**Determine A Timeline**

While a pastor search is a spiritual exercise and involves God’s timing, God is a planner and therefore respects planning and loves it when a church prayerfully plans. Having a timeline is proven to help a committee stay consistent in moving the process forward. So, put a tentative schedule in place that leaves room for deviation as the Lord leads.

Key questions to ask in determining a time line include:

* How long will we take to complete our covenant and determine our roles?
* How long will we seek input from the congregation?
* How long will we spend on the job description and profile?
* How long will we spend on the church and community profile?
* How long will we seek resumes?
* When will we establish a short list?
* When will we start first interviews?
* When will we start in person interviews?
* When will we make an offer?

Be realistic. It takes the average PSC anywhere between 12 and 24 months to call a pastor.