

SEARCH PROCESS SUMMARY

I. **Laying the Foundation**

II. **Gather Resumes and Information on Prospective**

III. **Narrow the Field of Candidates**

- A. **First** Narrowing (down to 10-15 resumes)
- B. **Second** Narrowing (down to 5 - 6 candidates)
- C. **Third** Narrowing
(3 potential candidates)
-- **on-site interviews with committee (& staff)**

IV. **Prime Candidate's Interview with Board & Staff** -- second set of interviews with one candidate

V. **Presentation of the Candidate to the Congregation**

VI. **Follow Up**