

**Q - Why is Bethel using a search firm to help identify candidates for the senior pastor position?**

**A -** We have very limited experience in hiring senior pastors and networking with potential candidates. Vanderbloemen Search Group is a Christian ministry that has helped in hundreds of pastor searches.

**Q - What is the role of a search firm?**

**A -** They will help us by describing Bethel to potential candidates, identifying what we believe God wants in our next pastor, attracting and investigating potential candidates, and presenting us with a list of candidates we might want to consider interviewing for the position. They will advise and pray with us through the entire process, but it will be our responsibility to discern the Spirit's leading.

**Q - Why did we select Vanderbloemen?**

**A -** Vanderbloemen is the leading firm for assisting pastoral searches. Through personal and skype interviews with their representatives, input from Bethel staff members who have experience with them, and engagement with their extensive material, our elders felt that Vanderbloemen is a compatible partner with extensive experience and expertise. Our representative, Tim Stevens, has great insight and perspective from being the Executive Pastor of a prominent church for many years. For more information on Vanderbloemen, check [www.vanderbloemen.com](http://www.vanderbloemen.com).