

BOARD/PASTORAL RELATIONSHIP

This should be defined in your church constitution. Here are some suggestions if it is not.

Interpersonal relationships

The Board and the Pastor pledge to uphold one another in mutual trust, respect, and care. Each shall support without reservation the position, authority, and ministry of the other, and shall seek to be God's instrument in the spiritual and personal development of the other. Correction and redirection shall be done gently and with care. The primary motivation of each shall be to encourage and support the other.

Although final authority rests with the Board, the Board shall seek to create an environment of support for the leadership of the Pastor vis-à-vis his ministry, his handling of staff, the future direction and character of the ministry of the Church, and the like.

The Board shall assist the Pastor in establishing ministry priorities for the Church.

Authority

The Pastor shall be accountable to the Board of Elders. The Board of Elders shall give consideration to the recommendation of the Pastor as they together form the strategy for ministry.

Board authority shall be understood as vested only in the decisions of the Board, and not in individual members of the Board. Hence, individual Elders shall not seek to exercise authority over the Senior Pastor, members of the staff, or persons in the Church congregation.

Confidentiality

The Board and the Pastor pledge themselves unreservedly to the confidentiality of all Board discussions and confidential decisions. The role of individuals in the making of Board decisions shall never be divulged. Violation of this principle shall be grounds for loving confrontation, and if necessary, discipline.

Board/Staff Communication

The Board of Elders pledges to engage with members of the staff in such a way as to protect the leadership of the Pastor. Hence, Elders shall not allow inappropriate discussion of decision-making with members of the staff. Staff should never be allowed to approach the Pastor with the leverage of previously secured Elder support.

Board Approval for Outside Ministry

Authority for approval for outside ministry by the Pastor shall be vested in the Board of Elders. The Board shall support and encourage the Pastor vis-à-vis outside ministry as this will both stimulate and refresh the Pastor for his ministry at this Church. However, the Pastor shall take every care and precaution to ensure the priority of the ministry at the Church, never allowing outside ministry to deleteriously affect the church ministry.

Board Care of the Pastor

The Board shall exercise loving care of the Pastor and shall assist him in maintaining the proper priorities of God, family, and Church ministry. The Elders shall seek to protect the Pastor's time from those expectations and demands of the congregation that would harm the ministry priorities of prayer, preaching, leadership, and executive administration.

Prayer

The Board of Elders and the Pastor pledge themselves to consistent and persistent prayer for one another with as much specificity as possible. Meetings of the Board shall be characterized with much prayer and with an attitude of prayer.

PASTORAL RESPONSIBILITIES

The duties of the Senior Pastor are understood to be those identified in the Church Bylaws. The following description of the duties of the Senior Pastor is an amplification and clarification of this Bylaw.

Prayer

The Pastor will seek to develop a practice of prayer that enables him to allocate significant time for worship, and for intercession on behalf of his family members, the staff and leaders of the Church, and the members of the fellowship. The Board of Elders will work to keep him free of lesser, distracting responsibilities. Each Pastor is gifted differently, but this provision is meant to allow for the twin priorities of Acts 6:4 to be implemented -- "*But we will devote ourselves to prayer and to the ministry of the word.*"

Preaching

It is agreed that the Pastor shall be responsible for the pulpit ministry of the Church. Guest preachers shall be approved by the Board of Elders upon the recommendation of the Pastor prior to the issuing of an invitation to preach. The Pastor shall be expected to preach the Sunday morning and evening services with the following exceptions:

1. Four (4) Sundays for personal vacation.
2. Up to four (4) Sundays for outside preaching ministry as approved by the Board of Elders.
3. Approximately two (2) Sundays for overseas missionary travel as approved by the Board of Elders.
4. One Sunday for attendance at the CB Northwest Annual meeting.
5. One Sunday for attendance at the CBAmerica Annual meeting.

Leadership

The Pastor shall be the Shepherd/Leader of this Church. The leadership of the Pastor shall be directed toward the established goals of the Church and shall be characterized by a redemptive and pastoral heart toward the Board of Elders, staff and Church congregation. It is understood that the Pastor shall endeavor to spend sufficient time with both the Lord and the Church

leadership to allow for the development of a shared vision for the Church. The Pastor is then to mobilize and motivate the staff and congregation toward the fulfillment of this vision.

The Board of Elders agrees to carefully nurture and protect the leadership position of the Pastor vis-à-vis the staff and congregation.

Executive Administration

It is understood and agreed that the Pastor shall be the “administrator of the Church organization and executive officer of the staff.” All staff shall be directly responsible to the Pastor or his designate. Staff hiring and retention decisions shall be made by the Board of Elders upon the recommendation of the Pastor. The administration and development methodology of the budget shall be under the executive leadership of the Pastor.

The Pastor shall be expected to establish and maintain regular office hours with agreed on days off. However, the Pastor shall have the authority to be flexible with these hours as the need arises according to his judgment.

The Pastor shall have the prerogative to hire his secretary, and the secretary shall be considered a personal secretary. It is agreed that the Church is committed to hiring additional staff if such is deemed necessary and the Church has approved a budget making provision for additional staff.

GENERAL MATTERS

Length of Pastorate

The Board of Elders and the Pastor affirm that it is desirable to have a long-term senior pastorate, and both the Board of Elders and the Pastor shall make every effort to enhance this possibility.

When, under the direction of the Lord, this Pastor is led to leave this church, he affirms that he will do so in a manner which adorns the gospel and is fully supportive of the Church in general and the Board of elders in particular. Further, he pledges full support for his successor.

Church Financial Parameters

The Board of Elders and the Pastor affirm that the preaching of God’s Word on the subject of Biblical stewardship and responsibility is not to be avoided. It is to be done redemptively and with loving care. In general, emphasis in the context of non-capital giving shall be upon obedience to the Scriptures rather than on the financial needs of the Church.

It is affirmed that the Church shall continue its present emphasis on giving to missions and promoting missions through the practice of conducting an annual Missionary Emphasis and taking of faith pledges for missions.

Innovative Ministry

The Board of Elders and the Pastor affirm that the ministry of the Church shall be characterized by an aggressive and innovative approach to evangelism and the nurturing of the congregation.

Hence, we shall be willing to risk failure, and no doubt will on occasion fail in our efforts, if such efforts have substantial spiritual potential.

Pastor's Office

The Board of Elders agrees to allow the Pastor to furnish the Pastor's study as desired and needed. Specific plans for such shall be submitted to the Board for approval.

Evangelism Emphasis

The Board of Elders and the Pastor affirm that we shall take the lead in making the Church an evangelistic people. We shall commit ourselves to be effective evangelists through evangelism training and lifestyle as an Elder requirement. We shall be models of evangelism concern and activity for the Church.

Because the Great Commission is focused on "making disciples," we shall not be content with winning converts to the Gospel, but shall diligently seek to nurture new converts into a holy and blessed Christian walk as evidenced by the manifestation of the fruit of the Spirit.

Church evangelistic efforts shall seek to integrate new converts into the congregation of the Church. Opportunities for new converts to give testimony of their conversion experience shall be given in appropriate Church services for the benefit and encouragement of the Church congregation.

License

The Pastor (if not ordained) shall be licensed by the church and shall be held accountable to the Church.

Independence of this Church Affirmed

The Pastor acknowledges that this Church is an independent church and is supportive of that fact. He affirms that he has no desire to change this church parameter either now or in the future. No pastoral actions or decisions, including personnel decisions, shall be understood by the Board otherwise.