



Q: What is the process between now and when the search team starts?

A: Currently our Personnel Committee is evaluating names submitted by the Staff, Deacons, Finance Committee and the Personnel Committee. These names will be reviewed against the Senior Pastor Search Team qualifications listed on Page 16 of our Bylaws.

At least 2-weeks prior to March 30/31, the Personnel Committee will notify the membership of a vote to elect the Senior Pastor Search Team. The Church members will vote, using a secret ballot, on the weekend of March 30/31 to elect the Senior Pastor Search Team. After tallying the votes, the Personnel Committee will release the elected team of 7-9 individuals, via FBCN.org/Transition and also in First Word the following weekend.

Q: How will the Personnel Committee narrow down the Senior Pastor Search Team candidates to 14-21?

A: Prayer is a major component to the entire process of finding a new Senior Pastor. Hand-in-hand with prayer is genuine dependence and discernment from the leading of the Holy Spirit throughout the process.

The Personnel Committee is using the following guidelines for evaluating individuals to be considered for the Senior Pastor Search Team (per page 16, First Baptist Church Naples Constitution and Bylaws.)

- Faithful attendance in the primary ministries, worship services, and Bible study program of the Church.
- Regular, generous giving to the Church, according to scriptural standards.
- Recognition as godly examples of leaders in the Church who adhere to the core doctrines, goals, ministries, and vision of the Church.
- Commitment to be united in prayer and without a personal agenda, working with all members of the Search Team.

Q: What is the timeframe for bringing in a new Senior Pastor?

A: Since we are dependant on the leading and guidance of the Holy Spirit during this process, we certainly do not presume to know God's timing for bringing forth a new Senior Pastor. With that in mind, it is our desire to work diligently, but prayerfully to find God's man in His time. We intend to have the Senior Pastor Search Team in place by March 31, at which time the team can get to work fielding candidates for the position.

Q: Are we seeking any outside counsel through the transition process?

A: Yes. We have been working with Auxano since September. They have worked in both corporate and church worlds, helping with transitions like ours. They are here to help us better understand who we are, as a community of believers, and to prepare and assist us through the transition process.

Q: Do I have to be present to vote on the selection of the Senior Pastor Search Team?

A: Yes. According to our Constitution and Bylaws, and in order to keep the process accountable, it is required that any voting church member be present to vote for the Senior Pastor Search Team.

Q: How do we vote?

A: During our regular worship services on March 30 & 31, 2019, you will be presented with a secret ballot with 14-21 names listed. You will make your selections and return your ballot to our ushers during that service.

Q: What happens when the Senior Pastor Search Team selects a pastoral candidate?

A: Once the Senior Pastor Search Team and Personnel Committee together agree on a selected candidate to present to the church, a two week notice will be given concerning the "call". A Senior Pastor candidate shall be called by the Church only after providing opportunities of dialogue, and means to get to know him and his family, as well as hearing him preach in the main worship services. Biographical information will be distributed to the Church at least one week in advance of the "in-view-of-a-call" weekend. The Senior Pastoral Candidate will be extended a call only if there is at least 85% majority vote by secret ballot. Votes will be collected in each of the weekend worship services. Only Church members present in the weekend service may vote concerning the call of a Senior Pastor.

Q: How will this process impact our congregation?

A: Of course, there is no way to know all of the implications of hiring a new Senior Pastor, but we are committed to a process that is transparent, honest and informative for our members throughout the process.

We ask in return that you provide any feedback or concerns, so that we can best address those as they come about.

Q: What role should I play, as a church member, in this process?

A: We are calling all members and attenders to a season of prayer. We will be releasing a prayer guide over the next week to help guide your prayer time.

We are also asking you to continue in what you have been faithfully doing throughout the years. Continue to give regularly of your tithes and offerings. Continue to give of your talents, time and services. Continue to faithfully attend worship services, Bible and Life Groups, and mid-week activities. Continue to support the pastoral staff and leadership in the church.

In other words, stay faithful to the mission of First Baptist Church Naples, which is *"To know Christ and make Him known in Southwest Florida & Beyond."*