Subject: Update from Your Pastor Search Committee

Dear True North Church Family,

As you know, our church has entered a vital season of prayer and transition. We are incredibly grateful for your trust and your prayers as we look for the next pastor God has chosen to lead our congregation.

Our 5-member Pastor Search Committee has officially formed, signed a strict covenant of spiritual unity and confidentiality, and established a clear path forward. To keep you informed while protecting the integrity of the process, we want to share the six phases of our search timeline:

- Phase 1: Job Posting: We are currently distributing the job posting with seminaries and other biblically aligned organizations.
- Phase 2: Sourcing & Vetting: We will gather resumes from a variety of sources, review sermon samples, narrow down applicants, and request responses on candidate questionnaires.
- Phase 3: Virtual Interviews: We will conduct initial video interviews with top candidates using uniform, biblically grounded questions.
- Phase 4: In-Person Interviews & Vetting: We will meet top candidates face-to-face and conduct thorough criminal, financial, and credential background checks.
- Phase 5: Elder Recommendation: We will present our final selection and vetting results to the Elders for their review and official affirmation.
- Phase 6: Pulpit Call & Congregational Vote: The chosen candidate will be invited to preach in view of a call, giving you the opportunity to meet him and vote.

Realistically, we expect this process to take 9 months or more.

Please feel free to check in, ask questions, and be curious about how things are going! We want to be as open and transparent as possible throughout this process. However, because candidate privacy is vital to their current ministries, we will maintain strict confidentiality regarding names and specific details. We will provide regular updates on which phase we are currently navigating, with the intent to post an update on the first Sunday of each month.

Please join us in daily prayer for wisdom, discernment, and spiritual unity.

In Christ,

The True North Church Pastor Search Committee