PASTOR SEARCH PROCESS

Special Business Meeting on Sunday, November 14th at 12:00

(This will be **in-person in the sanctuary and have this zoom link** connection)
https://us02web.zoom.us/j/84669190788?pwd=WExoNlhSczdiYnhyUEkyWWtNL1piZz09
Meeting ID: 846 6919 0788 Passcode: 996089

Please read through the following to be prepared for the meeting.

There will be two votes to form the Search Committee. There will also be a vote to accept instructions for the pastor hire from our last Congregational Meeting.

Vote 1: Approve the Pastoral Search Committee Protocol
The proposed process to form Committee:

- Any FBC member can nominate other members for service.
  - **Nominees must agree to possible service before nomination**
- Once nominations cease, members vote for 5 of the nominees.
  - Then counters will tabulate votes (both in-person and zoom)
- Fill the committee with the 5 highest vote getters who also satisfy these conditions:
  - 1 or 2 men above 40 years old
  - 1 or 2 women above 40 years old
  - 1 or 2 people under 40 years old
  - At least 2 women
  - Plus, Rick Harpel and Daniel Peterson as Elder representatives

Voting requires a simple majority to accept protocol:
"Yes": I vote to accept this voting protocol for this committee formation
"No": I vote to reject this voting protocol for this committee formation

Vote 2: Select Nominees for the Committee
Floor nomination requirements:

- Nominator must be an FBC member
- Nominee must be an FBC member
- **The nominee must have agreed to possible service before the nomination**

Committee formation vote:

- Vote for five (5) of the nominees on the prepared ballot
- The votes will be tabulated and the committee formed

Prayer for the Search Committee

Vote 3: Informational Appendix to Policy Handbook
This document is a requested follow-up to the approval of the Constitution changes from our Fall Congregational Meeting on October 3rd. This will become a part of our Policy Handbook and will be given to the Search Committee for their direction. It contains:

- Current staffing history
- The recommendation to NOT pursue co-lead pastor structure at this time
- Topics & questions to think through before considering co-lead structure again

Voting requires a simple majority to include this appendix:
"Yes": I vote to include this appendix in our policy handbook
"No": I vote not to include this appendix in our policy handbook

Please see the back for information about Committee responsibilities and function.

THE SEARCH COMMITTEE JOB DESCRIPTION:

1. The Committee reports to the elders. They will follow the FBC Constitution and our ChurchVenture Association Search Manual.
2. Candidates must be members who demonstrate spiritual maturity, express a willingness to serve, have a basic understanding of the current situation of FBC, be familiar with the current doctrine and governance structure, and be informed of their duties. In addition to duties from the Constitution summarized below, they will…
   a) Post the job, review resumes, conduct phone interviews and reference calls.
   b) Some will make a site visit to the candidate.
   c) Organize a stealth visit and face-to-face interviews with the candidate/family.
   d) Plan the candidating process leading to the calling of the new pastor.
3. The Committee will meet regularly (sometimes weekly) over an extended period of time. This will include email and screen connections. (The process typically takes 6-12 months.)
4. They will develop a defined communication plan with the elders and congregation.

COMMITTEE OPERATION:

1. The committee will elect a chair and secretary from among its lay members.
2. The committee will meet regularly, likely weekly as the formative documents are being created including:
   a) Job description for the position
   b) FBC and Corvallis profile
   c) Salary and benefits
3. Periodically throughout the process the committee and the Elders will meet together to pray and evaluate the direction that Jesus Christ is leading His church.
4. Members shall not reveal specific details of the deliberations until the committee recommends a candidate for consideration.
5. The committee shall first consider Conservative Baptist ministers and may consider others whose doctrinal position is in keeping with the faith and practices of our church.

PREPARE FOR CANDIDACY:

1. The search committee shall meet together with the Elders and the candidate before presenting the candidate to the church for consideration.
2. The committee shall evaluate the eligibility of the candidate and their spouse for church membership. Lead Pastors will serve as Elders and therefore must meet all requirements for Elders.
3. The committee shall present one candidate (and spouse for membership) for consideration at a time, a person upon whom it has unanimous agreement.
4. After a period of consideration by the church and the candidate, the committee will make a formal recommendation whether to extend a call to a candidate.
5. The church shall be notified at least seven days before the pastoral search committee presents its recommendation to extend a call. Notification to the congregation for this meeting shall be made by letter, email, and announcement during the Sunday service.