

First Mount Zion Baptist Church

- ▶ FMZBC
- ▶ Transition Overhead Plan

- ▶ 06 Apr 2024



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BAPTIST CHURCH
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A Way-Ahead to the Pastor's Transition Plan



Phase I - Church Governance and Selecting a Pulpit Committee



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Church Governance

The Bible

- Christ is the Head – the Shepherd
- Christ declares that The Church is the called out, baptized believers in Him
- Christ calls Pastors – Under-Shepherds
- The Church – Congregation – has final say on matters of the Church



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Pastor's Transition Plan

Reference: Constitution and Bylaws

Article VI, Church Officers, Section 2. Calling a Pastor

A Church-approved Pastor's Transition Plan (PTP) **will be put into effect whenever it is necessary to call a Pastor**. The Deacons shall nominate, and the Church shall elect a representative Pulpit Committee consisting of seven (7) voting members and one (1) non-voting recorder. The voting members will be one (1) Deacon, one (1) Deaconess, one (1) Trustee, and four (4) members of the congregation at large. The duties of the Pulpit Committee are outlined in Article XIII: Section 6.



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Selection Criteria for Members of the Pulpit Committee

Criteria for selecting the 2024 FMZBC Pulpit Committee aligns with scripture, cross-generational representation, and the Constitution and By-laws criteria used to evaluate members in leadership positions and follows.

The selectee must —

- Be spiritually mature and set a Godly example in the congregation
- Be an active member in the church in good standing



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Selection Criteria for Members of the Pulpit Committee (*Continued*)

- Must represent the diversity and interests of the church's membership in terms of age, gender, education, and ministry involvement
- Must be committed to prayer, study of the word, service, and discernment throughout the search process
- Must be able to work cooperatively and respectfully with other Committee members and church leaders
- We used a Pulpit Nomination Evaluation Form (15 question template) to gather feedback on potential nominees.



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- The Chair, Deacon Ministry, FMZBC, will recommend the Pulpit Committee to the congregation for approval
- The congregation will approve/disapprove of the recommended Pulpit Committee
- Upon approval, the Pulpit Committee shall commence the search for a pastor in accordance with the FMZBC Pastor's Transition Plan (PTP)
- The Chair, Pulpit Committee, after consultation with and deliberation, will recommend to the congregation a pastoral candidate, who, in its judgment, fulfills the Constitutional requirements as set forth in FMZBC Constitution & By-Laws

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The Pulpit Committee

Objective:

To guide the selection process of a new pastor, ensuring the chosen candidate aligns with the church's Constitution and By-laws, doctrines, values, and community needs.

Reference:

First Mount Zion Baptist Church Constitution and By-laws, Approved 11 July 1998

- Version 1.2, Dated December 31, 2006
- Version 1.3, Dated October 20, 2010
- Version 1.4, Dated November 29, 2015
- Version 1.5, Dated February 3, 2024



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The Pulpit Committee

ARTICLE VI - Church Officers

Section 1: Calling A Pastor

A Church-approved Pastor's Transition Plan (PTP) will be implemented whenever it is necessary to call a Pastor. The Deacon Ministry shall nominate, and the church shall elect a representative Pulpit Committee consisting of seven (7) voting members and one (1) non- voting recorder.

The voting members will be one (1) Deacon, one (1) Deaconess, one (1) Trustee, and four (4) members of the congregation at large. The duties of the Pulpit Committee are outlined in Article XIII:



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The Pulpit Committee

ARTICLE XIII Committees

Section 6: Pulpit Committee

The Pulpit Committee, consisting of eight (8) members, one (1) Deacon, one (1) Deaconess, one (1) Trustee, four (4) members of the congregation at large, and a non-voting recorder, shall be recommended by the Deacon Ministry and approved by the Church as required.

The duties of the Pulpit Committee are:

1. Solicit and screen applicants to fill the position of Pastor
2. Select qualified applicants to be presented to the Church
3. Schedule presentations before the Church body
4. Establish guidelines for these presentations

The Committee shall bring to the consideration of the Church body one candidate at a time

Phase II - Defining Pastor Search Requirements and Expectations



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The Pulpit Committee Requirement and Expectations

1. Pastoral Profile:

- Define the qualities, qualifications, and characteristics sought in the new pastor.

2. Church Profile

- Who are we as a church? What is the organizational profile of the church for which a new pastor will be the under shepherd?

2. Job Description:

- Specify roles, responsibilities, and expectations for the new pastor



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The Pulpit Committee

Phase 2: Defining Requirements and Expectations (Cont'd)

- The Pastor shall:
 - Serve as the Under-Shepherd for the Church
 - Preach **and teach** the gospel
 - Administer the ordinances
 - Watch over the membership
 - Have charge of the spiritual welfare of the congregation and the stated services of public worship

Phase 2: Defining Requirements and Expectations (Cont'd)

- The Pastor shall:
 - Serve as an ex-officio member of all boards, committees, auxiliaries, organizations, and ministries of the Church
 - Serve as the moderator, and preside at all business meetings of the Church, except when the nature of the business affects the Pastor personally
 - Meet with the Church Leadership on a regular basis
 - Lead, teach, and train the ministerial staff

Phase III - Search and Recruitment



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The Pulpit Committee

Phase 3: Search and Recruitment

1. Announcement:

-Publicize the vacancy internally and externally (websites, Baptist associations, seminaries, social media, and other resources to ensure maximum exposure)

2. Application Management:

- Set a deadline for applications
- Organize received applications and acknowledge

receipts

Phase IV - Evaluation and Shortlisting



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Phase 4: Evaluation and Shortlisting

1. Candidate Evaluation:

-Use the pastoral profile, church profile, and job description to evaluate candidates

2. Initial Contact:

-Reach out to shortlisted candidate(s) for initial discussions and to gauge interest

Phase V - Interview and Assessment



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Phase 5: Interview and Further Assessment

1. Interviews:

- Conduct a thorough interview process, which may include several rounds with different stakeholders (committee, church leadership, congregation) as appropriate

2. Sermon Evaluation:

- Arrange for candidate(s) to deliver a sermon to assess their preaching style and theological alignment

3. Reference Checks:

- Perform thorough background and reference checks

Phase VI - Presenting Candidate to the Congregation



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Phase 6: Presentation to the Congregation

1. Introduction of Candidate:

- Organize events where the congregation can meet the final candidate(s)

2. Congregational Input:

- Collect feedback from the congregation regarding the candidate(s)

Phase VII - Decision Making



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The Pulpit Committee

Phase 7: Decision Making

1. Candidate Selection:

-Based on evaluations and congregational feedback, select the preferred candidate

2. Offer Extension:

-Extend a formal offer to the chosen candidate and negotiate terms as necessary

Phase VIII - Transition and Installation



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The Pulpit Committee

Phase 8: Transition and Installation

1. Announcement:

- Inform the congregation and all relevant bodies about the new pastor

2. Welcome and Installation Ceremony:

- Plan and conduct a formal installation ceremony for the new pastor

3. Transition Support:

- Provide support to help the new pastor and his/her family settle into the community



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The Pulpit Committee Guiding Principles

Notes:

- **Prayer:** Engage the congregation in continuous prayer throughout the search process
- **Transparency:** Keep the congregation informed throughout the process
- **Confidentiality:** Maintain confidentiality of discussions and candidate information
- **Legal Compliance:** Ensure all processes comply with relevant laws and church policies
- Ensure every step taken, from formation to installation, is bathed in prayer, seeking God's guidance in each decision to ultimately select a pastor after His own heart



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Congregation Vote

- **The Congregation will vote on the Pulpit Committee at our next Church meeting on **6 Apr 2024**.**

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Q&A