

Guidelines for the Pastor Search Committee (PSC):

Introduction:

Members of this Pastor Search Committee (PSC) should expect a rewarding and challenging experience as they embark on serving WEPC in finding its next senior pastor. We have a consultant to help guide the committee but the members will do most of the work. This is a significant spiritual assignment and will be a heavy lift involving weekly commitments for an extended period of time (12+ months). Members of the team will need to be constantly in prayer and in God's word.

These guidelines are structured in four sections:

1. Guidance on the Pastor Search Committee structure
2. Realistic requirements and spiritual commitment it will take to be on the PSC, including additional duties for committee officers
3. PSC Election process
4. Scriptures and questions for reflection as you prayerfully consider recommending other members or participating in this significant spiritual assignment.

1. Structure of the Pastor Search Committee

- We are targeting 11 members + one non-voting alternate (if anyone were to need to leave the PSC)
- The committee will be made up of church Members
- We desire a PSC that is representative of our congregation, including:
 - Elected leaders
 - Singles
 - Women
 - Young Adults
 - Men

2. Realistic Committee Expectations

- Commitment to run through the onboarding of our new pastor, which could be as long as the end of 2027 (12+ months)
- Members of the Pastor Search Committee should be able to commit up to 9 hours a week to be spent on committee work (especially once in full swing)
 - 2-3 hour weekly meeting with our consultant, Ed Norton
 - 3-6 hours of additional committee work per week
- Committee's work will begin with a training retreat and book study led by our consultant
- Willingness to clear the deck of other commitments while focused on this work
- Ability to travel on weekends to observe candidates teaching later in the process
- Commitment to prayerfully seek God's wisdom and God's will
- Commitment to staying grounded in God's Word
- Additional committee officer commitments within PSC:
 - Chairperson, Vice-Chair and Secretary should expect up to 20 hours/week

3. Pastor Search Committee Election Process

- The Session will receive recommendations of Members to serve on the PSC from Sunday, August 9 until Sunday, August 23
 - We ask that you confirm the Member's willingness to serve before making a recommendation
 - Recommendations should be emailed to Ann Long, ann@wepc.org
- The Session will connect with the recommended Members from August 24- August 30 to answer any questions and confirm willingness to serve
- The Session intends to meet on Monday, August 31 to formulate a representative slate from the Members who have been recommended and willingness to serve confirmed
- The Session will present the proposed slate via email and during announcements as soon as available
- The Congregation will vote on the presented slate at a congregational meeting following the 2nd service on Sunday, September 20.
 - The slate will be voted on in it's entirety using written ballots

4. Reflection

Scriptures for reflection.

- Philippians 2:1-4 - Therefore if you have any encouragement from being united with Christ, if any comfort from his love, if any common sharing in the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and of one mind. Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others.
- 1 Thessalonians 5:17 – Rejoice always, pray continually, give thanks in all circumstances; for this is God's will for you in Christ Jesus
- Psalm 119:11 - I have hidden your word in my heart that I might not sin against you.

Questions for Reflection:

- Are you able to enter this process on your knees, bathe decisions in prayer and submit your own desires to the collective wisdom of the committee?
- Are you able to set aside personal preferences (e.g., specific stylistic tastes in music or niche secondary issues) to look at the "big picture" health and structural needs of the entire congregation?
- Do you currently have the emotional bandwidth, support of your family, and schedule flexibility to commit fully over the next 12+ months?