

**Policy of the Council of Elders
New Life Christian Community**

**Council of Elders-Pastor Linkage
Monitoring of the Senior Pastor**

Policy Number: EPL-05
Date of Adoption: Feb 12, 2025

Statement of Provision

Systematic and rigorous monitoring of the senior pastor's performance will be solely against the only expected Senior Pastor outputs: organizational accomplishment of policies on Ends and organizational operation within the boundaries established in the Council of Elders' policies.

Accordingly:

1. Monitoring is simply to determine the degree to which the Council of Elders' policies are being met. Information that does not do this will not be considered.
2. In every case, the standard for compliance shall be any reasonable Senior Pastor's interpretation of the Council of Elders' policy being monitored. The Council of Elders is the final arbiter of reasonableness but will always judge with a "reasonable person" test rather than with interpretations favored by an individual Elder or Council of Elders as a whole.
3. All policies that instruct the Senior Pastor will be monitored at a frequency and by a method chosen by the Council of Elders in agreement with the Senior Pastor. The Council of Elders can monitor any policy at any time by any method but will ordinarily depend on the following procedure:

Procedure

1. The Council of Elders will acquire monitoring data by one or more of the following three methods:
 - a. by internal report, in which the Senior Pastor discloses compliance information, along with his justification for the reasonableness of interpretation;
 - b. by external report in which an external, disinterested, third party [selected by the Council of Elders and agreed upon by the Senior Pastor] assesses compliance with policies and is augmented with the Senior Pastor's justification for the reasonableness of his interpretation; and
 - c. by direct Council of Elders inspection in which a designated Elder, or the Council of Elders as a whole, assess compliance with policy with access to the Senior Pastor's justification for the reasonableness of his interpretation.
2. The Council of Elders will monitor any policy in the following routine schedule:
 - a. Biblical foundation
 - b. Treatment of NLCC Community and staff
 - c. Communication and support