



PNC Timeline and Roster of PNC Members

This is the timeline of the WPC Pastor Nominating Committee's work, followed by a list of the committee members.

Timeline

January, 2020 – The WPC Session nominated 10 congregation members, representing the church's various committees, activities and worship services, who would make up the Pastor Nominating Committee. We were elected at the annual congregation meeting.

The PNC was told: "This commitment includes weekly meetings for between nine and eighteen months depending on the discernment process and candidates available to be considered. While eighteen months is a long time, it allows for the possibility that candidates the PNC feels drawn toward, may not feel drawn toward Westminster. Realistically, nine to twelve months is more the norm and some committees have done it in as few as seven months."

Our search took 11 months.

Overall, we met 60 times as the full PNC or in subgroups, often having multiple meetings in the same week – sometimes the same day – along with considerable work outside our meetings. Collectively, PNC members invested thousands of hours in our work. Every member participated throughout the process, with some Zooming in from campsites or other places while on vacation.

February and March, 2020 – We focused on digging into the WPC Mission Study, which set the stage for our work.

April, May and early June, 2020 – We wrote our extensive Ministry Information Form (MIF), WPC's job announcement for a solo pastor. It was our recruiting tool through the denomination's online Church Leadership Connection and the Presbytery of the Cascades. The MIF included our desired competencies for the new pastor, information about WPC, suggested Presbyterian and community references whom candidates could contact for information about our congregation, and our answers to several required essay questions.

June 17, 2020 – The WPC Session unanimously approved our Ministry Information Form.

June 25, 2020 – The MIF went live on the national Church Leadership Connection website and we began receiving candidates' Personal Information Forms (PIF). Our MIF was viewed well over 700 times.

June, July, early August, 2020 – We established a process for reviewing and evaluating candidates and plunged into that work. We also advertised for candidates in print and/or online church magazines. Each PNC member received a copy of every PIF, Statement of Faith and other candidate information.

Some candidates applied directly. The Presbytery of the Cascades matched others with us. PNC members individually ranked candidates and then the committee discussed them.

Mid-August, September, October, 2020 – We sent four or so written questions to candidates whom we wanted to consider further. We asked each of these candidates about their strengths and weaknesses in leading traditional, hybrid and contemporary forms of worship; and where they saw themselves in five years and 10 years.

Among the questions we asked Pastor Kelly were these: How do you see your experiences – in size of congregation, setting, opportunities and challenges – translating into leadership of Westminster Presbyterian Church in Salem? What particularly interests you about serving as pastor of our congregation and how would you go about enhancing and nourishing those interests? What do you see as the biggest challenge for you?

Our youth group put together [an eight-minute video](#) tour of the WPC campus. It was a big hit with candidates, showing the vibrancy of our youth program as well as giving an inside look at our facilities.

During this time period, we also held initial Zoom sessions with a number of candidates. We had put together a list of about 50 potential screening questions to ask candidates.

Our first Zoom with Pastor Kelly was Sept. 27. In this initial conversation, our questions to her included:

1. In your [written] answers to our recent questions, you mentioned the challenges of competing demands that young families face. Tell us more about some ideas you have for inviting them into play, learning and leadership in our congregation at Westminster.
2. You have an interesting background. Much of your service has been in other denomination(s). Tell us about why you chose to serve in other denomination(s) and are now seeking a pastorate in the Presbyterian Church (USA).
3. Much of your experience has been in the Seattle area. What are the advantages and the challenges you would see in coming from a big urban area like Seattle to mid-size Salem?
4. Covid-19 has forced rapid adaptations using modern technology, even as we look forward to returning to our church buildings and in-person connections. Tell us about

your familiarity with such technologies, your approach to using them and how you might incorporate them in your post-pandemic ministry.

5. Describe your leadership and management style when working with others, giving an example of a time when this style worked well and a time when it brought challenges.
6. Our Mission/Peace/Eco-justice Committee seeks to address such community concerns as homelessness, systemic racism and LGBTQ+ acceptance. How would you help us address them within our congregation of diverse views and understandings?
7. Tell us about your work as a chaplain and how that would interact with your pastor leadership at Westminster.

In further Zooms, we discussed her approaches to theology, congregational care, youth ministry and many other areas, including how she saw herself as a fit for WPC.

Late October, November and early December, 2020 – We focused on our finalists; held Zoom communion worship services, which were approved by the WPC Session; conducted committee and small-group conversations with them; and talked extensively with their references.

Our finalists met via Zoom with the Presbytery's regional Commission on Ministry, which approved them.

December, 2020 – Our Zoom conversations with finalists continued, along with regular committee discussions, as we sought to follow where God was leading us. With unanimous consensus, we extended the call to Pastor Kelly and she accepted.

Jan. 3, 2021 – We met with Session, which unanimously approved our request for a combined worship service on Jan. 17 followed by a congregational meeting to confirm our call – for the Rev. Dr. Kelly Wadsworth to be our next pastor.

Jan. 4, 2021 – Our letter about Pastor Kelly was mailed to members and friends of the congregation. (Only members can vote at the congregational meeting.) We began creating videos and other materials to tell more about Pastor Kelly.

Jan. 10, 2021 – PNC chair Dick Hughes spoke at [both worship services](#) and introduced [a video about Pastor Kelly, which PNC member Terri Crall put together](#).

Jan. 15-16, 2021 – Zoom sessions are being held for congregation members and friends to meet Pastor Kelly.

Jan. 17, 2021 – A combined church service is [at 11 a.m. on YouTube](#) followed by a 12:15 p.m. congregational [meeting via Zoom](#).

Who's on the PNC

To help candidates during Zooms, we put together a one-page reference about the PNC. We also produced a similar video for them. This is how we briefly described ourselves:

Scott Butterfield, native Oregonian, retired public school administrator, teacher and dad.

Terri Crall, lifelong Presbyterian, married, mother of two boys in high school and college, serving in music and children's ministry.

Lucy Foster, a retired teacher, and member at Westminster for 37 years, involved in Music, Mission-Peace-Eco-Justice and Children's Ministries.

Matt Hale, WPC member for almost 20 years, proud to maintain our decades-long commitment to the local Red Cross.

Jackie Hilfiker (PNC vice chair), lifelong Oregonian and Presbyterian. A 62-year member of Westminster. Involved in numerous WPC activities during this time.

Dick Hughes (PNC chair), spouse, wisecracking dad of adult offspring, freelance journalist covering Oregon's urban-rural divide. Served as elder, deacon.

Jay Morris (PNC secretary), Oregonian since '78 via NJ and the Bay Area. WPC member since '07. Retired secondary teacher. Session and interim committee member.

Katie Nelson, raised at Westminster. Serves on Mission-Peace-Eco-Justice and Family Ministries. Sings in choir and praise team. Been a deacon and confirmation mentor. Retired teacher.

Kelsey Weber, lifelong Presbyterian and 10-year WPC member, serves as children's choir director and Sunday School volunteer.

Megan Whitney, high school student, grew up going to WPC, involved in youth group and other youth-related activities.