

Engagement and Tenure of the Senior Pastor By-Laws 15 September 2023

The Vietnamese Evangelical Church in Australia (Melbourne) Incorporated (the Church) has the Church Policy that Jesus Christ is the Head and the Shepherd of the Church. The President is also the Senior Pastor of the Church and serves as the undershepherd of the Church. The Senior Pastor is responsible for providing the leadership to supervise all Church activities and programs.

The Church Engagement and Tenure of the Senior Pastor By-Laws are intended to enable members of the Church to be fully aware of the process through which the Senior Pastor of the Church is engaged and for determining his term.

1. Term

The term of the Senior Pastor must be passed at a general meeting.

2. Renewal of Senior Pastor

Upon the term of the current Senior Pastor is about to expire, the Church Committee and the Senior Pastor shall discuss renewing his term. The renewal shall take place at a Church general meeting called for that purpose, of which at least 14 days' notice to all members of the Church has been given. The election shall be by secret ballot, and an affirmative vote of at least seventy-five percent (75%) of those voting members present shall be necessary to renew a new term for the Senior Pastor.

3. Election of new Senior Pastor

- i. Upon the office of Senior Pastor becoming vacant, a Senior Pastor Selection Committee will be formed. The Committee shall nominate a Senior Pastor Selection Committee. The Church, by a majority vote of those voting members present, shall elect the members of the Senior Pastor Selection Committee.
- ii. The Senior Pastor Selection Committee shall seek out a suitable candidate for Senior Pastor. Any church member may make recommendations to the Senior Pastor Selection Committee. The Senior Pastor Selection Committee's recommendation will constitute a nomination.
- iii. The committee shall bring to the consideration of the Church only one candidate at a time.
- iv. The election shall take place at a Church general meeting called for that purpose, of which at least 14 days' notice to all members of the Church has been given. The election shall be by secret ballot and an affirmative vote of at least seventy-five percent (75%) of those voting members present shall be necessary to extend a call to a candidate for Senior Pastor. The Senior Pastor, thus elected, shall serve until the relationship is terminated by his request or the Church's request.

4. Recall of Senior Pastor

- i. The Senior Pastor may be recalled by the Church at a general meeting called for that purpose, of which at least fourteen (14) days' notice to all members of the Church has been given.
- ii. The recall vote shall be by secret ballot and an affirmative vote of a majority (i.e., above 50%) of the voting members present shall be necessary to recall the pastor at which time the office of Senior Pastor shall be declared vacant.

- iii. A recall meeting may be called by a written petition signed by not less than fifty percent (50%) of the members entitled to vote.
 - (a) The moderator for this recall meeting shall be the Church Secretary, or in the Church Secretary's absence, the Deputy Church Secretary shall call the Church to order and preside over the election of an acting moderator.
 - (b) The Senior Pastor will not serve as the moderator for this meeting.
 - (c) In the event the Senior Pastor is recalled, termination will be immediate, and the Church may provide severance pay to the pastor of one sixth (1/6) of his total annual compensation, such severance pay being payable within thirty (30) days of termination.
 - (d) In the event the Senior Pastor is recalled for gross misconduct, as may be solely determined by the voting members of the Church, then such severance pay shall be considered forfeited.

5. Senior Pastor Resignation

If the pastor wishes to resign from his position, it is requested he give at least four (4) weeks' notice.

6. Supply and Selection of Interim Pastor

During such time as the Church is without an elected pastor, the following procedure shall be followed:

- i. The Committee shall be responsible for obtaining pulpit supply (person to fulfill the preaching ministry of the Church).
- ii. The Committee may offer in nomination to the Church a person to be named to the position of "Interim Pastor."