

Search Committee Application

Name:

Number of years as a CBC member:

We are looking to gather a cross-section of CBC members on this committee; please circle the ministries that you have or are participating in.

- Nursery service
- Pre School service
- Elementary service
- Middle School service
- High School service
- College service
- Care ministries
- Adult ministries
- Worship Team
- Community life groups
- White Cross service
- Other _____

In what ways are you participating in CBC's service opportunities, spiritual development opportunities, community life groups, ministry volunteer, etc?

Are there any possible conflicts of interest with your participation as a search team member? If so, please explain.

- Will you set aside any previous opinions, thoughts, or past actions that may impair a fair, honest, consistent, God-honoring decision during this process? Yes/No
- Will you pray earnestly and seek God's direction in the process? Yes/No
- Will you agree to and participate in meetings and responsibilities assigned to you as a search member? Yes/No
- Will you support the decision-making process, whether it be unanimous, consensus, majority, etc.? Yes/No
- Will you help the search committee adhere to a timeline for this process? Yes/No
- Will you help the search committee provide thoughtful, consistent, and honest communication with the applicants, candidates, and the congregation? Yes/No
- Will you hold the highest level of respect and confidentiality during this process for all team members and candidates? Yes/No

If selected, I agree that as a member of the Pastor Search Committee of Century Baptist Church (CBC), I will wholeheartedly serve the committee and my church by prayerfully seeking the next lead pastor for our congregation.

_____ Date: ____/____/____

Nominated by: _____ Date: ____/____/____

Lead Pastor Search Process & Timeline

The timeline is an estimate - once the national search organization is engaged, it could be as little as four months after launch, but expect 6 to 8 months.

National Search Organization provides:

- Search Committee assistance with creating a position and church profile for applicants to review
 - National advertising of the position
 - Applicant reviews and screening process
 - Candidate progressions and Interview process with the Search Committee
1. Initiate the nomination process for the Search Committee members (**applications due by Nov. 3rd, finalized by Nov. 24th**)
 1. Applications will be available at the front office
 2. Committee will consist of 2 elders, 2 leadership team members, 7 congregational members
 2. Please confirm that your congregational nominee is agreeable to being nominated.
 3. Nominees and nominators are asked to sign the application.
 4. Establish Search Committee Responsibilities (estimated completion by end of Dec.)
 1. The Search Committee and Elders meet for prayer and discussion.
 2. Designate roles - chair, vice chair, secretary
 3. Determine meeting times & attendance requirements
 4. Determine the method of decision-making (majority vs unanimous)
 5. Initiate work with the national search organization (including in-person visit with our search consultant)
 1. Creation of a church profile to present to interested parties
 2. Creation of a candidate profile for interested parties
 3. Revision of the job description if necessary
 5. Finalize work to allow for the national launch (estimated completion end of Feb.)
 1. Completion of profile, job description, and compensation package
 2. Develop a communication plan/prayer plan for the congregation
 6. National Launch
 1. Congregational prayer
 2. Prepare the search committee on how to interview, what number of interviews candidates will have, how to listen to sermons, spouse interviews, etc.
 3. Initial sourcing, screening, and interviewing candidates by national organization
 7. Interviews
 1. Congregational prayer
 2. National search organization provides introductory videos & information of screened applicants - preliminary selection begins
 3. Progression of initial candidate interviews working toward the final slate of candidates
 4. Prepare for and complete on-site interviews
 1. Determine who is involved in these interviews
 8. Selection
 1. Congregational prayer
 2. The finalist returns with his spouse for congregational interview and vote