

English Lead Pastor Search FAQs

Definitions:

Applicant: any person who has sent in a job application/resume

Candidate: an applicant that we are taking the next step and putting forth to the congregation for the ELP position

What is happening now?

The job listing has been posted/advertised on various job boards since January 2021. The job was reposted in June 2021.

Are people applying?

We have received resumes from over 50 external applicants. There was a lull in the spring, but since reposting the job listing, we have received over a dozen new applications.

Then why do we still not have any candidates?

None of the applicants so far have been a good fit for our church; for example, the majority of applicants do not meet the minimal requirements of education or work/pastoral experience on our job description.

What are you looking for in an English Lead Pastor?

The full job description and candidate profile can be found at <https://fcbc.org/job-postings/> Additionally a survey was presented in early 2021 to seek input about characteristics and traits most important to the church body. Based on 141 respondents across age groups (Youth/College and above), the results strongly emphasize Preaching/Teaching and Sound Doctrine. We consider this, as well as other input from the surveys, in our search.

What if I know someone who would be a good candidate?

Please feel free to let them know about the position and job opening! The job description and application are available at <https://fcbc.org/job-postings/> Pray about them or with them.

Are you actively recruiting (i.e. pursuing pastors from other churches)?

No, our church practice is to allow the Holy Spirit to move people to apply. We have not directly asked pastors of other churches to leave their current position out of respect to their congregations.

What will happen if we still cannot find a good fit by the end of October when Pastor Chris retires?

The Senior Pastoral Team has created an interim plan which will be shared with church members during our annual members meeting on 8/15. Meanwhile, we continue to pray and search.

So...what now?

We are continuing to pray for God to provide the right person at the appropriate time, putting our trust in God. We continue to review applications. If an applicant has shown potential based on the resume, we have had a few conversations (not formal interviews) to gain more information and see whether we would offer a formal interview.

There are times when we feel anxious or impatient, but we are reminded:

Psalm 37:3-5

Trust in the Lord and do good;

Live in the land and cultivate faithfulness.

Delight yourself in the Lord;

And He will give you the desires of your heart.

Commit your way to the Lord,

Trust also in Him, and He will do it.

What can I do to help?

You can pray with us!

Is that it?

Yes, prayer is powerful! For now, we want to be more intentional about praying and seeking God together in this process and as one body.

We will post a prayer focus each week. We encourage you to choose a time daily (e.g. during your daily prayer time, your commute, brushing your teeth) to pray for our church, our search, and the future English Lead Pastor.

Week 1: Lord, help us to wait

Lord, help us to wait with hope and eager expectation, knowing that You are always with us and working our situation out for good.