

CBC

Pastor Search Committee Update

6/25/2023

Agenda

- **New Pastor Search Committee (PSC) members**
- **Additional efforts for increased transparency**
- **“View of a Call” Process Changes**
- **Current Status of Candidate Selection**
- **Q&A**

New Committee Members

- *Jim Jordan- Chairperson*
- *Sandra Greaney- Smithville Campus (New member)*
- *Keanan Foley-Smithville Campus (New member)*
- *Cheryl Franklin-Bastrop Campus*
- *Bishop Helsley-Bastrop Campus*
- *Ross Winton-Bastrop Campus*
- *Kelly Campbell- Bastrop Campus*
- *Jason Hoffman-Alternate -Bastrop Campus (New Member)*

Efforts for Increased Transparency

- Periodic church meetings (like today)
- Use of *psc@cbcfamily.net* email group.
 - Each team member can be reached at this address.
 - Feel free to email any questions or concerns here at any time.
- A web page has been established on the church website:
cbcfamily.net/pastorsearch
 - Updated periodically.
 - Documents the selection process.
 - Provides other detailed information and FAQ's regarding our search.

Efforts for Increased Transparency

- A new communications plan has been established.
 - One component the communications plan focuses on updating the staff, management team, and deacons.
 - Additionally, the plan focuses on our church family.
 - The plan provides updates to different stakeholders at predetermined points in the pastor search process (1st and 2nd video interview, face-to-face, etc.)
- Once a candidate is invited for a call, the following will be provided to the body before he comes:
 - Resume
 - Questionnaire
 - Transcripts of interviews where possible.
 - Q&A with the Pastor Search Team before and after candidate comes.

“View of a Call” Process Changes

- People will have more information before he comes.
- There will be a Q&A with the PSC before and after the candidate comes.
- Services will be identified that he will preach in OR we will find a site that can hold everyone.
- There will be a Q&A with the candidate at each church site- one on Saturday, one on Sunday.
- The vote will be held the following week, between services.

Current Status of Candidate Selection

- PSC conducted a meeting with new members for orientation and direction and continue to meet every one to three weeks.
- PSC receives resumes directly from applicant via the psc@cbcfamily.net email address (they are not prescreened).
- Individual members triage and rank candidates individually.
- PSC meets as a group to discuss individual top rankings.
- Those candidates that have received multiple top rankings are identified and ranked by number of times nominated.
- The top candidate is contacted by the chairperson.

Current Status of Candidate Selection-Cont.

- A top candidate has been selected and has been contacted. A first interview was held on May 29th, the team recommended a second interview that occurred on June 15th.
- The team recommended an on-site visit to meet the church staff, management team, and deacons. The candidate requested a smaller audience initially, but volunteered to come back, if invited, to meet the larger team.

Current Status of Candidate Selection-Cont.

- The on-site visit will be scheduled sometime in the first couple weeks of July to meet with the staff pastors. If all goes well on that visit, a second on-site visit will be scheduled for all staff, management team, and deacons.
- If all goes well on the second visit and we feel the Lord's leading, we will present the candidate to the church with enough time to review relevant documentation and credentials as well as opportunities for questions and conversation.

Questions or Concerns

pssc@cbcfamily