

# POLICIES GOVERNING THE BOARD - LEAD PASTOR RELATIONSHIP

## **Pastor's Authority**

The board corporately entrusts the lead pastor with the authority to be the primary leader of the church and its ministry.

1. The lead pastor answers to the board only when it acts corporately as the board.
2. The lead pastor as the primary, designated leader of the church has authority over individual board members except when they act corporately as the board.
  - The pastor may confront a board member over spiritual issues.
  - A board member will generally follow the leadership of the pastor when functioning on the board.
  - The pastor will not tell a board member how to decide an issue that the board is addressing corporately.
3. The lead pastor does not answer to the board chairperson or any other individual board member, committee, or person(s) in the congregation.
4. The lead pastor and all board members including the chairperson will minister together and relate to one another as equals.

## **Pastor's Accountability**

The board will hold the lead pastor accountable and responsible for both his performance and the performance of the church's paid and unpaid staff.

1. The lead pastor has the board's vested authority over all paid and unpaid staff and their ministries, including the hiring or enlistment and the releasing of staff. \*
2. The board will not corporately or individually interfere with the staff in its ministry.
3. Individual board members when serving in staff-directed ministries will be under the direct authority of that staff person and the indirect authority of the pastor.

\*see Pastor's Job Description section 4 in Policies Governing the Lead Pastor

## **Pastor's Supervision**

The board will oversee the lead pastor.

1. The board will draft written policies as needed that prescribe what the pastor may and may not do to accomplish the mission and vision (ends) and strategy (means).
2. The board will ensure that the pastor is accomplishing biblically prescribed functions (see glossary).
3. The board will design the policies so that they begin broadly and where necessary will be more specific in nature.
4. The board grants the pastor the latitude to interpret these policies within reason but retains the right to refine them further in areas of question or disagreement.
5. The board authorizes the pastor to draft all staff and congregational policies as needed.

## **Pastor's Monitoring and Evaluation**

The board will both monitor and evaluate the lead pastor's ministry performance for compliance with the Policies Governing the Lead Pastor and the Policies Governing the Board – Lead Pastor Relationship.

1. The board will informally, regularly monitor the pastor's performance.
2. The board will facilitate a formal, annual evaluation of the pastor's performance.

## **Pastor's Advising**

The board will advise the lead pastor if he requests or seeks its advice. In this situation the pastor is free to choose whether or not he will take this advice.