

Pastoral Settlement FAQ



What is pastoral settlement?

'Settlement' is frequently understood to be a legal term describing a contract buyout; most often in unfavourable circumstances. Similarly, one often hears the same term applied to court decisions that follow life altering injury and marital discord. *'Pastoral Settlement'* conversely, has a significantly more positive connotation.

Historically speaking, the term refers to a uniting of place and people. We can easily envision settlers or immigrants travelling through unknown territory seeking the right location to establish a livelihood. When these people chose to live together it was said that they lived in settlements.

Pastoral settlement is simply the uniting of place and people for the purpose of ministry. In this process a pastor and a congregation, under the Lordship of Jesus Christ, are brought together to fulfil His purposes in a particular community.

Who initiates the process?

Normally a pastor sensing a 'holy restlessness' will approach a CBWC Regional Minister or the CBWC Settlement Coordinator to inquire about ministry opportunities. Congregations, doing the same, will seek resources to enable the selection of a new or additional pastor. In some cases a CBWC Executive Staff Member will approach a 'content' pastor to prayerfully consider making a calling to a specific congregation.

What preparation is required?

Those who desire to be considered as candidates are required to update their CBWC Ministry Information Profile (MIP), provide a Criminal Records/Social Services Check, and for senior or lead pastor positions complete an Emotional Intelligence Assessment – EQ-i®.

Congregations are required to complete surveys related to church health, community demographics, and their preferred pastor profile. Both congregations and pastors are expected to deal with issues that have contributed to unhealthy departures. Resources and personnel are available through CBWC to address these issues.

Candidates need to be able to affirm the culture statement of the CBWC ([link](#)) as well as a willingness to abide by the CBWC Ministerial Policies Procedures and Protocol booklet ([link](#)). Affirmation by signature is required or credentialing will not be granted within the CBWC.

Where can I find current openings?

An updated list of pastoral openings can be found under “Jobs and Ministry Positions on the homepage of www.cbwc.ca. Church openings are listed within the various ‘regions’ of the CBWC. Be aware that the BCY Region includes the Yukon Territory and that the Alberta Region includes the Northwest Territory and churches in BC within the Mountain Standard Time Zone.

How are candidates presented to a congregation?

The names of approved pastors, having successfully met the above requirements, are presented to the CWBC Settlement Committee for consideration for specific staff vacancies. A package of suitable MIPs is then sent to the chair of the local Search Committee.

Candidates also have the right to request that the Settlement Coordinator forward their MIP to a specific congregation. Notice will be attached stating that this MIP has been sent at the request of the candidate.

From time to time congregations will choose to contact candidates directly, based upon congregational recommendations. In such cases, the aforementioned MIPs, personal assessments and security checks are still required.

Can more than one candidate be considered at a time?

Pastoral selection is more than a hiring process; it is an exercise in spiritual discernment. One must seek the heart of God; selecting the best candidate or finding the best ministry opportunity is not enough. After completing preliminary reference checks and declared non-committal telephone interviews, a period of prayerful discernment will enable a Search Committee to come to a consensus on the preferred applicant. All others are set aside at this point until the chosen candidate is eliminated. Candidates likewise are only allowed to engage in conversation with one congregation at a time. It is understood that they are participating in the search process with a willingness to relocate. Geography should not be a factor once discussions begin.

What should a candidacy weekend look like?

With the permission of the potential pastor, the Search Committee will unanimously recommend its candidate to the congregation for a candidacy weekend. It is important to provide as many contexts as possible for the applicant and his or her family to interact with the congregation. Opportunities for involvement should reflect the responsibilities listed in the job description. Family time away from the pressure of being on display is necessary; hotel accommodation is recommended. Role, remuneration and associated issues should be fleshed out before a congregational vote.

What percentage is required for a successful congregational vote?

Your congregational by-laws will provide direction here. In many cases a simple 2/3 majority is required, but understand that a pastor will be looking for a favourable vote in excess of 90%. Upon a mutual decision, the Search Committee will inform the pastor who then alerts his or her congregation appropriately. The announcement can only be made to the new congregation after the current employer has been informed.

After the call is accepted, what comes next?

Healthy departures are important to the future ministries of pastors and congregations. How one leaves too often overshadows how one served. While encouraging honest communication, be sure to affirm the congregation's future. Leave introductory documents for the incoming pastor, and participate in exit interviews. Maintain appropriate boundaries in transition and retirement. Sincere expressions of thanksgiving become landmarks in the spiritual journey of pastor and people. Care should be taken to assure that family relocation can be as stress free as possible.

Additional Resources

Website:

Pastoral Settlement

Process: <http://www.cbwc.ca/images/stories/Resources/pastoral%20settlement%20process%202012.pdf>

Pastoral Staff Search

Manual: http://www.cbwc.ca/images/stories/Resources/cbwc_pastoral_staff_search_manual_february2012.pdf

Pastoral Staff Search Manual

Supplement: http://www.cbwc.ca/images/stories/Resources/cbwc_pastoral_staff_search_manual_supplement_february_2012_edition.pdf

Ministry Information Profile (MIP): http://www.cbwc.ca/images/stories/mip_form_2012_protected.doc

Settlement Coordinator:

Reach Dennis Stone @ 800-474-6018 or pastoralsettlement@cbwc.ca