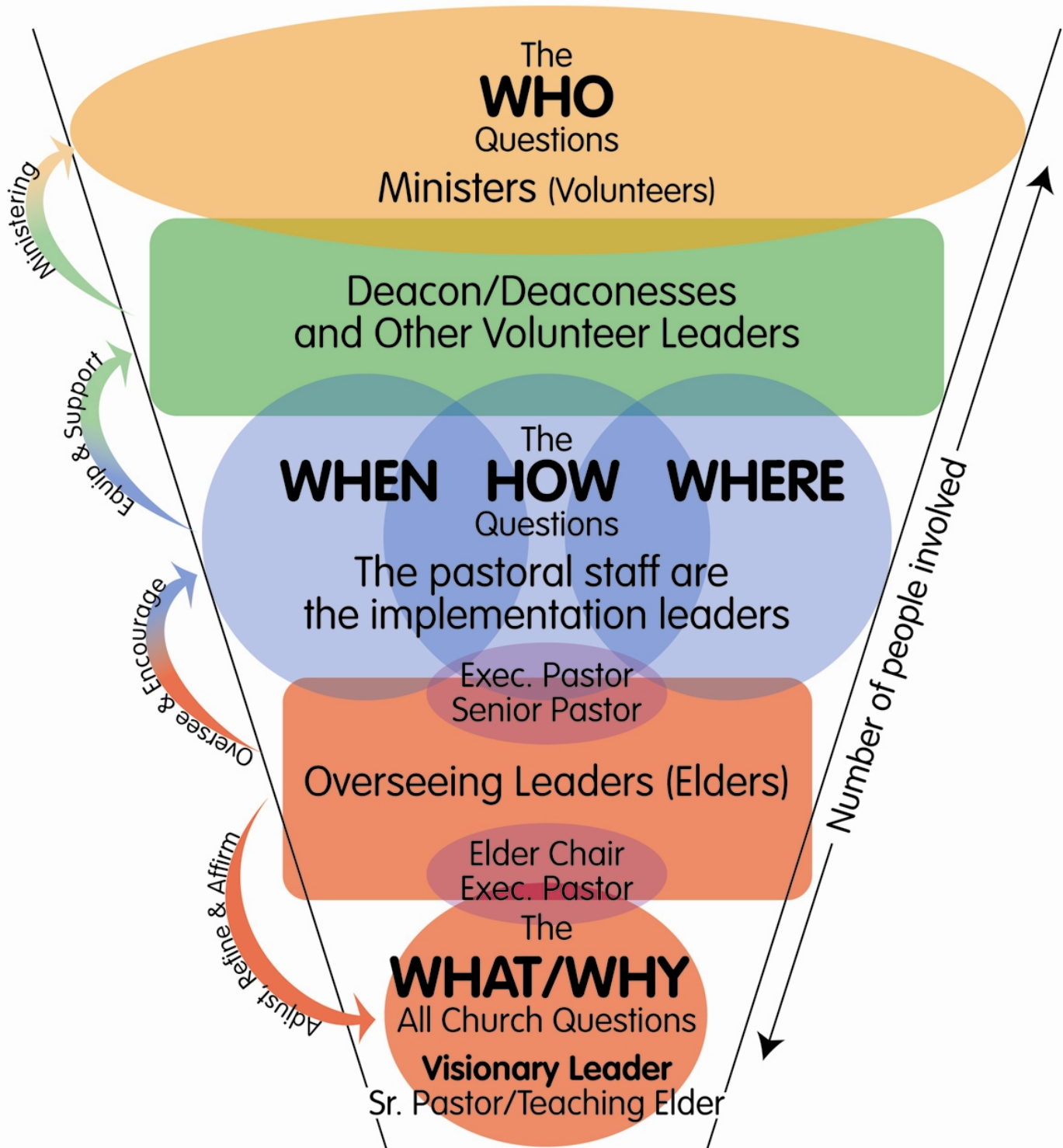


OVERLAPPING CIRCLES OF

ALL CHURCH

ROLES/RESPONSIBILITIES & DECISION MAKING





**Rational for ALL CHURCH Roles/Responsibilities
& Decision Making Model**

GENERAL BIBLICAL PRINCIPLES:

1. God's Kingdom work has always been entrusted to flawed but sovereignly selected leaders, who must work together in loving submission and community for the sake of the ministry.
2. God communicates a "Vision" or "future shape" of a ministry to a leader or leaders through a "key leader," which in the case of the church is the "teaching Elder/Pastor," which is why he is said to be worthy of "double-honor."
3. God uses multiple Elders to oversee the church in order to magnify, affirm, refine and challenge the vision that God has given to the "teaching Elder/Pastor."
4. God expects that once a vision is agreed upon, that the entire leadership team adopt the role of executing and fulfilling the vision with equal enthusiasm.
5. God expects all leaders to appropriately share information and opportunities to those in the body that are gifted and willing to help lead and implement that vision as broadly and powerfully as possible.
6. God expects that the lines of communication within His church to be clear and understood and followed.
7. God expects His people to handle overlapping roles with integrity and humility.

Roles, Responsibilities and Decision Making

VISION

- ELDER:**
- Affirm or re-direct overall vision.
- SR. PASTOR:**
- Receive the overall vision and present it to the elders for affirmation.
 - Communicate it to the Body and Staff.
 - Review and approve vision for area ministries.
- EXEC. PASTOR:**
- Help Sr. Pastor formulate and clarify vision.
 - Implement the vision with the staff.
 - Review and approve vision for area ministries with Sr. Pastor.
- STAFF:**
- Offer input on overall vision.
 - Implement the overall vision.
 - Set the vision for their areas of ministry, subject to approval of the Executive Pastor.

STRATEGIC PLANNING

- ELDER:**
- Review and receive input in the formulation stage of the strategic planning.
 - Sign off on major ministry goals.
- SR. PASTOR:**
- Formulate major ministry goals with Executive Pastor, based on vision.
- EXEC. PASTOR:**
- Coordinate strategic planning process.
 - Assist Sr. Pastor in formulating and clarifying major goals.
 - Work with staff in setting goals.
- STAFF:**
- Set strategic Plan for their areas of ministry, subject to approval of the Executive Pastor.

POLICY

- ELDER:**
- Formulate position statements and related policies, based on scripture.
 - Finances, Church Discipline, etc.
- SR. PASTOR:**
- Same as elders.
- EXEC. PASTOR:**
- See that above policies are recognized in the ministry operations of the Church.
 - Formulate operational policies and procedures.
- STAFF:**
- Implement and carry out overall policies and procedures for their area of ministry, consistent with the overall policies.

ADMINISTRATION

- ELDER:
- Give general oversight to assure that purpose, position statements and policies are carried out consistently.
 - Hold overall fiscal responsibility.
 - Give general oversight through monitoring reports, etc.
- SR. PASTOR:
- Consult with the Executive Pastor regarding overall administration.
- EXEC. PASTOR:
- Carry direct responsibility for ministry, administration and operations of the Church.
- STAFF:
- Give direct responsibility for ministry, administration and operations of their various areas of ministry.

PASTORAL/STAFF

- ELDER:
- Senior Pastor selection and evaluation.
 - Consult and advise on the hire/fire of pastoral staff and have final decision.
 - Receive recommendations on the establishment of new positions, benefits and salary guidelines from the Executive Pastor.
- SR. PASTOR:
- Nurture pastoral team (personal and group).
- EXEC. PASTOR:
- Develop the team to carry out the vision and goals.
 - Mentor and disciple pastoral team.
 - Administrate church staff.
 - Recommend hiring/firing of pastoral team and administer the process.
 - Recommend the establishment of new pastoral team positions.
 - Recommend changes, as necessary, to the salary guidelines and benefits.
- STAFF:
- Recommend needed changes in the area of new positions, hire/fire, or new policies in their own ministry departments to the Executive Pastor.