

Pastor Search Team Process

At the beginning of this process we sought counsel from and received training from the Tennessee Baptist Mission Board (TBMB) and conducted the congregational survey. These have helped guide us as we proceed in the decisions we make. Diligently seeking God's perfect will is our deepest desire.

We meet almost weekly and we begin each of these meetings with much prayer and Scripture reading, as well as ending the meetings with prayer.

At any point in the process below, for many different reasons, we make the decision to either proceed or not; or the candidate themselves may withdraw their name from consideration. Decisions are only made when there is unity and always agreed upon unanimously. We have looked at many great candidates and godly men; however, only one of these is God's choice. Below are the steps we take and each of these is bathed in prayer and seeking God's will:

1. Review the resume
2. Watch and/or listen to sermons
3. Send the candidate a questionnaire to complete
4. Conduct a phone interview
5. Research the candidate and his current church (i.e., get information from the candidate's state mission board)
6. Visit the candidate's church
7. Do reference checks
8. Meet with the candidate and his spouse - both sides have many questions that are asked and many topics that are discussed
9. Do background checks
10. Additional meetings as needed with the candidate/spouse to discuss details. Much information about our church and our community has been compiled to share when we get to this point.
11. Put together a package with advice from the Personnel and Finance Teams
12. Make an offer
13. Set up a time for the candidate to come meet with staff, deacons, the congregation and preach on a Sunday morning

After the church votes to call and the candidate accepts, will come much work in preparing our new Senior Pastor and his family, as well as the church, for this transition. We are so grateful for and humbled by the opportunity to serve on this team and thank you for your continued prayers, patience and participation, as well as encouragement and support.

"For I know the plans I have for you, declares the LORD, plans to prosper you and not to harm you, plans to give you hope and a future. Then you will call upon me and come and pray to me, and I will listen to you. You will seek me and find me when you seek me with all your heart."
Jeremiah 29:11-13 (NIV)

"At the right time, I, the Lord, will make it happen". Isaiah 60:22b (NLT)