

# Pastor Search Team

Status

March 8, 2009

# Seaford Baptist Church Pastor Search Team

- Betty Burge
- Mel Collins
- Quinelle Duckett
- Rick Dupuy
- John Elder
- Tim Marshall
- Russ Pratt
- Doug Rutledge
- Linda Reviea

*The purpose of a team is to make the strengths of each person effective, and his or her weaknesses irrelevant.*

Peter Drucker

## We're following Nehemiah's Approach to a Big Project

### Nehemiah 2:9-20

- He worked on behalf of the people of God
- He faced opposition
- The project kept him up at night
- He led the effort with a few close partners
- He knew that God had put it in his heart to accept the challenge
- He and his team privately surveyed and inspected the work
- He understood the job's complexity, risks, and God's hand on him
- He subdivided the work and invited the whole community to join in
- He braved daily obstacles and potential setbacks with this confidence:  
*“The God-of-Heaven will make sure we succeed. We're his servants and we're going to work ”*

## Chronology of PST Activity 2008 - 2009

- July 20 - Kickoff meeting with deacon chairman and SBC advisor
- August 17 - Discussed Biblical and theological implications of the project
- September 7 – Planned next steps, made and discussed assignments
- September 22 – Status reports, integrated the work of sub-teams
- October 6 – Status reports, integrated the work of sub-teams
- October 27 – Status reports, integrated the work of sub-teams
- November 2 – Team met with Advisor to discuss actions, progress and plans
- November 10 – Planning session for Family Forum
- November 12 – Family Forum to hear from the Body on pastoral needs, qualities and duties
- November 16 - Team debrief and review of Family Forum results and data
- December 1 – Reviewed assignments and planned for Jan meeting with SBC leaders
- January 17 – All day meeting with pastors, advisors, leaders of major Seaford committees
- February 2 – Continued meetings with select committee leaders and Church Administrator
- February 15 – Chairman communicated duties for sub-team assignments
- March 1 – Discussed input from Church Treasurer, progress on sub-team assignments
- **March 15, 29, April 12 – Finalize candidate evaluation details and approach**
- **April 15 – Announce the position/acquire resumes – 6 week open period**

## Outline of Pastor Search Team Approach

- ✓ Understand the assignment, team-building, subdivide the work
- ✓ Develop/implement a communication strategy
- ✓ Team preparation and information gathering
  - ✓ Develop a profile of the church & surrounding community
  - ✓ Establish position description and performance requirements
  - ✓ Hold family forum to assist in developing candidate profile
  - ✓ Develop salary range & benefits package
  - ✓ Meet with current leaders and pastors to solicit input and advice
- Establish candidate evaluation approach
  - ✓ Establish Biblical and minimum professional qualifications
  - ✓ Establish process to ensure integrity/confidentiality in handling résumés
    - Develop accurate and comprehensive vacancy announcement
    - Establish initial and intermediate candidate screening criteria/processes
    - Develop initial interview questions
- Announce the position and acquire resumes
- Narrow the Search
  - PST consensus on top 10 candidates, then top 3-5, then top candidate
  - Utilize ministry evaluation instruments, interviews, reference checks, sermon evaluation, negotiation, presentation to the Church Body
- Invitation