



Pastoral Transition Process

1. Upon knowledge of transition through job vacancy, retirement, etc. the GLR will reach out to the board or leading lay members to begin a dialogue.
2. Meeting with the board to encourage them to begin to think about where God is leading the church in the next 3-5 years.
 - a. Create a brief 1-3 page strategic vision document that shows what you sense God want this church to look like in 3-5 years.
 - b. Create Pastor Profile for the search team-what is the ideal based on where they want to the church to be in the future
 - c. Create Church Profile-for the candidate to review to see if they are a fit for the church, community, etc.
 - d. Recruit search team
 - e. "there are worse things than being without a pastor"
3. Work with board to complete the above so that they can advertise job posting on Wesleyan.org job board, Church Staffing, etc.
4. Once job is posted
 - a. Sort candidates based on A-B-C method
 - i. A=hot prospect, meets criteria very well
 - ii. B=possible candidate, meets most criteria, still have some concerns or questions
 - iii. C=send a "No thank you" letter or email
5. Divide "A" candidates among smaller groups of people and conduct a phone interview with 2-3 members of search team. GLR will provide sample interview questions if needed.
6. Debrief interviews with the entire search team.
7. Top 2-3 candidates phone interview with entire search team & determine who to bring in for live interview.
8. Top 3 "A" candidates-notify Regional office for Simmons Personal Inventory assessment.