
Formal Grievance Procedure**Pastor Grievance:**

The Lead Pastor Grievance Procedure will be administered by the Deacons.

In case of disagreement between the Lead Pastor and the church, it shall be the duty of the Deacons to mediate the difference and seek a harmonious solution. Such matters may be detailed by the chairman to a subcommittee of Deacons for the purpose of hearing the complaint. The Deacons or the subcommittee is authorized to make use of the Pastor-Church Relations Department of the Baptist State Convention or other qualified consultants. When it is apparent that a harmonious solution cannot be reached, the chairman of Deacons shall be informed, and it shall be the duty of the Deacons to submit a proposed solution to the church within 30 days.

The Lead Pastor will be given the opportunity to express himself on the issue before the Deacons and/or the church. A church conference will be called for this purpose. A majority vote by select ballot of those voting shall be required to carry the Deacons' proposal.

In the event the church votes for a proposal asking for the Lead Pastor's resignation, the Chairman/Moderator shall immediately declare the Lead Pastor's position vacant. The departing Lead Pastor shall receive his salary and other benefits for a period specified by the Chairman/Moderator.

Church Staff Grievance:

Church Staff Grievance Procedure for staff other than the Lead Pastor will be administered by the Personnel Committee.

In case of disagreement between any staff member and the church it shall be the duty of the Personnel Committee to mediate the differences and seek a harmonious solution. This committee is authorized to make use of the Pastor-Church Relations Department of the Baptist State Convention or other qualified church consultants. When it is apparent that a harmonious solution cannot be reached, the Personnel Committee shall inform the Chairman of Deacons, and it shall be the duty of the Deacons to submit a proposed solution to the church within thirty days.

The staff member will be given the opportunity to express himself/herself on the issue before the deacons and/or church. A church conference will be called for this purpose. A majority vote by secret ballot of members voting shall be required to carry the Deacons' proposal.

In the event the church votes for a proposal asking for the staff member's resignation, the Chairman/Moderator shall immediately declare the staff member's position vacant. The staff member shall be paid his/her salary and other benefits as for a period specified by the Chairman/Moderator.