

**Phases of a Pastor Search Committee’s work**

Dr. Bill Wilson

**PHASE ONE: *Getting acquainted***

**PHASE TWO: *Preparation***

**PHASE THREE: *Considering Candidates***

 The winnowing process

 Three stages:

 One: From initial group to 20 (Resumes)

Two: from 20 to 5-6 (Written responses, conversations, Skype)

Three: from 5-6 to 1 (Conversations, phone, video, visits)

**PHASE FOUR: *Contact/Interview/Discern***

 Going deep with a candidate…one at a time.

**PHASE FIVE: *Call, install, assimilate***