

**PROPOSED CONSTITUTIONAL AMENDMENT**  
**FEBRUARY 23, 2020**

**THE CURRENT CONSTITUTION READS...**

**(1) Pastoral Staff**

**(A) The Calling of Pastoral Staff**

- i. Pastor search committees shall be the mechanism to begin the search for a new pastoral staff member. The committee shall be approved by the church and shall consist of a minimum of five people: two deacons and three members of the church at large.
- ii. The committee's recommendation of a candidate to the church shall constitute a nomination.
- iii. Only one person at a time shall be before the church for consideration.
- iv. Election shall only be by secret ballot.
- v. No election meeting shall be called unless such meeting is announced at least one week in advance and called specifically for that purpose.
- vi. A nominee must receive an affirmative vote of 85% of those voting to be called.
- vii. If the nominee fails to obtain 85% of the vote, the moderator shall declare the nomination rejected and refer the matter back to the committee.
- viii. If the nominee obtains 85% of the vote at will employment will begin at a date mutually agreed upon by both parties.

**(B) Pulpit Supply During Periods of Time When There is no Senior Pastor**

During times when there is no Senior Pastor the chairman of the deacons is responsible for working with the staff and deacon body to ensure pulpit supply, including the calling of an interim pastor as needed.

**(C) The Termination of Pastoral Staff**

- i. Any pastor accepting a call shall serve as an employee at will until the relationship is terminated either by mutual consent or notice given by either party.

- ii. The church may vote to terminate the employment of a pastor, for cause, and give written notice contemporaneously at any business meeting called for that purpose. Any for cause termination shall be effective immediately or as mutually agreed upon by the parties.
- iii. In the instance of a moral failure that directly and imminently threatens the ministry and mission of the church, immediate termination may occur with unanimous approval of the personnel committee and deacon body.

## **Proposed changes read by the Constitution Committee at the February 23, 2020 business meeting [everything in RED represents a change from the current constitution]**

### **(2) Senior Pastor**

#### **(A) The Hiring/Calling of a Senior Pastor**

- i. The preferred method of calling a Senior Pastor will be a succession plan approved by the personnel committee (which consists of the chairman of deacons, the chairman of trustees, & 5 church-elected at-large members) and presented to the church body for approval. This succession plan shall be established by the current senior pastor by working in good faith with the Personnel Committee. The succession plan must receive an affirmative vote of 85% at a special-called business meeting. Once a succession plan is approved by the church, it will stand as the current timeline and strategy for the church body identifying, vetting, and ultimately electing the next senior pastor.
- ii. In the absence of an approved succession plan, a senior pastor search committee shall be the mechanism to begin the search for a new senior pastor. The committee shall be approved by the church and shall consist of a minimum of five people: two deacons and three members of the church at large.
- iii. The committee's recommendation of a candidate to the church shall constitute a nomination.
- iv. Only one person at a time shall be before the church for consideration.
- v. Election shall only be by secret ballot.
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- vii. A nominee must receive an affirmative vote of 85% of those voting to be called.
- viii. If the nominee fails to obtain 85% of the vote, the moderator shall declare the nomination rejected and refer the matter back to the committee.
- ix. If the nominee obtains 85% of the vote at will employment will begin at a date mutually agreed upon by both parties.

### **(B) Pulpit Supply During Periods of Time When There is no Senior Pastor**

During times when there is no Senior Pastor the chairman of the deacons is responsible for working with the staff and deacon body to ensure pulpit supply, including the calling of an interim pastor as needed.

### **(C) The Termination of Senior Pastor**

- i. A Senior Pastor accepting a call shall serve as an employee at will until the relationship is terminated either by mutual consent or notice given by either party.
- ii. The church may vote to terminate the employment of the Senior Pastor, for cause, and give written notice contemporaneously at any business meeting called for that purpose. Any for cause termination shall be effective immediately or as mutually agreed upon by the parties.
- iii. In the instance of a moral failure that directly and imminently threatens the ministry and mission of the church, immediate termination may occur with unanimous approval of the personnel committee and deacon body.

### **(D) Hiring and termination of other staff**

- i. The Senior Pastor and Personnel Committee shall oversee the hiring of all staff. Prior consent by the Personnel Committee must exist before each hire.
- ii. Staff may hire additional personnel as approved by the Senior Pastor, in consultation with the Personnel Committee, with the pre-requisite that such a hire fits within the parameters of the current church budget and cash flow.
- iii. Any ministerial (non-ordained) or pastoral staff member may be terminated by the Senior Pastor only after careful, prayerful consideration and with consent by the Personnel Committee. In the instance of a moral failure that directly and imminently threatens the ministry and mission of the church, immediate termination may occur without prior consent by the Personnel Committee.

- iv. All other staff members may be terminated by their direct supervisors at that respective supervisor's discretion and in accordance with the Personnel Handbook.