

## **Current By-Law**

### **Section D. Ministerial Search Committees**

When a vacancy occurs in the ministerial staff (and after the Personnel Committee has evaluated and approved the ministerial staff's position), the church shall elect a search committee to seek a suitable replacement. The Search Committee shall be elected upon motion by the Deacon Body and shall be composed of four men and three women. There shall be no nominations to the Search Committee. Each church member shall vote by secret ballot at a business meeting for four men and three women of their choice. Those members receiving the greatest number of votes, and who are willing to serve, shall be elected. The ballots shall be kept confidential and preserved for use to select new members as members may succeed to the committee. New members shall succeed to the committee if the number of men on the committee falls below four or the number of women on the committee falls below three. The ballots shall be destroyed when the committee has completed its work. The election shall be administered by the Deacon body. A proposed job description and compensation package developed by the Personnel Committee, approved by the Finance Committee and forwarded to the Search Committee shall be approved by the church at this time. All church members in good standing are eligible to serve on the Search Committee except members of the church staff and their immediate families.

The Search Committee shall elect its own officers, determine its manner of operation, and shall be responsible solely to the Church. The Search Committee is authorized to use Church facilities and funds in the conduct of its mission.

Search Committee meetings shall be closed executive sessions. The Committee is encouraged to seek advice and counsel from other ministerial staff.

The Committee shall nominate one candidate at a time. Church action on the committee's nomination shall be by secret ballot. An affirmative vote of ninety percent of those present and voting shall be required in order to extend a ministerial call from the Church.

## **Proposed By-Law Change**

### **Section D. Ministerial Search Committees**

When a vacancy occurs in the ministerial staff...

1. The Personnel Committee, Finance Committee and ministerial staff should evaluate and approve the need for each ministerial staff position.
2. The church shall elect a search committee to seek a suitable replacement for Pastors and Ministers of Parkside.
3. The deacons shall propose to the church that a search committee be put into place for the position needed. The election shall be administered by the Deacon body.

4. The Search Committee shall be composed of four men and three women. All church members in good standing are eligible to serve on the Search Committee except members of the church staff and their immediate families. Couples may not serve on the Search Committee together.
5. Each church member shall vote by secret ballot at a business meeting for four men and three women of their choice.
6. Deacons shall review the names of members receiving the greatest number of votes. Each person shall be a church member of good standing. After finding the correct willing number of search committee members, those who are willing to serve shall be presented to the church.
7. Ballots shall be kept confidential and preserved for use to select new replacement members to the committee. New members shall succeed to the committee if the number of men on the committee falls below four or the number of women on the committee falls below three. The ballots shall be destroyed when the committee has completed its work.
8. A proposed job description and compensation package developed by the Personnel Committee, approved by the Finance Committee and forwarded to the Search Committee, shall be approved by the church at this time.
9. The Search Committee shall elect its own officers, determine its manner of operation, and shall be responsible solely to the Church. The Search Committee is authorized to use Church facilities and funds in the conduct of its mission.
10. The Search Committee shall give updates as needed to the church on what has been done and how the church can be praying throughout the search process. These reports can be given through church-wide email and/or through announcements during worship gatherings and Business Meetings.
11. Search Committee meetings shall be **closed executive sessions**. The Committee is encouraged to seek advice and counsel from church staff, related ministry leaders, and the church at large to discover the leadership needed by a prospective minister. The Committee shall include the Sr. Pastor in the interview process once a potential candidate has been identified and selected for an interview.
12. The Committee shall present one candidate at a time to the church. Church vote on the committee's nomination shall be by secret ballot. An affirmative vote of ninety percent of those present and voting shall be required in order to extend a ministerial call from the church.
13. Salary and Compensation shall not be published or included on the ballot.