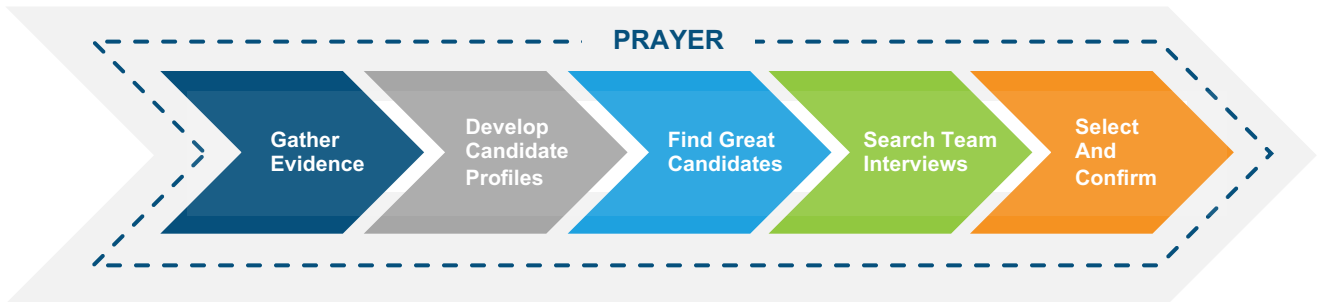


# Process Overview

Evidence-Based Leadership Transitions



01

## Gather Evidence

Conduct congregational assessment, on-site interviews and focus groups.

02

## Develop Candidate Profiles

Synthesize results of congregational assessment, interviews and focus groups to create Candidate and Opportunity Profiles.

03

## Find Candidates

Launch nationwide search to prequalify a high quality pool of candidates. We prequalify on theology, education, experience, references and personal assessments. The search team prepares for their interviews.

04

## Search Team Interviews

The church's search team begins their discernment process through candidate interviews and personal visits.

05

## Select and Confirm

A final candidate is recommended to leadership and confirmed according to church bylaws. This includes a candidating weekend, live preaching, meet and greet, etc.

PRAYER

The call of a pastor to a church is not a simple hiring process. It is the spiritual call of God. Throughout the process we rely on prayer and invite God to lead and guide each step we take. Your prayers are essential! Please join us in praying for God's plan and purpose to be evident.