

## Timeline for JW Pastoral Leadership Search

Phase 1			
September	October	November	December
<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">Develop pastoral leadership profile (Elders)</div> <div style="border: 1px solid black; padding: 5px;">Clarify values for pastoral leadership and share w/JW Community</div>	<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">Develop pastoral profile in conversation w/staff and Leadership Community</div> <div style="border: 1px solid black; padding: 5px;">Elder dialogue sessions w/JW Community</div>	<div style="border: 1px solid black; padding: 5px;">Elder dialogue sessions w/JW Community</div>	<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">Hone pastoral leadership profile</div> <div style="border: 1px solid black; padding: 5px;">Develop process for pastoral leadership conversation w/JW Community</div>

Phase 2		
January	February	March
<div style="border: 1px solid black; padding: 5px;">Develop pastoral leadership profile in conversation w/JW Community</div>	<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">Develop first draft of pastor job description</div> <div style="border: 1px solid black; padding: 5px;">Get feedback on job description from JW community</div>	<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">Finalize job description</div> <div style="border: 1px solid black; padding: 5px;">Form a resume review team</div>

Phase 3			
April	May	June	July
<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">Share job description outside JW</div> <div style="border: 1px solid black; padding: 5px;">Accept resumes for pastoral leadership</div>	<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">Contact candidates for interviews</div> <div style="border: 1px solid black; padding: 5px;">Conduct interviews for pastoral leadership</div>	<div style="border: 1px solid black; padding: 5px;">Prioritize candidates</div>	<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">Call new pastor</div> <div style="border: 1px solid black; padding: 5px;">Determine timeline for arrival of pastor</div>

## General Comments

As we have discussed the transition, it's been our sense that this would be an 8-12 month process, because we are committed to listening to God, engaging each other and the community in dialogue and creating intentional and new processes that reflect who we are as a community. That being said, we also understand that 8-12 months is a negotiable timeframe and we are open to the process happening more quickly. As we journey through this together, we will continue to update the timeline to reflect our best understanding of where we are in the process.

## Timeline Comments

### Phase 1: September through December

- ▲ Develop pastoral leadership profile (Elders)  
The Elders will develop a profile of what pastoral leadership will look like at Jacob's Well. This profile will include evaluating if there are other models of pastoral leadership that may better fit the church as it moves into its second decade of life.
- ▲ Clarify values for pastoral leadership and share w/JW Community  
The Elders will define a set of values to help them develop the pastoral leadership profile. These values will closely connect to JW's DNA as expressed via its core identity, calling and commitments.

We understand our identity is that we are a holistic, missional, Christian community.

We understand our calling to be deeper life in Christ as expressed by *metanoia* (God is calling us to wake up to the world around us), *metamorphe* (God wants us to be awake in order to transform our lives) and *kenosis* (a transformed life in Christ compels us to radical servanthood for the benefit of those around us).

We understand our commitments to be an expression of how we love God with all our hearts, minds and all of our strength. Loving God is expressed through five commitments: worship, creativity, learning, hospitality and justice.

- ▲ Develop pastoral profile in conversation w/staff and Leadership Community  
The Elders will not develop the pastoral profile in isolation. They will first have the conversation with each other and then engage staff and key leaders at Jacob's Well to engage in the dialogue.
- ▲ Elder dialogue sessions w/JW Community  
The elders recognize the importance and value of engaging the community of Jacob's Well in conversation during this process. We believe that we need to engage you to most fully discern God's call for our church in this transition. The elder dialogue sessions will give the elders an opportunity to listen to what the community may have to say about what is happening and to answer questions that community members may have about the transition or the church itself.
- ▲ Hone pastoral leadership profile  
A "first draft" of the pastoral leadership profile will be written in order to share it with the broader Jacob's Well community.
- ▲ Develop process for pastoral leadership conversation w/JW Community  
The Elders will establish a process that engages the broader Jacob's Well Community in a conversation about the pastoral leadership profile that seeks input and feedback from the community.

## **Phase 2: January through March**

- ▲ Develop pastoral leadership profile in conversation w/JW Community  
The Elders will lead a process that engages the broader Jacob's Well Community in a conversation about the pastoral leadership profile that seeks input and feedback from the community.
- ▲ Develop first draft of pastor job description  
After the pastoral leadership conversation has occurred, the input and feedback will be used to write a "first draft" of the job description.
- ▲ Get feedback on job description  
The Elders will ask for specific feedback on the first draft of the job description to ensure that the pastoral leadership conversations connect with the written job description.
- ▲ Finalize job description  
Once specific feedback has been gathered, a final job description will be written for the new pastoral leader.
- ▲ Form a resume review team  
The Elders will establish a team of people to receive, read and evaluate the resumes that are sent in response to the shared job description.

## **Phase 3: April through July**

- ▲ Share job description outside JW  
The job description will be distributed and shared through various means to people outside the Jacob's Well community about the pastoral leadership position.
- ▲ Accept resumes for pastoral leadership  
The resume review team will receive, read and evaluate the resumes that that are sent in response to the shared job description.
- ▲ Contact candidates for interviews  
The Elders will define candidates to be interviewed for the pastoral leadership position based on the information from the resume vetting team.
- ▲ Conduct interviews for pastoral leadership  
The Elders will conduct interviews for the pastoral leadership position and will prioritize candidates based on preference and fit to Jacob's Well.
- ▲ Call new pastor  
The Elders will extend an invitation to the preferred candidate for the pastoral leadership position.
- ▲ Determine timeline for arrival of pastor  
The Elders will establish a timeline for the arrival of the new pastoral leader based on availability, current ministry responsibilities and needed transition time.