

# Pastor Nominating Committee

## *Frequently Asked Questions*

### **Q. Is there a job description for the Pastor's position?**

A. Yes, a job description has been developed. Upon completion, it went to the BMPC Session and the Philadelphia Presbytery's Committee on Ministry for approval. The job description is a part of the [CIF \(Church Information Form\)](#). The CIF has been placed on the PCUSA (Presbyterian Church United States of America) website. Pastors seeking a new position will see it there.

### **Q. What is a CIF (Church Information Form)?**

A. The CIF is a series of questions set up by PCUSA (our National Church organization), standardizing the format for all churches seeking a pastor. It describes the congregation, and the position being offered. In addition to many short answer questions about the church's location, size, makeup, programs and ministries, there are essay questions which must have responses of less than 1500 characters. (This equalizes the many forms read by pastors seeking a new call.) Some of the spaces on the form are:

- Brief Church Mission Statement
- Please write a brief description of your church/organization programs or accomplishments.
- Describe what gifts, skills and experiences your congregation possesses to fulfill its mission.
- What are the key theological issues of our church and society that are reflected in the ministry of your congregation/organization?
- Major Responsibilities: For what specific tasks, assignments, and program areas will this person have responsibility?
- Description of characteristics and qualifications needed in a person who would fill this position.

As you can imagine it required a lot of work to describe BMPC and answer these questions in 1500 characters!

### **Q. Why do we need such a long process?**

A. The PCUSA has a carefully organized system to select a Pastor. While each local church votes to make the final decision, there is a constitution and a Book of Order that must be followed. This process is designed to allow both a fair and open search as well as time for prayer and discernment.

Pastors need time to consider a call. Sunday visits by members of the PNC to far away churches need to be arranged, as well as weekend visits for finalist candidates to visit BMPC. Of course, the pastor also needs time to wind up the previous call before taking on a new role.

**Q. Does the PNC receive training?**

A. The PNC spent a great deal of time learning about church systems, reading materials about the greater church, and learning about the inner workings of BMPC and its recent self study. They also worked with our Presbytery Committee on Ministry Representative, and experts in the fields of sermons, how churches work best together, and how BMPC is positioned to move into the future.

**Q. Can I email my ideas to the PNC?**

A. Please see the attached form on this website – we would love to hear from you about candidates or people who might recommend good candidates! You can also direct any questions you may have to [bmpc.pnc@gmail.com](mailto:bmpc.pnc@gmail.com)

**Q: Will we be able to find out who is under consideration?**

A: No, due to the confidential nature of a pastoral search, all information about candidates must remain strictly within the search committee.

**Q: What role does the Interim Pastor play in the Pastor selection process?**

A: While the Interim Pastor may support the PNC in their role, he is not directly involved with the work of the PNC. He is also prohibited by the Book of Order from being called as our next installed pastor under any circumstances.