



April 25, 2008

Dear Members of the First Presbyterian Church, Arlington, Texas Congregation:

Your Associate Pastor Nominating Committee comes to you today with information and a decision. Before we announce the person we feel God has called to serve us as **Associate Pastor of Youth & Mission**, we would like to give you a synopsis of our journey.

Our committee began the search on January, 23, 2007 which was our first meeting. In that meeting we learned of all the necessary steps in receiving the person that God chose to serve our congregation as **Associate Pastor of Youth & Mission**. Below are bullets of the required steps and dates we accomplished them.

1. Meet with Grace Presbytery C.O.M. (committee on ministry) liaison to review informational packet and assign duties. ~ 1/23/07
2. Prepare Church Information Form (CIF), a seven part informational document, using mission study and information gathered from Session.
3. Submit completed CIF to Session and COM for approval ~ 3/08/07
4. Post & Publish CIF ~ 3/10/07
 - a. Church Leadership Connection
 - b. Independent online resources
 - c. Various Theological Seminaries Placement Offices
 - d. FPCA website

After the CIF was published in the above venues, we began receiving Personal Information Forms (PIF's) from candidates that were matched to our CIF via the Church Leadership Connection or self-referrals from our other posting sites.

In total, we received 369 "hits" on our CIF with the Church Leadership Connection. This number does not include the inquiries from the other sources. Our total inquiry total is well over 400. Once we received a PIF from one of the sources, the committee used a grading system to quickly determine which candidate would be a best match for our position. After the candidates were "ranked" we then conducted in-depth reviews of the PIF's, and prayerfully consider the candidates. We did in depth reviews of 62 PIF's over the course of 13 months. The "in-depth" reviews included speaking with references, 1,2, and sometimes 3 phone conversations with the candidate, and also in person meetings. After all of the PIF reviews, phone interviews, and in person interviews, we felt that our decision was narrowed down to three candidates. We prayerfully considered each candidate and asked for God to help us discern which candidate was the one chosen for FPCA. In the end, two of the candidates removed themselves from consideration noting that they felt God was calling them in a different direction than FPCA.

Ironically, the final candidate was a self-referral candidate and did not come to us as a result of the matching process. We arranged to fly the candidate in for our initial in-person interview after two very detailed phone interviews. After the in-person interview the committee was in consensus that this could be “the one”. We again prayed for God’s assistance in discerning his will. We conducted a third phone interview with the candidate and came to a unanimous vote on extending a formal call to ministry to this candidate.

We have completed our meeting with Session and a Congregational Meeting has been scheduled for Sunday, May 04, 2008. On that day, we will ask you to vote “yes” to both our final candidate and acceptance of the terms of call.

Your APNC- Bryan Huggins, Lucia Bitnar, J. Miller, Jack Snowden, Jennifer Schwettmann, Suzie McCoy, Bob Bohne (prior to moving) and Rob McClelland (ad-hoc), together in prayer and faithful preparation, want to now introduce you to our final candidate: **Sophie Marian Draffin**. We have included a picture, biography, and her accomplishments for you to review. Our prayers are with each of you as you now take the time to get to know Sophie through the information provided. **We are confident that you will agree with our unanimous decision for approval. Sophie will bring special gifts, abilities, and a tremendous amount of enthusiasm to the Youth, Young Adult, Young Family, and Mission programs here at First Presbyterian - Church, Arlington.**

In his service,

Bryan Huggins

Lucia Bitnar

J. Miller

Suzie McCoy

Jack Snowden

Jennifer Schwettmann

Rob McClelland