

## Frequently Asked Questions – Faith Covenant Church

### **How will Faith Covenant Church go about finding a new Lead Pastor?**

Our governing documents (constitution and bylaws) specify the process by which a Lead Pastor is ‘called’ to serve at Faith Covenant Church. In summary, the nominating committee of our church worked together to present a slate of nominees to serve on the Pastoral Search Committee. Those nominees were then voted upon and approved by our church Board at a regular Board business meeting. The Pastoral Search Committee, equipped with “best practice” counsel by the superintendent of the Great Lakes Conference, will conduct a nation-wide search for the best possible prospects to serve our church. After in-depth interviews with multiple prospects, thorough vetting, and prayerful discernment, the Pastoral Search Committee will present one person as the “candidate” for the position. During a “candidating weekend” the members of our church will have opportunities over a several-day period to hear the “candidate” speak in a variety of settings and listen to a message during a weekend worship service. Members of the church will then vote whether or not to extend a “call” to the candidate to become the next Lead Pastor of Faith Covenant Church.

### **How long will the process of searching for a new pastor take?**

Experience in our denomination indicates that a careful and thorough search process usually lasts 6 months to a year. Findings have also revealed that a best practice is to allow for one month of search for each year of service of the outgoing pastor. For our church that would mean up to 18 months. Believing that this is God’s church and that God will make it clear to our Search Committee whom it is that He wants to serve as our next Lead Pastor, our Search Committee will work hard in the discernment process. But ultimately it will be God’s timing, not ours, when that process comes to a close and we welcome a new Lead Pastor to serve Faith Covenant Church.

**We have great pastors on our staff already. Why don’t we just ask one of them to step into the Lead Pastor position?** Our church is blessed to have such a great pastoral team in place and it is our intent to keep every one of them on our staff through the transition and on into the future. But none of them believe they are being called by God to serve as the next Lead Pastor of Faith Covenant Church.

**If I want to suggest a name of a pastor to be considered by our Pastoral Search Committee, how do I do that?** Since the Pastoral Search Committee is being delegated the responsibility of engaging deeply in this discernment process on behalf of the church, we urge all of our members to communicate their suggestions and/or recommendations directly to the search committee and then to refrain from publicly “lobbying” for the person they have suggested in any format (e.g. Facebook, Twitter, in-person, etc.).

**Who will be the Lead Pastor from the time Pastor Ken retires (June 17) until a new Lead Pastor comes?** Pastor Paul Murphy is currently serving as our full-time Interim Lead Pastor. He and his wife Liz live in the Twin Cities of Minneapolis/St. Paul area.

### **Do I need to be a member to vote, and if I am not a member how do I become one?**

Yes. Membership classes are offered twice a year. Contact Pastor Dennis for more info at [PastorDennis.Carlson@4fcc.org](mailto:PastorDennis.Carlson@4fcc.org).

### **What can I do to help our church during the “interim” time?**

Pray that God will keep our church family unified and focused on our mission to **CONNECT** people with God, **GROW** faithful followers of Jesus, and **SERVE** the church, the community and the world. Continue

to invite your friends and colleagues to our worship services. Volunteer to serve in one of our ministry areas. Pray for our staff, our leadership team, our Pastoral Search Committee and our future Lead Pastor daily.