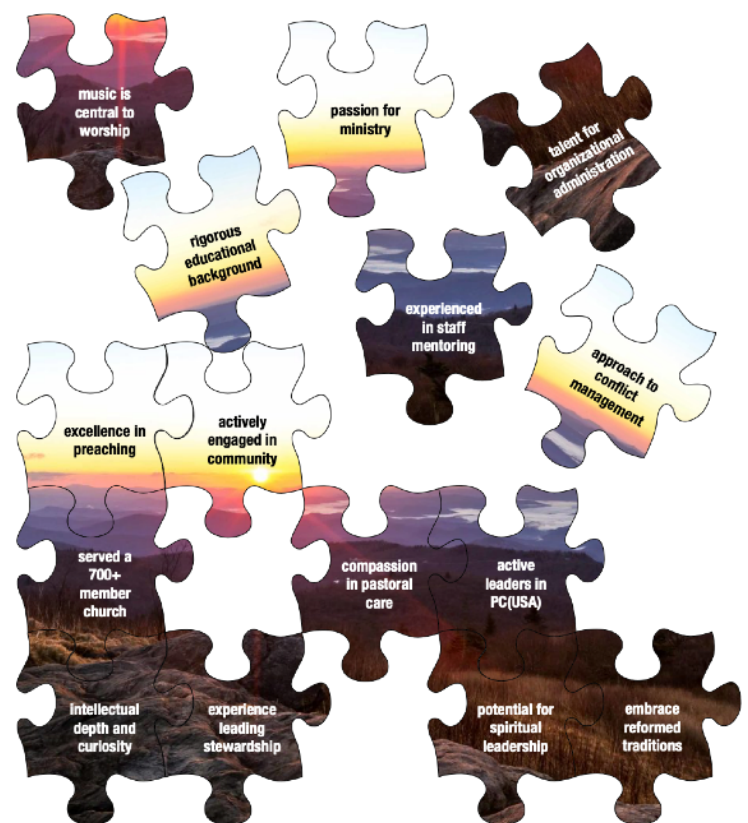
Our search process ultimately led to video teleconference interviews, discreet visits to candidates' churches, and face-to-face interviews with candidates that included tours of UPC and our community and meals with all members of the PNC.

In early May, we notified the Reverend Jarrett McLaughlin and the Reverend Meg Peery McLaughlin of our desire to issue a call. We also shared the proposed terms of the call, which include a compensation package.

Once we reached an agreement with the McLaughlins, we arranged an interview with presbytery's Examinations & Transfers Sub-Commission. Seven members of the PNC were also examined at that time.

Once presbytery approved the call and gave its final clearance, we revealed the approval to the session, and asked them to call a congregational meeting on May 19, 2019, to elect our new pastors.

Praise be to God!



UNIVERSITY



PRESBYTERIAN CHURCH
CHAPEL HILL, NORTH CAROLINA