

First Baptist Church

Pulpit Committee

CONFIDENTIAL DOCUMENTATION TO BE SHARED WITH FIRST BAPTIST CHURCH MEMBERS ONLY

PROGRESS REPORT FOR QUARTERLY CHURCH MEETING JANUARY 14, 2023

The Pulpit Committee of First Baptist Church consists of the following representatives:

1. William Andrews* Deacon Ministry	6. Karen Mickens Finance Committee	11. Gleniss Wade Music Ministry
2. Reginald Hardman Deacon Ministry	7. Linda Smallwood At-Large Member	12. Eric Kirby Usher Ministry
3. Kenneth Clarke Trustee Ministry	8. Bria Cunningham Youth Ministry	13. Valerie Ducker Clubs & Auxiliaries
4. Sam Malone Trustee Ministry	9. Barbara Mickens Church Clerk	14. Cheryl Walker Missionary Ministry
5. Linda Taylor Deaconess Ministry	10. Sheron Spann Christian Ed Ministry	15. Kareema Robinson Youth Org Leaders

*Pulpit Committee Chair

With the installation of new officers on Sunday January 15th, the Chairman of the Pulpit Committee will change from Deacon William Andrews to Deacon Bruce Roberson. The committee truly appreciates the time, energy, and expertise given by our former Chairman, Deacon William Andrews, and our Vice Chairman, Deacon Reginald Hardman, who seamlessly and unselfishly filled in when Deacon Andrews became ill. We look forward to working with Deacon Roberson as we continue to lead the search for First Baptist Church's next Pastor.

Accomplishments Since Last Quarterly Meeting

During the fourth quarter of 2022, the Pulpit Committee accomplished the following:

- Finalized the profile of the church

- Finalized the profile of our next pastor
- Continued to draft the plan for the application process, the job announcement, and the job application
- Finalized the minimum requirements for tracking and reporting Pulpit Committee expenditures, and began working on the tracking/reporting plan
- Began researching and working with the church’s Finance Committee to draft a Total Compensation Package for our next Pastor

The information that results from these tasks will be used by the subcommittees to assist in the process of hiring our next Pastor. For example, some of the information from the church profile and the pastor profile will be used in the creation of the job announcement and the application.

Remaining High-Level Steps to Select the New Pastor

The Pulpit Committee is following the high-level tasks listed below to assist the church in the selection of our next Pastor. These tasks are not in chronological order. The completed tasks are highlighted in green; the tasks currently in progress are highlighted in yellow; and the tasks that have not started are highlighted in blue.

Task	Status
Elect Officers and hear lessons learned from pastoral search committees from other churches	Done
Finalize and distribute Policies/Procedures of the Pulpit Committee	Done
Develop high level tasks for selecting the new Pastor	Done
Find most recent church Vision/Mission	Done
Draft minimum requirements for church survey	Done
Draft minimum requirements for church profile	Done
Draft minimum requirements for pastor profile	Done
Draft minimum requirements for application process	Done
Draft minimum requirements for evaluation process	Done
Draft minimum requirements for interview process	
Draft minimum requirements for voting process	

Task	Status
Assign members to subcommittees and begin assigning responsibilities	Done
Brief Joint Board and/or Congregation on progress of Pulpit Committee	Ongoing
Release survey to church members	Done
Collect surveys from church members	Done
Analyze survey results	Done
Finalize church profile	Done
Determine detailed budget for selection of new Pastor	In process
Draft application process / questions	In process
Determine plan/schedule for application process	In process
Determine plan/schedule for evaluation process	
Collect applications	
Draft plan/schedule for interviews	
Conduct interviews	
Further research selected candidates	
Conduct second interviews	
Conduct background checks on selected candidates	
Draft plan for voting on candidates	
Committee vote on top candidates	
Church vote on top candidate(s)	
Committee vote on final candidate	
Committee make recommendation to church	
Arrange for final candidate to preach at FBC	
Notify successful candidate	
Notify unsuccessful candidates	

In closing, on behalf of the Pulpit Committee, I thank the First Baptist Church family for the privilege of serving in this manner. I do not have adequate words to express my sincere gratitude and joy as we efficiently and effectively move closer to achieving the purpose to which you have appointed us. We will continue to update you as significant accomplishments occur in this process.

May God continue to bless our entire First Baptist Church family.

Submitted by:

Deacon Reginald Hardman
 Vice Chairman
 Pulpit Committee