

Lead Pastor Search Rationale and Process for Peninsula Bible Fellowship

This letter explains and documents the process the Elders of Peninsula Bible Fellowship followed in searching for and selecting the candidate they are presenting to the membership for the position of Lead Pastor.

We begin by expressing our deep gratitude for God's faithfulness and providence over these past many months. Even amid the challenges we have faced, it has been encouraging to see God at work, guiding our circumstances and directing us toward His plans for the future of Peninsula Bible Fellowship.

Throughout our discussions and deliberations, we as Elders have prayed and fasted, asking the Holy Spirit to guide our steps and seeking God's wisdom and discernment.

After evaluating our current staffing, the Elders concluded that PBF's ministry needs would be better served by two primary pastoral roles: a Lead Pastor and an Executive Pastor, with Steve Mercer also stepping into the role of Family Pastor.

As we considered the search process, two options emerged: 1) conduct an internal search if the Elders agreed that a suitable, qualified candidate was already on staff at PBF; or 2) conduct an external search if no such candidate was available. The Elders unanimously agreed that a strong internal candidate should be given the opportunity to be considered.

The steps leading up to our vote were as follows:

1. The Elders called for a church-wide Day of Prayer and Fasting.
2. The Elders received the candidate's updated résumé and reviewed it against the current Lead Pastor job description.
3. Before the formal interview, the Elders provided the candidate with an extensive list of questions.
4. The candidate was asked to submit a detailed personal Statement of Faith.
5. The Elders met with representatives of Knot Navigators, a church consulting firm experienced in staff transitions.
6. Before a weekly staff meeting, staff members received questions prepared by Knot Navigators, including whether they could support the potential candidate as Lead Pastor.
7. The Elders met with the staff to discuss the questions. At the end of the meeting, staff members were given a survey to provide additional comments and feedback.
8. The Elders conducted a formal interview with the candidate, which lasted more than two hours. After the candidate was excused, the Elders continued their discussion.

9. A motion was made and seconded, and the vote was unanimous to recommend Will Hoffman to the membership as Lead Pastor.

Per Article 5, Section 5.01 (a) of the bylaws, "The Lead Pastor shall be nominated by the Board of Elders. Election shall be by members of the church by secret ballot at a congregational or special business meeting called for that purpose. For purposes of such a meeting, a quorum shall constitute thirty-three percent (33%) of the membership, with sixty-six percent (66%) of those votes required to constitute an election of the Lead Pastor."

In accordance with the bylaws, a special business meeting will be held on Sunday, October 11, at 12:00 p.m. We encourage all members to attend, vote, and help shape PBF's future.

A question-and-answer session will follow each service on Sunday, October 4. You may also contact any elder with questions.

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