

SIERRA MADRE CONGREGATIONAL CHURCH ELDER COUNCIL POLICIES

Policy Type	# of Policies	Adopted Date
Senior Pastor Expectations (SPEs)	7	10/20/16
Elder Council Culture (ECs)	12	10/20/16
Elder Council/Staff Relations (ECSRs)	5	10/20/16
Ministry Outcomes (MOs)		
• Our Ministry Objectives	1	10/20/16
• Our Ministry Outcomes	?	TBD

POLICIES FALL INTO 4 QUADRANTS



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PREAMBLE

The following Policy Statements are meant to expand and reinforce the Bylaws of Sierra Madre Congregational Church. In the event that the policies contradict the Bylaws, the Bylaws shall be controlling in all cases.

SPE-1 GLOBAL SENIOR PASTOR CONSTRAINT

The Senior Pastor will not cause or allow any organizational practice, activity, decision, or circumstance which is either unlawful, imprudent, or in violation of biblically based Christian morals, ethics, and practices.

Adopted:	10/20/16
Revised:	N/A
Evaluation Method:	Internal Report
Evaluation Frequency:	Annually in (Month)

SPE-2 SENIOR PASTOR ROLE

The Senior Pastor will not fail to preach and teach the Bible (1 Timothy 5:17).

The Senior Pastor will not allow the congregation to be exposed to false doctrine in the teaching and preaching of the Scriptures (Acts 20:28).

The Senior Pastor will not fail to lead or direct the affairs of the church to fulfill the Ministry Outcomes.

The Senior Pastor will not fail to regularly and clearly communicate the Ministry Outcomes.

The Senior Pastor will not fail to develop strategy and tactics to achieve the Ministry Outcomes.

The Senior Pastor will not fail to seek the counsel of the Elder Council prior to the hiring/enlisting and dismissal of any paid and unpaid staff.

The Senior Pastor will not fail to lead the staff in a direction to achieve the Ministry Outcomes.

The Senior Pastor will not fail to encourage and provide opportunities for staff development.

The Senior Pastor will not fail to encourage a commitment to missions by bringing the needs of

worldwide missions and the missionaries we support before the church.

The Senior Pastor will not fail to encourage a commitment to outreach in our community and to local missions.

The Senior Pastor will not fail to delegate to others, either staff or volunteers the supervision of certain activities as he determines to be appropriate.

The Senior Pastor will not fail to *actively* demonstrate peacemaking skills within the church body, and shall not fail to serve as one of the church's principal peacemakers.

Adopted:	10/20/16
Revised:	N/A
Evaluation Method:	Internal Report
Evaluation Frequency:	Annually in (Month)

SPE-3 SENIOR PASTOR RESPONSIBILITIES TO THE ELDER COUNCIL

The Senior Pastor will not fail to support the Elder Council and keep it informed about any external and internal changes, relevant trends, church issues, needs, and problems that it should be aware of that are affecting or could affect the ministry.

The Senior Pastor will not fail to confront the Elder Council if he believes it has violated its own Elder Council policies.

Adopted:	10/20/16
Revised:	N/A
Evaluation Method:	Internal Report
Evaluation Frequency:	Annually in (Month)

SPE-4 SENIOR PASTOR CODE OF CONDUCT

The Senior Pastor will not fail to recognize the high visibility of his life and abstain from any appearance of evil (Romans 14:1; 1 Timothy 3:1-7; Titus 1:7-9).

TREATMENT OF PEOPLE

With respect to interaction with congregants or those served by church ministries, the Senior Pastor will not cause or allow conditions, procedures, or decisions that are unsafe, undignified, or unnecessarily intrusive.

The Senior Pastor will not

1. Elicit information for which there is no clear necessity.
2. Use methods of collecting, reviewing, transmitting, or storing personal information that fail to protect against improper access to the material elicited.
3. Fail to establish with people a clear understanding of what may be expected and what may not be expected from the ministry service offered.

TREATMENT OF STAFF

With respect to the treatment of paid and volunteer staff, the Senior Pastor will not cause or allow conditions that are unfair, undignified, disorganized, or unclear.

The Senior Pastor will not:

1. Fail to cultivate an environment in which staff is cared for as whole persons, particularly regarding their spiritual and emotional wellbeing.
2. Fail to ensure that conditions for paid and volunteer staff are fair and supportive of their ministries.
3. Fail to protect staff from those who might seek to undermine them or their ministries in some way.
 - a. The Senior Pastor will not fail to confront such people.
 - b. The Senior Pastor will not fail to initiate church discipline for those who persist.
4. Operate without written personnel guidelines which:
 - a. clarify rules for staff,
 - b. provide for effective handling of grievances, and
 - c. protect against preferential treatment for personal reasons.
5. Retaliate against any staff member for non-disruptive expression of dissent or concern.
6. Prevent staff from grieving to the Elder Council when appropriate internal procedures have been exhausted.
7. Allow staff to be unprepared to deal with emergency situations.

STAFF COMPENSATION

With respect to employment, compensation, and benefits to employees, consultants, contract workers, and volunteers, the Senior Pastor will not cause or allow jeopardy to the fiscal integrity or public image of the church.

The Senior Pastor will not:

1. Approve current compensation and benefits that deviate materially from the geographic or professional market for the skills employed.
2. Approve salary and benefit obligations over a longer term than revenues can safely be projected.
3. Fail to develop and implement compensation plans that link compensation with performance.
4. Promise or imply permanent or guaranteed employment.

STAFF EVALUATION

The Senior Pastor shall not fail to develop and maintain an employee evaluation system that measures employee performance in terms of achieving Ministry Outcomes policies.

Accordingly, the Senior Pastor will not:

1. Fail to develop and administer an evaluation system that:
 - a. Is designed to improve ministry outcomes
 - b. Documents unsatisfactory as well as excellent performance
 - c. Complies with applicable law
2. Fail to provide the Elder Council with evaluation reports of staff.

Adopted:	10/20/16
Evaluation Method:	Internal Report
Evaluation Frequency:	Annually in (Month)

SPE-5 SENIOR PASTOR FINANCIAL PLANNING

With respect to the actual, ongoing financial condition and activities, the Senior Pastor shall not cause or allow the development of fiscal jeopardy or a material deviation of actual expenditures from the approved budget.

Accordingly, the Senior Pastor shall not, without specific Elder Council approval:

1. Expend more funds than have been received
2. Use any long-term reserves.
3. Conduct inter-fund shifting between major budget categories
4. Fail to settle payroll and debts in a timely manner.
5. Allow tax payments or other government-ordered payments or filings to be overdue or inaccurately filed.
6. Acquire, encumber, or dispose of real property.
7. Allow the church to be uninsured against any casualty or theft losses, and against any liability losses to Elder Council members, staff, or the congregation.
8. Allow the church's facilities and equipment to fall into disrepair.

Adopted:	10/20/16
Evaluation Method:	Internal Report
Evaluation Frequency:	Annually in (Month)

SPE-6 SENIOR PASTOR WORK WITH CHURCH COMMITTEES

Church committees, such as Finance, Facility or Personnel, will not interfere with the Senior

Pastor's relationship with the Elder Council or staff.

Church committees

1. May only exist to help the Senior Pastor accomplish his ministry.
2. Will not exercise authority over the Pastor or any of his staff.
3. May only speak or act for the Senior Pastor or staff when given such authority for specific, time-limited purposes.

Adopted:	10/20/16
Revised:	N/A
Evaluation Method:	Internal Report
Evaluation Frequency:	Annually in (Month)

SPE-7 SENIOR PASTOR EMERGENCY SUCCESSION

The Senior Pastor will not allow the church to suffer from the sudden loss of pastoral services by failing to recommend to the Elder Council and prepare at least one qualified person, who is familiar with his ministries, to lead in his place.

Adopted:	10/20/16
Revised:	N/A
Evaluation Method:	Internal Report
Evaluation Frequency:	Annually in (Month)

EC-1 GLOBAL GOVERNANCE COMMITMENT

The Elder Council shall be considered the Board of Directors for the purposes of all laws of incorporation of the State of California. It shall exercise all other powers conferred by applicable laws. In conformity with the Bylaws, the Elder Council shall be responsible for the affairs of the church in matters that do not require church vote.

The purpose of the Elder Council on behalf of Sierra Madre Congregational Church membership, is to see to it that the church achieves Ministry Outcomes at an appropriate cost as specified in Ministry Outcomes policies, and avoids unacceptable actions and situations as prohibited in Senior Pastor's Expectations (SPEs) policies.

Adopted:	10/20/16
Revised:	
Evaluation Method:	Internal Report
Evaluation Frequency:	Annually in (Month)

EC-2 ELDER COUNCIL JOB DESCRIPTION

Specific goals of the Elder Council, as an informed agent of the Membership, are to bring glory to God, to promote the spiritual health of the church, to ensure the implementation of its primary and occasional responsibilities, and to ensure effective ministry.

Primary Responsibilities

1. The Elder Council will not fail to pray for the congregation, the Pastoral staff, and themselves.
2. The Elder Council will not fail to monitor (oversee) the church in several areas:
 - a. The church's spiritual condition
 - b. The church's direction (mission and vision)
 - c. Assuring that the church's beliefs are in conformity with the statement of faith
 - d. Assuring that the Senior Pastor agrees with the above and recommends only staff that concur
 - e. Assuring that those who teach do so in accordance with the Statement of Faith
 - f. The Senior Pastor's character and leadership, formally evaluating his ministry once a year
 - g. Informally monitoring and addressing on a regular basis the Pastor's performance and any questionable behavior
3. The Elder Council will not fail to make Governance and Policy decisions that affect the church. To facilitate its decision-making, it will not fail to write church policy in at least four areas:
 - a. Policies governing the Elder Council itself
 - b. Policies governing the Senior Pastor.
 - c. Policies governing the Elder Council's relationship to the Senior Pastor and Staff
 - d. Policy governing mission, vision, and ministry outcomes
4. The Elder Council will not fail to dialogue on "means" in an advisory capacity to the Senior Pastor.
5. The Elder Council will not fail to discipline members of the church when necessary.

Occasional Responsibilities

1. The Elder Council will not fail to review and consider the recommendations of the Senior Pastor and any search committee for new personnel.
2. The Elder Council will not fail to serve as an arbitrator in any disputes with the Senior Pastor in accordance with Matthew 18:15-20 and 1 Thessalonians 5:19.
3. The Elder Council will not fail to protect the Senior Pastor from those who would seek to undermine him, his authority, or his ministry.
4. The Elder Council will not fail to ensure the Senior Pastor is ordained by the church or by a recognized evangelical church.

Adopted: 10/20/16
Evaluation Method: Internal Report
Evaluation Frequency: Annually in (Month)

EC-3 ELDER COUNCIL MEMBER QUALIFICATION

Elder Council members will not fail to meet the biblical and any other specified qualifications for Elder Council membership. Therefore, it follows that:

1. Elder Council members should be reliable, trustworthy and teachable men (2 Timothy 2:2) who meet the biblical leadership qualifications as set forth in the Bylaws.
2. They shall have been members in the church long enough to have proven themselves (1 Timothy 5:22), and be actively involved in its ministry.
3. They must agree with the church's mission, vision, signature commitments, and strategy.
4. They must agree with and support the church's declaration of faith.
5. They should care about, respect, and trust one another, including the Pastor (1 Timothy 3:2; 2 Timothy 2:2).
6. They should not be preservers of the status quo or tradition but open to new ways of doing ministry.
7. Their spouses, if married, must be supportive of their service on the Elder Council.

Adopted: 10/20/16
Evaluation Method: Internal Report
Evaluation Frequency: Annually in (Month)

EC-4 ELDER COUNCIL OPERATIONS

The Elder Council will not fail to govern lawfully with an emphasis on a) collective listening to the Holy Spirit, speaking through one another, the congregation, or others, b) outward vision for ministry, c) encouragement of diversity in viewpoints, d) strategic leadership, e) clear distinction of Elder Council and Senior Pastor roles, f) future orientation in the context of the past and present, and g) proactive leadership.

Accordingly:

1. The Elder Council will not fail to make its decisions by consensus. The final decision of any vote will be the position of the entire Elder Council (as if there were no difference of opinion).
2. They will not fail to meet at least ten times a year to conduct business as described in the Bylaws.
3. They will not fail to encourage differing viewpoints in striving for a spirit of unity.

4. They will not fail to operate proactively rather than passively or negatively.
5. The Elder Council will not fail to strive continuously for unity of the Spirit in all deliberations and consensus in all decisions. On occasion the Elder Council may determine a topic needs to be considered at a later time.
6. The Elder Council will not fail to cultivate a sense of group responsibility. The Elder Council will initiate policy, as well as respond to Senior Pastor initiatives.
7. The Elder Council will not fail to hold itself accountable for governing with excellence, which means the Elder Council commits to govern by:
 - a. Focusing its time and agendas on the achievement of Ministry Outcomes policies and other matters of policy.
 - b. Seeking to hear the Holy Spirit's direction through the voices of all Elder Council members.
 - c. Exercising group responsibility to assure that it and its members adhere to the values of these Elder Council's Policies.
 - d. Adhering to the clarity of roles as defined in the Governance / Staff Relations policies.
 - e. Supporting the decisions of the whole, even when holding a dissenting opinion.
 - f. Supporting the Senior Pastor as he works to achieve the Ministry Outcomes policies within the parameters the Elder Council has defined in the Senior Pastor Expectations.
 - g. Attending to matters such as attendance, preparation for meetings, policymaking principles, respect of roles, and ensuring the continuance of governance capability.
 - h. Allowing no member, or committee of the Elder Council to hinder or be an excuse for not fulfilling its commitments.
8. The Elder Council will not fail to support the Senior Pastor, as he inspires the congregation through clarity of vision and outcomes. The Elder Council's major policy focus will be on the intended long-term impacts within the congregation and in the community.
9. The Elder Council shall not fail to conduct continuous Elder Council development which will include structured orientation of new Elder Council members in the Elder Council's Function and periodic discussion of process improvement.
10. The Elder Council will not fail to evaluate its process and performance regularly through a debriefing process (See EC-9). Self-evaluating will include comparison of Elder Council activities and discipline to policies in the Elder Council's Function and Governance / Staff Relations policies.

Adopted:	10/20/16
Evaluation Method:	Internal Report
Evaluation Frequency:	Annually in (Month)

EC-5 ELDER COUNCIL MEMBERS CODE OF CONDUCT

The Elder Council will not fail to commit itself and its members to ethical, biblical conduct,

including proper use of authority and appropriate decorum when acting as Elder Council members. They will not fail to demonstrate Christlike behavior, loving those who disagree with them, considering the feelings of others, showing compassion and a heart not just for the church as an institution, but also for its people.

Accordingly:

1. Elder Council members will not fail to work together as a unified team in the best interest of the entire church without conflict by loyalties to staff, groups, or individuals within the church, other churches, and personal interest.
2. They must not fail to be courageous and strive to make the right decisions no matter how unpopular or controversial.
3. They must not fail to trust and respect one another.
4. They must not fail to deal quickly and properly with any disagreements among themselves.
5. They must not fail to commit to regular attendance of Elder Council meetings.
6. They have no authority over others (other Elder Council members, Senior Pastor, staff, congregation) except when acting corporately as an Elder Council.
7. When acting individually with the public, press, congregation, or others, they must not attempt to speak for the Elder Council, except to repeat explicitly stated Elder Council decisions.
8. They will not condone or voice criticism of the Senior Pastor or staff performance beyond the Elder Council, the Senior Pastor, or the staff person involved.
9. They will not fail to respect the confidentiality appropriate to issues of a sensitive nature.
10. They must avoid any conflict of interest with respect to their Elder Council positions in reference to employment.
11. They will not fail to enforce on themselves whatever discipline is needed to lead with excellence. Discipline will apply to matters such as attendance, preparation for meetings, conduct at meetings, policy-making principles, and respect of roles (see EC-4 10).

Adopted:	10/20/16
Evaluation Method:	Internal Report
Evaluation Frequency:	Annually in (Month)

EC-6 ANNUAL AGENDA PLANNING

To accomplish its job with a governance style consistent with Elder Council policies, the Elder Council will not fail to follow an annual agenda that schedules a) continuing review, evaluating, and refinement of Ministry Outcomes; b) linkage meetings with the Ministry Council and the congregation; c) evaluating of policies; and d) activities to improve Elder Council performance through education.

1. The planning cycle will conclude each year on the last day of March of the Elder Council's most recent statement of Ministry Outcomes policies.

2. The planning cycle will start with the Elder Council's development of its agenda for the next year including:
 - a. Linkages with selected groups and individuals whose insights and opinions will be helpful to the Elder Council.
 - b. Education discussions on governance matters and periodic discussions to improve its own function.
 - c. Scheduled evaluation of all policies.
 - d. Evaluation of the Senior Pastor.
3. The Moderator, working in conjunction with the Senior Pastor and Vice Moderator and utilizing input from the council, will outline the proposed annual agenda and present it in written format to the council.
4. Throughout the year, the Elder Council will attend to consent agenda items as expeditiously as possible.
5. Remuneration of the Senior Pastor will be decided after a review of evaluation reports received and the Senior Pastor evaluation, done in March, has been completed.

Adopted:	10/20/16
Evaluation Method:	Internal Report
Evaluation Frequency:	Annually in (Month)

EC-7 ELDER COUNCIL MODERATOR ROLE

The Elder Council Moderator, as elected by the Elder Council will not fail to assure the integrity and fulfillment of the Elder Council's process and, when necessary, may represent the Elder Council to the congregation and outside parties. The Senior Pastor shall not be the Moderator of the Elder Council.

1. The job of the Moderator is to craft meeting agendas with the Senior Pastor, guide orderly discussion, and see that the Elder Council conducts itself according to the policies that govern it.
2. The authority of the Moderator falls within the guidelines of Elder Council policy:
 - a. The Moderator together with the Senior Pastor will take the initiative in such matters as the following: determining the meeting times and agenda items, recognizing Elder Council members and others who wish to address an issue, and limiting discussion.
 - b. The Moderator as an individual has no authority to supervise or direct the other Elder Council members, including the Senior Pastor.
 - c. The Moderator will represent the Elder Council to the congregation and any outside persons when the Senior Pastor does not act as spokesperson.

Adopted:	10/20/16
Evaluation Method:	Internal Report

Evaluation Frequency: Annually in (Month)

EC-8 ELDER COUNCIL COMMITTEE PRINCIPLES

Elder Council committees, when used, will be assigned so as to reinforce the wholeness of the Elder Council's job and so as never to interfere with delegation from Elder Council to Senior Pastor.

Accordingly:

1. Elder Council committees are to help the Elder Council do its job, not to help or advise the staff.
2. Elder Council committees may not speak or act for the Elder Council except when formally given such authority for specific and time-limited purposes.
3. Elder Council committees cannot exercise authority over staff.
4. Elder Council committees will keep their business confidential, especially any issues of a private or sensitive nature.

Adopted: 10/20/16
Evaluation Method: Internal Report
Evaluation Frequency: Annually in (Month)

EC-9 ELDER COUNCIL MONITORING AND EVALUATION

The Elder Council will not fail to both monitor and evaluate its ministry performance for compliance with Elder Council policies.

1. The Elder Council will monitor its performance informally and regularly.
2. It will facilitate a formal, annual evaluation of its performance.
3. Its duties consist primarily of fulfill the policies and Bylaws that direct its ministry.

Adopted: 10/20/16
Evaluation Method: Internal Report
Evaluation Frequency: Annually in (Month)

EC-10 ELDER COUNCIL MEMBER TRAINING

Because leaders are learners, the Elder Council will not fail to invest in and participate in its training on a regular basis.

1. All new Elder Council members will go through an orientation that informs them of the current

issues and their historical context, the Elder Council's functions and the policies that govern the Elder Council, the Senior Pastor, and the Elder Council-Senior Pastor relationship.

2. All Elder Council members will add to their knowledge and hone their skills as members involved in the leadership process. (This could include such opportunities as reading books together, attendance at conferences and workshops, working with a church consultant, and other valuable training experiences.)

Adopted: 10/20/16
Evaluation Method: Internal Report
Evaluation Frequency: Annually in (Month)

EC-11 SETTING THE SENIOR PASTOR COMPENSATION

The Elder Council will not fail to pursue equity and fairness as well as follow biblical guidelines in setting the Senior Pastor's compensation and benefits. (1 Timothy 5:17-18).

1. The Elder Council will establish fair compensation (salary, housing, and utilities) and benefits (retirement, insurance, car allowance, etc.) according to the Senior Pastor's training, prior experience, size of church, and tenure.
2. It will provide compensation that doesn't undermine the church's financial condition.
3. It will recommend any increases in the Senior Pastor's compensation and benefits based on the Senior Pastor's annual evaluation in the light of the church's financial condition.

Adopted: 10/20/16
Evaluation Method: Internal Report
Evaluation Frequency: Annually in (Month)

EC-12 SENIOR PASTOR EMERGENCY SUCCESSION

The Elder Council will not fail to protect the church from the sudden loss of the Senior Pastor's services by assigning at least one qualified person to lead in his place, such as an Executive, Associate, or Assistant Pastor, the Elder Council Moderator, or another person who is reasonably familiar with the ministry.

Adopted: 10/20/16
Evaluation Method: Internal Report
Evaluation Frequency: Annually in (Month)

ECSR-1 GLOBAL ELDER COUNCIL-STAFF RELATIONS

The Elder Council's connection to the operational organization is the Senior Pastor.

Adopted: 10/20/16
Evaluating Method: Elder Council Self-Assessment
Evaluating Frequency: Annually in (Month)

ECSR-2 UNITY OF CONTROL

Only officially passed motions of the Elder Council are binding on the Senior Pastor.

Accordingly:

1. Decisions or instructions of individual Elder Council members, officers, or committees are not binding on the Senior Pastor except in rare instances when the Elder Council has specifically authorized such exercise of authority.

Adopted: 10/20/16
Evaluating Method: Elder Council Self-Assessment
Evaluating Frequency: Annually in (Month)

ECSR-3 DELEGATION TO THE SENIOR PASTOR

The Elder Council will not fail to instruct the Senior Pastor through written policies which prescribe the outcomes to be achieved, and describe organizational situations and actions to be avoided, allowing the Senior Pastor to use any reasonable interpretation of these policies.

Accordingly:

As long as the Senior Pastor uses *any reasonable interpretation* of the Elder Council's Ministry Outcomes and Senior Pastor Expectation policies, the Senior Pastor is authorized to establish operational policies, make decisions, take actions, establish practices and develop activities. Such decisions of the Senior Pastor shall have full force and authority.

Adopted: 10/20/16
Evaluating Method: Elder Council Self-Assessment
Evaluating Frequency: Annually in (Month)

ECSR-4 ACCOUNTABILITY OF THE SENIOR PASTOR

The Senior Pastor is the Elder Council's link to operational achievement and conduct, so that all authority and accountability of staff, as far as the Elder Council is concerned, is considered the authority and accountability of the Senior Pastor.

Accordingly:

1. The Elder Council will not give instructions to staff who report directly or indirectly to the Senior Pastor.
2. The Elder Council will not evaluate, either formally or informally, any staff other than the Senior Pastor.
3. The Elder Council will not fail to evaluate the Senior Pastor's performance on the basis of policy ECSR-5 (Evaluating Senior Pastor Performance).

Adopted:	10/20/16
Evaluating Method:	Elder Council Self-Assessment
Evaluating Frequency:	Annually in (Month)

ECSR-5 EVALUATING SENIOR PASTOR PERFORMANCE

Senior Pastor job performance will not fail to be systematic using criteria defined in Elder Council Policies SPE 1-7 and Ministry Outcomes MO2.

Accordingly:

1. Evaluating is simply to determine the degree to which Elder Council policies are being met. Information that does not do this will not be considered to be evaluating information.
2. The Elder Council will acquire evaluation data on Ministry Outcomes and Senior Pastor Expectations policies by one or more of three methods:
 - a. By internal report, in which the Senior Pastor discloses compliance information, along with his justification for the reasonableness of interpretation
 - b. By direct Elder Council observation, in which a designated member or members of the Elder Council assess compliance with policy, with access to the Senior Pastor's justification for the reasonableness of his interpretation.
 - c. By external report, in which an external, disinterested third party selected by the Elder Council assesses compliance with policies, with access to the Senior Pastor's justification for the reasonableness of his interpretation
3. In every case, the standard for compliance shall be *any reasonable Senior Pastor interpretation* of the Elder Council policy being evaluated. The Elder Council will make the final determination as to whether a Senior Pastor interpretation is reasonable and

whether reasonable progress is being made.

4. All policies that instruct the Senior Pastor will be evaluated at a frequency and by a method chosen by the Elder Council. The Elder Council can evaluate any policy at any time by any method, with reasonable forewarning, but will ordinarily depend on a routine schedule.

Senior Pastor Policy	Method	Frequency	Month
<i>SPE-1 Global Senior Pastor Expectations</i>	<i>Internal</i>	<i>Annually</i>	
<i>SPE-2 Senior Pastor Role</i>	<i>Internal</i>	<i>Annually</i>	
<i>SPE-3 Senior Pastor Responsibilities to Elder Council</i>	<i>Internal</i>	<i>Annually</i>	
<i>SPE-4 Senior Pastor Code of Conduct</i>	<i>Internal</i>	<i>Annually</i>	
<i>SPE-5 Senior Pastor Financial Planning</i>	<i>Internal</i>	<i>Annually</i>	
<i>SPE-6 Senior Pastor Work with Church Committees</i>	<i>Internal</i>	<i>Annually</i>	
<i>SPE-7 Senior Pastor Emergency Succession</i>	<i>Internal</i>	<i>Quarterly</i>	

5. Annually, the Elder Council will conduct a formal evaluation of the Senior Pastor. The summative evaluation will be based upon data collected during the year from the monitoring of Elder Council policies on Ministry Outcomes and Senior Pastor Expectations. The Elder Council, or a subset of it, will prepare a written evaluation document in executive session. The Senior Pastor and the Elder Council will review the document. The evaluation document will consist of:
 - a. Ministry Outcomes and Senior Pastor Expectations.
 - b. Reasonable progress on each Outcome.
 - c. Operation within the boundaries established in the Senior Pastor Expectations policies.
 - d. A summary of the Senior Pastor’s strengths and weaknesses relative to achievement of the Ministry Outcomes and the boundaries established in the Executive Limitations policies.

A mutually agreed upon performance plan shall be prepared to help the Senior Pastor accomplish Ministry Outcomes using the insights of the evaluation process.

Nothing in this policy is intended to imply establishing any personal rights not explicitly established by Bylaws or Elder Council policy. Employment decisions related to the Senior Pastor remain within the jurisdiction of the congregation with reference to the discretion of the Elder Council.

Adopted: 10/20/16
 Evaluating Method: Elder Council Self-Assessment
 Evaluating Frequency: Annually in (Month)

MO-1 OUR MINISTRY OBJECTIVES

OUR MISSION STATEMENT

Loving God. Loving people. Making disciples.

OUR VISION STATEMENT

In response to God and for the sake of all people in the surrounding communities and the world, we aspire to be a Christ-centered fellowship, boldly engaging, sacrificially loving, and humbly serving a diverse community.

Expansion on Terms

FELLOWSHIP

We commit to sharing all aspects of life together as a family that practices loving each other and equipping one another for ministry and outreach.

ENGAGING

Connecting and interacting with one another, with those who do not yet know or follow Christ, and with the culture around us.

DIVERSE

Generationally diverse - growing believers from every age group

Ethnically diverse – reflecting the ethnic diversity of the San Gabriel Valley in which God has placed us

Demographically diverse – a fellowship gathered from the surrounding communities

SERVING

Having a sacrificial, others-centered view and practice of loving others in the San Gabriel Valley

OUR SIGNATURE COMMITMENTS

The people of SMCC commit to...

... a **transformation process**, allowing God to make each of us over into the image of Christ.

... **an integrated life**, where we allow our belief in the Bible as the word of God to shape our choices and our life patterns.

... a **grace-filled life together**, where brokenness and humility are tangible, acceptable, and honored qualities.

... a **lifestyle of peacemaking**, addressing conflict biblically, respectfully, and humbly.

... a **pursuit of loving relationships with one another**, reflecting generational, ethnic, and demographic diversity.

... a **determined effort to communicate the Christian faith clearly and influence culture toward Christlike and Biblical values.**

... a **priority of sacrificial living**, pouring out our time and wealth for the good of the San Gabriel Valley and the world beyond.

Adopted:	4/3/16
Evaluating Method:	Senior Pastor Evaluation
Evaluating Frequency:	Annually in (Month)

MO-2 OUR MINISTRY OUTCOMES **(Examples-Unedited, TBD by Elder Council)**
