

Search Team Update July 18th, 2021

Discussion/Agenda Items:

1. Job posting and all profile details were sent to CVNW on 7/15. We are just waiting on a link from CVNW for us to post
2. The team discussed potential places to post:
 - Churchstaffing.com
 - CVNW
 - Western Seminary
 - Multnomah University
 - Denver Seminary
 - Tracy to also look into Vanderblomen
 - Dallas Theological
3. We asked everyone complete the Western Seminary CLD class "Screening Pastoral Candidates class," which includes a handout by Bradley and Downs
4. We got a handout entitled "An Approach to Researching a Candidate via Social Media" and will research how effective the approach is.
5. We got a handout entitled "Pastor Next Likely Questions for Elder Council" and asked the team to review this over the coming weeks
6. We got a handout with multiple questions for potential candidates. The team will review the handout and choose (2) questions, which we'll ask a trial candidate during next week's meeting
7. We talked about the scoring matrix that we'll use as we go through candidates. When we review the initial candidates, we'll have a pretty general rating sheet that we'll use, but as we funnel down to a smaller list of candidates that we review further, the scoring matrix will get more complex
8. We were reminded that character is more important than charisma. When reviewing candidates, make sure that character is being scrutinized, not just how they appear. We talked about why this is a good reason for blind reference checks which are a good way to help us discover character details of a candidate
9. Closed in prayer

Actions:

1. **Entire Team** - Take the CLD Class "Screening Pastoral Candidates"
2. **Entire Team** - Social media research exercise
3. **Member** - Look into the cost and benefit of posting the job at Vanderblomen
4. **Entire Team** - Review the list of questions in the handout provided 7/18, and come to next week's meeting with (2) questions, that you've narrowed down to, to ask trial candidate
5. **Entire Team** - Review the "Pastor Next Likely Questions for Elder Council" handout
6. Gather hours that were recorded last week and update tracking sheet
7. **Entire Team** - pray, pray, pray