

### A message from the Search Team:

The journey to search for a new Senior Pastor for High Desert Church began in October 2017 at HDC's annual Board/Staff Retreat, where Pastor Tom and Sheryl shared with everyone gathered there a five-year plan for his succession and eventual retirement. That plan was slated to conclude in 2022, with a new Senior Pastor in place. In spite of detours, changes, COVID, and still more detours and changes, we are actually in a position to accomplish the original goal of completing the process by 2022.

At the December 2017 Board meeting, the Board designated the SLT (Senior Leadership Team) to be the Search Team for the next Senior Pastor. The Search Team was tasked with presenting a qualified candidate to the Board for consideration. Pastor George Beardsley was asked to chair the Search Team.

In addition to Pastor George Beardsley, the original team was comprised of Pastors Tom Mercer, Jack Hamilton, Kurt Thielen, Paul Gostanian, and Tim Kuhl. Tim subsequently resigned to accept of a new leadership role at Southwest Church in Indian Wells.

At the beginning of our deliberations, the Search Team listed and ranked the desired qualities of HDC's next senior leader and came up with the following list.

- Character/family
- Orthodox biblical thinker
- Oikocentric buy-in
- Gifted teacher
- Collaborative leader (values team input)
- Values HDC's present team
- Gifted leader
- Relational personality
- Cultural adaptability
- Shares HDC's core values

The Search Team also compiled a list of potential candidates from each of our own ministry networks. We also added names recommended by leaders we respected, who knew we were conducting this search. From those contacts, we assembled a list of 21 potential candidates.

During the remainder of 2018, and through the end of 2020, we sent emails, had phone conversations, conducted Zoom meetings, and even brought some potential candidates out to HDC for face-to-face conversations. After exhausting those possibilities, at the end of 2020, the Search Team decided to employ a search firm to broaden the scope of the search. We hired the Agora Search Group in January of 2021.

Agora brought us ten candidates to consider, which actually included a few other names of former HDC team members. During the process of considering those recommended candidates, Todd Arnett clearly became our top candidate.

Our original mandate from HDC's Administrative Board was to present them with a qualified candidate to consider as HDC's next senior leader. So, we were extremely excited to present Pastor Todd Arnett to the Administrative Board on February 6th. At that meeting, they voted unanimously to recommend Todd as our next Senior Pastor, at a special meeting of HDC's membership, on February 27th at 4:00 PM in Powell Auditorium on our Victorville campus.