

Hello friends!

I'm writing today with a heart full of gratitude and excitement. Early this week, our transition team met with the nominating committee to begin the process of putting together a search committee to find the next Senior Pastor of Bethel Baptist Church. I'm writing this on their behalf.

The immediate goal is to put together a ballot of qualified members for the committee. We anticipate a short business meeting in late June to affirm the final search committee. But we need your help to fill that slate of candidates. Please look over and pray about the people you know who meet the following criteria:

Prayerfulness - because the task of finding and calling the right pastor is humanly possible only if we consult with God and listen to His Holy Spirit.

Scripture centeredness - because the Church doesn't ultimately belong to a denomination or to the church leaders, or even to its members. Rather, it belongs to Christ, the Head. Therefore, the most important consideration in evaluating a potential pastor is what Christ has spoken in His Word concerning His gospel, His Church, and those who would serve under Him as shepherds of His flock.

Teachability - because this will be an unfamiliar process and there will be much to learn.

Servanthood - because search team members must be more concerned about the overall good of the entire church than they are about their own particular preferences.

Peacemaking spirit - because unity must be our goal even though many differences of opinion will arise during the process. Peacemaking is not the avoidance of differences or the restraint of expressing differing opinions. Rather, it's the commitment to work through differences in a manner that honors the Lord.

Wisdom and discernment - because many factors must be weighed, preconceived notions must be challenged, and initial impressions must be scrutinized.

Diligence - because the search team has a huge task and there will need to be a lot of follow-up and it will take a lot of follow-through.

Trustworthiness and discretion - because the committee will be handling confidential information.

Availability - because the work of the committee will require a significant weekly time commitment (probably 3- 4 hours/week or more for the next year) and a willingness to travel is necessary.

Here is another set of questions that might spur your thinking:

1. Who in the church has a worthy track record of recruiting the right workers, lay leaders or staff?
2. Who in the church has experience in hiring, managing personnel, or consulting in the business or educational community?
3. Who in the church has experience counseling or mentoring clergy and their spouses? Who understand the unique pressures and dynamics in a minister's family?
4. Who in the church has demonstrated spiritual sensitivity and giftedness in prayer or discernment?
5. Who in the church is gifted in setting priorities, managing time and attending to details in the collection and preparation of information? These skills will be important for collecting and evaluating reports from denominational leaders, other church search committees, past church references on candidates, and other sources of important data in the committee's search
6. Who in the church understand the need and methodology for developing a church profile that articulates the church's core values and expectations?
7. Who in the church can pray for extended seasons, especially during crucial times of seeking clarity from the Lord?

Nominees must be members of the church for more than one year.

Based on your input and the work we've already done, a nominating committee member will meet with qualified candidates to dialog more about the role, its requirements, and the candidate's potential strengths they add to the search committee.

Five members will be selected from the ballot at a congregational meeting and the leadership board will add two from its own membership to create a search committee of seven.

Please be in prayer for this process and send your nominees to office@bethelmankato.com. There will also be nomination forms available on the welcome desk outside the sanctuary, which may be placed in the office mail slot.

Peace,

Pastor Randy, on behalf of the Nominating Committee