



Dear Friends,

As your representatives in the search process, we are excited to announce that the Search Committee has reached God-given consensus on Rev. Bob Brown as our recommended candidate for the role of settled Senior Minister at Trinitarian Congregational Church, and we unanimously are bringing this recommendation forward for a congregational vote on June 3, 2018.

Our work in reviewing Bob's candidacy was a thorough process, including reflection upon our TriCon Vision Statement, the vision of a senior minister as described in the vision statement, as well as UCC materials in support of the process of seeking a senior minister. It included two interviews with Bob and numerous meetings of the Search Committee to discuss our evaluation of his candidacy. This process was part methodical, analytical, and practical in trying to align Bob's profile with those desired ministerial qualities from the Church Profile. This process also was deeply spiritual, contemplative, reflective, and prayerful, as we spent great effort listening for God's voice and guidance. We all feel this was a journey that took us in many expected and unexpected directions. However, all parts of that journey were critically necessary for us to ultimately land upon the right outcome, which is to call Bob forward in the spirit of partnership to work with us and to help lead us forward as our next settled Senior Minister.

As we moved through this process, we found Bob to be an inspirational pastor whose thoughtful, bottom-up leadership style is well-suited for our church at this time. Bob has an amazing ability to powerfully connect with an array of people, both individually and collectively, to inspire and empower them in ways that help us all fulfill God's aspirations for TriCon Church. His work here over the past nine years has touched so many lives in many different and positive ways, particularly with the youth of this church. Bob's work in organizing and facilitating activities around small group worship, mission trips and social action events have had real impact, in addition to the numerous other ways he has enriched our lives. Now Bob will be the first to say that there are areas where he can improve, something we would find in any candidate. However, we first have chosen to focus on Bob's God-given strengths, and then we will ask the congregation to join us in standing behind and beside Bob to ensure that our church continues to thrive and grow in the years to come.

As you all know, this has been a long transition, starting over a year ago with Bob's selection as Acting Senior Minister and then ten months spent developing our Church Profile, which was formally voted upon and accepted in February. We were given Bob's profile in late February, and we did not start considering his candidacy until early March. Our work in reviewing Bob's candidacy, as described above, took approximately eight weeks. Near the end of our work, one important realization we came to recognize was that the process provided to us, while highly effective in picking a single candidate from a pool of many, may have been less optimal when considering only one internal candidate, independent of others. At times, we found it challenging to evaluate someone we know so well, particularly when we had no other candidates



with whom to compare. We realized, then, that we had set an unusually high bar for Bob to clear. After putting our heart and souls into this process, however, we all clearly heard and felt God calling us to move Bob's candidacy forward for a congregational vote. Reaching that point was not a result of compromise, fatigue, or ambivalence, but a powerful epiphany of great joy.

Last, it is important for the congregation to know that, as the Search Committee, we have worked together as a cohesive group in this process and have deep respect for each other's views and opinions. We also believe that how the Committee is constituted is largely representative of our entire congregation. We hope that the congregation can both see themselves, as well as their fellow parishioners, as they look at members of the Committee. It is in this spirit that we enthusiastically bring forward our recommendation that Rev. Bob Brown be our next settled Senior Minister.

Matt Boger
Loretta Filipov
Paul Mahoney
Prescott Stewart

Peter Bruning
Michele Forinash
Ellen Quackenbush
Jane Turner Michael

**Warrant for a Congregational Meeting
Sunday morning, June 3, 2018
immediately following the 10 am worship service**

To the Members of the
Trinitarian Congregational Church of Concord
County of Middlesex
Commonwealth of Massachusetts

You are hereby notified that a Congregational Meeting of said church will be held on **Sunday morning, the 3th of June, 2018** immediately following the 10 am worship service for the following purposes, to wit:

Article 1. To vote on the recommendation of the Search Committee to call The Reverend Robert W. Brown as Senior Minister.

Article 2. To transact any other business that may legally come before said meeting.

M. Dixie Grimes, Clerk
Concord, Massachusetts
May, 2018