



# Bible Center<sup>Church</sup>

## PASTORAL SEARCH COMMITTEE

*Answering your questions*

ONE IN A SERIES OF EXCERPTS FROM THE ONGOING FAQ  
RELATED TO THE SEARCH FOR A NEW PASTOR.

*What steps does the committee follow when reviewing an applicant?*

- When a name comes to us from any source, it is given to a subset of committee members for initial review. Each subset is approximately 30% of the full committee. They review the information submitted with his application and research his background by internet, personal contacts with other churches and reading any works he may have written. They will then discuss it among themselves and bring a proposal to the full committee. That proposal will be to either advance or not advance his name to the entire committee for review. They will provide their reasoning behind their decision and it will be discussed by the full committee.
- If the subcommittee advances his name to the entire committee for review, the process works in much the same way as was described for the smaller group but with the involvement of all 15 members.
- If, after the full committee review, they believe the man should be advanced, the committee will then meet with our pastoral staff to determine if there are doctrinal or Biblical positional issues which need to be evaluated. If the committee remains of the opinion that the man should be advanced, he will be invited to meet with the committee for face-to-face interviews. At that time there will also be opportunities for him to meet with the staff. Normally, the applicant's wife is invited to attend these meetings. In these meetings the man also has an opportunity to ask questions of us and learn more about our ministry. He will generally preach in a service or two during the visit(s).
- Finally, if the committee believes that the applicant should be advanced to the congregation and the congregation has indicated an appreciation for his preaching, he will be asked to come as a "candidate" for the purpose of speaking in that capacity and will be identified as such. Various opportunities will be provided for the congregation to meet and interact with the candidate. Following that, there will be a congregational meeting during which the church membership will be permitted to vote on extending a call to the man to come as our pastor. If the vote meets the criteria set forth in the constitution, the call will be given to the man at which time he will decide if he believes this is where God wants him.



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