

Phases of a Student Pastor Search

Phase One: Evaluate the Need for the Position at This Time in the Life of the Church

Phase Two: Seek Nominations for Members of the Search Team

Phase Three: Select the Search Team

Phase Four: Select a Leader and Ground Rules for the Team

Phase Five: Keep on Praying for Discernment over the Need and the Process

Phase Six: Discover Expectations (Staff, Parents, Volunteers, Students)

Phase Seven: Update the Job Description

Phase Eight: Evaluate the Budget, Salary and Benefits

Phase Nine: Review the Church Personnel Policies

Phase Ten: Gather Names But Don't Contact Them Yet

Phase Eleven: Prepare a Church Information Packet

Phase Twelve: Develop a Pre-Interview Questionnaire

Phase Thirteen: Now It is Time to Consider Resumes and Narrow the List

Phase Fourteen: Make Initial Contact and Begin Mailing the Questionnaires

Phase Fifteen: Narrow the List to One Candidate

Phase Sixteen: Prepare Interview Questions

Phase Seventeen: Conduct the First Interview

Phase Eighteen: Check References and Follow-up with the Candidate

Phase Nineteen: Conduct a Second Interview plus Involve Other Pastors

Phase Twenty: Extend the Invitation to Come In View of a Call

Phase Twenty-One: Extend the Call

Phase Twenty-Two: Follow-up, Welcome and Evaluation

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