The Pastoral Search Committee (PSC) has taken the responsibility you have given us very seriously. Candidates have been looked at very closely, which included their experience, education, background checks, previous ministry work as pastors and detailed questioning and follow-up to determine how they may or may not fit with our congregation and leadership.

It is the goal of the PSC to ensure that each member of our church family understands what the voting process will look like.

**THE VOTING AND SELECTION PROCESS**

I. The congregation will vote for a pastoral candidate after the PSC has determined the top three candidates’ best suited for the Hill Chapel Family. They will be ranked #1, #2, and #3.

   a. **CANDIDATE #1**: We will present the number one (#1) candidate to the congregation for a vote. That candidate will spend at least eight (8) days with our congregation. During that time, he will conduct two Sunday worship services, bible study, a joint Sunday school session and other pastoral duties as required. He will meet with the leadership board for a question and answer session, as well as have an organized question and answer session from the congregation. Upon completion of this process he will return to his home church and within the following 7-10 days the voting process will take place.

      i. **In order to be selected as our new Senior Pastor the candidate MUST receive a minimum 2/3rd majority vote of eligible voting members present at the time of the vote.**

   b. **CANDIDATE #2**: presented only if the first choice does not receive the required majority votes, the number two (#2) candidate will be presented using the same procedures outlined above for the number one candidate

   c. **CANDIDATE #3**: presented only if neither the first nor second choice candidate receives the required majority votes. The number three (#3) candidate will be presented using the same procedures outlined above for the number one candidate

If none of the three selected candidates receives the required 2/3rd majority vote, the PSC committee will be called upon to reopen the job posting and began the search process again.

**WHY THIS PROCESS AND NOT PRESENT ALL THREE TO THE CONGREGATION?**

We want everyone to know that the process we have put in place is not new to Hill Chapel. In the past the church has only voted for one person for the position of Senior Pastor.

I. We must remember that each candidate is currently pastoring a congregation. Therefore, it is critical that we protect and respect that pastor, his family, his ministry and his congregation from any unnecessary difficulty.
Just as we loved our late pastor, it will be difficult for them to depart with theirs. We must avoid causing potential damage to another ministry while we seek new leadership for ours.

a. By presenting one candidate, only one congregation will be faced with the possibility of losing a Senior Pastor and having to go through the process that we are now involved in.

II. The presentation of multiple candidates often times causes the additional loss of membership. When a large percentage of the congregation want one person and do not get him this will most likely cause unnecessary discord and division amongst the church family. We have seen this happen in the past 18 months. Additionally, it would hinder the work of the incoming Pastor.

III. To properly evaluate three candidates by the membership this will require them to leave their congregations for 8-10 days while they seek to become our pastor. Those not selected must return to a congregation that may feel betrayed or unwanted by their pastor. We could unintentionally damage another ministry unnecessarily. We owe it to the Lord, that pastor and his ministry and congregation to limit this possibility.

i. Each candidate would have to be given an equal amount of time to spend with Hill Chapel. This would add an additional 6-8 weeks to the process as we have to work around the schedules of busy pastors. Candidates must not come in and just “preach.” Every good preacher is NOT a Pastor.

b. In a three-person selection process, the likelihood of any of them getting 2/3rd of the vote is highly unlikely. This would result in the PSC having to re-open the job posting for additional applicants and start again. We cannot have “run-off” elections in the church. Multiple pastoral candidates have typically caused even greater division in churches (see II above).

c. Three candidates presented to the congregation during a two-month period of time would bias the congregation. Members will remember the most about the person they saw last. This means that whomever we decide to present last will have an automatic advantage.

d. If all three are seen at once you lose the possibility of moving to the next pastoral candidate due to the presentation of all three candidates. As stated above, to bring any candidate(s) back at that point will become a cause of dissension and confusion.

Finally, brothers and sisters, we want to remind all that you - our church family - has given the members of the PSC your permission to represent you in a very challenging situation. We must continue to protect the men of God that we examine, their families and congregations. It is the righteous thing to do.

The Pastoral Search Committee has and will continue to seek God for guidance so that the man He has ordained for us will be recognized through the ministry of the Holy Spirit of God. We are grateful for the awesome privilege, responsibility and trust you have given us to serve in this manner.

Keep us forever in your prayers.