

Faith Mennonite Church Pastoral Search Logistics, Timeline, and Scheduling
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submitted to FMC Council 8/4/22 for review at 8/10/22 Council meeting

Timeline

Action

<p>Pastoral Search Team (PST) is named by FMC Leadership</p>	<p>Search team begins by writing the Congregational Information Form (CIF). This will take 2-3 months. During this time, the PST will design various listening sessions and surveys to gather needed information for this document.</p> <p>The PST will hold listening sessions giving people the opportunity to read the document and comment on areas where it could be improved or where it shines.</p> <p>PST presents the CIF to the church council and has it approved.</p>
<p>After Congregational Information Form is written</p>	<p>Work with conference minister to receive and review potential candidate's materials.</p> <p>If we see a candidate who is worthy of an interview, have a first interview. This will be very much like any professional job interview. If the search team feels good about the candidate, they decide whether to move forward with a second interview or to cease conversations with this candidate.</p> <p>If a second interview happens, this will be much more conversational. Questions may be tailored to target areas that the PST needs more depth, information, better understanding of the candidate's potential as FMC Pastor. The candidate should be encouraged to bring their questions to the conversation as well.</p> <p>If the second interview is successful and the PST comes to consensus (but hopefully not just consensus but rather agreement) that the candidate is being called to further meetings, the candidate moves to being a Prospective Pastor.</p> <p>The Pastoral search team stops seeking out other candidates through the conference minister and starts viewing this candidate as a Prospective Pastor.</p>
<p>After 2 interviews with a potential candidate</p>	<p>Prospective Pastor (PP) visits Minneapolis to meet in-person with Pastoral Search Team members and Moderator for dinner and socializing to "woo" them. Tour city and church and present PP with a drafted Covenant of Understanding and salary draft.</p>

	<p>Key Questions at this point: When can you let us know if you are interested in moving forward toward the possibility of becoming FMC's pastor?</p> <p>We'd like to know at least by [10 days to 2 weeks].</p> <p>If they answer is Yes, they would return to FMC to meet the congregation members, preach on Sunday, ask and answer questions. What vote % of FMC do you require? How soon are they available to begin as our Settled Pastor (SP)?</p>
2-4 weeks after "secret visit"	<p>If PP says yes, they become the Pastoral Candidate (PC) and FMC leadership need to finalize Covenant of Understanding (CoU) documents that include:</p> <ol style="list-style-type: none"> 1. Vision for Ministry statement 2. Job Description (& evaluation content and process) 3. Contract <p>We need to ensure the all the best resources from FMC are preparing these documents so they can then be sent to Susan Janzen for her review prior to FMC Council's review and approval, the Candidate's visit, and the FMC congregational meeting</p>
1-3 weeks after naming a Pastoral Candidate	<p>Possibly a FMC Council special session to announcement PC, approval CoU, and make a plan to move forward with congregation</p>
2-3 weeks after naming a Pastoral Candidate	<p>Announcement of Candidate at FMC Worship Service</p>
3-5 weeks after naming a Pastoral Candidate	<p>Candidate visits FMC Friday meal and welcoming talking circle Saturday talking circles with 2 Commissions at a time and open online and in-person circles? Sunday PC preaches; afterwards Q&A then PC leaves and FMC has more discussion Suspend discussion for 2 weeks for prayer, fasting, discernment, and discussion before vote is taken. Ideally, this gathering will be hybrid with Zoom participants projected on the wall for their active engagement and participation.</p>
5-6 weeks after naming a Pastoral Candidate	<p>Multiple events in-person and online for discussion, prayer, and discernment of our settled pastor Also include informal discussion at a Friday dessert potluck for congregants.</p>
7-8 weeks after naming a Pastoral Candidate	<p>Before, during or after Worship Service, the vote for the PC is taken with the congregation ideally hybrid. We need to be clear who are actual members of FMC. Only members are allowed to vote for our pastor. All can ask questions and join in the discussion.</p>

This Congregation Meeting is brief and focused on a single issue:

Do you approve of the contract for PC's Covenant of Understanding?

If yes, then they become a Settled Pastor (SP) continue. If no, the PST continues it's search.

Either way, Chair of the Pastoral Search Team lets the Prospective Pastor know the results of the vote immediately..

Transitional Pastor is notified and discussion commences about their final 90 days. It's possible that the SP and transitional pastor will overlap for a short or longer transition period, but financially this is not ideal. We will work this out together over time regarding what is best for all parties and how the Holy Spirit leads.