

SENIOR PASTOR SEARCH TEAM

OVERVIEW:

The Pastoral Search Team is a vital team put in place to assist the Board in vetting candidates and selecting a candidate to recommend to the membership for approval per our bylaws. All members of the Pastoral Search Team must be members of Hope Church.

Because this is such an important process in the life of our church, the Search Team needs to reflect the make-up of Hope Church. The Search Team is responsible to prayerfully discern the best candidate to lead and shepherd Hope Church as our Senior Pastor. The Team will be made up of members who are spiritually maturing and dedicated to the mission and health of Hope Church.

WHAT WILL THE SEARCH TEAM DO?

- Help a search firm build a candidate profile for recruiting – help determine requirements
- Vet leading potential candidates through phone, zoom, in-person interviews
- Help organize, arrange and schedule candidate visits to Hope Church as part of the vetting process
- Ultimately determine who to recommend to the membership for approval and hire.

SEARCH TEAM SELECTION PROCESS:

Potential Pastoral Search Team members will be nominated from the floor at a congregational meeting. Both peer-nomination and self-nomination are encouraged. Nominations will also be accepted for a three-week period following the congregational meeting by calling or emailing the church office. Those who are nominated should consent to their nomination.

From the nominations, the Board will recommend at least 5 non-Board members at a subsequent congregational meeting. The members of the congregation will then vote to appoint 3 people to the team.

As part of the selection process, the Board will consider team diversity, spiritual discernment, commitment to the Membership Covenant, and any special skills or experiences that may be beneficial to the search process. Members who will be recommended to the congregation for the plurality vote will be contacted by the Board.

DESIRED SEARCH TEAM MEMBER QUALIFICATIONS

- Spiritually maturing – growing in Christ. No one is perfect and none of us ever arrive – the point is that we are continuing to grow in our relationship with Christ over time.
- Full agreement with our Statement of Faith.
- Dedicated to the Hope Church body – fully committed to the Hope Church Membership Covenant.
- Able to commit time and prayer energy to the process over a 6-12 month period. We anticipate the time commitment to be more involved up front, less while the search firm seeks candidates, and heavier during the interviewing and onsite visit(s). A rough, possible schedule over about 5-7 months could look like this:
 - 6-8 weeks of team building & choosing the search firm
 - 2 weeks creating profile with search firm
 - 8-10 weeks search firm does broad search
 - 4-6 weeks interviewing & candidating

FAQ's

Q: When do we anticipate the Search Team starting the search process and how long will it take?

A: We anticipate recommending people to the congregation at our August 2022 congregational meeting. The 3 non-Board members of the Search Team will be elected by a plurality vote of the membership at the meeting and the search process will start shortly after that.

Q: Will we be hiring a search firm to help in the search process?

A: Yes. The Board has selected The Shepherd's Staff (TheShepherdsStaff.com) to assist with a nationwide search. They will help us develop a comprehensive candidate profile, conduct a broad search and complete robust screening of all potential candidates.

Q: What is the purpose of vetting Search Team members prior to our August 2022 congregational meeting?

A: Discerning the best candidate for our next Senior Pastor is crucial to the health and future of our church. The search process will involve both a time and prayer commitment. The Board feels it will be respectful to have a conversation about this commitment prior to recommending someone to the congregation for the election vote. To help us make the best decision for the church, we also want the Search Team to best reflect the make-up of Hope Church.

Q: Will I be contacted if I am nominated?

A: Yes, a Board member will contact you by phone for a short initial conversation. If you and the Board decide to go into more detail, a follow-up discussion will be scheduled. From these more detailed conversations, the Board will recommend people back to the congregation and the congregation will elect 3 of these people to the Search Team.

Q: Will I be told if I am not going to be recommended to the congregation for the vote?

A: The Board will notify the people who will be recommended and every nominee will have the ability to decline prior to the congregational meeting.