

## Pulpit Committee "Timeline"

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
<b>Basic Question</b>	What's God want to <u>do</u> through us?	What <u>kind</u> of leader is needed?	How do we search for him?	How do we evaluate candidates?	How do we prepare for a vote?	How do we welcome the family?	How do we build on a good start?
<b>Basic Actions</b>	<p>Slow down! Become a team Pray together Listen to God Team Covenant</p> <p>Develop a "profile" of the church &amp; the community</p> <p>Organize the team (choose a chair)</p> <p>Communicate</p>	<p>Survey the congregation</p> <p>Develop a "profile" of the next pastor</p> <p>Agree on financial "boundaries" wi. finance team</p> <p>Communicate</p>	<p>Collect resumes - members - GBC - Association - other pastors - web sites - seminaries</p> <p>Set a cut off</p> <p>Standards for interviewing</p> <p>Communicate</p>	<p>"Cull" resumes according to your profile</p> <p>Listen to/Visit a select number</p> <p>Check references 2 deep</p> <p>Interviews with a select few*</p> <p>Background cks.</p> <p>Communicate</p>	<p>Plan carefully to involve all segments</p> <p>Be sensitive to candidate's time &amp; needs</p> <p>Send a newsletter wi. info. &amp; testimonies</p> <p>Careful att'n to ballots/counting</p> <p>Communicate</p>	<p>Provide for their moving expenses</p> <p>Plan a celebration</p> <p>Help them on moving day!</p> <p>Assign someone to help get them acclimated in the community</p> <p>Communicate</p>	<p>Pastor/people covenant?</p> <p>"Handoff" to Personell Team</p> <p>Clear agreement as to accountability</p> <p>Communicate</p>
<b>Communication</b>	We're praying	We're discussing "what kind"	We're collecting resumes	We're narrowing the field	We have a candidate!	We're having a party!	We've made commitments!
<b>Potential Pitfall</b>	Not waiting on God	Too influenced by preaching	"Favorites" Breaking confidentiality	Hearing too many Ignoring the wife! Not doing background checks	Not involving everybody	Thinking "we're done!"	Thinking "It's the pastor's job"