



# Should We DIY or Get Help With Our Pastor Search

## 8 Steps to Discern Your Strategy for Pastor Transition and Search

### CLARIFY YOUR CAPACITY

- *Do you have the time, energy, and leadership bandwidth to lead a search process while still shepherding your congregation?*

### CHECK FOR ALIGNMENT

- *Is your leadership team on the same page about goals, roles, and expectations?*

### CREATE A REALISTIC TIMELINE

- *Do you know how long each phase of a healthy transition should take—and what comes next?*

### ASSESS YOUR COMMUNICATION PLAN

- *Can you communicate with clarity, consistency, and compassion during a sensitive time?*

### EVALUATE DISCERNMENT TOOLS

- *Do you have proven ways to prayerfully discern next steps and evaluate candidates beyond the resume?*

### CONSIDER EMOTIONAL DYNAMICS

- *Are you prepared to lead your congregation through grief, resistance, excitement, and change?*

### PLAN FOR BOTH GOODBYE AND HELLO

- *Do you know how to honor your outgoing pastor and onboard a new one with care and clarity?*

### WEIGH THE VALUE OF OUTSIDE INSIGHT

- *Would a trusted partner help your church stay grounded, unified, and focused on the bigger picture?*

### NEXT STEP:

If your team is unsure on more than 2 of these steps, it may be time to explore a conversation with CHC-PMX. We're here to help you find clarity, not to pressure you.