

## **An Overview of the Pastoral Selection Process**

### **Churches Helping Churches ABC NE**

Search Teams will progress at different paces, but a thorough selection process will require working through the stages listed below. Some stages will move rapidly; others will take several meetings to complete.

Your Search Team is urged to work through each stage, checking off each task as it is completed, and report the Committee's progress regularly to the congregation. Communication is a key element in keeping the congregation and the Search Team working toward the goal of a new staff member.

#### **First Steps**

1. Contact American Baptist Churches of Nebraska
2. If possible conduct an exit interview with departing pastor

#### **Pre-Search Phase**

3. Select Pastoral Search Team
4. Developing Interim Ministry Plan
5. Welcoming Interim Minister
6. Develop Church Profile
7. Share information you have collected with your ABC/NE staff for distribution

#### **Search Phase**

8. Reviewing Potential Candidate Resumes

#### **Interview Phase**

9. Interviewing Prospective Candidates
10. Neutral Pulpit
11. Conduct any necessary follow-up interviews
12. Choosing One Candidate to Recommend

#### **Post Interview Phase**

13. Candidating Weekend
14. Church Meeting to Vote
15. Farewell to the interim minister

#### **Welcome New Pastor**

16. Introduction to staff, groups, and ministries in the church
17. Installation of New Minister
18. Thanking the Search Committee