

CHURCH OF GOD
Pulpit Committee Considerations

AS YOU BEGIN:

1. Set your priorities

- ✦ Where does your church want to go?
- ✦ What are the needs your church has?
- ✦ What do you need in a pastor?
- ✦ Are you willing to let someone challenge you?

2. Who is your target?

- ✦ What does the Bible say?
- ✦ To whom did God call you to minister?
- ✦ How do you address your calling from God?

3. What does your community need?

- ✦ How do you want to influence your community?
- ✦ How willing are you to follow a leader who will come in and cast a vision that will help you provide a presence of Jesus Christ in this community?

4. Decide what you can do

- ✦ Do you want a full time pastor?
 - You will need to pay full time
 - It will cost money to bring someone in
 - This person will need to find a home
- ✦ It will be a challenge to the congregation - but that can be a good thing

5.A Few Pertinent Questions To Assist In Effective Transition

- ✦ Where, in its ministry process (methods), is our church?
- ✦ What needs to be changed about our ministry process?
- ✦ What direction should our ministry take?
- ✦ Who should lead the positive-change process?
- ✦ How can leadership set the pace?

WHAT THE STATE CAN DO FOR YOU

- ✦ Provide guidance in developing a profile for a pastor
- ✦ Provide a mentoring pastor
- ✦ Provide you with resumes
- ✦ Help you develop a pay package that is appropriate
- ✦ Help you to register with Ministry Connector as a congregation looking for a pastor
- ✦ Help develop and train leadership
- ✦ Will help provide pulpit fill if needed
- ✦ Research and Provide you with information regarding any potential candidate

DECIDE YOUR PROCESS early on.

- A. Do not just jump in to this. It is a critical choice in the life of your church.
 1. Pray
 2. Bylaws will help inform you
 3. Confidentiality is a must

4. Interview candidate two or three times before a visit – ZOOM, SKYPE
- B. FARM for names
 1. CHOG website - ATLAS
 2. State Pastor – often persons contact the state pastor and send resumes that the state pastor might send to congregations
- C. RESUMES are critical =
 1. Read them carefully and thoroughly
 2. Example: One of the most important items on the résumé is the list of references. References speak volumes about the person being recommended. If you see names you do not know, contact the state office and ask about those names. The state will help you.
 3. Narrow your list of resumes according to the criteria you've established
 4. Learn to read between the lines – ask questions based on this
- D. Do not be put off by FIRST NEGATIVE RESPONSE
 1. LEAN on people who may know more about the ministerial field and are more knowledgeable about persons within the Church of God – such as the state or national leaders
- E. The Interview
 1. Honestly DESCRIBE THE CHALLENGES AS WELL AS THE OPPORTUNITIES within your congregation
 2. OFFER THE MOST ATTRACTIVE FEATURES POSSIBLE for your congregation
 1. Salary matters
 2. Staff matters
 3. Sabbatical, vacation, and benefits matter
 3. PREPARE rather than TRAVEL - in terms of stewardship of money and time, is to farm, evaluate resumes, narrow list, and only then travel and/or interview.
 4. Use technology where possible. SKYPE interviews
- F. Only ONE VOICE speaks for the committee – one person, the committee speaks with one voice
 1. Create talking points, etc.
 2. Do your discussions in the meeting. Your discussions do not leave the room.
- G. FINALLY, Pray, pray, pray!
 1. BE FAIR AND COURTEOUS to all your candidates
 2. DO NOT run a beauty contest
- H. **CONFIDENTIALITY is CRITICAL** to your process
 1. Pulpit committee members keep information, resumes and names confidential
 2. Spouses of committee members or other church leaders should not be informed
 3. If a person cannot keep confidentiality, the person should resign
- I. DO NOT ignore the spouse and family of the minister
- J. **No person** who is related to a candidate or is a close friend of a candidate should be on the pulpit committee. When this happens, the person should be recused/leave the team.
 1. When candidating a pastor – put your best foot forward
 2. PRAY, PRAY, PRAY