

# *Senior Pastor Search Committee Charter*

The Senior Pastor Search Committee is commissioned by the Parish Council and is charged with the task of discerning and recommending one final candidate to the Parish Council to be the next Senior Pastor of Christ Church at Grove Farm, Sewickley, PA.

The Search Committee shall be responsible for:

- i. Development of a Church Profile capturing key information about the church to be supplied to candidates.
- ii. Development of a Senior Pastor Profile and prepare the Minister Selection Criteria capturing the defining characteristics that are used in the evaluation process.
- iii. Developing and implementing a process for evaluating candidates including, but not limited to; managing the application process, screening, interviewing and evaluating candidates.
- iv. Recommending a single candidate to the Parish Council for consideration of nomination. The recommendation shall be submitted in written format stating the reasons associated with the recommendation and accompanied by a presentation to the Parish Council by the committee Chairman and Co-chairman.
- v. Communicating the progress of the Search Committee to the Parish Council and parishioners on an as-needed basis. The Parish Council shall grant the Chairman/Co-chairman the opportunity to address the Parish Council at any regularly scheduled meeting at the Chairman's/Co-chairman's request.

Strict confidentiality shall be observed by all members of the committee. The Chairman and Co-chairman shall be responsible for managing the activities of the committee, including but not limited to; scheduling and chairing meetings, creating the structure of any internal committees and defining roles and responsibilities of committee members and maintaining the effectiveness and functioning of the committee. As required, the Chairman and/or Co-chairman of the Search Committee will confer with Parish Council leadership and/or the whole of Parish Council to seek guidance on issues necessary to properly carry out its assignment.

In support of the Senior Pastor Search Committee, the Parish Council shall be responsible for:

- i. Providing a budget and funding for the search
- ii. Developing a compensation package for the next Senior Pastor
- iii. Negotiating the employment contract and compensation package with the Senior Pastor candidate
- iv. Final approval for nomination of Senior Pastor candidate to move to congregational vote
- v. Provide guidance and support to the Search Committee and to hold the committee in prayer throughout the process