

# **CBC Pastor Search Proposal October 6, 2024**

## **Reasons for the proposal**

- Constraints of not finding suitable candidates in the process
- Desire to not settle for “the next best” candidate
- No day-to-day staff leadership
- Lessons learned through the process so far
- Enables us to widen the field of candidates

## **Benefits of this structure**

- Specialization of Roles
  - Executive Pastor – manages overall church functions
  - Campus Pastor – creates and delivers sermons and pastoral care
- Enhanced Leadership Capacity
  - Pastoral team approach with the Council
  - Executive Pastor facilitates programs and focus
  - Executive and Campus pastor work together on discipleship development
- Increased Pastoral engagement with the Congregation
  - Campus pastor has more time to interact with the members
  - More time to develop sermons and mentor future pastors
- Sustainability and Longevity
  - Separation of duties will help prevent pastor burnout
  - Focus on training and development of deacons and lay elders
  - Reduces impact on future recruitment
  - Better organization for future growth

## **Executive Pastor Function**

- Serve on the Church Council
- Supervise all staff other than campus pastor and worship leader/director
- Manage the day-to-day staff and operations
- Coach and encourage staff development
- Work in conjunction with the campus pastor for discipleship development
- Assure the pulpit is covered in the absence of campus pastor

## **Campus Pastor Function**

- Serve on the Council.
- Develop and present meaningful, biblically sound sermons
- Provide guidance and pastoral care to members
- Mentor and develop the preaching team
- Oversee the Worship Leader/Director and Team
- Work in conjunction with the executive pastor for discipleship development