

# **DeerGrove Covenant Church**

## **Pastoral Search Committee Update**

**July, 24, 2022**

# **Search Committee**

- **John Jaderholm** – Chairman
- **Mark DeLaPaz** – Leadership Team Liaison
- **Rick Fisk**
- **Denise Green**
- **Jinny Koide**

# **Update Topics**

- **Search Committee Phases**
- **Evaluation Process**
- **Current Activities**
- **Action Plan**

# **Pastoral Search Process \***

- ✓ 1. **Organization Phase**
- ✓ 2. **Information Gathering Phase**
3. **Contact Phase**
4. **Candidating Phase**
5. **Congregational Call Phase**
6. **Commitment Phase**
7. **Ministry Phase**

# Sources of Candidates

- **Pastor candidates can connect with us through CovConnect or from outside the Covenant**
  - CovConnect is for credentialed ministers in the Evangelical Covenant Church denomination
  - All other candidates are reviewed with Central Conference Superintendant before DeerGrove conversations
- **High percentage of successful candidates come from recommendations**

# Pastoral Search Committee Process

## 1. Review and prioritize names

- Review candidate information as a team and determine if we should go farther...

## 2. Make Initial Contact

- 2 members have screening telephone call with Candidate. Discuss with Kevin Swanson. Determine if we should go farther...

## 3. Conduct Group Interview

- Search committee candidate interview. Follow question set to document and evaluate candidates. Determine if we should continue...

## 4. Candidate Visit

- In-person interview with deeper discussion about job responsibilities, hours, expectations, salary, etc. Determine if we should go farther...

# Pastoral Search Committee Process

## 5. Invite Candidate to Meet DeerGrove

- This is a chance to have the candidate “experience” DeerGrove and be a guest preacher. Determine if we are a “good fit” for each other...

## 6. Recommend Candidate to Congregation

- Call a special Congregational Meeting. Search Committee recommendation of a Call to Serve to new Lead Pastor. Congregational vote.

## 7. Confirm the Call and Acceptance

- Search committee report of new Lead Pastor’s acceptance

## 8. Service of Installation

- During Sunday service we celebrate the Service of Installation of our new Lead Pastor to DeerGrove Covenant Church

# Activity To Date

- Contact with two (2) candidates
  - Scheduled Denominational conversation with one
  - Scheduled conversation with another
    - Committee interview next
- Open to other recommendations
  - Reached out to past DeerGrove members in different conferences to seek referrals
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# **Committee Action Items**

- Pray and seek the Lord's direction
- Meet every 2 weeks
- Consider additional resources for Candidates
- Review and interview interested and qualified candidates
- Monthly update to congregation

# **Pastoral Search Committee**

Thank You