

## A Coach for the Pastor Search Committee

by Jack Causey, CBFNC Ministerial Resources Coordinator

Some things have changed in pastor searches since CBFNC's beginning almost twenty years ago. The process has become more complex and complicated. Years ago a search committee simply had a pastor referred to them, and they would go to hear him or her preach. If they were interested, they would then have a conversation that may or may not lead to the committee presenting the minister to the congregation for consideration as their next pastor.

Now, a search committee must consider a minister's leadership abilities with staff and congregation, relationship abilities, positions on social issues, theological perspectives, denominational alliances, preaching styles and support of missions, not to mention the need for criminal and credit checks.

The good news for a pastor search committee is that they do not need be alone in their work. CBFNC's Ministerial Resources Coordinator or any one of our eight Regional Coordinators are trained to assist a search committee to develop a healthy search process and to provide appropriate resumes of ministers who might match up with their needs for their next pastor.

CBFNC now has several coaches trained to assist in a more intentional and continuing basis. The benefits of having a coach for your pastor search committee include:

- Building a sense of community and trust
- Improving the spiritual discernment process
- Developing the skill of reading resumes
- Framing good questions to ask candidates
- Helping a distracted committee stay focused
- Asking the right questions to guide the search

The search committee of the First Baptist Church of Elkin had a CBFNC-trained coach assisting them. Committee Chair Evalynn Davis said, "He served us in a very compassionate and competent way. At no point did he try to influence our selection, but his deep spiritual faith and his administrative talents helped our committee, and thus our church, have a very positive experience and outcome."

While the initial assistance from CBFNC given to a search committee comes at no expense, should a committee desire to have a coach work with them throughout the entire process, there is a cost involved. But as Richard Poindexter, former chair of the Pastor Search Committee of the First Baptist Church of Monroe, puts it, "The cost of not having a coach could be far greater than the minimal cost associated with this service." In addition, a CBFNC partner church receives a discount.

If you are interested in having a trained and experienced coach work with your search committee, you can contact the CBFNC offices at (336) 759-3456 or contact Jack Causey, Ministerial Resources Coordinator at [jcausey@cbfnc.org](mailto:jcausey@cbfnc.org) or at (704) 838-3436.

## A Letter from the Heart

Dear Friend,

I am writing to tell you about the miraculous changes that have happened in my life. The Christian Women's Job Corps (CWJC) program's mission is to help women find jobs, build confidence, and improve the overall quality of their lives. Since I've been in this program, I've developed a closer relationship with God. I feel more spiritual and in tune with God's plan for my life. I've always been a spiritual person, but now I feel renewed, with a better understanding of God's Word, and because of that my faith has been strengthened.

CWJC's Lifeskills has provided me with a multitude of skills. I have taken business, computer, budgeting, nutrition, and crafting classes. These newfound skills I've acquired have made me feel so much better about myself. I feel as though I can do anything and become anything because I have been educated. In my time with this program I have also become a better parent. I now realize that the best gift I can give my

daughter is a role model.

I feel that now she has someone to look up to and be proud of. CWJC has not just changed my life. It has changed my child's life as well. She is more confident and self-assured.

I am eternally grateful for the help, guidance, and friendship they have given me. I hope one day I can pay it forward and help someone else the way they have helped me. I hope that by writing to you, my friend, that I have encouraged you in some way. I pray that my story is an inspiration and that if you find yourself in need that you will seek their help as well.

CWJC has given me so much. The only way

I can think to repay them is to sing their praises to everyone I know and everyone I meet.

Your friend, Veronica



### April 1 – July 31, 2013

The **Local Mission Engagement Grant** seeks to foster partnership between local churches and humanitarian organizations such as CWJC for the purpose of missional engagement in their communities. Partnership is required with a community organization and one or more churches of any denomination. Visit the CBFNC website for an application, [www.cbfnc.org](http://www.cbfnc.org).