

Pastor Search Committee Report – October 16, 2017 Business Meeting

As the Pastor Search Committee reported at the last business meeting, we had created a church profile for minister match and a pastor job description. We have also been praying for God's will in finding our next pastor.

The committee has met on an almost weekly basis for the past three months to accomplish the following:

1. Posted the church profile and job description on minister match and posted the job description on the Baptist General Association of Virginia (BGAV), Dover, and other well-known job search sites.
2. Developed telephone and face-to-face interview questions.
3. Held a practice telephone interview with Pastor Don Campbell.
4. Reviewed the more than 20 candidates' letters, resumes, on-line sermons, and other information provided to determine which candidates meet our job description criteria.
5. Identified 6 potential candidates that the committee plans to schedule telephone interviews with, if they are still interested.

Next Steps:

- Identify the top candidate from the telephone interviews and schedule a face-to-face interview and visit to hear the candidate preach.
- If committee decides to recommend the top candidate to the church, the committee will coordinate a visit for candidate to preach a "trial" sermon (or sermons) and provide members of the church an opportunity to meet the candidate.
- Within 2 weeks of candidate's "trial" sermon, there will be a special called business meeting (unless a regular quarterly scheduled business meeting will occur) to vote on candidate being recommended by the committee.
- Develop covenant to be agreed to by the church and the new pastor.
- Provide a "contingent" offer to candidate if approved by the church or notify candidate if the candidate was not accepted by the church.
- Perform credit and background check after "contingent" offer accepted.
- Develop reference check questions and conduct reference check on "contingent" candidate.

The pastor search committee asks the church to continue praying that we will be able to find the leader that God wants for this church. The committee appreciates your patience as we work through the process of finding a new leader for our church.

Prayerfully Submitted by,

Lewis Redman, Chair; Rose Rice, Vice-Chair, Glenn Ransone, Sue Mundy, Crystal Hogge, Chip Combs, Jeff Walton, and Mark Townsend.