

Selecting a Pastoral Search Team for Lead Pastor

Discovering the best choice for pastoral positions today is not easier. Indeed, it may seem more difficult because we do not cast lots for such decisions like the early church did in Acts 1. The essential requirements for this crucial decision are “extraordinary prayer”—to copy a phrase from Jonathan Edwards, pastor and theologian—and careful search processes.

Composition of the Search Team

The Elder Board should create a Search Team consisting of nine individuals. The elders will appoint three members from the leadership of the church—one current elder, one member of the Personnel Team, and one current staff member. The other six members-at-large should be chosen by their capacity to discern and interact with candidates.

Qualifications of Search Team Members

You can well imagine that membership on the Search Team is an incredibly important role in the long-term vision of the church. From a practical standpoint, it will involve discussion, research, and time. No one should take a recommendation lightly. Thus clear, specific qualifications are set for search team members.

Search teams represent the candidate, not just the congregation. So a good search team will align with gifts, strengths, insights, and capabilities that are required of the Pastor. When these two elements of prayer and effective search teams are executed well, God steps forward to show His choice.

Qualifications for search team members include the following:

- Consistent practice of prayer
- Time availability and flexibility
- Basic skills with email, website, Google Docs, and PDF documents
- Church membership and involvement in one or more ministries at Calvary for at least 2-3 years
- Adherence to the EFCA Statement of Faith
- Good understanding of the Bible
- Positive, joyful attitude
- Healthy relational skills, including active listening, friendliness, and gracious candid conversation
- Demonstrated team orientation; without a need to dominate or have one's way (not pushing one's own agenda); patience; not argumentative; willingness to defer to others in a group
- Growing spiritual maturity, demonstrated by humility and wisdom
- Process-oriented
- Commitment to and excitement for the Calvary vision, ministries, and culture
- Understanding of the overall leadership structure and organization
- Basic understanding of expositional and doctrinal preaching, along with worship
- Spiritual gift of leadership, pastor-teaching, preaching, teaching, or wisdom is required so that the overall team naturally connects with the requirements of the

pastoral position

- The gift of discernment is preferred in a majority of team members
- The Team should involve individuals whose household contexts/situations fit the preferred qualifications of the candidate