

<i>Question</i>	<i>Response</i>
<b><i>What is the process for identifying a new Lead Pastor?</i></b>	<p>The process for identifying a new Lead Pastor is outlined in the Montgomery Community Church (MCC) Constitution and is designed to be prayerful, transparent, and congregationally affirming.</p> <p><b>Step 1: Establish the Lead Pastor Calling Committee</b> The Lead Pastor Calling Committee is a group of elected individuals who facilitate the search process and recommend a candidate for Lead Pastor. The Nominating Committee selects the members of the Lead Pastor Calling Committee and presents them to the congregation for affirmation through a congregational vote.</p> <p><b>Step 2: Conduct congregation listening sessions</b> The Lead Pastor Calling Committee will hold listening sessions to gather feedback from the congregation. This ensures the search reflects the heart and direction of the congregation.</p> <p><b>Step 3: Candidate search and examination</b> The Lead Pastor Calling Committee oversees the search process, including receiving and reviewing candidates, prayerful discernment and interviews, reference and background checks, and ongoing prayer and discussion. Regular updates will be shared with the congregation.</p> <p><b>Step 4: Lead Pastor call</b> When a candidate is identified, the candidate is introduced to the congregation and a formal congregational vote is held to affirm the call. Once affirmed, this completes a faithful transition into the next chapter of ministry at MCC.</p>

<i><b>Question</b></i>	<i><b>Response</b></i>
<i><b>What is the Lead Pastor Calling Committee?</b></i>	The Lead Pastor Calling Committee is a group of elected individuals who facilitate the search process and recommend a candidate for Lead Pastor. Their role is to prayerfully discern, evaluate candidates, and recommend one candidate to the congregation.
<i><b>Who selects the Lead Pastor Calling Committee members?</b></i>	According to the MCC Constitution, the Nominating Committee selects the members of the Lead Pastor Calling Committee. The selected names are presented to the congregation for affirmation by congregational vote. After affirmation, the committee is formally commissioned to begin its work.
<i><b>How does the Nominating Committee select individuals for the Lead Pastor Calling Committee?</b></i>	The Nominating Committee is responsible for creating the process used to identify and select members. This may include prayerful discernment, identifying individuals with diverse perspectives and ministry involvement, and considering spiritual maturity, trustworthiness, and confidentiality. The Nominating Committee will also communicate how members of the congregation can express interest in serving.
<i><b>What happens after the Lead Pastor Calling Committee is affirmed?</b></i>	After congregational affirmation, the Lead Pastor Calling Committee is officially commissioned and begins its work. This marks the formal start of the Lead Pastor search process.
<i><b>How will the congregation be involved in the process?</b></i>	Congregational involvement includes listening sessions, regular communication updates, affirmation votes for Lead Pastor Calling Committee members, and a final congregational vote to affirm the Lead Pastor candidate.
<i><b>What are listening sessions, and why are they important?</b></i>	Listening sessions provide opportunities for the Lead Pastor Calling Committee to hear directly from the congregation about church needs, hopes for the next Lead Pastor, and the future direction of MCC.
<i><b>How often will updates be shared with the congregation?</b></i>	Regular updates will be shared electronically through email and the MCC App. Significant updates or major milestones may also be shared during Sunday morning announcements.

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<i><b>Who will take on Pastor Phil's other responsibilities when he transitions into a teaching pastor role?</b></i>	When Pastor Phil transitions into a teaching pastor role, the Executive Pastor and the Elders will lead the staff and oversee administrative needs until a new Lead Pastor is identified. Pastor Phil will continue to oversee the preaching schedule during this transition period.
<i><b>When the search begins, will MCC consider both men and women as candidates for Lead Pastor?</b></i>	Yes. MCC believes that men and women can serve in any position of leadership within the church, including Lead Pastor. For more information, refer to MCC's "We Believe" statement on Women in Leadership.
<i><b>What role do the Elders play in the calling process?</b></i>	The Elders provide spiritual oversight and governance throughout the process. When the Lead Pastor Calling Committee identifies a candidate, the recommendation is presented to the Elders before it is brought to the congregation for affirmation.
<i><b>Who makes the final decision on the next Lead Pastor?</b></i>	The final decision rests with the congregation. The Lead Pastor Calling Committee recommends a candidate, the candidate is introduced to the congregation, and the congregation votes to affirm the call.
<i><b>What will Pastor Phil (and Carol) be doing in retirement, and how can we support them?</b></i>	During the first year of retirement, Pastor Phil and Carol plan to spend time with family and enjoy activities such as hiking, biking, kayaking, boating, learning to play pickleball, and building new friendships. The congregation can support them through prayer, encouragement, and respecting this season of rest and renewal.
<i><b>How long will the calling process take?</b></i>	The goal is to complete the calling process by the end of 2026. However, the process may take longer if additional time is needed for prayerful discernment and clarity. The priority is faithfulness, unity, and confidence in God's leading.
<i><b>How can I support the transition and calling process?</b></i>	You can support the process by praying regularly, participating in listening sessions, staying informed through church communications, and trusting the process outlined in the constitution.
<i><b>Who can I contact if I have additional questions?</b></i>	Questions may be shared during listening sessions, through designated feedback opportunities, or by emailing the Elders directly at <a href="mailto:elders@mcc.church">elders@mcc.church</a> .

<i>Question</i>	<i>Response</i>
<b>ADDED January 22, 2026</b>	
<b><i>Does the Lead Pastor need to be ordained by American Baptist Churches (ABC)?</i></b>	Yes, the Lead Pastor will be ordained by ABC. This could occur before or after hiring.
<b><i>How do I express interest to serve on the Lead Pastor Calling Committee?</i></b>	If you would like to serve on the Lead Pastor Calling Committee, we ask that you send an email to <a href="mailto:nominations@mcc.church">nominations@mcc.church</a> by <b>Monday, February 2nd, 2026</b> . In your email, please include a brief introduction about yourself, your heart for serving on this committee and how you serve within our church body. The Nominating Committee will be prayerfully considering those who wish to serve, and we will present a slate of names to the church for a vote. Please join with the Nominating Committee and the Elders in praying for this process as we seek the Lord's will for MCC.
<b><i>Who can serve on the Lead Pastor Calling Committee?</i></b>	The MCC constitution indicates a minimum of nine individuals must serve on the committee. Those nine individuals need to include the following: <ul style="list-style-type: none"> <li>• Four Elders (Church Moderator and three additional elders)</li> <li>• Five church members elected by affirmative majority vote of MCC</li> </ul>