

CORE DOCUMENT

THE PASTOR SEARCH PROCESS

2.1.1 Responsibilities

The Pastor is responsible to the members of Ooltewah Baptist Church to proclaim the gospel of Jesus Christ, to teach the biblical revelation, to engage in pastoral ministries, to provide administrative leadership in all areas of church life, and to act as chief administrator of the paid staff. As such, he works with the paid staff and with church members to lead the church in performing its tasks.

2.1.2 Selection

A Pastor shall be chosen and called by the church whenever a vacancy occurs. His election shall take place at a special business meeting called for that purpose.

A Pastor Search Committee shall be chosen to seek out a suitable Pastor, and its recommendation will constitute a nomination. This recommendation shall be made to the church only after the recommendation has been presented to the deacons.

The Personnel Committee, in consultation with the Pastor Search Committee, shall be responsible for filling the pulpit at times when the church is without a Pastor. No person asked to be interim shall be considered as a candidate for the current vacancy. The Pastor Search Committee shall be chosen as follows:

- A) After asking the church to submit names of members they would like to serve, the deacons shall nominate twelve people deemed appropriate and willing to serve, from the submitted names.
- B) The church shall select from this number seven who shall constitute the committee.
- C) The seven receiving the highest number of votes shall constitute the committee, with the next two highest becoming alternates.
- D) The Pastor Search Committee shall elect a chairperson from among their members and notify the church of their choice.

The Pastor Search Committee shall seek out and recommend to the church the Pastoral Candidate. The Pastor Search Committee shall bring to consideration of the church only one pastoral candidate at a time. Voting by the church during the pastoral election process shall be by secret ballot with an affirmative vote of 85% of those present and voting being necessary for a choice. The Pastor Search Committee, in consultation with Personnel Committee and the Stewardship Committee, will recommend to the church the salary and fringe benefit proposal including working hours, sick and vacation time allowed, revival and conference time allowed away from their church responsibilities, etc.

The Pastor, thus elected, shall serve until the relationship is terminated by his or the church's request. He shall preside at meetings of the church and serve as moderator at business meetings subject to Section 4.1.