



THE SEARCH FOR A NEW PASTOR

Our church is part of the Keystone Conference of the United Church of Christ. In the UCC, Conferences assist the congregation's search for a new pastor with resources, training, and support. This is the process we our church is following as we look for a new pastor.

Transitions: Our Pastor is Leaving

- ☐ A Conference representative meets with Consistory and the outgoing pastor to discuss healthy transitions and explore the search process
- ☐ Our consistory determines who will serve on the Search Committee and they are commissioned:

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_____	_____
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Beginning the Search for a Transitional Pastor

- ☐ The Search Committee creates a Short Local Church Profile to advertise for the Transitional Pastor

Discernment: Considering Candidates for the Transitional Pastor

- ☐ The Search Committee prayerfully considers ministerial profiles that were received from the Conference (at the request of the candidate)
- ☐ A Transitional Pastor (Interim Pastor, Supply Pastor, or Designated-term Pastor) is selected and begins, assisting the church with the work of transition and filling in for pastor duties

Completing the Local Church Profile

- ☐ The Consistory and Search Committee meet with a Conference representative to go over the Standard Local Church Profile, best practices for gathering the information, and other resources
- ☐ Under the leadership of the Search Committee, with guidance from the Transitional Pastor, we collect data for the Local Church Profile so that we can answer the questions:
 - Who are we now?
 - Who is our neighbor?
- ☐ A meeting is held for the Search Committee to share data with the congregation.
- ☐ The congregation completes a time of discerning around the data that was presented, followed by another congregational gathering.
- ☐ The Search Committee completes the Local Church Profile; it is approved by Consistory and "validated" by the Conference

Discernment: Considering Candidates for the Settled Pastor

- ☐ The Search Committee meets with a Conference representative to review the process of a Spirit-filled search
- ☐ The Conference posts our open position on UCC Ministry Opportunities
- ☐ The Search Committee prayerfully considers ministerial profiles that were received from the Conference (at the request of the candidate)
- ☐ The Search Committee identifies a final candidate and a compensation package is negotiated

Completing the Search: Calling a Pastor

- ☐ The Search Committee introduces the final candidate to us
- ☐ We meet the candidate and worship together, listening for the Spirit among us as we vote on whether to call this candidate
- ☐ We relocate (if needed) our new pastor and welcome this season of our ministry
- ☐ With our Association, we hold a formal service of installation



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