Board Fires Pastor:

Help Your Board Keep the Senior Pastor Accountable

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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

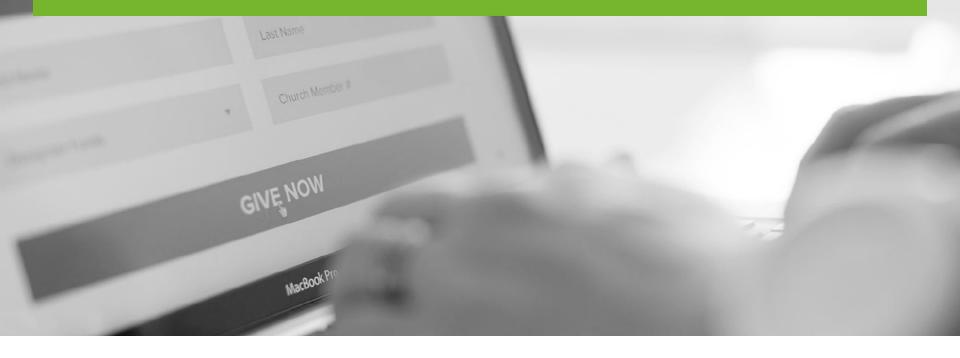


Governance



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

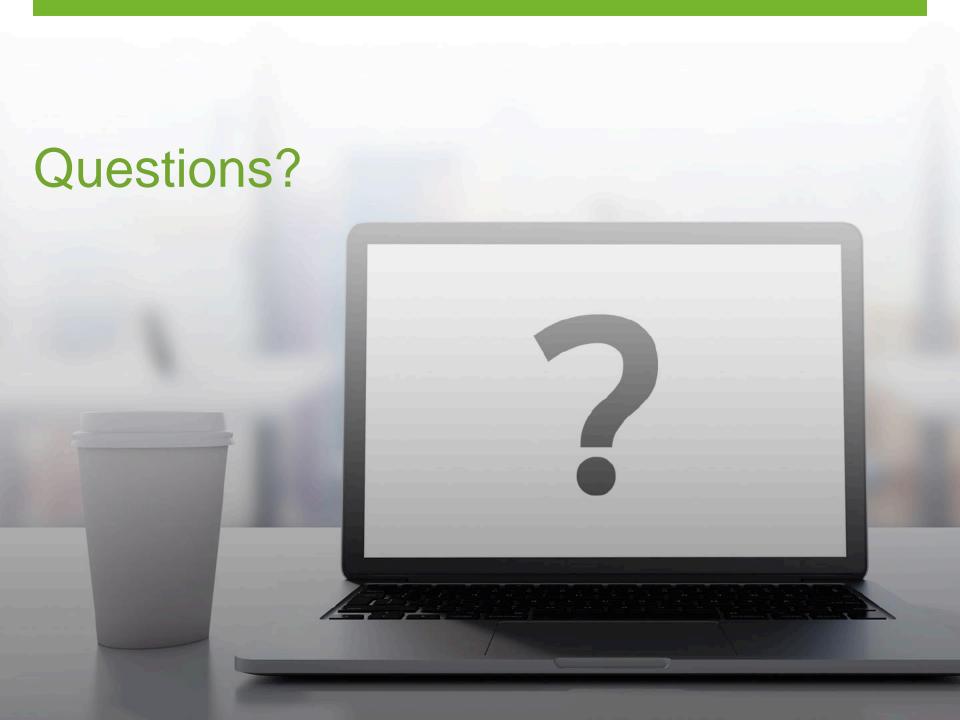


Recommendations



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?



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