

# FAQ

by Pastor Steve McVey



## Q Why are we using this process?

A This process has been used hundreds of times and has proven to be reliable. It allows for a thorough and thoughtful search. It allows time for various groups to assess the potential candidates and offer input. It also allows the denomination to protect the congregation by thoroughly vetting the candidate before the candidate is considered. Most importantly, it allows everyone the time and tools needed to discern God's direction.

## Q This seems like a long process, why does it take so long?

A This is an important decision; it should not be rushed. The only thing worse than not having a pastor is having the wrong pastor. We encourage the congregation to be patient and find the right person.

## Q This process seems secretive. Why aren't we being told who all the candidates are?

A We have a responsibility to honor the privacy of those who are interested in this position. The best candidates are often leading vibrant congregations. They are in a season of discernment themselves and often end up staying right where they are. We want them to be able to look into this position without it getting back to their congregation and undermining their leadership. Once the Search Team has identified a candidate and that candidate has agreed to be considered for the job, everything will be completely public.

## Q Who can be considered for this position?

A Anyone who is a credentialed minister in the Wesleyan Church, or is credentialed in another Bible-believing denomination (and is willing to move their credentials to The Wesleyan Church) may submit their resume for consideration.

# Pastor Search Process

## An Overview

- The Board, led by the Interim Pastor, discerns those who will serve as the **Search Team**.
- The **Board creates a 3-5 year Vision Document**, then a Pastor Profile of the qualities and characteristics needed of someone to fulfill this vision.
- The **Search Team creates a Church Profile**. This is a public document that will give candidates a picture of the church, the ministries, and the community.
- The **position is posted**, resumes received, and the **Search Team begins the interview process**.
- When the Search Team has discerned who they believe will be the final candidate, the **Great Lakes Region (GLR) conducts a personality inventory, runs background checks, and interviews the potential candidate**.
- Upon GLR approval, the **Search Team unanimously recommends the candidate to the Board**.
- The candidate travels in (with their spouse and family) to experience the culture of the church and community, and has an **in-person interview with the Board**. The candidate does not preach on this weekend.
- The Board discerns to unanimously **recommend the candidate to the congregation**.
- The candidate travels in again for an official weekend to **candidate by preaching at all services**.
- A **congregational meeting** will be held for the congregation to affirm the new lead pastor by vote.