



Pastor Search
Committee Executive
Summary for General
Distribution

(Excerpted from Detailed Summary Given to Elders)

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Executive Summary

In an effort to launch the search for a new pastor, the Elder board for Cumberland Community Church approved the creation of a Pastor Search Committee (PSC). After careful consideration, the following people were selected to serve with the co-leads Rob Kischuk, Abner Breban, and Jasmine Taylor, on a well-rounded, diverse search committee: Adam Huang, Ann Stevens, Annette Soto, Erika Chestnut, Leon Scott, Royal Randolph and Sarah Nicolet.

The purpose of the committee was to develop and utilize a credible, realistic and God centered assessment process for identifying the next lead pastor at Cumberland. The foundation of this process has been seeking God's wisdom and discernment through prayer, fasting, and studying God's word. Beyond these disciplines, the PSC adopted, developed and defined the evaluation process which is globally applicable, but was (in this instance) first applied to an internal candidate. After over 80 hours of meeting and planning time, dedicated prayer, discussion and review of the facts presented, this process resulted in a unanimous recommendation.

Background

The elder board approved the co-leads for the Pastor Search Committee (PSC) on March 3, 2020 to guide the search for the new lead pastor at Cumberland Community Church. The three co-leaders held an initial meeting on March 22, 2020. Over the next months (April and May, 2020), the co-leads held weekly one-hour planning meetings. During these meetings the overall strategy was prayerfully laid-out as research was completed. Three search firms were interviewed and the process for developing the committee was established. During the month of June, the co-leads began interviewing and meeting with individuals to join the PSC. The co-leaders diligently considered many facets in choosing the committee members; including commitment to the process, spiritual maturity, involvement in Cumberland ministries, length of time at Cumberland, and demographics (gender, age, and race/ethnicity). The members of the PSC signed an agreement underscoring their dedication to the process and securing confidentiality of proceedings. The month of July was focused on the on-boarding process and training for the committee. Two (1.5 hour) on-boarding meetings were held on July 2nd and July 9th. The Pastor Search Committee (along with the Elders and Executive leadership) committed to a total of six hours of multicultural assessment training on July 18th and July 25th. This training was designed to help us better understand God's calling for a multicultural church.

Initially, three pastor search firms were considered to assist in the hiring process for the lead pastor. However, that option was set aside once the PSC reviewed and the elder board voted to look at internal candidates before external candidates. At each step in the process, counsel was sought to determine best practices. We were advised to thoroughly vet any internal options prior to seeking an external candidate.

With the decision made to proceed with vetting internal candidates, the PSC worked through the month of August to develop the extensive processes that would be used to examine both internal and external candidates. Subcommittees were developed to manage the task before the committee. The sub-committees consisted of the following: prayer strategy, interview process, research/background, on-site hosting, and communication. The PSC co-leads continued weekly one-hour planning meetings on Wednesday mornings, the full committee met bi-weekly on Wednesday evenings (for 1-1.5 hours), and sub-committees met on the 'off weeks.

Each committee worked diligently to document processes and standards, as well as to develop forms to be used throughout the hiring process.

Armed with a detailed job description from the elder board, a 10-step interviewing/assessment process, and the guidance of the Holy Spirit, the PSC embarked on a journey together to find Cumberland's next lead pastor. The PSC presented the only internal candidate, Courtney Harkness, to the elder board for consideration of the lead pastor position at Cumberland Community Church on November 18th, 2020. After completing a detailed interview/vetting process, matching or exceeding competencies of the position of lead pastor, as well as having the awareness of knowing Cumberland's current state, Courtney Harkness was recommended unanimously to the Elder board.

Main Findings

- On September 21, 2020 the Pastor Search Committee delivered the resume/application packet to Courtney Harkness for completion. On October 5, 2020 Pastor Harkness returned the resume, completed application, two short essays, a personal statement of faith and a sermon link, as requested as part of the application packet. The PSC reviewers unanimously recommended this candidate to the next level and the initial interview was scheduled for October 5, 2020.
- The initial 30-minute interview was conducted and included questions and responses in the areas of: Fit (experience/training/communication/ teaching), Pastoral Care/Self Care, Leadership, and Vision. Again, based on his responses, Courtney was advanced to the next step in the process.
- The sermon was reviewed and evaluated by the entire PSC using a rating system. The sermon criteria evaluated included: Organization of Sermon, Scripture & Use of the Gospel, Integration of Faith, Prayer & Vision, Engagement, and Presentation.
- The formal three-hour candidate interview took place on October 17, 2020. There were four segments based on the four categories referenced in the initial interview. Each segment consisted of two interviewers and questions formatted previously by the interview committee. Each member of the search committee reviewed and rated the interview.
- Standardized evaluations for personality and leadership style were reviewed with trained facilitators. The candidate completed the Cumberland Community Church theological assessment which was submitted to the Elders for review.
- To complete our process, the spousal interview and three references were conducted, and then narratives were written for the committee members to review and discuss. These were essential in gaining a full picture of this candidate from the perspectives of personal and professional references.
- The background checks were returned all clear.

- A week prior to the vote, the PSC committed to a time of prayer and fasting and a dedicated prayer meeting. Time was set aside before the scheduled vote to bring to light any concerns to the entire team and committee members completed an overall assessment. On November 18th the PSC met to vote on the internal candidate.

Recommendations

After continuous prayer and listening to the Lord, the Pastor Search Committee unanimously voted 'YES' to send this candidate onto the elder board for final evaluation. Each PSC member filled out an overall assessment, then completed a YES or NO option for recommendation and a commentary explaining their vote. Courtney Harkness was recommended to and approved by the elders as lead pastor of Cumberland Community Church.



List of Desired Qualities

(Provided by the Elders to be used in conjunction with the job description)

Lead Pastor

The Lead Pastor should:

Heart/Character

- Be a gifted gospel-centered teacher and communicator who manifests the joy of the Lord.
- Discern God's voice, cast prophetic 'big picture' vision for where Cumberland needs to be going, communicate that vision clearly and not be distracted or influenced by what other churches/ministries are doing.
- Lead with a focus on the future, while still maintaining a clear understanding of the present.
- Have an unrelenting commitment to his own spiritual development and the spiritual development of the church through discipleship.
- Have a steady style and the proven ability to lead through change/uncertain times.
- Fully acknowledge that God is in control of Cumberland's future and not be under the mistaken belief that his actions or decisions will mean the difference between Kingdom success or failure.
- Desire for Cumberland to be not only a light in the community, but specifically, a beacon for families and the next generation.

Community Involvement/Engagement

- Have a love for other pastors and churches across denominations, both in our community and outside of it, and a desire for unity with them.
- Joyfully engage in thinking and relationships with the post-Christian, pluralist and secular world.
- Be a Biblical social advocate that approaches issues of the day not just to 'speak truth to power' or to those that oppose our positions, but to 'bend the ear' of power so that our positions are heard by those in power and they can be open to adjusting to them.

Leadership Style/Staff

- Be a “servant leader” who will:
 - encourage and inspire the Cumberland staff;
 - coach, develop and disciple the Cumberland staff;
 - cultivate the trust of the Cumberland staff in his ability to lead;
 - be open to and receptive of the ideas, suggestions and voice of the Cumberland staff.
- Effectively empower the Cumberland staff in their specific areas of responsibility and delegate authority to them in those areas without being concerned about the details of how tasks are executed.
- Be secure in having his decisions questioned, prayerfully consider and adjust those decisions when appropriate and have the skills to build consensus with respect to decisions that have been made.
- Ensure healthy rhythms and rest for the Cumberland staff by modeling the Sabbath and Christ-centered rest.

Emotional and Cultural Intelligence

- Put a high value on relationships and practice empathy, reconciliation, hospitality and love.
- Receive criticism graciously without reacting or becoming defensive.
- Understand when to consider the complexities of a situation that demand discernment and nuanced wisdom.
- Build a diverse team of leaders who understand the necessity of both equality and the nuances of each unique situation, without becoming either legalistic or showing favoritism.

Timeline - Pastor Search Committee

PHASE 1 - Planning and Strategy

March: Co-leaders for the Pastor Search Committee (PSC) selected by Elders

April-May: Co-leaders research/plan/interview search firms

June: Establishing the Pastor Search Committee - Interviews and meetings

PHASE 2 - Preparation

July: Onboarding and Training

August - September: Process development-Subcommittees established; regular planning meetings

PHASE 3 - Launch process with call for internal candidates

September: Call for candidates

PHASE 4 - Research and Interviews

October: Begin month long interview process

November: Committee discussions/deliberations/vote

PHASE 5 – Elder process

December: Interview and deliberation; resulting in unanimous decision

PSC Team Bios

Abner Breban (co-lead)

- Number of years at Cumberland Community Church: 8
- Ministry engagement at Cumberland Community Church: 3rd year elder and Music Ministry
- Quote/statement/Bible verse that will guide you as you participate on this committee: Philippians 4:6 - "Do not be anxious about anything, but in everything, by prayer and petition, with thanksgiving, present your requests to God."

Erika Chestnut

- Number of years at Cumberland Community Church: 5
- Ministry engagement at Cumberland Community Church: Producer
- Quote/statement/Bible verse that will guide you as you participate on this committee: "Wisdom is the principal thing; therefore, get wisdom and in all thy getting, get understanding." Proverbs 4:7

Adam Huang

- Number of years at Cumberland Community Church: 7
- Ministry engagement at Cumberland Community Church: Parking Team, LifeGroup Leader
- Quote/statement/Bible verse that will guide you as you participate on this committee: Proverbs 3:5 - "Trust in the Lord with all your heart, and do not lean on your own understanding."

Rob Kischuk (co-lead)

- Number of years at Cumberland Community Church: 14
- Ministry Engagement at Cumberland Community Church: 1st year elder (2nd term), life-group leader
- Quote/statement/Bible verse that will guide you as we participate on this committee: Ephesians 4:16 - "From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work."

Sarah Nicolet

- Number of years at Cumberland Community Church: 19
- Ministry engagement at Cumberland Community Church: Current: VBX, Preschool Ministry, Choir; Past: MOPS (Mothers of Preschoolers) Leadership, Birds on a Wire, MOPS Consignment Sale Leadership, Community Bible Study
- Quote/statement/Bible verse that will guide you as you participate on this committee: Hebrews: 11:1 "Now faith is being certain of what we hope for and assurance of what we do not see."

Royal Randolph

- Number of years at Cumberland Community Church: 5 years at Cumberland
- Ministry Engagement at Cumberland Community Church: Currently: Media Team (Slideshow Operator); Previously: Kids ministry (3-4 year olds), elder training, communion server (as needed)
- Quote/statement/Bible verse that will guide you as you participate on this committee: Matthew 6:33 - "But seek first His kingdom and His righteousness, and all these things will be given to you as well."

Leon Scott

- Number of years at Cumberland Community Church: 2.5
- Ministry engagement at Cumberland Community Church: Past: Echo; Current: Life Group Leaders, Men's Table Group Leader, Wednesday night Bible Study (Walter Silva), Pandemic Relief, Christian Education Committee, Communion Service
- Quote/statement/Bible verse that will guide you as you participate on this committee: John 16:13. "But when he, the Spirit of truth, comes, he will guide you into all the truth. He will not speak on his own; he will speak only what he hears, and he will tell you what is yet to come."

Annette Soto

- Number of years at Cumberland Community Church: 2
- Ministry engagement at Cumberland Community Church: Latino/International Ministry-Translation of Sunday Services-Summer Camp(VBX)-Communion
- Quote/statement/Bible verse that will guide you as you participate on this committee: Matthew 7:7-11 "Ask and it will be given to you; seek and you will find; knock and the door will be opened to you. For everyone who asks receives; the one who seeks finds; and to the one who knocks, the door will be opened. Which of you, if your son asks for bread, will give him a stone? Or if he asks for a fish will give him a snake? If you, then, though you are evil, know how to give good gifts to your children, how much more will your Father in heaven give good gifts to those who ask him!"

Ann Stevens

- Number of years at Cumberland Community Church: 5 years
- Ministry engagement at Cumberland Community Church: Small Group leader and Discipleship curriculum developer
- Quote/statement/Bible verse that will guide you as you participate on this committee: 1 Timothy 3:1 - "If anyone wants to provide leadership in the church, good! But there are preconditions: A leader must be well-thought-of, committed to his wife, cool and collected, accessible, and hospitable. He must know what he's talking about, not be overfond of wine, not pushy but gentle, not thin-skinned, not money-hungry. He must handle his own affairs well, attentive to his own children and having their respect. For if someone is unable to handle his own affairs, how can he take care of God's church? He must not be a new believer, lest the position go to his head and the Devil trip him up."

Outsiders must think well of him, or else the Devil will figure out a way to lure him into his trap.”

Jasmine Taylor (co-lead)

- Number of years at Cumberland Community Church: 5
- Ministry engagement at Cumberland Community Church: Past: Vision Team, WIN Evangelism team; Current: Life Group, Choir, Restoring Your Heart leader, Communion Service team
- Quote/statement/Bible verse that will guide you as you participate on this committee: Proverbs 3:6 “ In all your ways acknowledge Him, and He will direct thy paths.”

Prayer and Preparation

Cumberland's Pastor Search Committee (PSC) Prayer Guide - This was used throughout the process and shared with the Church. Prior to each meeting, time was spent in meditation and prayer to prepare our hearts for God's work.

Through prayer we solemnly share our emotions and requests to God as well as listen for His leading. "Surely the Sovereign Lord does nothing without revealing his plan to his servants the prophets." Amos 3:7 Our primary goal is to solicit God's direction identifying God's candidate for the position of Lead Pastor at Cumberland. In order to achieve this, we as a committee and church body must also pray for unity, spiritual strength, wisdom and endurance. We must pray earnestly, fervently and continually.

Focus	Description	Time frame
Oneness	<ul style="list-style-type: none"> ✓ Pray that our search committee will have the mind of Christ and agree. Philippians 2: 2-5 ✓ Pray for unity in the PSC, among the elders, staff and within the congregation. We cannot achieve our goal in discord. Amos 3:3 ✓ <u>Pray for a miraculous sense of love and unity</u> among all members of the church. "Help us surrender all bitterness, division and anger within our church family. Lord, empower us to love one another with a patient, forbearing love." John 13:34; John 17:21. ✓ <i>Pray for trust in the leadership.</i> 	MONDAY
Wisdom	<ul style="list-style-type: none"> ✓ Pray the PSC will have renewed minds to have God's wisdom in choosing the man He wants. Romans 12:1-2 ✓ Pray for supernatural discernment, Philippians 1:9-10 ✓ Pray God will show us the unique characteristics and traits most needed for our church. 2 Peter 1:5-8, 1 Timothy 3:2-7 	
Discipline	<p>Pray that the PSC and elders will exercise the discipline necessary to effectively execute the search process by being thorough and following-through, attending to details.</p> <p>1 Corinthians 4:2 "Now it is required that those who have been given a trust must prove faithful."</p>	TUESDAY
Spiritual cleansing and refreshing	<p>Pray for our hearts to be rid of hindrances to hearing from God. Psalms 66:18-20</p>	WEDNESDAY

Clear Direction	Pray for God's clear direction in how resumes are collected, examined and interviews conducted. Ask God to bring the right person to the attention of the team. Isaiah 55:8-9	THURSDAY
Spirit led thoroughness	Pray for the search team to have God's wisdom in all the questions and information they share with the prospective pastor. Spirit-led thoroughness is essential. 1 Corinthians 2:10-16	FRIDAY
Patience	Pray that the PSC and elders be determined to find God's perfect will in God's perfect time. Galatians 6:9, Ephesians 4:2	

Future Pastor and His Family	<ul style="list-style-type: none"> ✓ Pray for the future pastor and his family to have absolute certainty in their sense of call to our church. Ephesians 5:21 ✓ Pray that God would increase his passion for the Word of God. 2 Timothy 2:15, 1 Peter 3:15, 2 Timothy 3:16 & 17 ✓ Pray that God would give him a love for our church and the strength to leave his current position. John 13: 34-35 ✓ Pray that God will equip him and his family for all the changes to come. Joshua 24:15 ✓ Pray the new pastor will be a man of Christ-like character. ✓ Pray that he would begin new relationships at your church in the right way. 2 Timothy 4:2, 1 Peter 5:1-7 ✓ Ask God for His mercy in giving us a true man of God and a great leader Hebrews 6:12, 1 Corinthians 11:1 & 2 	SATURDAY
Hedge of Protection for the elders, staff and PSC	Pray for a powerful hedge of protection around the PSC, staff, elders and their families. 1 Peter 5: 8 & 9	

<p>Pray for Cumberland in general and the staff specifically</p>	<ul style="list-style-type: none"> ✓ Pray that we place a high priority on the Word of God, the glory of Christ, and a love for His church. 1 Corinthians 10:31 ✓ Pray we focus on what matters: a man who loves Christ, His Word, and His church. John 16:13, 1 Timothy 3:1 & 5;17 ✓ Pray for God's guidance in how the future pastor is presented to the church. Pray for the church to have a supernatural unity in his call to our church 1 Corinthians 1:10; Acts 2:1. ✓ Pray for God's strength and guidance in the <u>pastor's former</u> church. Psalm 32:8, Proverbs 16:9, Isaiah 58:11 ✓ Pray the pastor search period will be a time the church learns to seek God Himself more than just a new pastor. "Lord, teach us to draw closer to Jesus and trust Him as the true head of the Church," Jeremiah 29:13; James 4:8 ✓ Pray for healing, cleansing and renewal among our church staff and congregation, Psalm 139: 23 &24 ✓ Pray for strong consistency and focus in the present ministry of the church. "<i>Lord please grant wisdom and insight to our interim pastor and to our staff. Protect us from losing our passion or our love of you. Remind us that we serve You Jesus.</i>" Revelation 2:1-4; 3:15 ✓ Pray that we become prepared to make the <u>necessary changes</u> to embrace a new day of ministry. 	<p>SUNDAY</p>
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Adapted

Defining Expectations of the Position

**Along with the job description and the desired characteristics document, this document was designed to be used during the interview process.*

Purpose: Please refer to this document when scoring interviews as needed. In addition, review the job description although elements will be captured in this document.

Overall expectations: A candidate who has a relationship with Jesus, dependence on the Holy Spirit, a love for people, commitment to prayer and humility; has the knowledge, skill, experience to serve as lead pastor; lead by the Holy Spirit with theology deeply rooted in grace; a sincere heart for Cumberland - its mission, purpose, vision; passion for serving God in a multicultural setting. Key subject areas outlined below.¹

FIT – Divided into **Experience, Training/Education, Communication, Teaching**

Experience and training: will be evaluated at the resume stage; note any additional insights during the interview.

Communication: able to express his ideas in a manner that is clear, concise, inspiring, motivates to action, appropriate, easy to understand, appropriate use of humor, effective use of non-verbal communication (smiles, able to engage listener with facial expressions); effective written and spoken communication skills

Teaching: will be evaluated at the sermon review stage; but note any additional insights during interview: ability to speak the word of God fluently, capacity to speak to both the unchurched as well as growing and mature believers; regularly teaches God's word (Selected Cumberland Documents)

PASTORAL CARE/SELF-CARE – Ability to care for and shepherd a multi-generational, multicultural congregation; understanding of importance of evangelism and discipleship; has a strong prayer life and would lead congregation to do likewise; has the ability to manage any "worship wars" that might arise, ability to delegate and set limits and boundaries in an effective manner; allows for adequate rest and restoration for self; has pattern of on-going development and learning (Frizzel)

LEADERSHIP- Understands his leadership style and knows how to work effectively and collaboratively with all levels including Elders and staff; organizational ability and ability to bring a vision to reality; ability to delegate and manage as needed; ability to be decisive when called for; ability to educate, equip and empower pastoral staff, ministry directors, and lay leaders; ability to develop the gifts of others, business acumen (Selected Cumberland Documents)

VISION CARE- Can develop and execute a plan; can establish a program/ministry/mission effectively, can effectively bridge cultural differences; ability to cast a vision, see the big picture, motivate others to the vision, and bring to reality

¹ Adapted from Frizzel article

The Process

The Cumberland Community Church Pastor Search Committee (PSC) developed a 10-step process to review all potential candidates to assess whether to ultimately recommend a candidate to the Cumberland Community Church Elder Team. A candidate for the lead pastor position must pass through each stage in the process.

The committee developed a detailed evaluative process for reviewing and scoring the resume, the initial and long interviews, and the sermon review. Narratives were written to summarize the spousal interview and references. Quantitative and qualitative data were recorded and confidentially managed. The committee relied heavily on prayer, open and frank committee discussions, and the guiding of the Holy Spirit at each stage.

1. **Resume/Application/Short Answer essay questions**
2. **Initial Interview** - 30 minutes to validate interest and validate resume; 3-questions/2 interviewers
3. **Sermon Review/Evaluation** - One sermon was reviewed by all PSC members using a sermon evaluation form and a grading scale
 - a. **Organization of Sermon** - This relates to the presence of an introduction, organization of scripture in reference to a problem and solution, and if the sermon was easy to follow.
 - b. **Scripture & Use of the Gospel** -This relates to the effective use of scripture in the sermon and the existence of a presentation of the gospel.
 - c. **Integration of Faith** -This relates to how the reviewer related to the sermon in their faith and if the Holy Spirit appeared to convict the speaker during the sermon.
 - d. **Prayer & Vision** - This relates to a focus on prayer before and possibly after the service. As well as a call to action to reinforce the message.
 - e. **Engagement** - This relates to the use of illustrations, stories, and materials to effectively relate to a message. Also, the reviewer was asked to consider how the message would be received by a multicultural congregation?
 - f. **Presentation** - This relates to the mannerisms of the speaker through his voice, appearance, personality, eye contact and specific speaking style. Also, it relates to how comfortable, relaxed, engaging, passionate, authentic, sincere and humble he was during the sermon.
4. **Long Interview**- Three hours with multiple PSC members used to further explore key subject areas² described in more detail below(see *Defining the Expectations of the Position*):
 - a. **FIT** - Further explained: Theology, alignment, vision, values, cultural issues, competency, experience, training, and education

² Adapted from Frizzel article

- b. **Prayer/Self Care** - Further explained: Personal rest, personal study of the Word, ways in which he seeks God's will, daily prayer routine/study habits, the ability to care for and shepherd a multi-generational, multicultural congregation; understanding of importance of evangelism and discipleship; prayer life for himself and congregation.
 - c. **Pastoral Care** - Further explained: Connectivity; emotional intelligence; desire to minister to broken people; relationships with spouse/family, etc.
 - d. **Vision/Leadership** - Further explained: Pattern of "above-average" ministry; long term goals; unity, multi-staff team; can develop and execute a plan; can establish a program/ministry/mission effectively, can effectively bridge cultural differences; ability to cast a vision, see the big picture, motivate others to the vision, and bring to reality, etc.
- 5. **Spousal Interview**- Further explained: evidence of love for the Lord, spouse, and Cumberland church; has relationship with Jesus; supportive; evidence of stable relationship and home life; effectively balances work/home and has extended family support
- 6. **Leadership/Strengths assessment** (3rd party testing/evaluations) -Further explained: evidence emotional intelligence, effective leadership strategies, Spiritual gifting commensurate with lead pastor role, ability to manage self and others, etc.
- 7. **Reference Checks** - Conducted with two PSC members; followed up with individual narratives written to summarize each 30 minute phone call.
 - a. Personal Reference
 - b. Supervisory Reference
 - c. Co-worker Reference
- 8. **Background Check**
 - a. Local Criminal Check
 - b. National Criminal Check
 - c. Social Security Verification
 - d. National Sex Offender Registry
 - e. Credit Report Check
 - f. Social Media Screening
 - g. Education verification
- 9. **PSC Recommendation to Elder Group by $\frac{2}{3}$'s majority**
- 10. **Candidate evaluated by the Elder Group**

Resume/Application/Short Answer Questions - The committee designed a rubric and process for reviewing resumes. The desire here was to thoroughly vet qualifications and experience while seeking to identify a candidate's deep and abiding love for Jesus; and, desire to follow the voice of God. To that end, two essays were required as well as a statement of Faith. The two essay prompts were: a) Provide an example of a Spirit-led moment, b) Most important lesson learned in ministry.

Interviews - The interview subcommittee spent many hours creating a thorough approach to the interview. To prepare for interviews, a question bank of over 100 questions was developed and reviewed to determine the best questions to address the desired candidate qualities and qualifications. It was agreed that the first interview would focus on investigating interest and would intentionally be brief (30-40 minutes in length). The second interview (long interview) was designed to last three hours with paired interviewers interacting with the candidate to ask a series of assigned questions (22 questions in four themed areas- Fit, Prayer/Self-care; Pastoral Care, Vision/Leadership). A scoring rubric and template were developed for evaluation.

Sermon Review- The committee decided that a candidate would be asked to provide, as a part of the application, a sermon they felt represented and/or showcased their preaching/teaching ministry skill. The Research/Background committee developed a rubric for evaluating sermons and a sermon evaluation form. The inspiration for these tools was gathered from evaluation practices at seminary schools. All PSC members were required to watch and score the sermon.

Spousal Interview - Though Cumberland does not have a formal role for spouses of lead pastors, the committee believed it was important to have a meeting with the spouse as a part of the overall process. A detailed list of questions were developed for this purpose and narrative data captured.

Leadership/Strengths assessment - Third-party assessments of candidates' leadership ability and strengths were integrated into the overall process. Assessments included in the process included: Business Leadership DNA, CQ (Cultural Competence Assessment), Gallup Strengths Assessment, and Spiritual Gifts Assessment. Additionally, the administrators for the Business Leadership DNA and CQ were engaged to provide input as needed.

Reference Checks - The Research/Background committee developed the process and questions for references. It was agreed that two professional references (supervisory and co-worker) and one personal reference would be required in order to provide a well-rounded review of any candidate. In order to provide continuity, two members of the subcommittee were tasked with making the contacts and providing detailed narratives.

Background Checks - The committee designed a process requiring a thorough background check to ensure the person chosen has the credentials required for the position as well as to verify any history that could be detrimental to the success of the church's future leader. The committee contracted First Advantage for their Executive Background Screening services. The Executive Background search included:

- Federal Criminal Database Search
- National Criminal Database Search
- National Sex Offender Registry Search
- Local Courts Search
- Social Security Verification
- Credit Check
- Education Verification
- Social Media Screening

PSC Recommendation to the Elders- The committee decided at the onset of this journey that a dedication to prayer would be a necessary element of the process. The meeting prior to the voting meeting, the committee decided would be focused on discussing any highlights and/or concerns. This following week would include additional time fasting and in prayer, reviewing each element of the process and completing the final overall assessment. For the final vote, it was agreed that a 2/3's majority would be required to recommend any candidate to the elder board.

Respectfully submitted-
Pastor Search Committee, December, 2020.

Sources:

Cumberland Community Church Job description, 2020.

Frizzel, Gregory. (year). *Vital Spiritual Principles for Pastor Search Committees - Learning to Discern God's Voice Over Human Reasoning*. Prayer and Spiritual Awakening Specialist, Oklahoma Baptist Convention.
<https://s3.amazonaws.com/mychurchwebsite/c2204/spiritualprepforssearch.pdf>

Selected Cumberland documents from previous Cumberland Community Lead Pastor Search

Vanderblomen, William. (2016). *Search-The Pastoral Search Committee Handbook*. B&H Books.