Hiring Process for the Search Committee.

1. Advertise, look for and find Candidates that match up with our Job description and bylaws.
2. Receive resumes.
3. Check resumes and evaluate candidates based on the Job description and the Bylaws.
4. View available sermons online.
5. Check References for References. Who supervises them and who works with them.
6. Evaluate references to the bylaws and the Job description.
7. 1st Interview. (With the Search Committee.)
8. Evaluate candidates based on the Job description and bylaws
9. Give the bylaws and the Job description to Candidates that are going to move forward.
10. 2nd Interview specifically about those documents. (With the Elders and Search Committee.)
11. Evaluate candidates.
12. Arrange a visit to see them on their home turf.
13. The visit is to see how they work on their home turf.
	1. Relationship with others.
	2. Skills in ministry.
	3. How they take authority
14. First Visit to see us.
15. Interview with Elders
16. A follow up Zoom interview to see how the visit went. (Search and committee and Elders)
17. Second visit to get congregational feedback.
18. During the second visit get CNE feedback.
19. Elders are evaluating them according to the bylaws and job description.
20. Candidate is asked to show in writing details on how the strategic plan is going to be accomplished. (Personal schedule, plans that they have to implement the strategic plan).
21. Search committee and elders evaluate the strategic plan.
22. Get the congregation’s vote.
23. Sign the job description, the bylaws, and the strategic plan.
24. Hire with a one year probation period.
25. Implement the strategic plan.
26. After one year, evaluate preaching ministers, elders, and church.
27. Make an updated strategic plan.
28. Repeat to 25.