

# PASTORAL SEARCH PROCESS SUMMARY

## **STEP 1 - CREATE JOB POSTING AND PROFILES**

The committee will establish a website link, update church profile and information and post job description.

## **STEP 6 - INFORMAL INTERVIEWS**

Members of the committee will hold an informal interview to discuss questionnaire answers in more detail.

## **STEP 2 - RECEIVING RESUMES**

The committee will collect resumes and contact referrals to be considered for candidates.

## **STEP 7 - CANDIDATE PURSUIT**

The committee will pursue and arrange Sunday morning site visits.

## **STEP 3 - IDENTIFYING QUALIFIED CANDIDATES**

Based on criteria, the committee will identify qualified candidates.

## **STEP 8 - INTERVIEW A CANDIDATE IN PERSON**

The committee will have an in-person interview with a candidate and their spouse.

## **STEP 4 - CONTACT**

The committee will contact the qualified candidates and send a questionnaire, run background checks, and contact references.

## **STEP 9 - CONFIRMING GOD'S LEADERSHIP**

The committee will unanimously approve to pursue one candidate and will notify the church body and establish a Sunday opportunity to hear the candidate preach and for a meet/greet.

## **STEP 5 - SERIOUS CONSIDERATIONS**

The committee will evaluate candidate responses to the questionnaire and will observe sermons/services of the candidates.

## **STEP 10 - CHURCH VOTE AND ASSIMILATION**

Church members will be given opportunity to vote on the presented candidate and, if called, help in assimilating the new pastor and his family into their new role.