



Phase Two FAQs – Identification

Our pulpit minister search is entering “Phase Two” of the search process. This is the phase where things start to get exciting: we get to start collecting the names of people who could become our next pulpit minister.

How do we surface names of people who might be good candidates for our church?

- Not by putting “Preacher Wanted” ads in brotherhood papers or websites.
- We need *quality* candidates, not a *quantity* of candidates.
- So, we will rely on a group of people we call “Recommenders” to recommend (hence the name!) candidates who are best suited to partner with our leaders and church for an effective future.

Who are these “Recommenders”?

These are people who have been identified and chosen on the following criteria:

1. They understand pulpit ministry and leadership. They’ve done it at a high level. They know churches and pulpit work intimately and from the inside.
2. They have a broad and deep network of relationships among pulpit ministers. They know people who are neck-deep in ministry. They are in a good position to evaluate who is doing that ministry well, what their skills and abilities are, and whether they would make a good match with our church.
3. “Recommenders” must also be willing to spend some time and effort on our behalf. We are not simply asking them for some names. We are asking them to pray purposefully about our church and our ministerial need and allow God to place the name of one person on their hearts that, above all others, he can recommend as the right person for this opportunity.

I’ve heard rumors about an “Ideal Candidate” profile. What’s that about?

Most churches—when calling a new pulpit minister to serve the church—want everything in a minister; preaches like Peter, brilliance of Paul, loving like John, courageous as Stephen, thirty-five years old with forty years of preaching experience, perfect family ... the list goes on. The reality, however, is that no single person can have every skill, attribute, attitude, gift, aptitude wrapped up in one package.

So, if we can’t have *everything* in our next minister, what *must* we have? And what can we live without? The “ideal candidate” description is an attempt to prioritize our wants and wishes regarding the next pulpit minister and identify the qualities and characteristics we believe to be

most important in a minister who can effectively work with us to accomplish God's mission. These 'qualities and characteristics' are drawn from the assessments we've done, the conversations we've had, and the long discussions of vision and mission we've engaged in. You are welcome to look over a description of our ideal candidate as soon as it is ready.

How can I help during this phase of the search process?

- Pray: for our church, for the Search Committee, for our elders, and for the person God is leading us to ... the person who will serve as our next pulpit minister.
- Pray for our Recommenders: for wisdom and discernment.
- Be an encourager. Find someone serving on the Search Committee and speak words of thanks and support.
- Ask for a copy of our Ideal Candidate description and do some thinking and praying about who we are looking for.

For additional information, please

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