



FMZBC PULPIT COMMITTEE

# Church Presentation PULPIT COMMITTEE UPDATE May 22, 2025



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# PRESENTATION OVERVIEW

- 1 Transition Plan - Phase 6 – Presentation to the Congregation
- 2 Ecosystem
- 3 Governing Document
- 4 Research
- 5 Voting
- 6 Rollcall Refresh



FMZBC PULPIT COMMITTEE



# TRANSITION PLAN

## PHASE SIX

### PRESENTATION TO THE CONGREGATION



# Transition Plan Phases

**April**

**Phase 1**

Church Governance &  
Selecting a Pulpit Committee

**April**

**Phase 2**

Defining Requirements  
and Expectations

**September**

**Phase 3**

Search &  
Recruitment

**November - December**

**Phase 4**

Evaluating & Shortlisting  
(Entails Application Review)

**January - February**

**Phase 5**

Interview & Further Assessment

**Apr/May**

**Phase 6**  
Presentation to the  
Congregation

**Jun/July**

**Phase 7**  
Decision  
Making

**Jul**

**Phase 8**  
Transition &  
Installation



## Transition Plan Phases

- ✓ Phase 1 – Church Governance & Selecting a Pulpit Committee
- ✓ Phase 2 – Defining Requirements and Expectations
- ✓ Phase 3 – Search and Recruitment
- ✓ Phase 4 – Evaluating and Shortlisting
- ✓ Phase 5 – Interview and Further Assessment
- Phase 6 – **Presentation to the Congregation**
- Phase 7 – Decision Making
- Phase 8 – Transition and Installation

# Resignation of Pulpit Committee Member

- **Inquiry - Reason: Personal Reasons**
- **Legal Opinion**

It is my opinion that you should accept the resignation of the member. I would not "permit" or "consider" her return as there is nothing in the documents that would permit her return. Simply put, the C&B provide that 8 members **be appointed and they were**. The resignation of one member does not necessarily require the appointment of a replacement.

# The Biblical Model of Order and Discernment - Guided by Faith, Grounded in Order



As we take this sacred step in calling our next Pastor, we want to begin with transparency, clarity, and grace. This is not just a process—it's a prayerful journey grounded in biblical principles, church governance, and the unity of the body.

# ECOSYSTEM



# Pastor Search Ecosystem - Our Guiding Documents – Constitution & Bylaws and Transition Plan



# Pastor Search Ecosystem - Our Guiding Documents – Constitution & Bylaws and Transition Plan



# GOVERNING DOCUMENT

# Pastor Search Ecosystem - Our Guiding Documents – Constitution & Bylaws and Transition Plan



Our **Constitution & Bylaws** and the **Approved Church Transition Plan** were developed to protect the integrity of this process. Together, they define the Pulpit Committee's role, the process for calling a pastor, and the expectations for transparency and accountability. These documents are not barriers—they are **guardrails**, helping us stay aligned and faithful.

# 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 laity at large. The duties of the Pulpit Committee are outlined in Article XIII: Section 6.

# The Role of the Pulpit Committee - ARTICLE XIII

## Committees Section 6: Pulpit Committee

The Pulpit Committee was prayerfully selected by the congregation and empowered under our Constitution:

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

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.



# The Role of the Pulpit Committee - ARTICLE XIII

## Committees Section 6: Pulpit Committee

Note: “Bring to the Consideration” is a general concept of introducing business or bringing a matter before the assembly for **discussion or decision**.

The correct parliamentary terminology closely associated with this concept includes:

- **Bring Before the Assembly** - RONR (12th ed.), §3: Main Motions
- **Call Up or Take from the Table** - RONR §34
- **Reconsider** - RONR §37

It refers to the general concept of introducing business or bringing a matter before the assembly for discussion or decision.

FMZBC’s Constitution and Bylaws states that “The committee shall **bring to the consideration** of the Church body one candidate at a time.”

This is not our process—it is **our church’s** process which the Pulpit Committee stewards with care.

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

## Inquiry

The FMZBC Constitution and By Laws states in Article VI, Section 1, Subsection 3 under **"Approval"** that: *"the call for a pastor shall come before the church at a regular or called business meeting. The notice of such a meeting and its purpose must be announced to the congregation on two (2) consecutive Sundays. A vote of three-fourth (3/4) of the members present and qualified to vote, assuming a quorum as defined in Article XVI: Section 6 shall be necessary to extend a call. **The vote shall be by secret ballot after presenting each candidate.**"*

## Legal Opinion

**This provision is very clear.** I would not offer multiple candidates at one time. The interesting thing about this is that the C&B talks about "bringing to the consideration of the Church body" –the question being does that mean an introduction like you have scheduled or does that mean voting. I understand the process that you explain below of not putting more than one candidate on the ballot, but the C&B don't really address that issue. The issue that I see is if you place only one candidate on the ballot at a time, how will you determine the winner?

# RESEARCH

# Baptist Research

**Concord Baptist Association**, entitled "Choosing a Pastor - Helps for the Pastor Search Committee

Page 11 in section 4. Prioritizing, it states the following:

It is tempting at this point to bring more than one candidate before the church in order to see who the church likes best. **DO NOT DO THIS!** You end up with a popularity contest and not a Spiritual decision. While the intent is good, using such a strategy has caused problems in many churches.

**FMZBC Precedent:** Former Pastor Search

# VOTING

## Why Vote on One Candidate at a Time?

Voting on **one candidate at a time, Phase 7 of the Transition plan**, keeps our focus clear

- ◆ It avoids division and vote-splitting
- ◆ It gives each candidate the dignity of full consideration
- ◆ It mirrors biblical discernment, not popularity contests

This method is both a **best practice** in church leadership and a **consistent with our transition plan**, affirmed by the leadership at the formation of the Pulpit Committee.



## Why Vote on One Candidate at a Time?

It is **scripturally-based (Numbers 27)** and has **precedence in how FMZBC voted on our former Pastor.**

*Then Moses spoke to the Lord, saying: “Let the Lord, the God of the spirits of all flesh, set a man (woman) over the congregation, who may go out before them and go in before them, who may lead them out and bring them in, that the congregation of the Lord may not be like sheep which have no shepherd.”*

*And the Lord said to Moses: “Take Joshua the son of Nun with you, a man in whom is the Spirit, and lay your hand on him; set him before Eleazar the priest and before all the congregation and inaugurate him in their sight.”*

## What Happens If a Candidate Isn't Approved?

If the congregation does not affirm a candidate with at least **75% of the vote**, we prayerfully move to the next candidate.

- ◆ This ensures each decision is led by **conviction, not consensus**
- ◆ It also keeps us united as one body following the Spirit's lead

## Our Heart and Hope

Above all, our goal is to seek the **pastor God has chosen** for this season. This process is not about competition, power, popularity, or politics. It's about **humility, faith, and obedience.**

Let us continue in love, respecting each part of the body, and trusting that God will make all things clear—in His time

# Meetings Over Several Days

## FMZBC C&BL'S & Robert's Rules of Order



### Inquiry

The pulpit Committee has settled on a compromised position to open voting for a period of 3 vs. 8 days. This provides for ample time for most members to vote and allows the Pulpit Committee time to assist those who need help and time to pray. We believe our FMZBC C&BLs does not exclude us from doing so; and Robert's Rules of Order, allows for this opportunity, as well. What is your legal opinion? What is your recommendation on moving forward.

### Legal Opinion

For the purposes of voting, the conduct and procedures should be clearly defined. It is essential that anyone who votes is qualified to vote and does not vote more than once — the qualifications should be clearly posted and there should be a representative(s) who confirm eligibility to vote before the person votes. Permitting voting over multiple days is permissible so long as the protocols are strictly adhered to - you must ensure the integrity of the vote. This means that qualifications should be confirmed prior to voting, the voting must occur within the time given, there needs to be a clear understanding of proxies (are they permitted and if so what are the parameters), the start and stop times should be clearly posted well in advance of the voting times (at least 30 days), the procedures, dates, times, and locations for voting should be published to all members, and the committee overseeing the voting should secure the ballots during and after the election — maintaining the ballots post election is crucial. The most important aspect of this is transparency of process, clarity of the protocols, and an even-handed approach to all involved.

# Meetings Over Several Days

## FMZBC C&BL'S & Robert's Rules of Order Cont.



### **Pros:**

- Inclusive process
- Able to assist those needing help and/or who cannot be present on the day of the vote to participate in the process. Examples – Seniors, College Students, Sick and Shut-In, Persons with Disabilities, Deployed Military, and People Needing Additional Assistance.
- Allows for a maximization of member participation

### **Cons:**

- Voting only in person will suppress voting opportunities for many members – i.e. makes the process “exclusive”
- People who want to participate but cannot either because of physical limitations or cannot independently vote virtually will be unable to participate

### **Research:**

- A local church, which asks that their name not be used due to the confidentiality of the pastor search and voting process, opened their church meeting voting timeframe for 10 days.



# Are You Ready to Vote for Our New Pastor?

## Make Sure You're Set In Advance



To participate in the upcoming vote for our next Pastor, that will take place this June/July, you must be **eligible and verified**. Here's what you'll need:

- ✓ **Active Membership Status**
- ✓ **Your Name as listed on the Official Church Roster**
- ✓ **Your Membership Number**
- ✓ **A Current Email Address**

### **Action Required:**

Please **verify and update your information** with the church **as soon as possible** to ensure you are ready to cast your vote!

- 📍 Visit the Leadership Desk or Contact Your Zone Leader Today!  
**Provide a current email address to the church**



# Voting

- Special Call meeting on Saturday
- Voting Procedures explained
  - Simply Voting Application ( 3<sup>rd</sup> Party Vendor)
  - Active Member
  - Full Name as listed on the Church Roster
  - Member Number
  - Email Address
- Voting starts on Saturday ~ 10:30 AM
- Voting Ends the following Monday at 8:00 PM, ET

# Use of a Third Party: Voting

## **Inquiry**

The preferred process is to (i) establish the protocols for voting; (ii) alert the Pulpit Committee, the various Ministries of the Church, and the congregation of the process; (iii) secure an independent organization to oversee and manage the voting; (iv) provide adequate notice of the protocols and the voting dates.

## **Legal Opinion**

Per our discussion, the use of an independent company to oversee and manage the voting process rather than using the Pulpit Committee is the preferred methodology.

In order to secure the process and avoid any potential for bias, an independent organization to oversee and manage the voting process for the election of a new pastor is the preferred method. This will avoid the potential for claims of bias or other “errors” in the voting process and tabulation of votes.

# Simply Voting

# Corporate Presentation

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January 2025

# Welcome to Simply Voting

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Simply Voting is a trusted provider of secure online voting solutions, serving local governments, universities, unions, and organizations worldwide. Since 2003, we focused on delivering secure, simple, and accessible voting experiences, empowering organizations to conduct fair and transparent elections with confidence.

## UNIQUE VALUE PROPOSITION

Timely customer service, simplicity of design, high security, and the ability to deliver tailored solutions.





## OUR VISION

Support the advancement of democracy and foster e-democracy initiatives that positively impact global society, with a special focus on local communities.

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## OUR MISSION

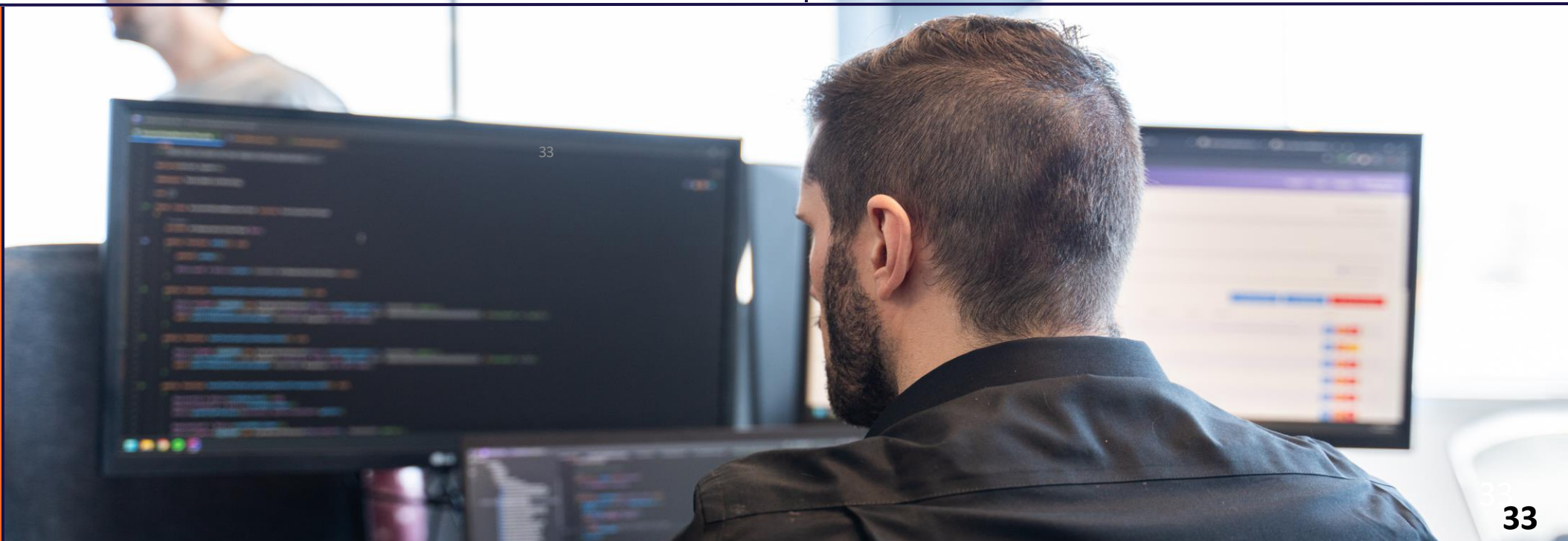
To achieve excellence in providing secure, trustworthy, and efficient e-democracy solutions for the organizations we serve.





# Our Objective

Continuously improve secure voting solutions to build client trust and enhance customized service to drive satisfaction and loyalty for sustainable growth.



# Core Values



**Innovation and Excellence**  
We continuously improve our technology and processes, delivering reliable, secure and cutting-edge voting solutions that set industry standards.

**Democratic Integrity**  
We design our systems to ensure fair, neutral, and transparent elections, upholding the highest standards of trust and accountability in every vote.

<sup>34</sup>  
**Customer Focus**  
Professional services and support that is helpful, friendly and available 24 x 7 x 365.

**Sustainability and Responsibility**  
We strive to minimize our environmental impact and act as a responsible corporate citizen in every community we serve.



# Our Services

## Self Managed Elections

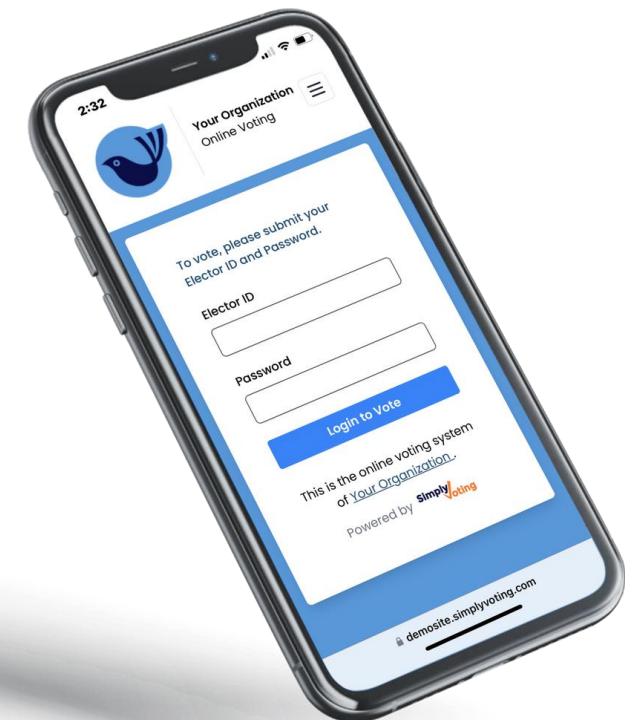
- ✓ Manage the election yourself
- ✓ Get support by email & phone
- ✓ Enjoy all standard voting system features
- ✓ Premium voting system features available

Try it for free

## Fully Managed Elections

- ✓ Full service internet voting
- ✓ Dedicated project manager
- ✓ Scheduled reports
- ✓ Telephone voting option
- ✓ Postal mailings option
- ✓ Mail-in paper voting option
- ✓ Enjoy all voting system features

Are you the do-it-yourself type or are you looking for a turn-key service?



# How It Works



## 1 Election Set-Up

With our intuitive Election Manager, you can set election dates, times, and ballot questions, choose voter authentication, and upload your voter list. Need help? Our support team can assist or fully manage the process as a premium service.



## 2 Voting

Voters log in via your branded site, authenticate, and access a secure, tamper-proof ballot. Votes are encrypted for anonymity, and a receipt confirms submission, preventing duplicate voting.



## 3 Results

After voting ends, results are instantly tabulated and reviewed in the Election Manager. If published, they appear on your site, with a downloadable file for verification.

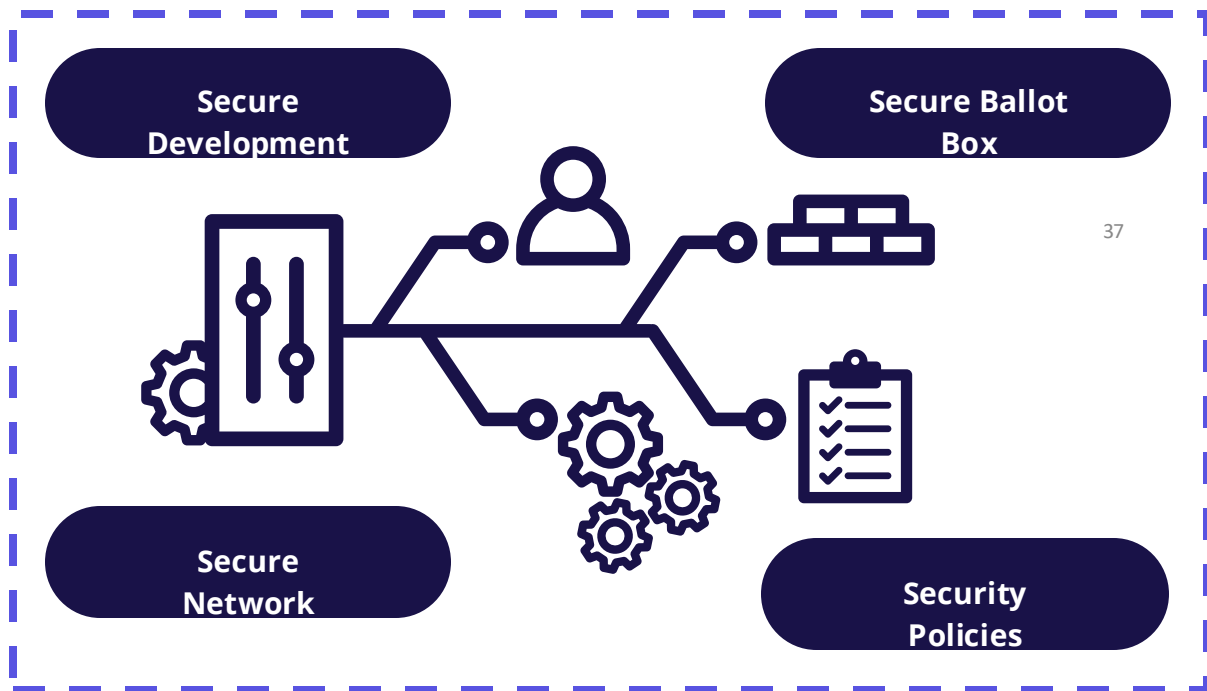
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Our voting system is flexible to meet the unique needs of our customers, so the details may vary from client to client and from election to election. But all internet voting projects follow the same basic flow.





# Security & Certifications



Simply Voting ensures election integrity through robust security measures, including TLS 1.3 encryption, AES-256 data encryption, and regular security audits.



Our fully hosted, redundant infrastructure guarantees 100% system availability, backed by a comprehensive disaster recovery plan.



Additionally, we uphold voter confidentiality, with SOC 2 Type 1 compliance and TRUSTe Privacy Certification.



# References

Simply Voting is headquartered in Canada and serves more than 5,000 customers in 74 countries with a perfect track record.

 Political Parties	 Universitie S	 Union S	 Coops
  	  	  	  

# References

 <div>Public Elections</div>	 <div>Associations</div>	 <div>HOAs</div>	 <div>Sport Clubs</div>
<div></div> <div></div> <div></div>	<div></div> <div></div> <div></div>	<div></div> <div></div> <div></div>	<div></div> <div></div> <div><div>ROYAL VANCOUVER YACHT CLUB</div></div>

# Testimonials

We provide professional services and exceptional customer support that is friendly, helpful, and available 24/7, 365 days a year.



A Simplified Gateway tool for Online Voting.

★★★★★ 5.0 last month **NEW**

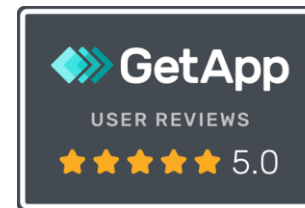
**Pros:**

It is a simple to use online voting tool that enables secure and fast election process. Simply Voting has a dedicated and responsive support team.

**Cons:**

I lack any flaws with this online voting tool as it meets all my requirements.

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They are always cheerful, very responsive, and give good advice on how to make your voting process a success.



**Michael B.**

Director, Pinnacle Pines HOA Board



Simply Voting offers easy to use technology supported by top notch staff.

★★★★★ 5.0 7 years ago

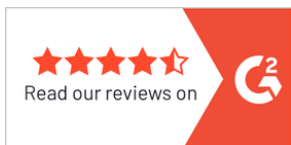
**Comments:** Improved voter participation and improved user experience.

**Pros:**

The set-up is easy and secure with certified results. Our users are able to participate from anywhere. Our organization has tested several providers in this market and have found Simply Voting to offer top tier customer service.

**Cons:**

Our organization has not encountered a problem with the software, set-up, participation nor the level of service.



**Linda D**

Small-Business  
(50 or fewer  
emp.)

**"The name says it all Voting made Simple!"**

★★★★★ 11/10/2023

"The platform is very easy to use and set up for your audience to weigh in with their votes. I have used this platform, Simply Voting, 3 years in a row. My Customer representative is so supportive and quick to answer any of my questions. It also validates the voters to be sure noone votes twice. Overall, I am very impressed with this voting platform!"

[Read the full Simply Voting review](#)





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[www.simplyvoting.com](http://www.simplyvoting.com)



[sales@simplyvoting.com.com](mailto:sales@simplyvoting.com.com)



[1\(800\)585-9694](tel:1(800)585-9694)

[in](#) [f](#) [X](#)

# Churches



1. Progressive National Baptist Convention Inc.
2. Allen Temple Baptist Church
3. The Nineteenth Street Baptist Church
4. The Riverside Church
5. African Methodist Episcopal Church
6. Lutheran Church of the Redeemer
7. Christ Church Cathedral
8. Evangelical Free Church of America
9. Knox Presbyterian Church

# How the Congregation Votes Using Simply Voting



A screenshot of an email client interface. On the left is a sidebar with a 'Compose' button and a list of folders: 'Inbox' (6 emails), 'Starred', 'Snoozed', 'Sent', 'Drafts' (17 emails), and 'More'. The main area shows an email from 'Data On The Spot Inc.' with the address '&lt;vote@simplyvoting.com&gt;' and an 'Unsubscribe' link. The email body says: 'Hello Brandon, You are registered to vote in Test[vid]. This ballot ends at 2020-04-22 04:00 America/Toronto. To vote, please visit: https://dots.simplyvoting.com/ Then enter: Elector ID - Dots01 Password - lpassword Or follow this link to access the ballot directly: https://dots.simplyvoting.com/auth.php?e=Dots01&amp;mac=3872d75674123734ecad'. The email is titled 'Test[vid]' and is in the 'Inbox'.

# How the Congregation Votes Using Simply Voting

To vote, please submit your Elector ID and Password.

Elector ID	<input type="text" value="dots01"/>
Password	<input type="password" value="*****"/>

**Past ballots**

[View Results - Motion 2 Amendment 1](#)

[View Results - Motion 2 Amendment 2](#)

**Type your elector ID and password and click login to continue**

# How the Congregation Votes Using Simply Voting

## Current ballots

You are registered to vote in the following ballots:

[Vote Now - test](#)

## Voting receipts

You have voted in the following ballots:

[View Receipt - Test](#)

[View Receipt - Test](#)

**Open ballots appear in the current ballots box**

# How the Congregation Votes Using Simply Voting

test

**Test question**

This question is **required**. You may select **one** of the following.

☒ Yes

☐ No

**Continue** **Cancel**

**Select continue when complete**

# How the Congregation Votes Using Simply Voting



**test**


Please review your choice carefully. Once this vote is cast by clicking "Confirm", you will not be able to make further changes.

Test question: **Yes**

**Confirm** **Change**

**Review that you have made the right selection and change if necessary.**

# How the Congregation Votes Using Simply Voting



## Success

Your vote has been recorded. You may view your voting receipt below.

### Current ballots

You are registered to vote in the following ballots:

Already voted - test

### Voting receipts

You have voted in the following ballots:

[View Receipt - Test](#)

[View Receipt - Test](#)

[View Receipt - test](#)

**Message that you vote has been recorded**



# How the Congregation Votes Using Simply Voting

## Voting receipt - Test[vid]

[\[Print\]](#)

Receipt code: **ZT73**

Time of vote: **2020-04-10 14:59:51 America/Toronto**

IP address:  

Resolution 1: **In Favor**



# RECALL REFRESH

# We're Refreshing Our Church Roster



**ROLL  
CALL  
REFRESH**

**Are You Still In?**

# Rollcall Refresh - A Unified Effort to Strengthen Connection and Prepare for the Future

## **Purpose:**

To update the membership roster to enhance the church's communications, records, and to prepare for the upcoming vote on a new pastor.

# Rollcall Refresh - A Unified Effort to Strengthen Connection and Prepare for the Future

## What:

- Joint effort of the Pulpit Committee, Joint Leadership, Zone Administrators, and staff
- **3,700 members** to **update and verify** their membership information and provide a **working email address**, using the **FMZBC Verify Membership Information Form**

# Rollcall Refresh - A Unified Effort to Strengthen Connection and Prepare for the Future

## Benefits:

As we prepare the congregation for the sacred responsibility of selecting our next pastor, we are launching a short-term campaign to update our member roster — *Role Call Refresh*. This effort not only ensures each eligible member can participate in the voting process via Simply Voting, but it also benefits us all:

- **Zone Administrators** will have accurate membership details, including email addresses. Empower Joint Leadership with basic membership engagement information.
- **Trustees** will have up-to-date contact and contribution tracking information that is often absent from offering envelopes
- **Church Business Administrator (CBA)** will have better member communications channels
- **Entire Church** will experience a smoother voting process, stronger connections, and improve trust.

# Rollcall Refresh - A Unified Effort to Strengthen Connection and Prepare for the Future

## How:

- ✓ Use the QR code displayed in the Narthex, on our website, in Connection Points
- ✓ Log onto [FMZBC Verify Information Form | First Mt Zion Baptist Church](https://firstmountzionbaptistchurch.ccbchurch.com/goto/forms/32/responses/new)  
<https://firstmountzionbaptistchurch.ccbchurch.com/goto/forms/32/responses/new>
- ✓ Contact your Zone Leader
- ✓ Or visit a Connection Crew memb



# Rollcall Refresh – Membership Verification Form

## FMZBC Membership Verification Form

Are you ready to vote for our new pastor?  
Make sure you're set in advance!

To participate in the upcoming vote for your next Pastor, that will take place this June/July, you must be **eligible and verified**. Here's what you'll need:

- ✓ Active Membership Status
- ✓ Your Name as listed on the Official Church Roster
- ✓ Your Membership Number
- ✓ A Current Email Address

### ✦ ACTION REQUIRED:

Please **verify and update your information** with the church **as soon as possible** to ensure you are ready to cast your vote!

### Filling out for multiple individuals?

Make sure to include one person at a time when completing this form. You will be able to add additional people once you click "Next".



# Rollcall Refresh - Membership Verification Form

## FMZBC Membership Verification Form

First Name\*

Last Name\*

Email\*

Mailing Address\*

Street

# Rollcall Refresh - Membership Verification Form

## FMZBC Membership Verification Form

Mailing Address\*

Street

City

State

Postal Code

Mobile Phone

US +1

e.g. (201) 555-0123

Mobile Carrier

Home Phone

US +1

e.g. (201) 555-0123

# Rollcall Refresh - Membership Verification Form

## FMZBC Membership Verification Form

Mobile Phone

US +1 ▼

e.g. (201) 555-0123

Mobile Carrier



Home Phone

US +1 ▼

e.g. (201) 555-0123

## Other Information

Membership Number\*

Type your answer

# Rollcall Refresh

- **Duration:** 3 Weeks
- **Start Date:** May 22 – June 12, 2025]
- **Peak Events:** After Service and during peak events at the church
- **Voting:** Must be a verified FMZBC member to vote for the new Pastor

# Your Participation



- Your participation in this process is essential
- We want to ensure the church records are up to date and verified.



**Thank you**  
**The Pulpit Committee**

# PRAY. PREPARE. PARTICIPATE.



## Join us for a Prayer Circle.

May 25<sup>th</sup> (4<sup>th</sup> Sunday)  
Immediately After Service  
Chapel



**Note:** This time is for Prayer ONLY



FMZBC PULPIT COMMITTEE

# QUESTIONS

All questions must be submitted in writing to [pulpitcommittee@firstmountzionbc.org](mailto:pulpitcommittee@firstmountzionbc.org) in order to ensure appropriate and timely responses. A response will be provided within 24 hours excluding weekends and holidays.

✉ **[pulpitcommittee@firstmountzionbc.org](mailto:pulpitcommittee@firstmountzionbc.org)**



# Back UP Slides

# Methodology to Be used to Bring Candidates to the Church For Voting



## Pulpit Committee Still In Discussion

Thoughts:

Qualitative Approach:

- Pulpit Collective Committees Experience with the Candidates over > 14 months
- Input from the Congregation via the FMZBC Candidate Surveys
- Groups
- Trends

# Background Check – CheckR (3<sup>rd</sup> Party Professional)

- Professional License Verification
- County Civil Searches
- County Searches
- Education Verification
- Employment Verification
- Global Watchlist Search
- Sex Offender Search
- Federal Civil Search
- Federal Search
- National Search
- SSN Trace