



LEAD PASTOR SEARCH FAQ

GENERAL PROCESS QUESTIONS

What is the process for identifying a new Lead Pastor?

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.

Step 1: Establish the Lead Pastor Calling Committee (LPCC) - COMPLETED

The LPCC was affirmed with a 96% vote in May 2026.

Step 2: Conduct congregational listening sessions - IN PROGRESS

The LPCC is holding listening sessions to gather feedback from the congregation. This ensures the search reflects the heart and direction of the congregation.

- Sunday, May 17 - **COMPLETED**
- Sunday, June 7 - **COMPLETED**
- Sunday, July 26, Session 1: 10:45 - 11:15, Session 2: 12:15 - 12:45

Step 3: Candidate search and examination - IN PROGRESS

The LPCC 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.

Step 4: Lead Pastor call - FUTURE STEP

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.

What is the Lead Pastor Calling Committee?

The Lead Pastor Calling Committee (LPCC) 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.

Who selected the LPCC?

According to the MCC Constitution, the Nominating Committee selected the members of the Lead Pastor Calling Committee, and the congregation voted. The LPCC was affirmed with a 96% vote in May 2026.

How did the Nominating Committee select individuals for the Lead Pastor Calling Committee?

The MCC Constitution indicates a minimum of nine individuals must serve on the committee. Those nine individuals need to include the following:

- Four Elders (Church Moderator and three additional elders)
- Five church members elected by an affirmative majority vote of MCC members.

The Nominating Committee was responsible for creating the process used to identify and select members. This included prayerful discernment, identifying individuals with diverse perspectives and ministry involvement, and considering spiritual maturity, trustworthiness, and confidentiality.

How was the LPCC confirmed?

The congregational affirmation was completed with a 96% vote in May 2026. The following individuals were affirmed to be on the committee:

Kevin Mosby (elder), Lauren Hoeltje (elder), Mona Morrow (elder), Brad Mueller (elder), Ceneetra Anderson, Derek Brunett, Amy Dryer, Danessa Ison, and Amit Sahu. The Lead Pastor Calling Committee is officially commissioned and has begun its work. This marks the formal start of the Lead Pastor search process.

What role do the elders play in the calling process?

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.

How long will the calling process take?

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.

LEAD PASTOR TRANSITION QUESTIONS

What will Pastor Phil and Carol be doing in retirement, and how can we best support them?

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.

Who will take on Pastor Phil's other responsibilities when he transitions into a teaching pastor role?

When Pastor Phil transitions into a teaching pastor role, 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.

CANDIDATE SEARCH QUESTIONS

How are candidates being identified?

Following interviews with several staffing agencies, the decision was made to partner with Chemistry Staffing to support the identification of candidates who are theologically and missionally aligned with our church.

How are candidates evaluated by Chemistry Staffing?

Chemistry Staffing utilizes a three-phase interview process to evaluate candidates before recommending them to the LPCC for further consideration.

How are candidates evaluated by the LPCC?

Once a candidate has been presented to the Lead Pastor Candidate Committee (LPCC), committee members review the materials provided by Chemistry Staffing, including the candidate's resume, preaching sample, introductory video, social media profiles, and responses to theology and cultural fit questionnaires.

In addition to reviewing these materials, the committee conducts further research to gather as much relevant information as possible about each candidate. The committee

then meets to discuss its findings and determine which candidates will be invited to participate in a first-round video interview.

Will candidate names be shared publicly?

To protect both candidates and their current ministries, confidentiality may be maintained during portions of the process. If a finalist is presented to the congregation, the church will receive information and opportunities for interaction before any final affirmation process occurs.

Will internal candidates be considered?

The committee is committed to identifying the individual whom God is calling to serve in this role. As part of that commitment, we are open to considering qualified internal candidates alongside external candidates. Any internal candidate would be evaluated using the same criteria and process applied to all candidates to ensure a fair, thorough, and objective assessment of qualifications, experience, leadership abilities, theological alignment, and overall fit for the position.

Will MCC consider both men and women as candidates for Lead Pastor?

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 found on our website.

Does the Lead Pastor need to be ordained by American Baptist Churches (ABC)?

Yes, the Lead Pastor will be ordained by ABC. This could occur before or after hiring.

CONGREGATIONAL INVOLVEMENT

How will the congregation be involved in the process?

Congregational involvement includes fervent prayer, attending listening sessions, reviewing regular communication updates, affirmation votes for Lead Pastor Calling Committee members, and a final congregational vote to affirm the Lead Pastor candidate.

How can I pray in this season?

As we continue the search for our next Lead Pastor, we invite the congregation to join us in prayer throughout this important process. Please pray for wisdom, discernment, unity, and sensitivity to the Holy Spirit's leading for the LPCC as they evaluate candidates and seek God's direction.

We also ask you to pray for the man or woman whom God is calling to serve as our next Lead Pastor and for their family, that they would experience God's guidance, peace, and clarity during this season.

Finally, pray that our church would remain united, patient, and faithful as we trust the Lord to provide the right leader in His perfect timing.

How can the congregation provide support and input in the process?

The congregation plays an important role during this season. We encourage our congregation to:

- Pray regularly for the LPCC and candidates
 - Participate in listening sessions
 - Submit questions and insights through the LPCC Insights Form on the MCC app and the MCC Weekly Email.
 - Encourage unity and trust throughout the process
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What are listening sessions and why are they important?

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.

When are the listening sessions?

The listening sessions will be held on:

- Sunday, May 17 - **COMPLETED**
 - Sunday, June 7 - **COMPLETED**
 - Sunday, July 26, Session 1: 10:45 - 11:15, Session 2: 12:15 - 12:45
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Can I come to more than one listening session?

Absolutely! You are welcome to attend as many listening sessions as you want!

How often will updates be shared with the congregation?

Regular updates will be shared electronically through the weekly MCC email and the MCC App. Updates will also be shared approximately monthly during Sunday morning announcements.

How will updates be communicated?

Updates will be communicated through:

- Sunday announcements (2nd Sunday of the month)
- MCC Weekly Email
- MCC App
- This FAQ document - available on the MCC App

While some portions of the process may remain confidential, we are committed to sharing appropriate updates whenever possible.

FINAL SELECTION PROCESS

What happens when the committee identifies a final candidate?

Once a final candidate has been identified, the candidate will be invited to visit the church and meet with the Lead Pastor Candidate Committee (LPCC) and others. As part of this visit, the candidate may attend a Sunday service in an observational capacity.

If these meetings and interactions indicate a strong potential fit, the candidate will be invited to preach during a Sunday morning service. The congregation will be notified well

in advance to encourage broad participation and provide as many members as possible the opportunity to hear the candidate preach.

Who makes the final decision on the next lead pastor?

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 according to the MCC Constitution and bylaws.

QUESTIONS OR FEEDBACK?

Who can I contact if I have additional questions?

Questions may be shared during listening sessions, through designated feedback opportunities, or by completing the LPCC Insights form located on the app or in the MCC Weekly Emails.

You may also speak directly with any member of the LPCC.

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