



Dear FBC family,

We wanted to give you a brief look in on our process of finding our next Worship Pastor. We desire your prayers and support as we move forward. We've assembled a search team made up of the following members of Shelton FBC: Pastor James Dale, Natalie Hamilton, Pastor Glen Keeffe, Pastor Jake Magee, Anne-Marie Nakhla, Sylvia Sims, and Len Williams. Our process is made up of the following six steps:

Step # 1 - Intercession. We have dedicated special time to prayer and fasting. God has the right person out there somewhere in the world. We don't know who that person is, but we know He does! We also recognize our amazing ability to get in the way of God's perfect will for us. We believe prayer is critical during this search to help us get out of the way. Will you join us in prayer and fasting in this season of searching?

Step # 2 - Advertising- Not only are we using traditional routes to make this position known (such as ministry staffing websites), we are exhausting all of our personal and ministry connections. You might know someone the Lord might be calling to Shelton FBC. If so, give them our website address and encourage them to apply: www.sheltonfbc.org/search.

Step #3 - Introductions- As we connect with applicants, we start with application, resume, references, faith story, philosophy of musical worship, and media clips of worship services they've facilitated. In addition, we conduct our own personal research of the applicant (e.g., social media platforms and ministry websites). It's been our experience that 90% of applicants will not go beyond this point.

Step #4 - Exploration- If we feel good about an applicant and they feel good about us, we begin a series of interviews designed to assess their character, competency, and chemistry. This will include multiple conversations with the personal and ministry references given. This process will continue until the team feels satisfied that we can move onto the next step or move onto the next person.

Step #5 - Invitation- If step #4 is successful, we will invite the candidate to come and visit FBC to interview with our Pastors and Elders and to lead worship on a Sunday morning. Our Pastors and Elders will be available after the services to answer questions. The candidate will be available after the 2nd service to meet you. This visit will also include a special Q&A session for volunteers in the worship and technical departments with the candidate.

Step #6 - Recommendation - If after all this the search team feels confident to recommend a candidate for hire, they will submit an official recommendation for hire to the Pastors & Elders. If the recommendation is approved, the position will be formally offered to the candidate.

I hope this summary of the process is helpful. If you have any questions, feel free to contact us at search@sheltonfbc.org.

Sincerely,

Pastor Jake