

Overview: Pastoral Staff Hiring

Status

Implementation status: Adopted by the Servants Council on May 30, 2026.

Purpose

This book governs the search and call of the Senior Pastor and any other pastoral staff. It holds the church's pastoral-search procedure as a Council policy, per the July 26, 2026 congregational vote (Motion 4), which struck the former CCCC "Guidelines for Seeking a Minister" appendix from the Constitution and Bylaws and directed that any retained pastoral-search procedure live in the Church Operations Plan.

Scope

Pastoral hires only. Non-pastoral staff hiring follows Book 08 – Hiring Process (Non-Pastoral). Short-term and emergency pastoral absence is covered by the Pastoral Emergency-Coverage Plan in Book 12 – Leadership Transitions.

Governance and Document References

- Mayflower Constitution and Bylaws — call of a Pastor (congregational vote by ballot; see the current bylaws for thresholds and notice requirements)
- Guidelines for Seeking a Pastor (SBC) — this book
- Book 08 – Hiring Process (Non-Pastoral)
- Book 12 – Leadership Transitions

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