

Guidelines for the Senior Pastor Search Process

January 2009

The By-Laws of High Point Church provide the following requirements for the call of a new senior pastor:

Article V Section 3 (A): When the position of senior pastor becomes vacant, the congregation shall empower the Board of Elders of High Point Church to select a senior pastor search committee to consider candidates for the office of senior pastor. A prospective candidate will be required to preach; meet with the congregation, pastoral staff and lay leaders; and answer questions relating to doctrine, pastoral practice and leadership style. Should the prospective candidate be affirmed through this process, a written congregational vote on the candidate shall be taken at a special congregational meeting called for that purpose. A two-thirds majority of the votes cast by the voting members present is necessary to call a senior pastor.

APPOINTMENT OF A SEARCH COMMITTEE:

The elder board will appoint a **nine (9)** member search committee that reflects the diverse nature of the body of High Point Church comprised of:

- **Four (4)** members of the congregation (two men and two women) from a slate of members nominated by the Council of Deacons and Deaconesses, but not necessarily current deacons or deaconesses;
- **Three (3)** members of the congregation at-large; and,
- **Two (2)** current elders.
- The Board of Elders will appoint one of the nine members to serve as chair of the committee.

Characteristics of search committee members:

- Be in full agreement with the HPC statement of faith;
- Have maturity in the faith as demonstrated by a sustained Christian walk with the Lord;
- Have a record of service and commitment to High Point Church;
- Have broad based understanding of the pastoral functions and the Biblical and traditional requirements of the HPC Senior Pastor's office;
- Be able to articulate his or her position with grace; and,
- Be willing to commit the necessary time required for prayer, study, and meetings.

RESPONSIBILITIES OF THE SEARCH COMMITTEE:

The committee will be responsible for the following functions:

- Manage the search process, including advertising, recruitment, screening, and communication with candidates.
- Report to the Board of Elders periodically on progress of the search process. The Chair of the Search Committee and the Chair of the Board of Elders will report to the congregation periodically on the progress of the search process.
- Upon a vote by at least two-thirds of the full committee, a candidate will be recommended to the Board of Elders. A unanimous vote is preferred.

CONGREGATIONAL INVOLVEMENT AND APPROVAL

- Upon at least a two-thirds vote by the Board of Elders the candidate will be invited to preach at High Point Church and meet with the congregation according to the By-Laws.
- The congregation will determine whether to extend a call to the recommended candidate by a vote of two-thirds of the members at a meeting with a quorum present.