

Dear Elmhurst CRC Congregation,

February 22, 2018

This letter will provide an update on the work of the Pastoral Search Team and the efforts to fill the Associate Pastor role.

Since last August, with the assistance and guidance of our consultant, Dr. Sam Hamstra, the search team has been working to define the Associate Pastor position, interview potential candidates and evaluate the qualifications of each candidate. As part of this process, we reviewed resumes and applications from 16 candidates, listened to numerous video and audio sermons, and conducted video interviews with eight candidates. The outcome of this discernment process was the identification of one candidate that the Search Team felt was the right fit for Elmhurst Christian Reformed Church (ECRC).

We held a series of meetings with this candidate, both in person and by phone. Over a period of several weeks our conversations, emails, phone calls and visits moved us toward the goal of extending a call to this candidate. However, as we approached that goal, there arose a growing uncertainty for Pastor Gregg and for the candidate as to the alignment of his primary gifts and passion with this position. That mutual uncertainty led to the candidate's decision to withdraw his name from further consideration. Although that result is disappointing, we are at peace with his decision, knowing this entire process is in God's hands. We prayed often for wisdom and guidance and ultimately God's answer was "*not him, not now.*"

Over the past year, there have been some significant staff changes at ECRC. Pastor Gregg became our Lead Pastor, and Lisa Capozzoli and Paul Daly have moved and are moving on to different opportunities for service. These changes provide an opportunity to re-evaluate structure, responsibilities and the specific needs of our church. Some of these changes may also impact the original job description that was developed for the Associate Pastor position.

Therefore, in light of the decision of the candidate and these staff changes, we are going to suspend the search activity until after Easter. The search team will then regroup, reassess the Associate Pastor position description, and relaunch the search effort.

On behalf of the Senior Leadership Team (SLT), I want to express our thanks to the Search Team for the significant time and effort they have devoted to the search process. And Dave Zeilstra deserves a heartfelt and special thank you for his tireless leadership, passion and time commitment in leading the SLT for the past several years, and the Search Team for the past year.

Please continue to pray for our church, for Pastor Gregg, the Search Team and the SLT as we continue to seek God's wisdom in our search for an Associate Pastor.

Thank you,

Ken Vos

Chair, Senior Leadership Team