

"A Courtship Made in Heaven" Simplified Search Team Process



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SESSION OVERVIEW

- 5 Key Stages for Search Process
- 6 Rules for Success
- 5 Things to Prepare
- 10 Essentials to Know about Candidate
- 4 Guidelines for Interviewing
- **10 Red Flags**
- Tips for Presenting Your Candidate

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THE DATING GAME

- The Thrill
- Best Foot Forward
- When Reality Hits



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Call An Interim?

- Helps Maintain Unity
- Consistent & Coordinated Ministry
- Preaching Can Meet Specific Needs
- Frees Up Other Leadership
- Frees Up Search Team to Work

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A Good Interim

- Mature & Experienced Enough to Provide Good Leadership
- Should Never Be a Candidate for Pastor
- Best if Not Member of Church
- Assist Team, Yet Allows Freedom to Work

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Interim Covenant

- First 6 months
- Renew every 3 months

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How Must We Date? (The Dating Stage)

Prayer: Top Priority

Team Must Establish a Powerful Personal Daily Prayer Time

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Before you ever contact a prospective candidate . . .

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6 Rules for Success

1. Communicate Frequently
2. Keep Appointments
3. Respect Prospect's Ministry Situation
4. Notify All Prospects
5. One Person at a Time
6. Honesty **IS** the best policy

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Know **WHO** You Are

- Every Team Member Should Read the Book:

**"The 7 Churches
NOT IN the
Book of Revelation"**

by Gene Mims
Broadman & Holman Publishers

Who Should We Date? (Getting Serious Stage)

5 Things to Prepare

1. Survey Congregation
2. Create Information Packet
 - Church History
 - Church Statistics / Data
 - Community Demographics
3. Biblical Qualifications of Pastor
4. List of Expectations

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5. Finances

A. Compensation

- Salary
- Housing

B. Protection Coverages

- Retirement, S.S. Equivalent, Life & Accident Insurance, Medical Insurance

C. Ministry Related Expenses

- **Prof & Bus:** Car, Convention, Conferences, Training Resources, Hospitality, etc.

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10 ESSENTIALS

1. Personal
2. Marital Status (*of both*)
3. Conversion Experience
4. "Call" To Ministry (*not job*)
5. Hobbies & Recreation

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10 ESSENTIALS

6. Community Involvement
7. Missions Commitment
 - Cooperative Program & Associational
 - Going... **NOT** Just Giving

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10 ESSENTIALS

8. Evangelism
9. Ministry Experience
10. Secular Work Experience

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Other Issues

- Personal & Family Health
- Habits & Personal Behavior
- Early Years
- Prior Denominational Affiliation
- Leadership Style

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Finding Candidates

- Friends of Church Members
- Associational Office
- State Convention Office
- SBC Seminaries (*Graduates/Alums*)
- Online Sources (www.SBC.net)

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The Search

- Develop List
- Collect Info
- Send Letters to Prospects of Interest
- NOTE: Avoid Lengthy Prospect Surveys

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The Search

- Rate Top Prospects
- Initial Contact w/ Top Candidates
- Research Top Candidates
 - References (*Phone or Letters?*)
 - 2 to 3 Levels Deep
 - Director of Missions
 - Any OTHER?

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How Should We Date? (The “Going Steady” Stage)

The Search

- Meet w/ Top Candidate & Spouse
- Plan Formal and Informal Time
- Set time to Go Visit Candidate’s Place of Ministry (*Remember ... No Surprises*)
- Visit Ministry Setting
- LOOK & Listen ...
- ... ***Be a Keen Observer!***

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Long Distance Dating

- Audio
- Video
- E-mail
- Conference Calls
- Web Cam

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Interviewing Candidates

*“Past Behavior
is the Best Predictor
of
Future Performance”*

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DON'T ask about
hypothetical
DO ask about
experience

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Behavioral Questions

- *Tell me about a time ...*
- *How did you ...*
- *In what way have you ...*
- *Describe for us ...*

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5-10 Agenda Harmony Questions

1. *Performing wedding of a divorcee*
2. *Making hospital visits*
3. *Church structure, etc.*

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Rule of Thumb

- Don't Assume What **You** Think is the Same Thing that **He** Thinks
 - Ask
 - ASK
 - **ASK**
 - **ASK**

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Final Background Check

- Legal Climate
- Avoid Disaster and Embarrassment
- If You Don't Ask ... You May Never Know Until It's Too Late

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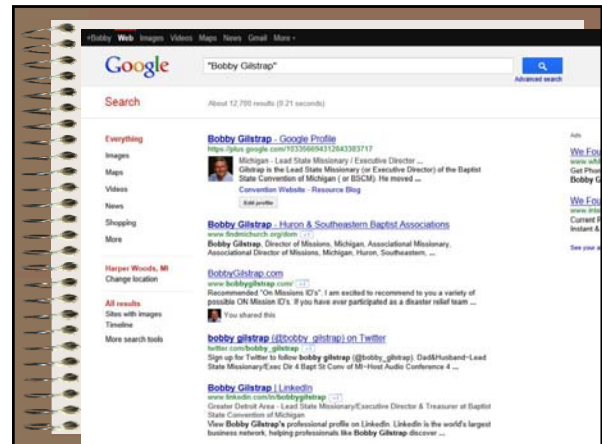
USE SEARCH ENGINES

Search for candidate's ...

- LEGAL NAME (Driver's Lic.)
- Nickname(s)
- E-mail address(es)

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BACKGROUND CHECKS

1. **Lifeway Christian Resources**
www.Lifeway.com/backgroundchecks
(20% of background checks by churches, organizations return misdemeanor or felony results)
2. **Screen NOW Employment, GA**
800-853-2414
www.employment.screennow.com

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10 RED FLAGS

1. No Present Ministry
2. Charismatic or Independent Leanings
3. History of Financial Problems
4. Extreme Views (Deacons, WMU, Stewardship)
5. Over Anxious
 - Personal Inquires
 - Pressure by Friends

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10 RED FLAGS

7. Unusual Work Habits
 - Workaholic
 - Lazy
8. Is A Loner
9. Non-Accredited Education
10. Wife is Unsupportive / Unengaged

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**When Should We
Get Married?**
(Getting Engaged
Stage)

Move Forward
ONLY if the Team
is
Unanimous

**PRESENTING
CANDIDATE**

- Prayer
 - Promotion
 - Plan, *PLAN*, *PLAN*

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The Call

- **Church provides:**
 - Travel Expenses
 - Meals & Lodging
 - Special Extras
- **Agenda**
 - 3 to 5 Days with Candidate / Family
 - Meet with as many groups as possible

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Week of Prayer

After “In View of Call” weekend ... commit to a **Week of Prayer** to confirm God’s direction before the congregational vote.

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THE VOTE

- **Be Prepared with ...**
 - Secret ballots
 - Any Covenants
 - Call Letter (describing details of call)
 - Salary package, etc.

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*What About the
Honeymoon &
Marriage?
(The Marriage
Stage)*

**Plan for the
HONEYMOON**

See: "Welcoming Your
New Pastor"
Document

**Plan for the
MARRIAGE**

IF WE CAN HELP...

www.MichiganBaptists.org

- My E-mail: bgilstrap@bscm.org
- www.BobbyGilstrap.com
- www.TWITTER.com/bobby_gilstrap
- www.FACEBOOK.com/BobbyGilstrap
- www.LINKEDIN.com/in/bobbygilstrap

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Any Q's & A's

