

## Frequently Asked Questions (FAQ):

### **Q: Who are the Search Committee members and how were they selected?**

**A:** Deacons Farrior, Smith and Sharpe, Leslie Hawkes, Tanya Longino, Stewart Herman, Lavinia Thompson and Joan Toller. Through prayer and thoughtful consideration, the Deacon Board initially identified a diverse group of candidates and prayed for clarity in their individual selections. The Deacon Board then compiled all names and evaluated factors including tenure, age, participation, background skill set, race, gender, and interest, to form the initial group. Even so, we recognize there are gaps in representation – by age, tenure, and perspective – that we intend to address proactively. members in the church representing various ministries, attributes and requests to be on the committee. All members when approached about the responsibility accepted the offer to participate.

### **Q: Will the church hear the candidate preach before the church votes?**

**A:** Yes. That is a recommendation that will need to be met by the potential candidates.

### **Q: How are we developing and finding the candidates?**

**A:** The search committee will be making announcements of our pastor opening initially through the Philadelphia Baptist Association and the Suburban Baptist Association.

### **Q: When will the church survey be sent out?**

**A:** The committee is targeting a date around the end of November 2025.

### **Q: Is the search committee encouraging potential candidates to apply?**

**A:** No. The process is open to all candidates that apply.

### **Q: What are the candidate's criteria?**

**A:** The committee will be developing the candidate criteria which will be shared with the church.

### **Q: Are women excluded from the process?**

**A:** No. The process is open to all.

**Q: Will the candidates be expected to be local?**

A: No. The search for candidates will not be limited to local candidates – it will be open for all candidates from all areas.

**Q: Will there be a comments section on the survey?**

A: Yes. You are encouraged to share your viewpoints in the survey.

**Q: Will the church be looking for a full-time pastor?**

A: The committee has not reached that point in the process to answer this question.

**Q: Will The church have access to the candidate search criteria?**

A: Yes. The committee will be as transparent as possible about the process and will share information about the process as needed.

**Q: How will the church be kept informed about the process?**

A: The committee will keep the church fully informed via the various church communications channels which are email blasts, church announcements and the website. It was shared that listening sessions could be a communication channel as well.

### **Key Categories of FAQ:**

#### **The Search Process**

**Q: How does the search process work?**

A: “The process began with prayer and forming this committee. We’ve been gathering input, reviewing profiles, and are working with clear criteria. Each step is carefully considered, and final approval will come through the congregation.”

**Q: What’s the timeline?**

A: “We cannot predict exact timing, but we are moving steadily and prayerfully. Our goal is to present a candidate as soon as God provides the right match.” It was shared that resources indicated an estimate of 12-18 months.

### Candidate Qualifications

**Q: What qualities are we looking for in our next pastor?**

**A:** “We are seeking someone grounded in Scripture, with strong preaching and teaching gifts, pastoral care experience, and leadership skills to help guide our church into the future. Just as importantly, we want someone who embraces our church’s culture and vision.”

**Q: Are we considering internal candidates?**

**A:** “Yes, all qualified candidates are given fair and prayerful consideration, whether from inside or outside our congregation.”

### Congregation’s Role

**Q:** Will the congregation get to meet the candidate?

**A:** “Absolutely. When the committee has prayerfully selected a finalist, the congregation will have opportunities to meet, ask questions, and share feedback before a vote.”

**Q: How can we share input?**

**A:** “You can email the committee leader, Deacon Booker Farrior, ask questions, or add thoughts through the listening sessions we’ll continue to host.”

### Transition and Continuity

**Q: Who leads us until a pastor is in place?**

**A:** “Our interim leadership team (Trustees, Deacons, Ministerial Staff and Church Staff) are ensuring that worship, care, and ministries continue seamlessly. We are grateful for their service.”

**Q: How will the transition look once a new pastor is called?**

**A:** “We will support the new pastor with a period of introduction and adjustment, ensuring they and our church are set up for success.”

## Vision & Alignment

### **Q: How does this search fit with our church's mission?**

**A:** "Our mission hasn't changed: The purpose of this church shall be the advancement of the Kingdom of Jesus Christ. It shall seek to attain this end through the public worship of God, the preaching of the Gospel, consistent Christian living by its members, personal evangelism, missionary endeavor, and Christian education."