

UPDATE

SENIOR PASTOR SEARCH TEAM

MARCH 11, 2018

We are not hiring for a position; we are seeking God's man to lead this church. That statement sums up the importance of what the search team is doing and explains why doing a pastoral search can take so long. Allowing the search process to develop over an extended period of time, and bathing the process in prayer, is absolutely essential to a successful pastoral search. It is something every member of Ridgecrest is invested in seeing done right so God's one choice prevails.

As a team, we are taking our charge from the elders seriously. We are reading materials, seeking guidance, praying, networking, discussing challenges and opportunities as a team, talking with church staff, and seeking God's guidance in every step.

We have developed a process based on guidance we have received from others. We have included with this update a search process checklist of the major steps to be taken and where this team is in that process. We will update this chart as steps are taken so you are able to track our progress. We don't know how long a search will take, but we know God is in control of this process and the timing.

We would like to ask the congregation to continue using the prayer guide we have provided.

We appreciate the support and prayers of this congregation.

Senior Pastor Search Team

David Burton, Brent Barker, Lori Bratanov, Bob Cann,
Debbie Cherry, Shayla Hale, and Jennifer Hendrickson

PROGRESS CHART FOR PASTOR SEARCH

X = STEP COMPLETED OR IN PROCESS

Preparation and Self Study: Psalms 10:17 KJV

- X Select team members
- X Team organizes itself (selects chairman, sets meeting dates, etc.)
- X Congregational prayer guide distributed
- X Introduction of team / Congregational prayer over team (Feb. 18)
- X Team self-study of search and needs
 - ___ Survey of Congregation (March 11 – March 23)
 - ___ Team gathers denominational resources and contacts
 - ___ Team develops church profile (will update based on survey)
 - ___ Team develops position description (will update based on survey)

Process and Search: Matthew 7:7

- ___ Congregational prayer meetings
- ___ Continue congregational communication
- ___ Advertise vacancy locally and nationally
- ___ Network to find sources that can refer qualified candidates
- ___ Notify Baptist seminaries of open position
- ___ Receive résumés
- ___ Develop method to sort and score résumés
- ___ Pray over résumés
- ___ Evaluate résumés
- ___ Prioritize candidates and follow-up with questionnaires
- ___ Watch or listen to sermons of candidates
- ___ Evaluate and pray over completed candidate questionnaires
- ___ Run background checks on top candidates

Decision: 1 Samuel 16:4-13

- ___ Decide on top finalists / conduct interviews
- ___ Decide on top candidate that God wants us to pursue
- ___ Deal with top candidates one at a time. Includes
 - ___ Visit and observe finalists
 - ___ Conduct additional interviews
 - ___ Make site visit / Invite candidate to Ridgecrest
- ___ Pray over candidate and seek God to determine that he is the one.
- ___ Recommend candidate to the elders
- ___ Candidate visits in view of a call

Praise: Psalm 65:1-4

- ___ Introduction of candidate to congregation; multiple opportunities to meet
- ___ Church votes
- ___ Set a date for start of new Senior Pastor and churchwide celebration