

Search Committee Responsibilities

- ◆ Ensure that the members of your congregation and your committee see the role of selecting a pastor as a spiritual exercise / responsibility and then respond accordingly.
 - Prayer
 - Unity
 - Patience
- ◆ Communicate ... Communicate ... Communicate.
- ◆ If you are looking for someone to replace what you have lost you will be travel down a discouraging, if not unending, path.
- ◆ Look for potential candidates who will compliment you're church/community needs.
- ◆ Look for a particular mix of gifts rather than for a person who is experienced in a wide variety of areas.
- ◆ If you are speaking to more than one candidate at a time advise them clearly that you are doing so.
- ◆ Choose your preferred candidate before engaging in face-to-face interviews.
- ◆ Make sure that reference letters are followed up with a personal phone call.
- ◆ Only present a name to the congregation after you unanimously agree that it is the right candidate for ministry in your church.
- ◆ Understand that 'preaching for a call' is a last step, not an early step in the process.
- ◆ Refer all questions regarding salary and negotiation of benefits to the appropriate board.