

Personnel Committee Report

February 4, 2023

The Personnel committee continues to be focused on actively recruiting candidates for two key positions.

- Associate Director
- Advancement Director
- Ministry Coordinator

We have been following a process that assures collaboration in the review of each candidate's background, qualifications and ultimately the decision to hire.

We have cast a wide net in identifying potential candidates for each of the positions through the use of professional recruiting websites and individual/personal contacts.

In our October 2022 report we included an outline of the interview process we are following. If you have questions about the process, we would be happy to review it at the upcoming meeting.

Current progress:

We have moved from preliminary interviews/screenings with candidates for the Ministry Coordinator and the Associate Director and have now conducted candidate interviews by our representative panels for each position. Recall that the panels included representatives of the Ministry/Management team, friar community, trustees, and others where it seemed helpful. possibly University Ministries and students, depending on the position.

Ministry Coordinator: Three candidates were interviewed by the panel. The interviews resulted in agreement to move forward with two of the candidates. You may recall that the next step in the process is to have each finalist spend a period of time (approximately 2 full days) in residence at the Mountain. This candidate will visit the week of the 13 of February

Unfortunately, one of our finalists has withdrawn her candidacy.

Associate Director: Two candidates were invited and scheduled for interviews with our panel. One of the candidates did withdraw his candidacy before his interview. We proceeded with the interview of the remaining candidate and have him scheduled for the Mountain visit. This candidate will visit the week of February 20th

As we move through the recruitment and hiring process, we think it is prudent to continue identifying additional candidates for each position.