

Board Fires Pastor:

Help Your Board Keep the Senior Pastor Accountable

Rob Faulk, Partner
Dave Gunter, Partner
9.9.21

The content of this presentation, whether communicated in writing or verbally by partners, employees, or representatives of Capin Crouse LLP, is provided solely for educational purposes. This presentation is not intended to provide legal, accounting, investment, or fiduciary advice. Please contact your attorney, accountant, or other professional advisor to discuss the application of this material to your particular facts and circumstances.



Holding the Senior Leader Accountable

Holding the Senior Leader Accountable

- **Description:** In recent years, there have been many high-profile moral and leadership failures by Christian leaders. This session will explore how the board can proactively hold such leaders to a high standard of accountability.
- **Experience Level:** Moderate – experience as a board member or executive pastor helpful but not required



Background and History

Background and History

- Examples of high-profile failures
- Rob and Dave stories

Background and History, continued

- Key learning points
 - Have governance and balance
 - Be proactive, not reactive
 - The Church is greater than any one person



Objectives

Objectives

- Understand the risks of inadequate governance and balance
- Determine techniques for establishing and maintaining governance
- Combine formal governance with relationship and trust



Governance

Governance

- Defining points
 - The system by which we balance leadership with followers
 - The formal and informal way that we control and operate
 - The structure by which we balance needs and expectations
 - The methodology by which we hold leaders and followers to account



Board's Legal Responsibilities

Board's Legal Responsibilities

- Facilitate the mission and purpose of the organization
- Hire and assess the senior leader
- Provide organizational, financial, and operational oversight
- Maintain integrity and accountability
- Ensure adequate resources
- Protect and enhance reputation



Biblical Support for Accountability

Biblical Support for Accountability

- Under authority
- Relationships based on:
 - Love
 - Honesty
 - Sharing burdens



Board and Senior Leader Relationship

Board and Senior Leader Relationship

- The role of the Chair
- High accountability
 - Open and transparent
- Low accountability
 - Strained



Warning Signs

Warning Signs

- Power structure not balanced
 - Bylaw power and process over nomination and election of board and committee leadership
- Resistance
 - Do not want accountability; do not want to be known
- Lack of transparency
 - Vagueness, avoidance

Warning Signs, continued

- Lack of clear expectations for leader's accountability
- Lack of financial transparency
- Significant travel alone
- Poor relationships with staff
- Family problems



Recommendations

Recommendations

- Is governance working?
- Is power shared?
- Who has primary relationship with senior pastor?
- Are board and committee positions in proper rotation?
- Are board and committee members active?
- Do we represent all constituents well?

Questions?



Rob Faulk, Partner, Church and
Denomination Services Director
Capin Crouse LLP

 rfaulk@capincrouse.com

 505.50.CAPIN ext. 1652

Dave Gunter, Partner
Chief Financial Officer
Capin Crouse LLP

 dgunter@capincrouse.com

 505.50.CAPIN ext. 2060