

# **Blackhawk Ministries**

## **Pastoral Discovery Team**

### **Charter**

March 2022

To the members of the Pastor Discovery Team:

We have sincere gratitude for your willingness to serve in the capacity as a discovery team for Blackhawk Ministries' next Lead Pastor. We do understand the sacrifice that it does take to commit to this.

The importance and seriousness of discovering God's next man to lead Blackhawk cannot go unsaid. This is a great responsibility.

We, the elders of Blackhawk Ministries, charge you to discover candidates that are qualified and fit the job description to be the next Lead Pastor at Blackhawk.

The responsibilities of the Pastor Discovery Team include:

- Review and understand the job description provided by the elders, and work within the established boundaries
- Meet regularly to ensure constant movement of process
- Use creative avenues to find candidates without a search firm for up to 3-4 months
- Vet national search firms and recommend one firm to engage should the first 3-4 months come back void
- Review applicant materials (including digital and in person sermons)
- Develop interview questions
- Schedule and conduct screening interviews
- Schedule and oversee onsite interviews
- Ensure that the elders are updated regularly on progress
- Ensure maximum confidentiality of candidate
- Direct any external communication outside the PDT concerning the PDT process to the board of elders