

## PASTOR SEARCH PROCESS

Prayer and Scripture	LEARN	Seek wisdom from God's Word, godly counsel, the church, and study resources. <i>Psalm 119: 105; Proverbs 15:22 ; Acts 17:11; Ephesians 1:15-23</i>
		Pursue unity in the Spirit through communing with God, the church, and each other. <i>Ephesians 4:3; Ephesians 5:20-21; James 3:13-18</i>
		Seek to know the Biblical requirements of a pastor, know Westwood, and our community <i>Psalm 119: 1-5; 3 John 1: 3-4; James 1:5-6</i>
	DISCERN	Develop a profile for a prospective pastor that establishes biblical requirements and church guidelines <i>Hebrews 4:12; Ephesians 4:3; Ephesians 5:20-21</i>
	SEEK	Gather, evaluate, and filter resumes for candidates based on the biblical requirements and church guidelines <i>1 John 4:1-6; Acts 17:11; James 1:5-6</i>
		Agree on top candidates and request additional information from each. <i>See Biblical Requirements Document</i>
	SELECT	Focus on a single prospective pastor candidate, check references, make visits, conduct interviews with him and his wife <i>See Biblical Requirements Document</i>
		Recommend a unanimous agreed upon pastor to the church council, staff, and congregation. <i>John 17: 21-24; Ephesians 3:20-21</i>

Note: The “Blue” area signifies where the search team is at in the pastor search. Some areas will require more time than others. Please pray for our team.

## Search Team Process Principles

1. We believe that the Holy Spirit will lead the Pastor Search Team and God's selected Senior Pastor to one another. *(Learn-Discern-Seek-Select)*
2. Our efforts to survey, define, recruit, and install a Senior Pastor would be fruitless without an intentional season of prayer throughout this process to seek God's will. *(Learn - Discern)*
3. Westwood has given us the autonomy to nominate the next Senior Pastor, and we prayerfully commit to accountability with our congregation. *(Learn-Discern-Seek-Select)*
4. We will hold in confidence team discussions and evaluations of specific candidates. *(Discern-Seek-Select)*
5. We seek only the highest caliber individuals as candidates, and thus are networking with members, trusted leaders in seminaries, other churches and proven ministry organizations to obtain references and resumes of the best possible nominees. *(Discern-Seek-Select)*
6. While we pray for God to identify the final candidate through the ministry of the Holy Spirit, we are responsible for diligence and will conduct exhaustive interviews as well as credit and criminal background investigations. *(Seek-Select)*
7. Once we bring a finalist to Westwood, we will introduce the candidate to the church through a series of meetings and through a "view to a call" culminating in a Sunday Sermon and a vote according to Westwood By-laws. *(Select)*