

Valley Community Baptist Church
Elder Leadership Roles and Responsibilities

Title:	Standing Search Committee Member
Ministry:	Personnel
Purpose of Ministry:	The Standing Search Committee is responsible to conduct the searches to fill the positions of Senior Pastor, Executive Pastor and shall review and recommend candidates for other Pastors and Ministry staff.
Purpose of Position:	The person serves with a group of other members, who together are responsible for overseeing the sourcing and staffing of key pastoral and ministry leader staff positions.
Qualifications:	<ol style="list-style-type: none">1. Standing Search Committee Members shall meet the same biblical qualifications as a Deacon – 1 Timothy 3:8-13 states that a Deacon is to “be steadfast and serious, be dependable, be temperate, be generous and not motivated by money,” hold to the affirmations of faith of VCBC, be a mature believer and lead their home in Christ.2. Must be a member in good standing.3. Must regularly attend worship and be involved in the body life of the Church.4. A demonstrated background of involvement in church ministries.5. A background in staffing, human resources and conducting searches at an executive level.6. Ability to make wise judgments; active and collaborative participants in groups.
Key Working Relationships:	<ul style="list-style-type: none">• The Standing Search Committee reports to the Board of Elders.• Each committee member works collaboratively and responsibly with other members of the committee and congregation.• For searches other than Senior Pastor and Executive Pastor, the committee works collaboratively with the Executive Pastor.

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Ministry The Standing Search Committee oversees the sourcing and executive staffing
Responsibilities: function of the Church in partnership with the Executive Pastor (for searches
except Senior Pastor and Executive Pastor). Executive Staff is defined as
Pastor and Ministry Staff positions and above. This includes recommending
policies, procedures, systems and controls over all aspects of executive
staffing at VCBC. The Committee is also responsible, in partnership with the
Board of Elders, for succession planning.

Estimated Time 2-4 hours per month; more if involved in an active search
Commitment:

Term of Office: Two Years
