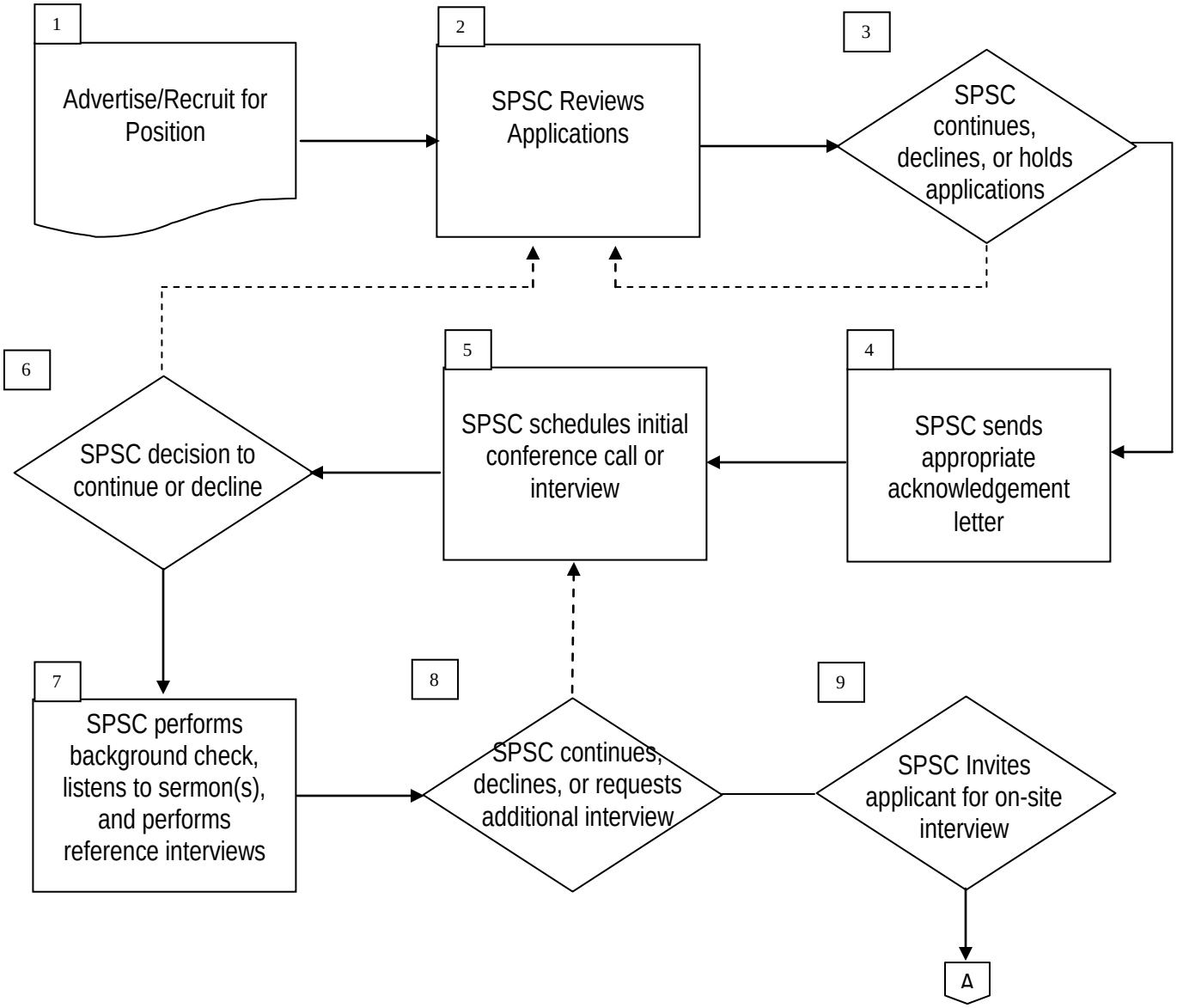
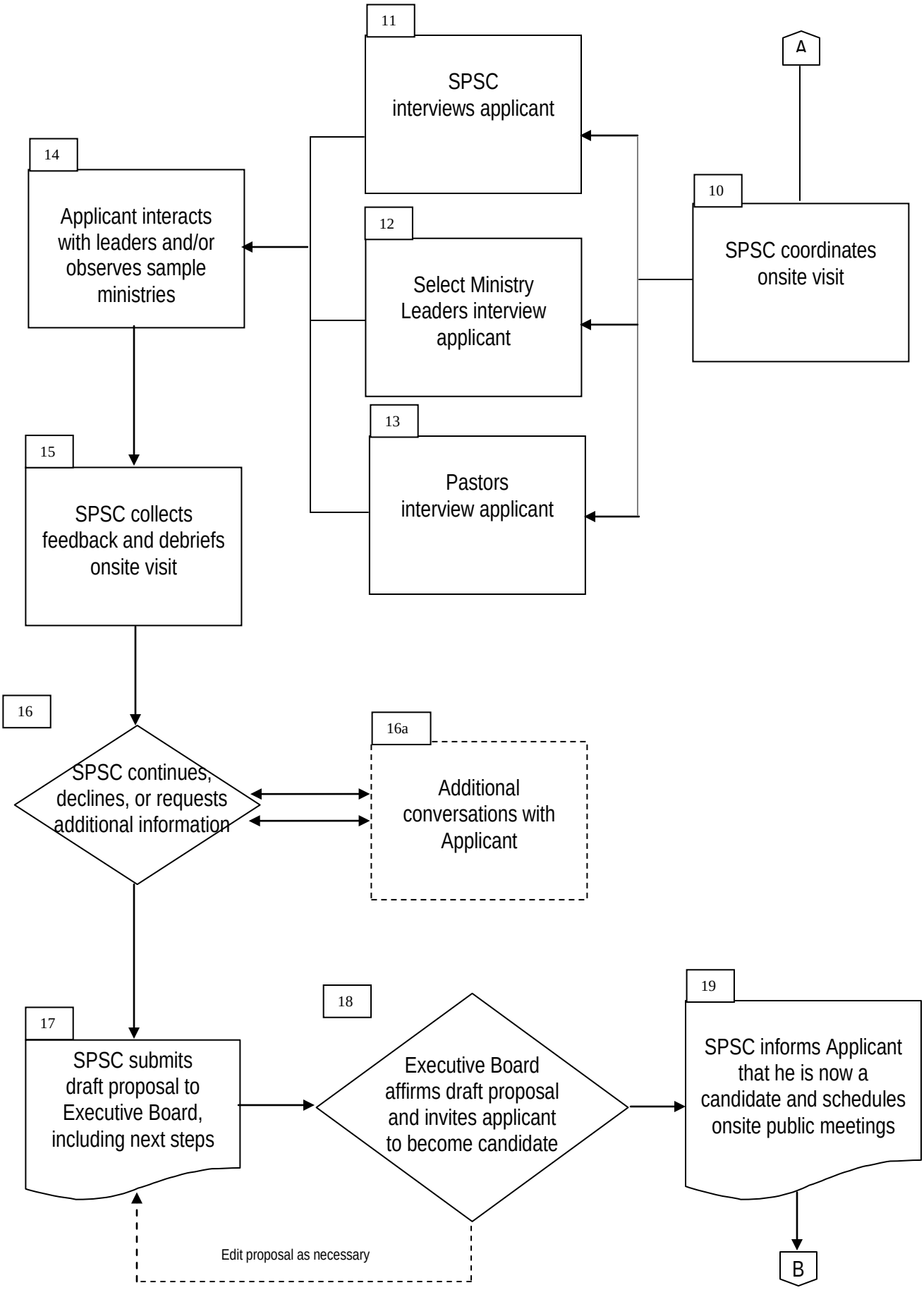
CGBC Senior Pastor Search Committee

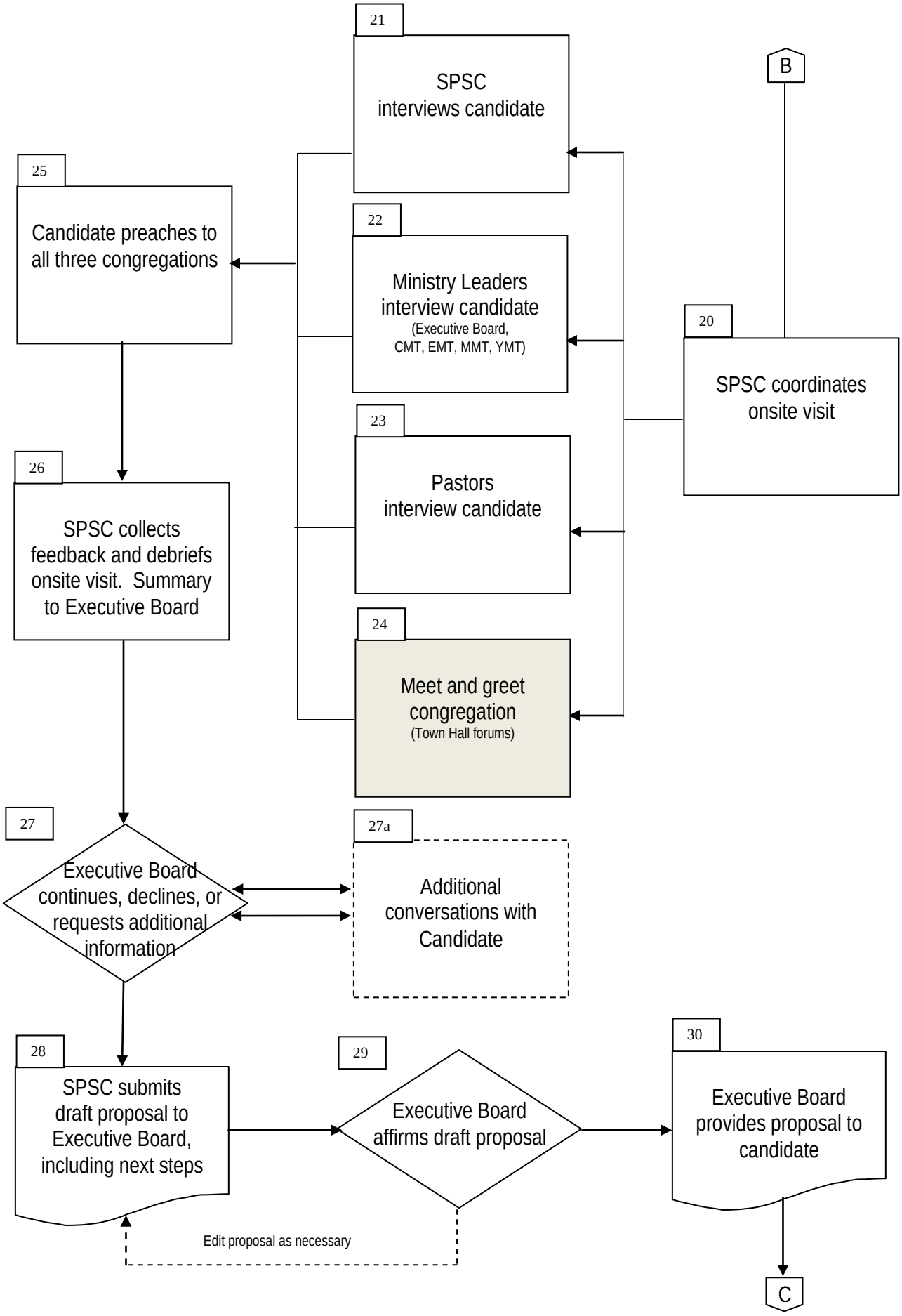
Application and Candidating Process

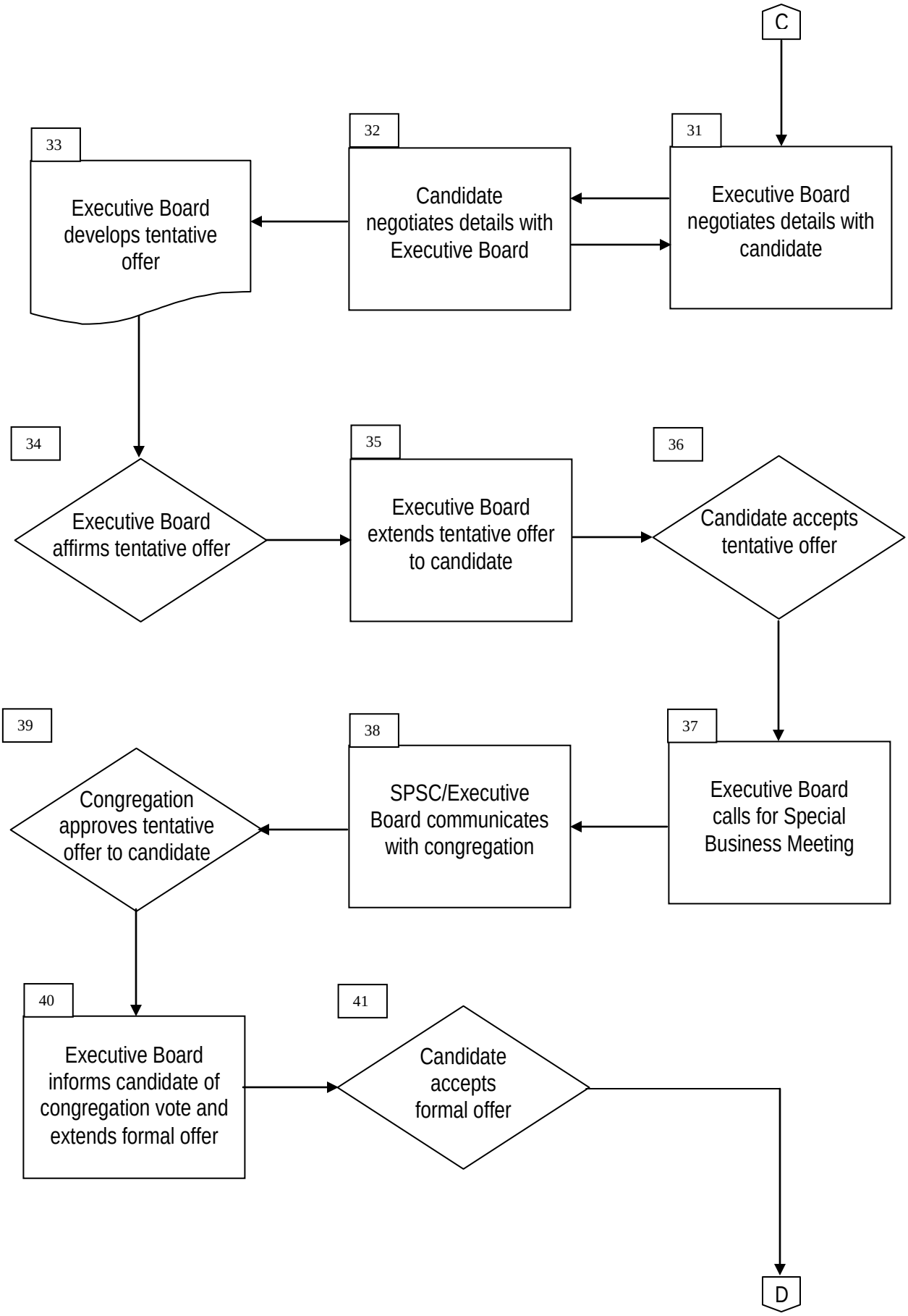
This process flow chart outlines the steps that the Senior Pastor Search Committee (SPSC) and Executive Board of Chinese Grace Bible Church intend to use as a guide in the application and candidating process for a Senior Pastor.

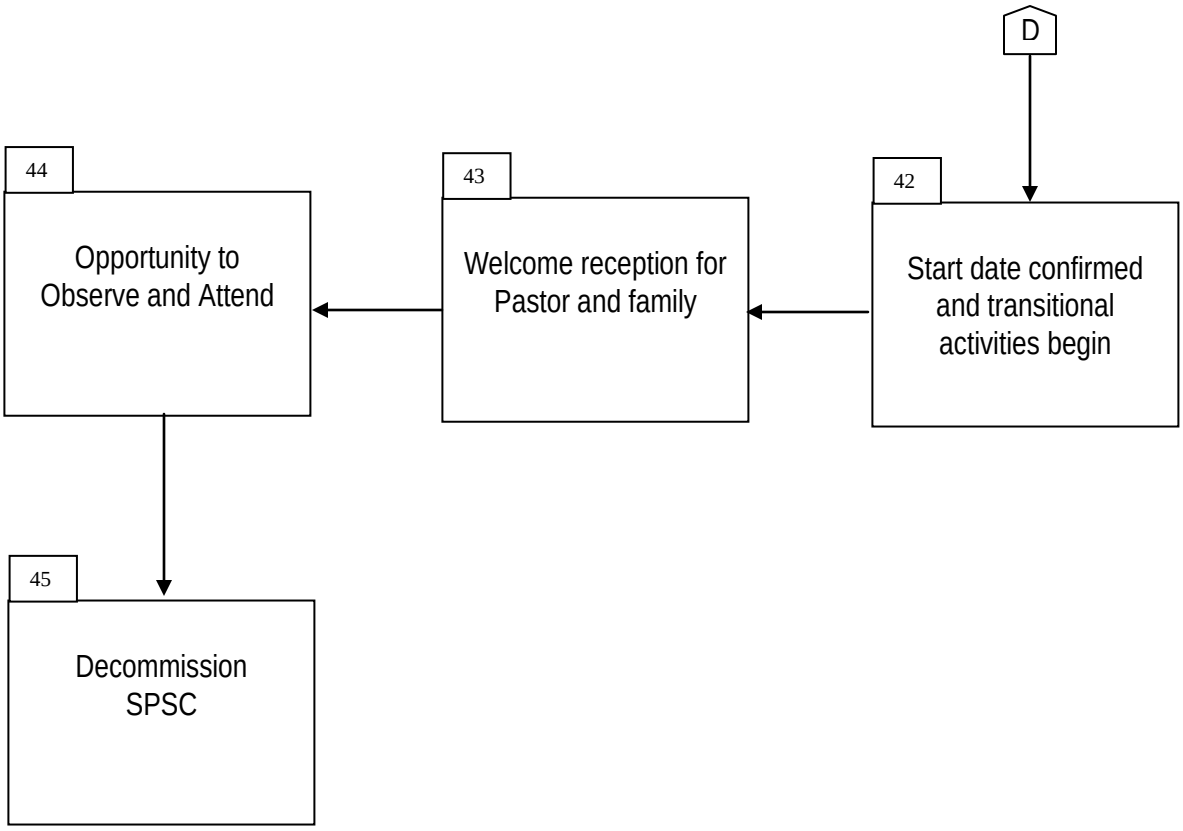
Search Committee Screening




A
10
SPSC coordinates onsite visit
11
SPSC interviews applicant
12
Select Ministry Leaders interview applicant
13
Pastors interview applicant
14
Applicant interacts with leaders and/or observes sample ministries
15
SPSC collects feedback and debriefs onsite visit
16
SPSC continues, declines, or requests additional information
16a
Additional conversations with Applicant
17
SPSC submits draft proposal to Executive Board, including next steps
18
Executive Board affirms draft proposal and invites applicant to become candidate
19
SPSC informs Applicant that he is now a candidate and schedules onsite public meetings
Edit proposal as necessary
B


21
SPSC interviews candidate
B
25
Candidate preaches to all three congregations
22
Ministry Leaders interview candidate
(Executive Board, CMT, EMT, MMT, YMT)
20
SPSC coordinates onsite visit
23
Pastors interview candidate
26
SPSC collects feedback and debriefs onsite visit. Summary to Executive Board
24
Meet and greet congregation
(Town Hall forums)
27
Executive Board continues, declines, or requests additional information
27a
Additional conversations with Candidate
28
SPSC submits draft proposal to Executive Board, including next steps
29
Executive Board affirms draft proposal
30
Executive Board provides proposal to candidate
Edit proposal as necessary
C


C
31
Executive Board negotiates details with candidate
32
Candidate negotiates details with Executive Board
33
Executive Board develops tentative offer
34
Executive Board affirms tentative offer
35
Executive Board extends tentative offer to candidate
36
Candidate accepts tentative offer
37
Executive Board calls for Special Business Meeting
38
SPSC/Executive Board communicates with congregation
39
Congregation approves tentative offer to candidate
40
Executive Board informs candidate of congregation vote and extends formal offer
41
Candidate accepts formal offer
D


D
42
Start date confirmed and transitional activities begin
43
Welcome reception for Pastor and family
44
Opportunity to Observe and Attend
45
Decommission SPSC