

# Memorial Baptist Church

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2800 SOUTH YALE TULSA, OKLAHOMA 74114 (918) 744-0079

## PASTOR SEARCH COMMITTEE

### REPORT TO THE CHURCH

Serving on the Pastor Search Committee has been a long and rigorous responsibility. As we began this process, we entered into a covenant and agreed to treat each other in an ethical manner, with honesty and openness. We also agreed to make Bible study and prayer for our church and each other a priority. Every step of the way, we have sought the Lord's guidance. And it is by that guidance and His Providence that we are excited to report that we have chosen a candidate to present to you today! First, please allow me to explain our process:

We first met with a Pastoral Leadership Specialist with the Baptist General Convention of Oklahoma. He helped us develop a plan for the process and provided us with a Pastor Search Committee Handbook published by Lifeway. We also spoke with other local Southern Baptist churches that have been through the pastor search process, and studied other handbooks. Based on the guidance we received from these sources, we decided to develop a survey for the church to aid us in preparing a profile of our church and its needs in a pastor. Based on your survey answers, we put together a Senior Pastor Selection Profile.

Our Senior Pastor Selection Profile emphasizes:

1. Bible-based exegetical and transformational preaching from significant preparation time spent in prayer and study
2. A candidate who is passionate about motivating and empowering members toward service, apologetics and missions
3. A deep pastoral heart for our members during every stage of life including visiting, comforting, and counseling
4. A strategic view of missions with a focus on increasing member involvement toward those in our community and abroad who are suffering, struggling and lost.
5. Finally, given Memorial's desire for growth, we established a strong preference for a younger pastor with a family who can relate to the young families in our community.

With our Senior Pastor Selection Profile to guide us, we sought resumes from multiple sources, receiving a total of 230 resumes over an eight-week period. Each member of the Committee individually evaluated each resume and ranked each candidate with their individual rankings later accumulated to give each candidate a combined score from the Committee. The top 19 candidates were selected and re-evaluated by each member, who not only examined each candidate's biographical qualifications, but also sermons, both video and audio. Each member of the Committee once again individually scored each candidate, allowing us to narrow the field to the top 6 candidates. Next, the Committee prepared a set of over 50 questions for each of the top 6 candidates. After two weeks, the Committee narrowed the list to 2 top candidates based on the candidates' responses to the questionnaire.

These top 2 candidates were each interviewed in-depth by the Committee for several hours. The Committee then pursued references for each candidate, both primary references provided by the candidates, and secondary references identified by the Committee. After evaluating the references, each of the Candidates had a detailed follow-up interview. Before making our deci-

*"Take my yoke upon you"*

sion, we again brought in an expert from the Baptist General Convention of Oklahoma for a final consultation. We concluded by taking a weekend of intense personal prayer before a final vote.

**It is my privilege and honor, on behalf of the Pastor Search Committee, to announce the Committee's choice of Pastor Jacob Bice in view of a call to be the next Senior Pastor at Memorial Baptist Church.**

We believe Pastor Jacob has proven himself to be gifted at preaching on living life Biblically in today's culture/society. During the interview process, Jacob explained the extensive prayer, study, and preparation that goes into the development of each sermon. In his answers to our Questionnaire, Pastor Jacob expressed a compelling Biblical vision for the church, which will motivate and empower members toward service and ministry.

Pastor Jacob has shown a deep love for and commitment to Memorial Baptist Church over the years he has been with us, and especially in the last 16 months. He has a pastoral heart for the members and considers it a privilege to minister to someone who is in need of encouragement. Pastor Jacob has a deep passion for missions, both internationally and locally. He desires to lead the church to make disciples who make disciples. Evangelism is the first step of the disciple-making process. We must do a good job of making disciples who will go out into the community and share the Gospel so we can make more disciples. As a young man with a young family, Jacob can relate to and engage well with the young families in our community.

At our first Pastor Search Committee meeting, I stated to the Committee; "The goal of this committee is to discover the next Senior Pastor that the Lord would have lead our church. We need to be prayerful, patient, and diligent. If we are, I am confident that the Lord will lead us to choose the right man for this position." The Committee has been prayerful, patient, and diligent. And we believe that the Lord has led us in an amazing and providential way to this candidate.

On Saturday, July 29<sup>th</sup>, we will have a town hall style meeting for Jacob to express his vision for the church and for you to ask Jacob questions. The vote will be on Sunday morning, July 30<sup>th</sup>, following a combined worship service. On behalf of the Pastor Search Committee, let me thank you for your prayers, your patience and your faith that the Lord would work through us.



The image shows five handwritten signatures in cursive script. On the left side, from top to bottom, the signatures are: "J. B. Holt", "Carmy Martin", "L. H. ...", and "Jimmie Roberts". On the right side, from top to bottom, the signatures are: "Bill Rothrock" and "Chris D. Merritt".