

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

**Pastoral Relations
Senior Pastor's Role**

Policy Number: PAR-01

Date of Adoption: Oct 24, 2024

Statement of Provision

The role of the Pastor is that of a shepherd.

Accordingly:

1. The Senior Pastor is an Elder of the church (See policy GOV-09 and GOV-10).
2. The Senior Pastor is not an employee of the church, but God's servant to serve and lead the church in conjunction with the Council of Elders. The Pastor receives monetary compensation as a means to support the Pastor in the ministry of the church and to support his family (1 Tim 5:17-18; 1 Cor 9:14).
3. The Senior Pastor may interpret the church policies as he reasonably understands them.
4. The Senior Pastor is accountable to the Councils of Elders for fulfilling biblical leadership, and policies.
5. The Senior Pastor shall attend all Council of Elders meetings. The Senior Pastor shall work with the Councils of Elders to develop God's vision for the church and fulfill their role in leadership.
6. The Senior Pastor shall hold the Council of Elders accountable to their policies. Should an Elder fall short of the standard for a leader or break their code of conduct the Pastor has the authority to remove that person from leadership following the proper Biblical procedure (Mt 18).
7. The Senior Pastor shall oversee the ministries of the church under the guidance of the Council of Elders. The Council of Elders shall not micromanage the Senior Pastor. An Elder shall not speak to the performance outside of the Council of Elders.
8. The Senior Pastor's primary responsibilities are to preach/teach the Word of God and to pray for the church and her ministries (Acts 6:4).
9. The Senior Pastor exercise authority over all Deacons and committees.
10. The Senior Pastor chairs all committees, or may appoint a chairperson in his place.
11. The Senior Pastor may have veto over any nomination for Deaconship.
12. The Senior Pastor must adhere to the policies of the church.
13. The Senior Pastor is to protect the congregation from false teaching (Acts 20:28).
14. The Senior Pastor is to lead or direct the affairs of the church (1 Tim 5:17).
 - a. Pursues the church's mission and casts its vision (Mt 28:19-20).
 - b. Develops and implements the church's strategy.
 - c. Identifies the church's community for outreach.
 - d. Develops a disciple-making process.
 - e. Leads and supervises the church's staff.
 - f. Assesses the church's location and facilities.
 - g. Oversees the church's finances.

15. The Senior Pastor (not the Councils of Elders) is ultimately responsible for the recruitment, hiring/enlistment, and dismissal of all paid and unpaid staff.
16. The Senior Pastor will encourage and provide opportunities for staff development.
17. The Senior Pastor will operate with written personnel policies that clarify personnel procedures for paid and volunteer staff.
18. The Senior Pastor has the freedom to choose his own policy on performing marriages and funerals; so long as his policy fits sound Biblical doctrine.