

I've Sent My Documents. Now What?

Here's what to expect after region staff have received your region documents.

1. People named as references will be sent a reference form to complete.
 - a. Information they provide is confidential.
 - b. Church search teams will NOT receive resumes/profiles unless the region office has a minimum of 3 positive references completed on file. Church search teams will also do their own reference checks.
 - c. It helps the process if you will alert your references to expect communication from Mission Northwest.
2. Potential candidates will be contacted by the Executive Minister (EM) or Associate Executive Minister (AEM) for an interview.
3. At the conclusion of the interview, potential candidate may be offered the opportunity **as appropriate** to review profiles for churches currently seeking a pastor. Not all potential candidates are good fits for all churches.
4. Potential candidates are asked to prayerfully review the church profile/s. If a potential candidate is interested in any of the churches, he/she will communicate interest to the EM or AEM **ONLY (not the church)**.
 - a. *Potential candidates are not to initiate contact with search teams or churches. The right of first contact belongs to the church search team. It is considered unethical by our churches if a potential candidate makes the first contact with the search team. Church search teams will not consider people who subvert this covenant relationship.*
 - b. When potential candidates indicate interest, they are committing to a one-time, non-obligatory interview with the search team. The goal of the first non-obligatory interview is for search teams and potential candidates to make decisions based on personal interactions with real people and not solely on two-dimensional forms of information (resumes, profiles, websites, etc.)
5. After potential candidates communicate their interest to the EM or AEM, the EM or AEM will send their profiles/resumes to the appropriate church search teams. Someone from the search team will be in touch with the potential candidate to set a date and time for the first non-obligatory interview.
6. The first non-obligatory interview between the potential candidate and search team takes place, usually via Skype, Zoom or some other conference media.

7. The decision to continue the process of discernment now lies with both parties. Additional interviews occur, and spouses are often included.
 - a. Depending on distance and resources, the search team may request a “neutral pulpit” experience. Arrangements are made for the potential candidate to preach in a church that is not his/hers or the church under consideration.
 - b. It is customary for the church to pay for the potential candidate’s travel expenses for this trip.
 - c. Mutual agreement between the potential candidate and the search team is necessary to continue any conversations.

8. The task of the search team is to present one and only one person to the church as **THE** candidate for the pastoral position. Once a person agrees to become **THE (only)** candidate for the church, he/she must discontinue all conversations with other groups until the church calls the person and he/she accepts the call. The church search team does the same regarding any other potential candidates with whom they are in communication.

If you have any questions about this process, please always ask. We want this to be an exciting time for you of walking with the Lord and with fellow Christ-followers to discover together what the Lord’s will is.

For “what to expect during interviews with the search team” or the “candidating weekend,” please see documents with these titles.