



Churches-In-Transition & Pulpit Committee Training

For Congregations & Search Committees...

- Preparing for a Vacant Pulpit
- Currently in a Pastoral Search
- Preparing to Call a New Pastor
- With a Newly Called Pastor



Arrive. Enjoy. Leave the Rest to Us!

No Charge (Donations Received). No registration needed.

Dr. William H. Whitaker, II – Founder / dr.whitaker@cba1.org / (804) 617-7855 / www.cba1.org

Meeting ID: 964 319 7945 Passcode: CBA1 Conference Call: (301) 715-8592

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3 Things to Do Before You Begin Your Pastoral Search Process

1. Discern & State Potential Eligible Pastoral Candidates

Are Associate Minister/Members of your church eligible to candidate for the Pastorate?

If you appoint an Interim Pastor, will the Interim Pastor be permitted to candidate for the Pastorate?

**Whatever you discern and state to the congregation before the process begins, be sure to remain consistent with it throughout Pastoral Search. Do not state that particular ministers will not be eligible at the beginning then change your mind mid-way.*

2. Discern & State the Pastoral Search Process and Shared it with the Congregation for Their Information & Approval

Transition Phase 1: Process & Acknowledgement

Transition Phase 2: Liberation/Deliverance

Transition Phase 3: Transformation & Renewal

3. Focus on Your Church's Future with Your New Pastor and Not on Your Church's Past with Your Former Pastor

Pastoral Essential: Vision/Ministry Plan 2030

One mistake made by many Pulpit/Search Committees is not emphasizing _____ and _____ for leading the congregation.

Pastoral Candidate Interview Questions for Vision 2030

- A. What is your _____/ministry _____ for helping a church (our church) increase the number of youth/young adults who are attending our church?
- B. Our membership has declined in size and we are limited in our ability to do ministry that is relevant and impactful to the community. What is your _____/ministry _____ for helping a church (our church) provide Christ-centered ministry that grows and strengthens our church?

- C. Evangelism is an essential need within our congregation. What your _____/ministry _____ for evangelizing new members into our congregation?
- D. Our church is aging and our number of tithers/givers is decline. What is your _____/ministry _____ for helping us maintain strong levels of giving within our church?
- E. Our desire is to provide stable, consistent compensation for our new Pastor. What _____/ministry _____ do you have for ways we (Pastor and People) can work together in light of our current size of budget and membership?
- F. We are “_____” in ministry when God is calling us to “_____” in ministry. What is your vision/ministry plan for leading us to a level of ministry prosperity?

4. Contact a Ministry Consultant who is Experienced in Transition Ministry to Guide You Through Your & Pulpit/Search Process

Success Life Example of a Pulpit Committee/Consultant Relationship

Discussion: Understanding the Word “Transition”
Acknowledging

Reflecting

Transforming

8 Essentials for All Churches-in-Transition

1. All Congregations and Pulpit Committees Should Have a Clear Understanding of the New Landscape of Religion for Pastoral Leadership

_____ vs. Religion

_____ and religion were once synonymous within the religious community where when believers spoke of one, it automatically referred to the other.

The Importance of Religion in the United States

In other words, new Pastors should have a vision/ministry plan that evangelizes those who are “_____, but not Religious” believing that “_____ is important, but the church is not.”

How to Reach the “Nones”: A “_____ Experience”, but not a “_____ Experience”

What’s the difference? How do you minister to those who want “_____”, but not the “Church”?

2. All Congregations and Pulpit Committees Should Be Clear About the _____ of Pastoral Leadership

Pastoral Leadership _____

What the church can _____ today, it may not be able to afford tomorrow.

As You Search for New Pastoral Leadership (If the Future is Consistent with the Past)

- A. The # of adults who are interested in organized _____ will continue to decline.
- B. The # of adults who believe that _____ & _____ is important will continue to decline.
- C. By the year 2030, church _____ will decline to less than 30% and to around 25% by 2035.
- D. By 2030, more than 60% of adults in America will not _____.

Pastoral Search Vision 2030/2035

- A. Many/most congregations have an _____ of 60 to 65 years of age and older.
- B. The majority of today’s congregations’ _____ comes from members who are in their “senior” years.
- C. Many/most churches do not have _____ and _____ to replace the older generation of givers and church leaders.
- D. As today’s older generation of givers and church leaders are no longer able to give/serve, many/most churches will have a difficult time _____ and doing _____ at their current level.

3. All Congregations and Pulpit Committees Should Be Real, but Have Faith!

Remember that calling a new Pastor is a _____. Both the congregation and the new Pastor have _____ that God is going to “Prosper” and “Provide for” the Pastor/People relationship.

What Causes Some Churches to Wait 2, 3, or 4 Years to Call a New Pastor?

Why is it that some churches appear to not want to proceed with calling new Pastoral Leadership?

- 4. **All Congregations and Pulpit Committees Should Have a Clearly Stated Church-Wide Vision (5-Year/2030)**

A Vision 2030 for Growing, Prospering, & Succeeding in Ministry is Needed for...

- _____
- _____
- _____
- The _____ as a Whole

Current models of ministry will need to be reevaluated and changed to include “_____” models of ministry rather than each church independently operating on their own.

5. All Congregations and Pulpit Committees Should Be Honest & Clear About Where Your Church is in Its Life Cycle

6. All Congregations and Pulpit Committees Should Be Transparent About Your Church’s Need to Stop “Maintaining” and Start “Prospering”

“Maintaining” vs. “Prospering”

What’s the difference?

Which best describes the current state of your congregation?

7. All Congregations and Pulpit Committees Should Know, Respect, & Follow Your Church’s _____

The *Transition Period* should not be used as an opportunity to change the church’s doctrine, faith, & beliefs.

Who’s 1st, 2nd, 3rd, etc. in Our Church When We Don’t Have a Pastor

Matthew 16:15-18

What/Who is “The Rock” in Your Church?

The Petrine Doctrine

The Pauline Doctrine

8. All Congregations and Pulpit Committees Should Know & Be Consistent with Your Church’s Polity (Bylaws)

Doctrine vs. Polity

Doctrine = Your Church’s _____ (Baptist, Methodist, etc.)

Polity = How Your Church has Chosen to _____ Its Belief (Bylaws)

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Trustee Training (Pt. 2) Entrusted: From the Altar to the Courthouse *Roles & Responsibilities of the Church Trustee*

Monday, April 13, 2026

7:00PM

Dr. William H. Whitaker, II- Facilitator
(804) 617-7855 dr.whitaker@cba1.org <https://cba1.org>

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“Carriers of the Word”

Deaconess MINISTRY “Cross” TRAINING



Monday, April 20, 2026 @ 7:00PM



Dr. William H. Whitaker, II – Founder / dr.whitaker@cba1.org / (804) 617-7855 / www.cba1.org
Meeting ID: 964 319 7945 Passcode: CBA1 Conference Call: (301) 715-8592



Clergy/Associate Minister “Cross” Training

Following Pastoral Leadership
& Supporting Your Pastor’s Vision
Monday, April 27, 2026 @ 7:00PM (Zoom Only)



Dr. William H. Whitaker, II – Founder / dr.whitaker@cba1.org / (804) 617-7855 / www.cba1.org
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