

Question: How do you eat an elephant?

Answer: One bite at a time

Steps in the process of searching for a new Senior Pastor

Team formation

- Develop a prayer team
- Organization
- Secure a counseling pastor
- Arrange for an interim pastor and/or pulpit supply
- Development of an operating covenant
- Logistics- meeting dates, times, places, minutes, record keeping, etc.

Understanding the overall task

- Who we are and how this team fits into the structure of the church
- Reporting relationships of this team to the Council/Elders
- Communications to the church congregation on what we are doing
- Download "Mission Possible" handbook. Go to www.ohchog.org/node/30 and click on the "Mission Possible" link.

Understanding who we are as a church and as a community

- Our Purpose, Vision, Values, Structure
- Our bylaws
- Congregational survey and Congregational "Town Halls"?
- Time with our existing staff to listen

Development of candidate profile or expectations

- Critical selection criteria- what looking for
- Who develops profile; resource from Ohio Ministries assessment tool
- What the bylaws say about a Sr. Pastor candidate

Development of information packets

- History of the church
- Community profile
- Organization, structure, etc. (Who we are, where we are going, what we want to become, etc)
- Development of Sr. Pastor salary and benefit package info

Obtaining candidates

- Solicit names via networking, contacts, Church of God Ministries (jhazen@chog.org), etc
- Obtain resumes and/or Minister's Info File
- Contact candidates-send out info packets

Handling of resumes and response info

Evaluation of candidates

- Utilize the critical selection criteria
- Reference checking/ background check for candidate
- Telephone conversations
- Site visits

Invitation to candidate---Presentation to congregation---Voting---Welcome