

March 2024

# FREQUENTLY ASKED QUESTIONS SELECTING A NEW PASTOR

## What process will be used to select the new Pastor?

FMZBC Constitution and Bylaws Article VI, Church Officers, Section 2- Calling a Pastor- 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 7 voting members and 1 non-voting recorder. The voting members will be 1 Deacon, 1 Deaconess, 1 Trustee, members of the congregation at large. The duties of the Pulpit Committee are outlined in Article XIII; Section 6



F M Z B C P U L P I T C O M M I T T E E

**How can I get a copy of the FMZBC Constitution and Bylaws?**

Please contact the church office.

## Identifying the Spiritual Shepherd for Our Church

### **How is the Pulpit Committee laity selected?**

Must be an active member of FMZBC in good standing. A nomination process is implemented in which laity completes a pulpit committee nomination form via survey monkey. Questions are based on scripture and FMZBC's 4-step strategy-prayer, study of God's word, service and stewardship. Diversity of interests/spiritual gifts, and generational representation are also considered. Additionally, gender, education, and ministry involvement. An evaluation form consisting of 15 questions is utilized in the selection of the final nominees.

### **Once the Pulpit Committee has been approved, what next?**

The Pulpit Committee will fully unite and continue the work of the Pastor's transition plan (PTP), which will also include publicizing the vacancy internally/externally, setting an application submission deadline, contacting, and screening applicants, and conducting the interview process.

### **Is there an anticipated time frame as to when a new Pastor will be selected?**

The Pulpit Committee has set a time frame of up to 18 months. This is just an estimate as we pray and follow God's plan.

### **How will we receive updates on the progress of the PTP?**

The membership will receive updates via FMZBC's website, newsletter, and/or connection points and as needed during Church meetings.

### **How will the congregation give input of what they would like to see in the next Pastor?**

The Pulpit Committee will be sending out a survey and conducting focus groups across the church membership to solicit input and feedback to ensure your voices are heard and represented.

### **Will we have an opportunity to meet or hear the pastoral candidate preach before we vote?**

Yes. The top 3/4 candidates will be brought before the church, one at a time, to conduct sermons, and for the church membership to meet and/or ask questions of the candidates and to provide feedback to the Pulpit Committee.



pulpitcommittee@firstmountzionbc.org



**FREQUENTLY ASKED QUESTIONS  
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**Who makes the final decision in selecting the new Pastor?**

The Church membership will decide who will be the new Pastor via the voting process. This will require lots of prayer and discernment to ensure we are following God's plan for FMZBC.

**Once the new Pastor is approved, what next?**

A formal installation ceremony for the new Pastor will be conducted. The Pulpit Committee will also assist the new Pastor and family in getting settled in the community if needed.

**What can we do to help?**

Please continue to pray and lift up your Pulpit Committee and support them as needed.