

# The Constitution

of Priory Park Baptist Church

## Proposal 3: Pastoral Search Process

**CONGREGATION REVISION 1**

February 14, 2026



Priory Park Baptist Church  
8 Torch Lane  
Guelph, ON N1G 1V6  
Canada

## Elders' Explanation of the Proposal

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The current constitution has two separate processes for the Lead Pastor and Additional Pastoral Staff. We are unsure why these processes need to be separate. Furthermore, the separate processes are inconsistent. There are items in one process that we believe should definitely be in the other, and vice versa. There are also provisions that are unnecessary or redundant.

For example, in the current Constitution...

- ▶ Neither process clearly states that the pastor must be voted in by the congregation. The only related provision is in an entirely different section under 5.2 Privileges of Membership where "calling into office or extending of terms for pastors" is listed as a privilege of membership. It is not clear that this "privilege" can be considered a requirement for all pastors to be voted on. Even if that is what was intended, it is out of place. It should be moved to the pastoral selection section for added clarity.
- ▶ Additional pastors require a job description and budget to be presented to and approved by the congregation, but for the Lead Pastor there is no such requirement. There is only a vague stipulation that the congregation be "consulted" on the requirements for the Lead Pastor.
- ▶ The Lead Pastor search team is stipulated to have a minimum of 5 members, but surprisingly there is no minimum for an additional pastor.
- ▶ The Additional Pastor search process asserts that the search committee seek someone who meets Biblical requirements for the position, but the Lead Pastor process has no such language.
- ▶ The Lead Pastor selection process stipulates a search process begin immediately when the previous pastor resigns, which presupposes that our church will be ready for a search process at that time. We believe it is unnecessary for us to mandate in our Constitution a timeline for our pastoral search process.
- ▶ The Lead Pastor process contains a parenthetical statement about the previous pastor submitting their resignation at least 30 days prior to the effective date. Not only is this redundant, since this will be covered in their job description, it also is out of place since our search process should be independent of how much notice a pastor gives.

Thus, we are proposing a single revised process that can be applied to any pastor.

# **Proposed Constitutional Amendments Follow**

The following are the proposed revisions to the Constitution under this proposal. To view all the revisions from all the proposals in one document, see the document labeled "Complete Amended Constitution from Proposals #1-4".

- ▶ All major headings have been kept for context. If there is no text under a heading, that means there are no proposed changes for that section.
- ▶ Text in **BLACK** is exactly as it is in the current Constitution.
- ▶ Text in **RED** are the proposed amendments.
- ▶ Text in **BLUE** are section numbers that will be changed due to the proposals.
- ▶ **RED & BLUE TEXT WITH NO STRIKE THROUGH** is new text that is proposed to be **added**.
- ▶ **RED & BLUE TEXT WITH A STRIKE THROUGH** is current text that is proposed to be **deleted**.

## 1 Name

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## 2 Affiliation

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## 3 Purpose

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## 4 Statement of Faith

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## 5 Membership

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## 6 Congregational Meetings

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## 7 Governance

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### 7.1 Senior Pastor

#### 7.1.1 Senior Pastor Responsibilities

#### ~~7.1.2 Senior Pastor Selection~~

~~Upon receiving written notice of resignation from the Pastor, submitted at least thirty days prior to the effective date, the congregation shall elect a search committee with a minimum of five members. The committee shall, in consultation with the congregation, decide upon the type and qualities of the candidates to be considered.~~

### ~~7.1.3 Additional Pastoral Staff~~

~~As the Elders' Board deems that an additional pastoral staff member is necessary, it shall develop, or cause to be developed, a job description and budget for the new position and present them to the congregation for ratification at a congregational business meeting. The congregation shall elect a search committee to solicit applicants and hire that individual who meets both biblical qualifications and the specific requirements of the position.~~

### 7.1.2 Pastor Selection

As the Board of Elders deems that pastoral staff is necessary, it shall facilitate the selection of a Pastoral Search Committee, elected by the congregation. The Pastoral Search Committee shall have a minimum of five Active Members. The committee shall develop, or cause to be developed, a job description and budget for the position and present them to the congregation for ratification at a Congregational Business Meeting. The committee will then solicit applicants who meet both Biblical qualifications and the specific requirements of the position. The committee shall present their selected candidate to the church, and the church shall call the candidate into office through a vote at a Congregational Business Meeting.

### 7.1.4.1.3 Termination of Pastoral Staff

### 7.1.5.1.4 Non-Pastoral Staff

## 7.2 Board of Elders

## 7.3 Ministry Teams

## 7.4 Church Officers

# 8 General Regulations

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