

Process of Pastoral Staff Nomination

Adopted: Dec 5, 2022

We desire to have ample input from the brotherhood as well as the trust of the Elder Board in the addition of Pastoral Staff. With that in mind, we intend to use the following model in the nomination of pastoral staff.

- 1) Brothers are given the opportunity to submit a nomination of a biblically qualified brother. Titus 1: 5-9, 1 Tim 3:1-7.
 - a) Nominations can be from the existing elders or from the brotherhood. On the nomination page, there should be the name of the nominee, the reason why the nominee is nominated, and the name of the individual making the nomination. It is recommended that those nominating talk to the nominee beforehand to see if they will let their name stand.
 - b) For a nomination to be valid, there needs to be a minimum of 5 ballots, from 5 different brothers for the same nominee.
- 2) After the window of nomination has ended, the elders will meet with the nominees.
 - a) The purpose of the meetings will be to primarily confirm that they meet the biblical qualifications of a pastor, and review the roles and responsibilities of the position being hired for.
- 3) Through prayer and discussion, the elder board will create a short list of nominees, matching the number of staff desired to be onboarded, to present to the brotherhood. The list will be decided on by considering gifting, abilities, training, and experience in light of the current needs.
- 4) Period of examination
 - a) After the shortlist has been made known to the brotherhood, the brothers will have a period, at the elders' discretion, to bring forward any concerns about those on the list. During this time, the candidate(s) will attend elder meetings, have the opportunity for public service in the church, and complete the leadership profile. This is also the chance for the elders and the congregation to further know the candidate(s) and, through prayer, confirm who God is calling to serve in this way. At the end of the examination period, the elders will present their findings of working with the candidate(s) and give their recommendation to the brotherhood. This also allows the elders to suggest to the candidate(s) to step back from the position, or for the candidate(s) to decline the position. The candidate may or may not be paid as an intern during this period as compensation for their service.
- 5) Confirmation
 - a) After an examination, the brotherhood will call for confirmation. A pastor will be confirmed with the support of approximately 80%.