

# Pulpit Committee Communication

## Pastor Replacement Process

1. What is the Pulpit Committee?  
The Board (MCBC Constitution, Article 4.1)
2. What is the Pastoral Search Committee?  
A subcommittee of the Board
3. Where do we begin our search?
  - a. It is imperative we begin in prayer, asking God to have His hand on this entire process and that we will be found in the center of His will.
  - b. We will contact numerous men and organizations with whom we are closely associated and make our need known to them. These will have knowledge of the philosophy and ministry here and only recommend Godly men to us who they feel will be strong pastoral leaders compatible with the ministry direction MCBC is going.
  - c. Additionally, some Board members, during years of ministry service, have had contact with other men of like faith whom they will inform regarding our search.
4. What are the steps involved after interested parties have responded?
  - a. The “applicant” will submit a Ministry Placement Survey or another similar form providing general information regarding his education, experience, and personal information.
  - b. This information will be reviewed, and if no obvious disqualifying issues are noted, we will request a doctrinal statement which delves deeper into the beliefs and doctrines to which he adheres.
  - c. If no issues arise from this information, he will again be contacted and recorded sermons will be requested and reviewed.

During each step of the above noted process, the Pastoral Search Committee will meet regularly to discuss the information provided, sharing their insights and any other pertinent information that each may have from past knowledge, experience, or involvement, as well as any concerns that each may have noted. One Committee member will be the main contact for each applicant up to this time. As each applicant reaches this level, the other Committee members will begin to make their own contacts to further investigate and familiarize themselves with any applicant of particular interest.

Be reminded that not just any man is suitable to fill our pulpit. No, the **only** man suitable for this position is the man that **God** has for us. We will not rush, but **we will wait upon God** to supply our need with **His man** (reference 3a), all the while being diligent in prayer.

## Pastoral Candidate Process

MCBC Constitution, Article 4.2, states: "A prospective pastor shall be thoroughly examined, approved, and called by the Board. The Church shall approve a Senior Pastor at a duly called business meeting for that purpose. A three-fourths (3/4) majority of qualified members present and voting at said meeting shall be required for approval."

Once the Pastoral Search Committee has unanimously agreed upon a potential candidate, another process to finalize his installation and call to MCBC will begin.

1. Upon the determination that they have a potential candidate for MCBC, they will present the information to the Church Board.

*"Where no counsel is, the people fall:  
but in the multitude of counselors there is safety."  
Proverbs 11:14*

2. Before the "applicant" is formally considered a "candidate," he will be invited to MCBC to preach, meet the congregation, and see our ministry firsthand.

The first call:

- a. The "applicant" will be invited to preach and teach during regular Sunday Services.
- b. The Board will meet to evaluate following the services.

The second call:

- a. Officially considered a "candidate" at this time, he will be invited to come on Saturday to meet with the Church Board for dinner and a time of fellowship and discussion.
- b. He will again be asked to preach and teach during the regular Sunday services. There will also be an evening service, followed by an open forum for congregational interaction.
- c. A Business Meeting to consider the candidate will be called for in two weeks. All questions and concerns need to be submitted to the Board in the interim.
- d. For approval of this candidate, three-fourths majority of qualified members must be present and voting at this meeting (Article 4.2).

Upon congregational approval, the Board will again meet with the candidate and present to him the Senior Pastor's "business package" (pay, vacations, benefits, etc.) for his consideration. If no unconquerable obstacles are encountered, we have accomplished our goal (page 1, 3a).

## Congregational Involvement

What participation does the congregation have in the process?

1. **PRAY**—the most important work that any Christian is privileged to undertake  
  
For God’s direction, specifically in regards to the Board having spiritual acuity in God’s directing this search—that God’s will be done in this.  
  
For the man, as well as his family, that God is preparing to bring here.  
  
For the congregation he may be leaving and their search to replace him. Our gain should not be counted as their loss.  
  
For patient endurance through this process, we **all** are anxious to fill this position.
2. Continue to be faithful in the ministry in which God has you serving.
3. Faithful attendance and continued fellowship in the Body of Christ.
4. Support for the men that fill the pulpit in the absence of a Senior Pastor, as well as the current leadership (Hebrews 13:17).
5. Be prepared to evaluate the candidate when he is presented.
  - a. Have questions and concerns ready during the open forum.
  - b. Make a Biblical evaluation of the man in consideration (1 Timothy 3, Titus 1).
  - c. Based upon your Biblical evaluation, provide a “yes” or “no” vote when the candidate is presented by the Board.
6. Finally, follow the Mathew 18 principle, which is to practice conflict resolution in a Biblical manner.