

Pastor Search

First Baptist Church Plainview, Texas

FAQ: Search for Senior Pastor

How can we best support our Pastor Search Team?

Prayer is the most important part of our Pastor Search process. Every church member is encouraged to be in prayer. Paul tells us in Col. 4:2, "Continue steadfastly in prayer, being watchful in it with thanksgiving." Let's pray for our church; let's pray for one another; let's pray for our staff; let's pray for our Search Team.

Pray that our Search Team:

- Know God's wisdom, discernment, and blessing in our process
- Have the mind of Christ in our work together and the unity that creates "oneness"
- Be led by the Holy Spirit in our discussions, decisions, and direction

Pray that the Body of Christ at FBCP:

- Be faithful and flexible in these transitional days
- Be unified as a church as we move forward
- Worship God in Spirit and truth as we come together
- Pray that our leadership & staff at FBCP continue their ministry leadership
- Know and experience how much we love and appreciate them as a staff
- Pray that our Senior Pastor will prepare his heart, mind, and soul to hear God's call to FBC Plainview.

What is the process being used by the Pastor Search Team to find our next Senior Pastor?

We have adopted a process that has nine steps:

1. Select a Search Team to Help in the Process
2. Preparation, Research, and Prayer
3. *Create a Pastor Profile and Congregational Profile*
4. *Identify and Evaluate Prospective Candidates based on the Pastoral profile and Congregational Profile*
5. *Interview Best Candidates*
6. *Discern God's Leading and Decision*
7. *Recommend a Candidate to the deacons and staff*
8. Recommend a Senior Pastor for Church Approval during called business meeting
9. Welcome the Senior Pastor and Transition

What are the roles of the Staff and Deacons in the Pastor Search Team process?

The pastor search committee are responsible for seeking, vetting, and presenting a candidate for Senior Pastor to the church for their approval. The church has nominated and voted on the five pastor search team members and two serving as alternates. They will consider potential candidates, research candidates, follow up on references, conduct interviews, make visits, and give recommendations to the church on various candidates. The interim pastor, deacons, and staff will follow-up on candidates and share with the Search Team their insights. In unity, a recommendation will be brought to the church body.

How long will the search process last?

Our desire is to discover God's will in God's timing as we seek our Senior Pastor. It's common for a search like this to take anywhere from 6-12 months (sometimes more) from the time the process begins.

How will the church be informed about the progress of the Senior Pastor search process?

The Pastor Search Team recognizes the importance of keeping our church informed about the progress being made in the search for our next Senior Pastor. We are committed to giving you regular updates and special announcements as needed.

We will also communicate through electronic form. A page on our website will be updated throughout the process.

While you may have questions of individual members of the Search Team about our process, we ask you to respect the confidential nature of our work. We are not able to discuss any individual candidate until we are ready to recommend a new Senior Pastor for First Baptist Church Plainview.

Will the church body have an opportunity to meet the prospective Senior Pastor and be led in worship by him?

Yes. When the Pastor Search Team are confident that God has led them to recommend a prospective Senior Pastor, they will invite him and his family to First Baptist Church Plainview. There will be various meetings scheduled with church leadership and various groups. He will also preach during our morning worship in weekend service.

Does our church body vote on the prospective Senior Pastor?

Yes. As is outlined in our church bylaws and policy manual, the church body will be asked to vote on the prospective Senior Pastor of FBCP.

In summary, up to this point the pastor search team has essentially given ourselves to prayer, asking questions, and listening. We are beginning the work of synthesizing all of these discussions, prayers, and research into a pastor's profile that will be part of the grid by which we filter candidates. We are excited and hopeful about what the Lord has in store.

Interested in recommending a candidate to be considered? Submit a resume and cover letter to the Pastor Search Team, please send to pastorsearch@firstplainview.com