

Presbytery of Baltimore Commission on Ministry (COM)

Serving on a Pastor Search Committee

March 2023

Thank you for agreeing to serve on the search committee for your congregation's next pastor. Whether you are seeking an Installed Pastor, Interim Pastor, Transitional Pastor, or Temporary Supply Pastor, your work is essential to the future of your church and to finding the pastor God intends to serve alongside your congregation. May you be richly blessed as you contribute, listen, and discern.

As you serve, please keep the following guidelines in mind. They are aimed at ensuring the integrity of the search process, protecting the privacy of the candidates you interview, and maintaining an openness to God's leading in this deeply important work.

- Become familiar with the resources that support the search process. As a team, stay in close touch with your liaison from the Commission on Ministry. Put forward questions and schedule conversations as needed, particularly as the search process enters new phases.
- Maintain an attitude of prayer throughout the process, holding your colleagues, the candidates you are exploring, and the congregation you serve to God.
- Hold all information about candidates, interviews, and deliberations completely confidential. Discuss them only with other members of the search committee at meetings. Keep the congregation informed of your progress but maintain strict confidentiality on the individuals you meet and the conversations you share.
- Work cooperatively with other members of the search committee. Listen fully and seek to understand their perspectives, especially those that differ from yours.
- As you speak with candidates, be clear and truthful about your church's current condition and core values, distinguishing those from the goals and aspirational values the congregation hopes to reach.
- Initial interviews with candidates are usually held by phone and video chat. Notify your COM liaison BEFORE you arrange an in-person visit so that our Presbytery Executive can conduct a reference check to ensure the candidate is in good standing.
- Stay in close contact with your COM liaison as you finalize your selection. The liaison will facilitate the COM Credentials Team interview, an essential step to Presbytery approval of the call.