

STEP 7

FORMATION OF THE PASTOR NOMINATING COMMITTEE (PNC).

The rest of this document will address the formation and function of the PNC.

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The PNC is formed of Covenant Partners from your congregation. The congregation's governing documents (bylaws, policies, and practices), the presbytery's MPT Manual, and the ECO Polity help to guide this process. The session should be as clear as possible on the specifics needed for the job description and the personality traits that the new pastor may need to best fulfill the job description. If the session or the elected PNC need more assistance, ECO is ready to support the search process using our Pastoral Search Assistance tool as described later in this section. Unless it's stated differently in your policies or in the presbytery, the congregation may approve any Covenant Partners, deacons, and elders to serve on the PNC.

Practically speaking, the session and/or the nominating committee should choose a slate of candidates to be voted on at a congregational meeting. It is highly recommended that the chairperson of the PNC be a member of the session. The recommended size of the PNC varies depending on the size of your church, with five to nine members being the norm. The best candidates for this important committee are those who are well-versed in the mission and vision of your church. It is important that these individuals are connected, competent, and spiritually mature. The process that they will embark on is one that requires a high level of both commitment and discretion.

Once the candidates have been chosen and asked if they are willing to receive the nomination, a congregational meeting should be called. The session or church nominating committee, depending on the congregation's rule, should bring forth the recommended slate of PNC members for that meeting but should also allow for nominations from the floor. It is important to note here that the PNC is not a committee of the session but instead a committee of the entire congregation.

ROLE OF THE SESSION

Take this opportunity to claim your roles as the spiritual shepherds of your church. Govern and guide your congregation in its mission for Christ in the world. Care for your flock. Shepherd them. Point them to Jesus, and live your lives as an example for them.

As mentioned above, your congregation will need you to decide how to handle the transition as it works with the session and the elected PNC. Practically speaking, the session and MPT will need to answer the following questions:

- Will you hire a Transitional Pastor?
- Who will be the Head of Staff?
- Who will preach?
- Who will moderate session and committee meetings?
- Will you hire an outside consultant to help with your search?
- Will you use ECO's Pastoral Search Assistant program?
- How will you effectively communicate to the congregation during the transition? What is the budget for the search process?
- What is the salary range that you will offer? Here is a helpful link that might help you determine an appropriate salary: [ChurchSalary_|Church Law & Tax](#)
- Is your church going to offer the pastor housing?

Once these questions are answered, you can begin the important task of creating a candidate job description.

Much of this description will be based on the work done by the Mission Study Team. Here is an example of a [church profile](#), or go to the [ECO Job Board](#) for ideas on how to create these documents. The MPT will approve your Church Profile and the Pastor Job Description so that they can make sure that the session passes on a cohesive vision to the PNC before they begin their search.