

## Pastoral Search in Four Phases\* (PS/4)

As an experienced executive search consultant, Tim Weber has the know-how to help your church manage and implement an effective and efficient pastoral search by using a proven four phase process known as **PS/4** (Pastoral Search in Four Phases).



**Phase I: Pre-Search Workshop.** Before the search goes public, a number of crucial issues must be addressed. These are covered in a half-day or full-day workshop format. Topics include developing a start-to-finish search process; determining needs and expectations for the next pastor by consulting the congregation; identifying church goals during the interim period; and putting together a search committee. Churches need to be focused and deliberate during the pre-search phase, otherwise it may drag on and on.



**Phase II: Launch the Search.** The committee will complete a number of foundational tasks during this phase: finalize the search plan, including meeting dates and deadlines; specify expectations, experience, and responsibilities for the new pastor; write an Announcement/ Profile with information about the church, search criteria, the expected challenges and opportunities for the next pastor, and application instructions. The committee will also design an advertising strategy for "going public" with the search. The ultimate goal of this phase is to build a pool of candidates consisting of applicants and those who are directly recruited for the search. From this pool, the committee will eventually identify and qualify a list of "preferred candidates" about whom it wants to know more.



**Phase III: Evaluate the Candidates.** The goal of this phase is to determine which of the "preferred candidates" should be included in a short-list of semi-finalists. Once they are selected, the committee will review their sermons, check references, and conduct in-depth interviews. It will also notify candidates who have not been advanced.



**Phase IV: Select and Call the Final Candidate.** The goal of the last phase is to select from the semi-finalists list a finalist candidate, for whom the committee will conduct additional "independent" referencing and arrange for a professional background check. The church visit follows, with numerous public events and ample opportunities to interact with various groups. After obtaining feedback, the committee will then make its selection and negotiate the terms of call, following which it will make its formal recommendation and arrange for a vote or approval from the designated body.

\* Churches may contract with Dr. Weber for all or part of PS/4, depending on the level of assistance needed.

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