

GLORY CHINESE BAPTIST CHURCH
PASTOR SEARCH PROCESS

March 19th, 2017 by Church Council

1. ELECTING A PASTOR SEARCH COMMITTEE

- The Pastor Search Committee will consist of five members who are all members of our church.
- The church “Nominating Committee” has the responsibility for nominating members to form the “Search Committee” for a pastor.
- A special Church Member’s Meeting will be called for the purpose of electing a Pastor Search Committee.
- Notify the church members at least two weeks in advance that there will be a special members meeting to electing a Pastor Search Committee.
- The expenses of the Pastor Search Committee should be paid by the church
- The church should pledge to support the search committee in prayer until a pastor is called.
- During the first committee’s meeting they should elect a chairman and a secretary to handle the meetings and the minutes.

2. SEARCH COMMITTEE PROCESS SUMMARY

- Step One – Getting Started
 - a. Pray individually, together as a church and together as a committee
 - b. Begin to receive the resumes
- Step Two - Resumes and Data Assessment
 - a. Make a first selection
 - b. Send letters to those no longer being considered
- Step Three - First Contact
 - a. Mail candidates a questionnaire
 - b. Ask for permission to check references
 - c. Drop names that don’t send back questionnaire
 - d. Obtain sermon message from candidates. Review the sermons
 - e. Make a second selection
 - f. Send letters to those no longer being considered
- Step Four – Getting Serious
 - a. Primary and secondary candidates
 - b. Make a third selection
 - c. Background checks
 - d. Send letters to those no longer being considered

- Step Five – Making The Final Selection
 - a. Personal visit with the candidates on the field.(Optiona)
 - b. Make final decision on one candidate.
 - c. Send letters to those no longer being considered

- Step Six – Confirming God's Leadership
 - a. Invite the prospective pastor and his family to come and spend the weekend.
 - b. Presentation of a candidate before the church.
 - c. After the worship service, a members meeting will be called. (The pastor candidate should be excused.) Members will vote whether to accept this candidate as pastor.
 - d. The chairman should call the pastor and give the count of the vote. If the pastor is ready to accept, the announcement should be given following the report of the count.
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- Step Seven – The Final Responsibility of the Search Committee
 - Help the new pastor settle into community