

What need to be improved and why?

When the Lead Pastor leaves the organization, the Bylaws clearly outline the process to replace the Lead Pastor. However, they are silent on the need to appoint an Interim Lead Pastor. It is evident that the Mount was never meant to operate with shared leadership, and that an Interim Lead Pastor should be appointed until a new Lead Pastor can be qualified and hired.

Why does this matter?

The Mount operates under the “plurality of elders” polity model. The Lead Pastor is the linkage between the Board of Elders and the staff. The elders are not meant to direct staff, unless it is through the clear, single voice of the Lead Pastor. When the Lead Pastor position is vacant, this poses a challenge of how the Board of Elders can guide, protect, and shepherd the church without a clear, single voice to interact with staff. We are recommending that while the Lead Pastor search takes place that the elders appoint an Interim Lead Pastor to preside over the linking function between elders and staff. The Interim Lead Pastor would agree, in writing, to not accept or pursue any offer to become the new Lead Pastor and will be disqualified from doing so in the bylaws. This is to prevent any undue influence over the Lead Pastor search process. The Interim Lead Pastor may be selected from the current pastors of The Mount or may be brought in from the outside. The Interim Lead Pastor will be approved by the elders with advice from the Personnel Committee. The basic qualification of the Interim Lead Pastor is they must be a current or recent pastor in good standing who meets the same qualifications for spiritual services as those prescribed for the Lead Pastor.

What will change in the Bylaws and Constitution?

Note: The language below assumes that the “Replace Lead Pastor with Lead Pastor” amendment has been approved by the members and applied.

Current	Proposed Replacement
This section will be added after Article IV, Section 3, “Call and Term [of the Lead Pastor].”	3a. Interim Lead Pastor: Within no more than thirty days of a Lead Pastor vacancy, the Board shall appoint an Interim Lead Pastor. This man must meet the qualifications in Article IV, Section 1, and will carry out the duties in Article IV, Section 2. The Interim Lead Pastor’s primary focus will be one of stewardship of the organization during the search for a permanent Lead Pastor. The Interim Lead Pastor must emphasize coordinating among the elders and staff in exercising spiritual oversight over Mount Ararat. The Lead Pastor Search Committee shall not consider any Interim Lead Pastor as a candidate who is either acting or who has acted as the Interim Lead Pastor during the present vacancy. This prohibition concludes once a new Lead Pastor is affirmed and assumes his duties. The Interim Lead Pastor will continue in his position until released by the Board of Elders or

Current	Proposed Replacement
	until a new permanent Lead Pastor is selected and assumes his duties.