

Associate Pastor Search Team Covenant

I, _____, a member of Associate Pastor Search Team with Cannon Beach Community Church, agree to serve on this team by prayerfully seeking the next Associate Pastor that God is calling to serve Community Church. Along with my fellow Associate Pastor Search Team members, and relying on the guidance of the Holy Spirit, I make the following commitments (please check):

- We will pray together and seek God’s direction in calling an Associate Pastor.
- We agree on roles and responsibilities for the members of the Search Team.
- We agree to the goal and time line for the search process and will strive to stay on task.
- We will faithfully attend all Search Team meetings (unless sick or emergency), and hold to the meeting schedule.
- We agree to share in the decision making process, seeking unity and discerning God’s will together.
- We will seek input from Church Staff and Leadership Team in developing qualifications and characteristics desire for this position.
- We will create a clear job description for this candidate, striving for high but realistic standards.
- We will examine our hearts and seek the best candidate for this position to fulfill our Church Vision, Mission, and help us grow as a healthy, missional congregation.
- We will be intentional, thoughtful, consistent, and honest in our communication with the Church Staff, Leadership Team and with the congregation.
- We will uphold a high level of respect and confidentiality and will define what is to be kept confidential.
- We will agree to an interview process and stick to this process, putting all final candidates through same process.
- We will not delay in communicating with candidates.
- We will conduct background and reference checks of our final candidate(s), when such checks uphold confidentiality requirements.
- We will honestly and clearly present to our candidate our history, vision, mission, model, financial condition, leadership style, organizational structure, limitations, challenges, and plans for our future.
- We will strive for peace, cooperation, mutual respect, and team unity in the Spirit in all our discussions and decisions, acknowledging conflict as it arises and addressing it with prayer, humility, forbearance, and love.
- We will seek to have fun and encourage creativity and delighting the Lord.
- We will hold each other accountable to this agreement in prayer, speaking the truth in love, confident in Christ who alone is Head of His Church.

Name: _____ Date: _____

Signature: _____

(adapted from Search, by William Vanderbloemen)