

Pastor Search Committee Member Agreement

By Vanderbloemen Search Group
www.vanderbloemen.com

Electing members to your Pastor Search Committee is an extremely important decision for any church. Your Pastor Search Committee will shape the future of your church and its Kingdom-impact as they seek the next pastor God is calling to lead your congregation.

Because serving on a Pastor Search Committee is such a significant contribution to the future of your church, it's necessary that the members be completely dedicated to their role on the committee. Their earnest commitment to prayerfully and steadfastly seeking the best candidate for your church staff is vital.

Many Pastor Search Committees require their members to sign an agreement or a covenant that fleshes out the specifics of their commitment. But it can be difficult to discern everything that should be included in such an agreement.

Our goal at Vanderbloemen Search Group is to equip churches to find the best leaders possible. We're delighted to provide free resources to assist you in your pastor search, and if we can further help you in your pastor search, [let us know](#).

**Feel free to use and customize the
Pastor Search Committee Member Agreement Template
on the following page.**

For more resources to aid your Pastor Search Committee, check out these articles:

- [Pastor Search Prayer Calendar](#)
- [The First 5 Commandments Of Pastoral Succession Planning](#)
- [13 Ways To Sabotage Your Senior Pastor Search](#)
- [How To Keep Christ The Center Of Your Pastoral Search Process](#)
- [5 Common Pitfalls of Pastoral Nominating Committees](#)
- [What To Do When Your Pastor Search Committee Can't Agree](#)

Pastor Search Committee Member Agreement

I, _____, a member of the Pastor Search Committee of _____ Church, agree wholeheartedly to serve the committee and my church by prayerfully seeking the next _____ that God is calling to lead our congregation. Along with my fellow Pastor Search Committee members and relying on the guidance of the Holy Spirit, I commit to the following (please initial):

_____ We will pray earnestly and seek God's direction in this hire.

_____ We will agree on clear roles and responsibilities for the Committee Members.

_____ We will set a goal timeline for the search process and strive to stay on task.

_____ We will set a meeting schedule for our Committee and hold to that schedule.

_____ We will decide on how our final agreement and hire is to be made, be it unanimous, consensus, majority, etc.

_____ As needed, we will seek input from the church staff and congregation as we develop the qualifications and traits desired in this hire.

_____ We will create a clear job description for our ideal candidate, striving for high but realistic standards.

_____ We will examine our hearts and seek the best candidate for this hire, free of any individual agendas.

_____ We will be intentional, thoughtful, consistent, and honest in our communication with the congregation, the church staff, the candidates, and each other.

_____ We will uphold the highest levels of respect and confidentiality, and we will clearly define what is to be kept confidential.

_____ We will agree to a vetting and interviewing process and stick to it, putting all final candidates through the same process.

_____ We will not delay in our communication with candidates.



_____ We will conduct background and reference checks of our final candidate(s) with all due diligence, notifying our candidate(s) if/when we are conducting said checks and upholding our candidate(s) confidentiality.

_____ We will clearly and honestly present to our final candidates: our church's history, mission, vision, current financial situation, decision-making processes, team dynamics, organizational structure, limitations, challenges, and plans for our future.

_____ We will strive for peace, cooperation, respect, and unity in our discussions and decisions, eschewing conflict and, if it occurs, addressing it with prayer, humility, and love.

_____ We will hold one another accountable to this agreement, speaking the truth in love.

Name (please print)

Date

Signature

Vanderbloemen Search Group is a pastor search firm that helps churches and faith-based organizations find great staff. To find out how we could help you find your next team member, contact us at info@vanderbloemen.com.