



Four-Phase Process for the Senior Pastor Search

Detailed Outline of the Four Phases

Phase 1: Discovery & Engagement

- Meet with members of the Congregation
- Meet with the Staff
- Meet with the Diaconate
- Meet with the Session
- Identify priorities we need to look for in the next senior pastor from our conversations with the Congregation, Staff, Diaconate, and Session
- Put together materials for applicants to look at to learn more about Carriage Lane

Phase 2: Collection of Candidates

- Submit materials to PCA's Administrative Committee Job Posting Webpage (they posted the position in mid-October)
- Ask the congregation to submit referrals
- Speak with contacts who may be helpful in providing referrals
- Receive applications

Phase 3: Evaluation of Candidates

- Evaluation of applicants' cover letters, ministerial data forms, sermons, and other materials submitted
- Evaluation through a questionnaire given to candidates who fit within the priorities identified in Phase 1 (see above)
- Evaluation through interviews with candidates who after evaluating their response to the questionnaire, further aligned with the priorities identified in Phase 1 (see above)

Phase 4: Recommendation of Candidate to Congregation

- Identify a candidate to recommend to the congregation
- Schedule a candidating visit that will allow time for both parties: the candidate & his family and Carriage Lane (the Congregation, Staff, Diaconate, and Session), to interact with one another in meaningful ways during scheduled meetings and opportunities. Additionally, the candidate will preach during the Sunday morning worship service.
- Ask the session to call a congregational meeting to be held one week after the candidating visit, for the purpose of voting whether or not to extend a call to the candidate.
- During the congregational meeting, the congregation will vote to either extend or not extend a call to the candidate to be the next senior pastor
- Based on the vote:
 - **If the vote is YES**, to extend a call, a call will be extended. The candidate can accept or decline the call.
 - If accepted, the candidate will go before the Metro Atlanta Presbytery (MAP) to be examined and approved
 - If MAP approves, his current presbytery will need to release him. And then we will have a new senior pastor!
 - If MAP denies, the PSC will continue their work to identify another candidate to recommend to the congregation
 - If denied, the PSC will continue their work to identify another candidate
 - **If the vote is NO**, to not extend a call, the PSC will continue their work to identify another candidate to recommend to the congregation