
Position Description Example

The nominating committee of [Name] Presbyterian Church is prayerfully discerning who to nominate for service on our Pastor Nominating Committee (PNC). This document describes the role of the Pastor Nominating Committee and the characteristics of the people we are looking for to serve on the PNC.

The members of the congregation must give prayerful consideration of the individuals elected to serve in this role. In this process, the congregation gives authority to the PNC. Once the PNC is elected, other members of the congregation and the session have no role in determining who will be the next pastor until the PNC is ready to recommend someone to the congregation for election as the next pastor. Candidates under consideration are not shared outside of the committee. This is both to protect the persons being considered and to protect the integrity of the discernment process.

The PNC should reflect the diversity of the congregation. We will be looking for a variety of people with different perspectives and different relationships with the life of our congregation.

Election to the PNC is a Sacred Trust

Those who serve on the PNC should:

- Be knowledgeable about the congregation and local community
- Have a basic understanding of presbyterian theology and governance
- Be persons of integrity who can respect and maintain confidentiality
- Be able to make the time commitment needed to fully participate in the work of the PNC for its duration. They will give generously of their time, energy, and wisdom.
- Be spiritually mature--approaching this task as one of spiritual discernment, following the lead of the Holy Spirit, grounded in prayer and scripture
- Be able to put the needs of the congregation ahead of personal desires or congregational politics
- Be a healthy communicator—both able to listen to others and also confident sharing one's own thoughts
- Be flexible and open. People who are rigid in their perspectives and opinions, or only care about 1-2 issues rather than the health of the whole congregation and its mission, do not do well on PNCs
- Have basic tech skills including: use of cloud-based file sharing like Dropbox or Google Drive, Zoom or other video conferencing software are also typically central to the PNC's work

If you wish to recommend someone to serve on the Pastor Nominating Committee, please contact [FName LName] at [contact info] by [date]