

Search Committee Training Preliminary Comments

1- EPC Government, Courts of the church:

- a. Local Church Session
- b. Presbytery Which includes a “Ministerial Committee”
- c. General Assembly (GA)

2- Terms:

- a. RE = Ruling Elder
- b. CP = Commissioned Pastor
- c. TE = Ordained Pastor
- d. MC or MinCom. = Ministerial Committee
- e. MVC = Ministerial Vocation Committee of the GA
- f. CEEP = Candidate Education Equivalency Program (GA)

3- Advice: If you can't agree during a meeting, go home, pray, & decide @ a later meeting.

4- This training was enacted in 2008 by Mid Atlantic Presbytery Ministerial Committee and became the template for chapter 6 of the current Procedure Manual & thus it has 18 years' running experience:

- Suggests that a Search Committee membership be 5 for smaller churches and 7 for larger churches
- Step by step has been added
- 2 types of interviews: Preliminary & In Depth
- Definition of Session led, Pastor led, & Policy governance church leadership styles. (Explain which in CIF)
- Philosophical points investigate (The definitions above)

5- Review “Pathways” to Presbytery, Commissioned Pastor, & CEEP.

6- CIF Vision/Mission Statement, Session needs to do a meeting with the Session/Search Committee to explain the CIF and answer questions.

7- The Session or the Search Committee (in consultation with and approval of the Session) completes a Pastor's Position Description. Those responsible for developing the Position Description should carefully consider how much detail should go into the document. If it is overly detailed, it may be too limiting. If there is not enough detail, important expectations may not be well communicated and be the source of problems in the future. The Position Description should be flexible enough to provide adaptability to changing congregational circumstances and needs and **prevent a candidate from simply giving lip- service to a static document**. Pg. 55 Procedure Manual

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- 8- The call is a 3-way call between the Pastor, Church, & Presbytery
- 9- Nail down definitions. Past statements such as “We were saying the same things but with different meanings”
- 10- If visiting a church to hear a pastor preach, don’t all of the committee enter the worship center at the same time, more or less straggle in. This isn’t done as much as in the past because of streaming and other current technologies.
- 11- EPC Web: www.epc.org
- 12- Names that the Session has sent to Y’all, there is no need to maintain those names in confidence, common sense tells us The Session already knows. If one of these individuals is discussed with the Session, of course it needs to be in “Executive Session”.
- 13- It would be wise to make written notes during the final stage of interviewing on key issues and compare them with the candidate to eliminate misunderstandings as best as can be done.
- 14- Candidates’ wife:
 - a. What is the candidate’s expectation for his wife’s role if any in the church’s ministry? Employment & etc.?
 - b. The wife’s privacy must be respected. The Search Committee is not hiring the candidate’s wife.
 - c. The candidate’s wife can be hired, which of course would have to be done through the churches established hiring process.
 - d. Don’t spend a lot of time on this subject but have a clear understanding of it.
- 15- Explain narcissistic Personality Disorder Symptoms.
- 16- Suggest the entire committee read the book “**Next**” by Wm. Vanderbloemen.
 - a. It’s critical to remember that because a candidate is an accomplished speaker that’s no guarantee he/she is a Pastor.
- 17- Session Meetings. Inquire how the candidate moderates Session Meetings. Are his meetings well organized, does the candidate understand when moderating a Session Meeting he/she must be impartial as per the BOG 18-2-A-1, does the candidate envision Session meetings lasting all night (beyond two hours on average), if yes run!
- 18- When advertising at the GA “Opportunities List” for churches seeking to call a pastor, it must be renewed every 6 months in order to continue being on the list.