

Questions From Town Hall Meeting June 22, 2008

- Will the Pastor be chosen by a vote of the congregation?

Yes, the Pastor will be chosen by a vote of the Congregation based on a recommendation from the Pastor Search Committee to the Deacons.

- Is this a democratic process?

Yes, the selection of the Pastor is a democratic process that is called Congregational Government. This is based on the Biblical concept of “Priesthood of the Believer”.

- Are any candidates currently being considered?

No, the Search Committee has not begun accepting resumes.

- How do we select candidates?

The Pastor Search Committee has a six step process based on input from The Pastor Search Reference Guide from the Baptist General Convention of Texas (BGCT). The process steps are:

- I Church vision and pastor model
- I Pastor candidate package
- I Pastor candidate recruitment
- I Pastor candidate screening
- I Pastor candidate recommendation
- I Pastor Follow-up

Please get a copy of the June 22 Town Hall meeting presentation for more details. The Search Committee will use various means, such as trade journals, Baptist Standard magazine, personal recommendations, and various other means.

- Do we have a timeframe?

No, we do not have a timeframe other than God’s timeframe.

- Will the candidate chosen by the Search Committee be the only one brought before the Congregation?

Yes, the recommendations from the BGCT say to work with your number one candidate first and not to work with any other candidate until you reach a resolution. Therefore, once the Search Committee has reached a consensus on a candidate and the candidate has been accepted by the Deacons, only that candidate will be voted on by the Congregation.

- How will the candidate be introduced to the Congregation?

The candidate will be brought to the Congregation on at least two occasions. The first time the candidate comes he will meet with the whole Search Committee, Deacons, and other people. The second time he comes; he will meet with the whole Congregation and also preach in the morning worship service.

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- Are we looking for someone with experience or fresh out of seminary?

We don't know yet. We will be asking the Congregation for input on what the Holy Spirit is leading them for a pastor profile.

- What process are we using to select the candidate?

The six step process is:

- l Church vision and pastor model
- l Pastor candidate package
- l Pastor candidate recruitment
- l Pastor candidate screening
- l Pastor candidate recommendation
- l Pastor Follow-up

- Do we have by-laws? Are we using them?

To the best of our knowledge, Calvary Baptist Church does not have any by-laws. If we had them, we would use them.

- I thought we already had a candidate? Why are we going through this process?

We do not currently have any candidates because the Search Committee is not to the point of taking resumes.

- Was Lane ParDue brought on as a pastor candidate?

Lane was voted on by the Congregation and approved as a Minister of Outreach.

- Will the Congregation have input into the qualifications for the candidate? Will the Congregation be able to review the qualifications?

Yes, the Search Committee will take input from the Congregation to develop the qualifications along with basic Scripture passages. Once the qualifications have been developed, then the Search Committee will share the qualifications with the Congregation.

- Can the Baptists have a female Pastor?

The Congregation has traditionally seen the Pastor position as exclusively a male office based on the New Testament passages in 1 Timothy 3:1-7. This position is also a standard among Southern Baptist Churches that uphold the Baptist Faith & Message as guidance for operating their church.

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- How can we really get to know a candidate from a few short meetings to determine whether he is the right one?

The Congregation has selected a Search Committee to represent them in reviewing the candidates and placed their trust in our judgment. The Search Committee will make every effort to help you get acquainted with the candidate.

- Would it be feasible to view a video of the candidate?

Viewing a video or an audio recording of the candidate is feasible if permission is given by the candidate for a larger viewing than just the Search Committee.

- Are we looking locally or are we doing a nationwide search?

We are not restricting God's call to a location. The Search Committee will be advertising nationally for our open Pastor position and not restricting to just Texas.

- How are we going to be structured as a church with regards to ministers?

The organizational structure of the church will be determined by the Deacons working with the Congregation. As the Deacons work with the Congregation on by-laws, we believe the organizational structure will be laid out in the by-laws.

- What did the Search Committee mean when they said that there would be some things the Committee members would keep secret? Why would there be secrets from the Congregation?

The Search Committee will do everything possible to be open and transparent with Congregation. We think that during this pastor selection process that there may be times when the prospective candidate may not want their current church to know that he is considering another church. The candidate may want only the Search Committee to know he is considering CBC as its pastor. We may also be negotiating salary and benefits with a candidate and the either the Search Committee or the candidate may not want the terms to be made public until finalized.