

Pastor Search Committee Report – July 17, 2017 Business Meeting

The Pastor Search Committee has met several times over the past few months to pray for God's guidance in finding the pastor He wants to lead this church. Some of the steps the committee has taken:

- Met with Pastor Don to review responsibilities of a pastor search committee, agree to pastor search committee covenant, and to review results from church survey.
- Met with Stewardship Committee to discuss total compensation package for a new pastor.
- Reviewed church's constitution to ensure the committee follows the guidelines of the church.
- Created a church profile in the minister match tool offered by the Baptist General Association of Virginia (BGAV).
- Created a job description for the minister match tool. The same job description (or portions of the job description) will be used for posting the job on various other websites (i.e., BGAV, Dover, SBC, etc.), newspapers, etc.

Some of our next steps will include:

- Develop telephone and face-to-face interview questions.
- Review candidate responses and identify candidates that meet our job description criteria.
- Schedule telephone interview with eligible candidates and identify the candidates that meet the requirements and are eligible for a face-to-face interview.
- Schedule face-to-face interview with eligible candidates.
- Identify top eligible candidate and coordinate visit to the candidate's current church to hear sermon.
- Work with Stewardship Committee to finalize compensation package for new pastor.
- Coordinate eligible candidate visit to Colosse to preach a "trial" sermon.
- Schedule a special called business meeting (unless a regular quarterly scheduled business meeting will occur within 2 weeks of the candidate's "trial" sermon) to vote on candidate being recommended by the Pastor Search Committee.
- Develop covenant to be agreed to by church and 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.

As you can see, finding a new pastor requires the committee to spend time ensuring the church's expectation of a pastor is clearly defined in the job description. The pastor search committee would like to ask the church to pray with us and for us 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 Ransome, Sue Mundy, Crystal Hogge, Chip Combs, and Jeff Walton.