

**Policy of New Life Christian Community
By the Approval of New Life Christian Community**

**Governance Process
Council of Elders Code of Conduct**

Policy Number: GOV-14

Date of Adoption: 05/27/2020

Statement of Provision

The Council of Elders commits itself and its members to Biblically based, ethical, and lawful conduct.

Accordingly:

1. Elders must protect the interests of the church, not conflicted by loyalties to the Pastor(s), loyalties to congregants, other organizations, or their own personal interests.
2. Elders must avoid conflict of interest with respect to their fiduciary responsibility.
 - a. An Elder-owned company, or business in which an Elder is financially compensated (salary, bonus or commission) for earning a customer, shall not be allowed to conduct business with NLCC.
 - b. When the Council of Elders is to decide upon an issue about which an Elder has an unavoidable conflict of interest, that Elder shall absent himself without comment from not only the decision, but also from the deliberation.
 - c. Elders will not use their Council position to obtain employment in the church for themselves, family members, or close associates. Should an Elder be presented to the Council for possible vocational (i.e., paid) ministry or be offered vocational ministry, he must first resign from the Council.
3. Elders may not attempt to exercise individual authority over the church.
 - a. An Elder's interaction with the Senior Pastor, other pastors or with staff must recognize the lack of authority vested in individuals.
 - b. An Elder's interaction with public, press, or other entities must recognize the same limitation and the inability of any Elder to speak for the Council except to repeat explicitly stated Council of Elders' decisions.
 - c. Except for participation in Council deliberation about whether the Senior Pastor has achieved any reasonable interpretation of Council of Elders' policy, an Elder will not express individual judgments of performance of staff of the Senior Pastor.
4. Elders will respect confidentiality appropriate to issues of a sensitive nature.
5. Elders will not use hearsay and will produce sources for comments or concerns made to them.
6. Elders will be properly prepared for Council deliberation.
7. Elders will be involved in the church at a level consistent with the expectations for the church community.
8. Elders must work together as a unified team in the best interests of the entire church.
9. Elders must deal quickly and properly with any disagreements among themselves.

10. Elders have no authority over others (other Elders, Senior Pastor, Pastors, staff, NLCC community) except when acting corporately as the Council.
11. Elders will not condone or voice criticism of the Senior Pastor, other Pastors, or staff performance outside of direct communications within the Council.
12. Elders will regularly attend Council meetings. Unavoidable absences should be communicated to the Elder Council Chairman prior to the meeting.
13. An Elder may be removed for the following reasons.
 - a. Moral failure.
 - b. Improper fiduciary disclosure.
 - c. Irregular meeting or worship gathering attendance.
 - d. Failure to meet Biblical qualifications.
 - e. Causing or attempting to cause division in church.
 - f. Change in doctrinal views that deviate from NLCC doctrine.
 - g. Involved in defaming or unsupportive of the pastor(s).
 - h. Failure to attend Council meetings for three consecutive months.
 - i. Personal decision to resign from the role.
 - j. Personal decision to leave the church.

Attached Forms

FRM-10 Elder Council Removal