

# Introduction to the search process

## *Frequently Asked Questions*

### **Why did Mesa wait to hire a minister when we knew that Terry was retiring several months ago?**

When our elders were informed by Terry that he was retiring, the elders began looking into all their options on how to fill this position. When Interim Ministry Partners (IMP) came to their attention, they were very interested in the process. The elders took advantage of this opportunity with IMP to not only conduct a preaching minister search, but to also use this time of transition to take a robust, holistic, inward look at the Mesa church to reaffirm and/or update our go-forward vision and mission. The process used by IMP, is for the Mesa congregation to become aware of what they do well, what they don't do well and to get information from other congregations and the community to help Mesa create that vision. While the congregation is doing the examination, IMP fills the minister position with an interim minister who will help us grow closer to God in this transition period. He will also be a consultant to the elders and the search committee as the congregational examination and preacher search is conducted.

### **What is Interim Ministry Partners (IMP) and what is their role in more detail?**

[Interim Ministry Partners](#) (IMP) is a division of the Hope Network and seeks to help churches through seasons of transition. The elders have hired IMP to walk with us through the following:

- To assist with preaching and teaching
- To help our congregation evaluate how we can be a more effective church
- To work closely with the church's leaders to define our mission and vision
- To assist the search committee with the process of identifying the next preaching minister
- To help facilitate the transition to the new minister

### **Now that our church is without a preaching minister, what happens?**

In this transitional period our hope and goal is to use this time to assess our congregation, our community, the kingdom, and to seek God's will for our church. To achieve this goal the following has been set in motion:

- The elders have formed a search committee to execute this assessment and to identify the man God is calling to be our new preaching minister.
- The search committee has been charged to pray, listen to the congregation, listen to the community, and to listen to the elders as they seek out suitable candidates.
- Candidates will be thoroughly explored and vetted by the committee.
- The committee will make a unanimous recommendation to the elders of the one individual they think should be our next preaching minister.
- The elders will make the final decision on whether or not to extend an offer to the recommended candidate.
- Meanwhile, church services and ministries will continue here as usual.

## Who will preach while the search committee seeks our new minister?

Most of the preaching will be done by Greg Anderson with Interim Ministry Partners. Greg will typically be at Mesa three Sundays each month to preach. Each weekend he is here, he will be consulting the search committee on process items; and he will be meeting with the elders. During Greg's off weekend, the pulpit preacher duties will be performed by one of our other ministers here at Mesa, an elder or a member.

## How were search committee members chosen?

The elders selected candidates who represented a wide range of demographics, personality types, skill sets, and backgrounds. Candidates who accepted positions on the search committee were given a charge by the elders and asked to fulfil their commitment to this work on the committee until the goal of filling the position is accomplished. The committee members and their assignments are as follows:

|              |                    |                  |                                |
|--------------|--------------------|------------------|--------------------------------|
| Jon Bouley   | Chair              | Maria Leos       | Community Assessment Lead      |
| C.R. Gaines  | Elder Liaison      | Marc Engle       | Kingdom Assessment Lead        |
| Mike Corder  | Technology Lead    | Dallas Kingsbury | Ideal Candidate Lead           |
| Brad Kerley  | Communication Lead | Pete Petersen    | Recommender Lead               |
| Dave Verret  | Prayer Chair       | Jeff Green       | Congregational Assessment Lead |
| Tenna Murphy | Secretary          | Gwen McNeil      | Church History Lead            |

## How often will the search committee meet?

Currently the search committee is meeting multiple times each month for two hours. Meeting frequency will be increased or decreased as needed. The members do most of their work outside the search committee meetings. Each committee member has a responsibility with multiple tasks outlined by the IMP process. The committee will also be learning about the congregation's needs, praying for the congregation's future and ultimately through their work, provide a recommendation for Mesa's new pulpit minister to the elders.

## What is involved in finding a new preaching minister?

The search process is broken up into four phases:

### ***Phase 1: Inquiry***

The search committee will begin by examining the current state and needs of the Mesa church and community; identifying the church's vision (as recognized by the elders), and developing a profile of our "ideal candidate." There will be three assessments performed: Congregational, Kingdom and Community.

### ***Phase two: Identification***

Once the information from the assessments have been reviewed and the mission/vision is prepared, the committee will have the right information to create the perfect roles and responsibilities for a new minister. The committee will then begin identifying, contacting, and cultivating "recommenders" who will be our primary sources for developing a pool of high-quality, high-competence, and high-character candidates. We will also use this time to think more specifically about our "ideal candidate" and complete an information packet to share with candidates.

### ***Phase three: Interviews***

Now we're getting to the fun stuff--talking to actual candidates! We will begin developing relationships with particular candidates and move them towards deeper and more intimate conversations. The committee will learn how to conduct effective interviews. And we will prepare ourselves to interact with some of the best-and-brightest ministers serving God's church today. It will be time-consuming and intensive but, in the end, it will give us confidence that we have found the candidate who has the character and competence and commitment to help us move towards an effective future.

### ***Phase four: Invitation***

The search committee will continue to search until it identifies one candidate that the committee members can unanimously recommend to the elders. The search committee searches, not selects. The elders will have the final say on the decision to hire the recommended candidate.

### **How long will this transition last?**

While the assessment and search process is unpredictable our best estimate for this transitional process is 6-12 months.

### **How can I help with this transitional time and the search for our new preaching minister?**

Please pray for the search committee as we seek God's will for our church. The next preaching minister will help guide the spiritual development of our members. Pray that we follow the Spirit's direction, fulfil the elders' vision, and find the man God is calling to lead our congregation. Pray that we have open hearts and minds to follow God's will. Several prayer ideas and reminders will be communicated to the congregation as we move through all the phases. Fasting will also be requested during critical junctures in the process.

### **What makes our congregation attractive to a Pulpit Minister candidate?**

- We have a diversity of members representing all demographics, backgrounds and skillsets
- We share a common love for Christ and each other—we are a spiritually healthy church
- We have a spiritually-focused leadership with a strong vision for the church
- Opportunities for community outreach and church growth
- Wide variety of ministries already in place
- Good facility for worship and ministry activities
- Limitless potential, both spiritually and financially

### **What happens when the Search Committee recommends a candidate for Pulpit Minister?**

The candidate will be presented to the elders for approval. By this time, the person's background will have been thoroughly vetted by the Committee, including reference checks and recommendations from those outside our church. If the elders accept the Committee's recommended candidate, they will extend a formal offer. If the candidate accepts, a new chapter will begin at our church. If the elders do not accept the candidate or the candidate rejects our offer, the Committee will step back into the search process and begin seeking a new candidate.

**For additional information or questions, please email [mesaministersearch@gmail.com](mailto:mesaministersearch@gmail.com).**