

Critical Agreements and Considerations

Each of these issues will be critical in the performance of your Search Committee and the outcome of your search. Discuss each statement seriously and decide whether or not you will do it. Write down the results of your discussion to avoid misunderstandings.

(Yes or No)

- a. We will require a unanimous vote of the Search Committee regarding the final recommendation of a pastor to our congregation.*
- b. We will maintain full confidentiality in all matters (including wives, or not?).*
- c. We will coordinate all expenditures of the search by committee approval.*
- d. We will secure resumes on all ministers we consider as prospects. No contact or dialogue will be initiated until such resumes have been distributed to and reviewed by the committee.*
- e. All recommendations must be in writing, and an effort should be made to know something about the character of the reference.*
- f. We will use the pastor profile we assemble as the primary source of evaluating the priority listing of our prospects.*
- g. No individual will be recommended to the church until the committee has interviewed the candidate; heard the candidate preach (in his own church if possible); and has been thoroughly investigated to the committee's satisfaction.*
- h. We will use the stated financial provisions approved by the church for the position of pastor. If we feel this must be altered, we will first gain approval of the church well in advance of making a final recommendation of a pastor.*
- i. We determine a prospective pastor or church member will not "rush" us.*
- j. We agree a candidate will not preach before our congregation until the committee is ready to recommend him to the church as pastor.*