

Recommendation for Pastoral Search Committee

September 24, 2017

The Fellowship of Deacons recommends the following process for the nomination and election of a Pastoral Search Committee. This process shall be limited to the members of Hurstbourne Baptist Church.

1. **Size and Structure**- The committee shall consist of 8 members and 4 non-voting ex officio members. There shall be three officers- chair, vice-chair, and secretary. Six of those members shall be nominated and elected by the process listed below. Two members shall be added by the fellowship of deacons (after the nomination and election process for the six members) for the primary purpose to give balance and ensure, as much as possible, broad representation of the church family.

The four ex officio members will be invited as needed to participate and share information during the process. The ex officio members shall be the Chair of Deacons, Chair of Business & Finance, Chair of Personnel, and one pastoral staff member (who shall be chosen by the pastoral staff).

2. **Nominations**- The congregation shall nominate as follows. All nominees must agree to serve if elected.
 - A. Preschool and Children's Sunday School teachers and the Preschool and Children Committee shall nominate up to three people from those groups.
 - B. Student Sunday School teachers and the Student Advisory Committee shall nominate up to three people from those groups.
 - C. Adult 1, Adult 2, and Adult 3 shall nominate up to one person from each of their respective Sunday School classes.
 - D. The above nominations will take place in each Sunday School class/department and will then be combined to form five separate slates for Preschool & Children, Student, Adult 1, Adult 2, and Adult 3.
 - E. The nominating process shall be conducted during Sunday School on the morning of October 15, 2017.
3. **Election of the nominees**-
 - A. Preschool and Children's Sunday School teachers and the Preschool and Children Committee shall elect one nominee.
 - B. Student Sunday School teachers and the Student Advisory Committee shall elect one nominee.
 - C. Adult 1 shall elect one nominee.
 - D. Adult 2 shall elect one nominee.
 - E. Adult 3 shall elect two nominees.
 - F. A person may only vote for one nominee on one slate (either Preschool & Children, Student, Adult 1, Adult 2, or Adult 3).
 - G. The election shall be conducted during Sunday School by church members present on the morning of October 22, 2017.

If more than one member of any family were to be elected as a nominee, the family would select one to serve. The other nominee(s) would be withdrawn from consideration and be replaced with the candidate with the next highest vote count.

4. **Election of the Pastoral Search Committee** - After the six members have been elected by the process above, the deacons shall select two additional members as soon as possible to complete the Pastor Search Committee. Once those members have been selected and are willing to serve, the deacons will announce the Pastor Search Committee to the church. This will complete the election process.
5. **Oversight**- The Fellowship of Deacons shall be responsible for implementing the committee nomination and elections process and the appointing of chair and vice-chair.

The Hurstbourne Baptist Church deacons believe this process will allow balance and representation from all the church family and will provide for a process which can be effectively implemented.