

The Pastor Search Process

Phase I

- Select Committee
- Train the Committee in the correct procedure and process for finding a Pastor
- Begin and continue the spiritual preparation of the Committee
- Begin preparing logistics for entire process; establishing procedures and guidelines

Phase II

1. Gather information
 - Develop profile that represents the perception of the church and the committee about the kind of Pastor the church needs
 - Develop profiles of church and community
2. Gather prospect Profiles
 - Receive resume's (profiles)
 - Study and evaluate prospects
 - Rank the profiles
 - Choose the five top prospects
 - Committee Actively investigating prospects

Phase III

1. Select One Prospect
 - The committee must be unanimous on this selection
 - Check all references, do interviews
 - Hear the prospect preach
 - Interview prospect and his wife again
 - Conduct a negotiation conference with the prospect
 - Make a decision on whether to continue the process with the prospect

Phase IV

1. The Prospective Pastor and his Family Visit the Church
 - The church family meets the prospective pastor and his family
 - A time for questions and answers so that congregation can ask questions
 - Prospective pastor preaches

Phase V

1. The Committee Recommends Pastor to the Church
 - The church votes
 - The prospective pastor is informed of the church action
 - The church is informed of the prospective pastor's response

Phase VI

1. Giving the Pastor a Good Start
 - Welcome the pastor and his family
 - Plan installation service
 - Orient the family to the Church and community