

## Pulpit Search Committee Update

*To everything there is a season, and a time to every purpose under the heaven ~ Ecclesiastes 3:1*

### Succession Update Spring 2021: The Final Stretch

Greetings! We're excited to be in the final stages of the Pulpit Search Committee's (PSC) work and to bring to you the candidate we recommend as the next Senior Pastor of First Baptist Church of Lincoln Gardens! This has not been an easy journey, however, with the power of the Holy Spirit we are confident that God has brought us to this point.

Evaluating a Senior Pastor brings a unique challenge to any church. One sage of congregational life said that "90% of what pastors do is invisible to 90% of the congregation 90% of the time." The role of a Senior Pastor is complex and its relationship to the congregation is far different than those relationships that we might find in our work experiences or secular organizations. Furthermore, the relationship that a Pastor has with their congregation is not merely a contractual one, but rather an extension of the covenant we have with one another as one body in Christ. This relationship calls us to bring our gifts, talents and treasures in service to God and one another with a spirit of love, grace and mercy. For these reasons, in July 2019, you commissioned the PSC to search, vet and present the best candidate for this position. You entrusted this group to follow a spirit-led process in identifying a candidate that would best serve the needs of the congregation and embody the character, conviction, competence and confluence we would expect in a Senior Pastor. God has faithfully allowed our church to flourish during the season of transition, while maintaining the integrity of the search process.

Now we turn the process to you. Your role, as the congregation, is **to affirm the people and process behind the search and provide a vote of confidence in the selected candidate.** The congregational vote at the end of the process provides a mechanism to hold church leadership accountable throughout the search process, ensuring that the leaders act as good stewards of the responsibilities entrusted to them. Therefore, the congregational vote is an affirmation that the leaders of the church have faithfully carried out the search process. Each member should ask: **Is there any reason, based on what I know about the vetting process, the church leadership and the candidate, why I couldn't vote to affirm the nomination?**

To assist in this process, the PSC has organized a **Virtual Introduction** to the candidate. This will allow you to engage in **gracious, candid and ongoing conversation** with the candidate. Our intent is to ensure that you can get to know their character, call and ministry and can affirm that this process has been guided and orchestrated by God for this Church.

### PSC Process and Milestones

- **July 2019** – Formation of PSC
- **Sept 2019** – Gathered Interest from 250+ candidates for Sr. Pastor Position
- **Sept 2019** – Launch of Voice of the Church (focus group, survey, etc.)
- **Nov. 2020** – Narrowed Candidate pool to 19 candidates
- **Dec. 2020** – Selected 10 Candidates for consideration by PSC
- **Jan 2020** – 1<sup>st</sup> and 2<sup>nd</sup> Round Interviews with PSC
- **March 2020** – Final Interview (In-Person and Virtual) with PSC
- **May 2020** – Completed Selection of Recommended Candidates
- **Summer/Fall 2020** – Pandemic
- **Winter 2020/Spring 2021** – Plan for Virtual Election and Transition

**Virtual Introduction and Activity Schedule:**

<b>Activity</b>	<b>Date/Time</b>	<b>Note</b>
<b>Mock Election</b>	Thursday, April 22, 2021 (6:30-7:30 PM)	<i>Practice Session for Church Members</i>
<b>Election Registration Cutoff</b>	Monday, May 10 (5 PM)	<i>Only Eligible Church Members can participate in vote</i>
<b>PSC announces candidate / Formal Notification of Candidate</b>	Sunday, May 9 (end of service)	All are invited
<b>Candidate Introduction and Meet-n-Greet</b>	Tuesday, May 11 (7-9 PM)	All are invited
<b>Prayer Meeting</b>	Wednesday, May 12 (6:30 AM & Noon)	All are invited
<b>Prayer Meeting &amp; Bible Study</b>	Wednesday, May 12 (6 PM & 7 PM)	All are invited
<b>Millennials Meeting with Candidate</b>	Thursday, May 13 (7-8 PM)	
<b>Seniors Meeting with Candidate</b>	Friday, May 14 (10 AM)	
<b>Men's Prayer Breakfast with Candidate</b>	Saturday, May 15 (8:30 AM-10 PM)	
<b>Town Hall Meeting with Candidate</b>	Saturday, May 15 (10-12 PM)	All are invited
<b>Sunday Service / Men's Day Formal Notification of Candidate</b>	Sunday, May 16 (10 AM)	All are invited
<b>Sunday School Youth Meeting</b>	Sunday, May 16 (1-2 PM)	
<b>Post-Visit Church Q&amp;A meeting</b>	Thursday, May 20 (7-9 PM)	All are invited
<b>Election and Results</b>	Saturday, May 22	Church Members Only

Due to the ongoing COVID-19 pandemic, all activities listed are virtual unless otherwise stated. The candidate will participate in activities listed May 11-16. Certain activities are intended for specific groups, as indicated. If you cannot attend any sessions, we encourage you to make time to review the candidate materials in depth. More details about Election Runner and the election process are enclosed.

If you have questions about the election process or specific questions for the candidate that you can submit in advance, please send your questions to [psc@fbc Somerset.com](mailto:psc@fbc Somerset.com) or discuss by contacting any Pulpit Search Committee member.

God Bless!



Lawrence Hibbert, Deacon  
Chairman, Pulpit Search Committee



Ali Wilson, Trustee  
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